

The Journal of **ELECTRICAL WORKERS** AND OPERATORS

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VOL. XXX

WASHINGTON, D. C., JULY, 1931

NO. 7



DESTROYING *American* STANDARDS

?

The Two Questions

?

All the world over, the same human interest is felt about a new friend—whether he is a family man, and how well fixed he is. These two items give a wealth of information about what manner of man he is, and what kind of life he leads.

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We suggest preparing young for favorable answers to the two questions: “Yes, he left a family, but they are well provided for with life insurance.”



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Washington, D. C.

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Magazine Chat

Our mail bag always is generous—always interesting. Life stories come to light. Here is a note from Brother Frank Janovick. He is in Arizona for his health, making real improvement, but he is lonesome. He would enjoy letters from unknown but loyal members of this great organization. Frank's address is 2004 East 8th St., Tucson. Write to him.

The Journal is a bond. It serves as means of communication between friends, as well as a technical organ.

Carlton E. McGregor, L. U. 30, Erie, believes that organized labor could do more advertising. He writes: "This advertising could be done on billboards with short slogans; in magazines describing the reasons for belonging to the union, and also the reasons for buying union made goods. The radio could be used to create more interest in unions, and pamphlets could be used to explain the union."

One loyal reader raises the question, "What percentage of the membership read the Journal?" He thinks it isn't large enough. I daresay he is right. But we have evidence that more workers are reading it; that those who read it, read it intelligently, and attentively.

It is likely that those who do not read it, do not read anything. They are content with word-of-mouth news, and conclusions drawn from hearsay, not facts.

That our correspondents read it, and respond is indicated by the number of letters which arrived before the early deadline this month. Thanks, scribes.

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WHERE THE RIVER SHANNON FLOWS

Wide World

Ireland is pastoral country. Ireland is an idyllic country. Ireland mainly rural—now it, too, feels the pressure of modern necessity, and throws across its storied Shannon River a great dam. German turbines now catch the flood, and generate thousands of kilowatts. This photograph was loaned the Journal by McConnell-Hartly Company, of Dublin, engineers.





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WASHINGTON, D. C., JULY, 1931

No. 7

Wage-Cutters Meet With Stern Resistance

IN March this year the General Contractors' Association of Houston, Texas, sent an ultimatum to the building unions demanding an arbitrary cut in wages of \$2 per day. This was a carefully planned attack on the wage standards of an important southern city, and bore resemblances to campaigns in other cities. When May 1 rolled around, the builders found the unions prepared for the onslaught, and soon not a stone was being laid in Houston. What was more important, the builders found that public opinion was cold to wage cuts. Newspapers—even conservative ones—did not fall for wage revision propaganda, and there was a conspicuous absence of attempts to confuse citizens with a lot of violent talk. A petition bearing 700 names of business men appeared early in the strife, rebuking the hard-boiled attitude of the employers, and demanding arbitration. At a mass meeting noted political figures bitterly denounced the wage-cutters. The dispute dragged along. Suddenly two of the important members of the builders' association broke with it, and signed up with the unions. To save its face, the association announced that it had given permission to the two members to make their peace with the unions.

Early in the contest the general contractors were refusing to see union leaders.

"The contractors feel each industry is best able to judge its own conditions for economic survival and cannot afford to arbitrate a matter of business life or death."

But when two of the important contractors accepted the union's compromise offer, the lordly tone of the general contractors changed.

Wage Cuts Blocked

The Houston case pretty well illustrates what is in the mind of many general contractors throughout the country. But public opinion is much better informed than it was in the panic year of 1921, when a vigorous open shop drive, backed by millions of dollars, was set in force. The public understands better the value of high wages, of maintaining purchasing power, and appreciates more clearly the social value of unions.

The survey of wage conditions in the

Find public better informed than in 1921. American standard of living no joke. Building Trades taking few cuts, but non-union industries have no recourse. Who are the wage-cutters?

building trades by the F. W. Dodge Corporation for May is significant:

"The wage scales have been undergoing very little change during the past month considering the general economic situation. While there have been some reductions, the general level has been maintained in spite of a surplus of building labor equal to that of any other industry. Wage agreements are being renewed at previous scales in all but a few cities. There is, however, a general resistance to increases but even a few of these have been granted."

Where resistance is shown, the associated employers do not appear to have the strength to put wage cuts into effect. It is the non-union industries, where workers are not even organized to utter complaint that cuts are swiftly executed.

An indication as to how jumpy the nerves of the wage-cutters are is illustrated by what happened in San Antonio. Public sentiment was aroused against low wages being paid upon certain road construction jobs. At once the Associated Contractors of San Antonio issued a statement repudiating responsibility. The general contractor, the man who, in the main, makes up the Associated General Contractors, looks for increased profits in a system which he himself has developed—a system which beats down the bid price by playing one sub-contractor over against the other. He makes for deadly competition, and this practice does much to degrade wages, workmanship, workmen and prices on the job.

Not Successful When Opposed

Reports from cities where wage cutting movements are on, invariably declare that general contractors are behind the drive.

They have not always met with success. In Indianapolis, Des Moines, and

certain other cities, they declared cuts, but met with opposition from the unions, were unassisted by public opinion, and withdrew their orders.

Take Baltimore. Early in June, 51 contractors, composing the Employers Association of Maryland, reputed on good authority to be dominated by the open shop builders of the city, sought an injunction. The injunction sued for was against the city of Baltimore itself. These men wanted to restrain the city from putting into effect a minimum wage law on city work. The pleas of these employers read:

"The enforcement by the city of payment of the schedule of wages as set out in the report of the Minimum Wage Committee will materially increase the cost of municipal work above its present cost, and the inevitable consequence of such increase will be an additional burden upon the taxpayers and property owners.

"The current rate of wages in a locality where work is to be performed, as set forth in the statute, is determined by the law of supply and demand, and will vary from time to time. Consequently, a fixed schedule of wages is economically unsound, in that rates fixed might not, and probably would not, have any relation to the real value of the services rendered, nor to the law of supply and demand.

"The adoption of the proposed schedule of wages and the enforcement or attempted enforcement of a compliance therewith is dangerous to the best interests of the taxpayers and the complainants, in that it will open the door to political pressure, and wage scales instead of being determined in accordance with economic law, will be fixed and changed to accord with the whims of politicians, without any relation to the availability of labor or its value."

Now this action in Baltimore gives an indication of the policy of the associated contractors. Similar action was attempted on a national scale, when the Associated Contractors of America, with headquarters in the Munsey Building, Washington, D. C., opposed the Davis-Bacon Bill last winter, establishing the prevailing wage, on all government work. The opposition was adroit.

It was not obviously opposed to the "bill as a whole", or "to the spirit of the bill" but to the vital clause itself, fixing the prevailing wage as standard. When the bill was agreed upon by conferees, efforts were made to destroy its force by a technicality. The general contractors did not object to the prevailing wage, but they wanted it fixed in exact figures—a practical impossibility.

It so happens that the Davis-Bacon Bill did not apply to highway and road constructions.

Has Open Shop Connections

The Associated General Contractors of America is said to be modeled upon the strong, more or less anti-union, The Building Construction Employers Association of Chicago. The General Contractors Association has been from the first something of a high brow organization with four main published objectives: (1) the elimination of irresponsible contractors; (2) reform in bidding practices; (3) elimination of day labor in public works construction (a policy which union men generally believed is aimed at them); (4) and reform of mechanics' lien legislation. It has 103 local chapters. From the beginning emphasis has been laid upon standards—physical standards. It has cooperated with various agencies for the setting up of cost standards; it has gone in for simplified practices. But there is no evidence that it has fought for wage standards.

The Associated General Contractors also have been strong for the introduction of machinery, and for the standardization of forms in building that

costs might be reduced, and reduced.

The Building Construction Employers Association of Chicago, the model for the Associated General Contractors of America, has recently attracted public attention by the fact that a number of its affiliates have led a wage-cutting movement in Chicago, where unemployment has already reduced workers' wages to 50 and 60 per cent of normal on account of unemployment. The affiliates are:

Builders Association of Chicago.
Chicago Marble Dealers' Association.
Cut Stone Contractors' Association.
Iron League of Chicago.

Clash in Chicago

The letter signed by the foregoing, and 11 other employer groups, said:

"To the Members of The Building Trade Labor Unions of Chicago:

"The construction industry is facing a crisis.

"It has gone through the depths, hopeful that a solution would be found, but full that a solution would be found, but it must now be convinced the end is not yet in sight, and that if there is to be a solution, that solution must come from within the industry.

"What can we do to stimulate a reasonable amount of building activity to provide against further disaster this coming fall and winter? Further employment of labor and employer is a matter of deepest concern for all of us, and we must make an effort to solve this problem.

"The employer has reached his wit's end in an effort to answer this important question. During past depressions, with new construction in a large measure delayed, there was always a tremendous amount of alteration, repair, maintenance and modernizing work, which was done by organized contractors and union labor.

"This, however, is not now the case. The organized contractor has been forced to meet not only the competition of the open-shop, but he has met even a keener

competition from contractors who are not parties to wage agreements, for whom union labor has worked at wages far below the established scale. (Is this true?)

"This competition on the part of union labor has been even more disastrous to the organized contractor than the competition of the open-shop.

"This presents a situation which is most unhealthy for the labor movement and which is destructive for the employer. Union conditions can obtain only where equal wage standards are maintained.

"This is our problem! How will we approach it? Will we exert our combined intelligence in an effort to solve it? Our interests are mutual and the solution must be mutually determined.

"This entire subject has been under discussion by all of the employers' organizations in the building industry, and they have determined that there is a buyers' strike, that if the public is to be encouraged to build, to modernize, to do necessary repairs and maintenance work, there must be inducements offered.

"We realize the problem of organized labor and it is with considerable hesitancy that in the face of existing trade agreements we approach them now to discuss with them the question of whether a readjustment in wages to meet the readjustment which has already taken place in material prices, will not have a very strong influence in inducing the public to start at least a reasonable building program.

"While it has generally been accepted that the cost of living has been materially reduced since the advent of higher wages, yet it is not only because of this that we ask you for a frank consideration of this entire subject.

"The employers have been working without a profit. Material prices are down. A readjustment of wages will indicate that labor realizes that it must also do its part, if some building activity is to be stimulated, that both employer and labor shall find work.

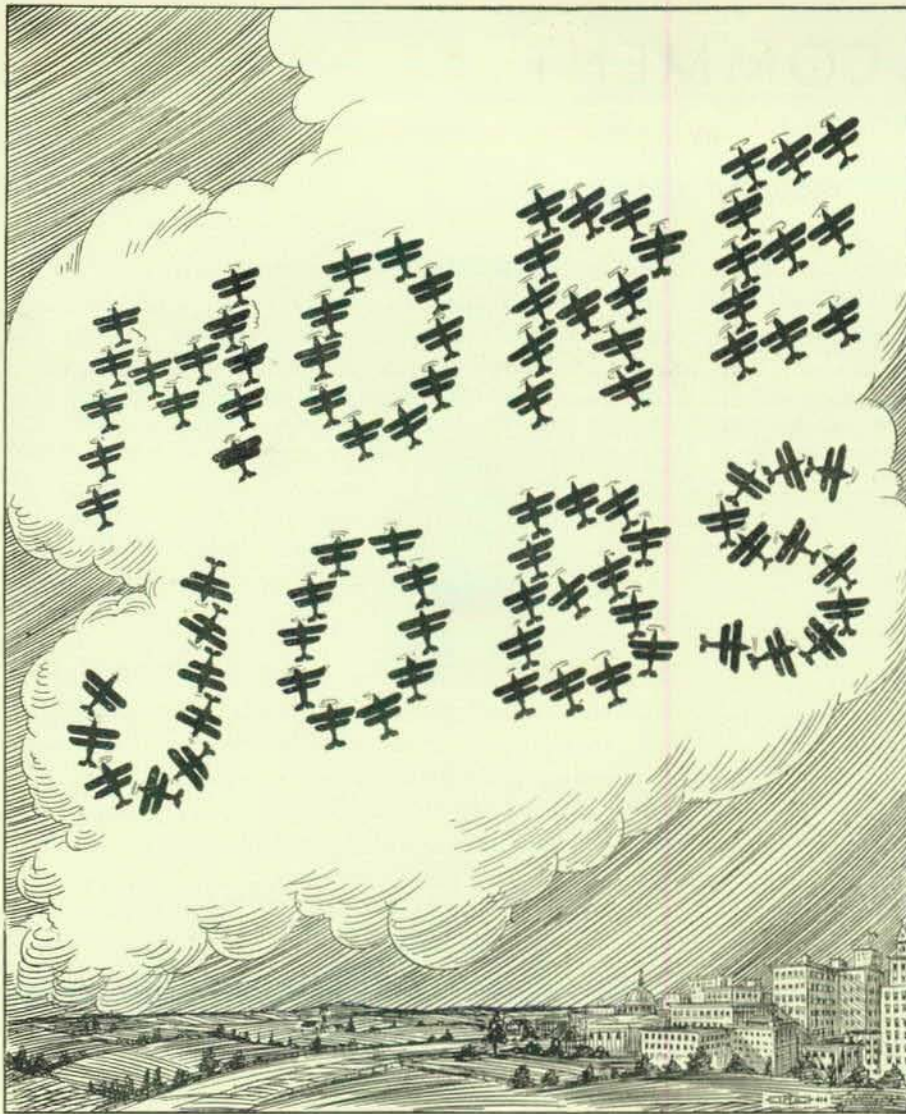
"We confidently believe that under such circumstances we can convince the public that it should build now, because a very substantial saving can be effected, and that the public will immediately respond, thereby providing employment to many thousands of workmen and for employers.

"We believe that this action will overcome the unfair competition of wage



NEILS-ESPERSON BUILDING
Houston, Texas.

THE BEST THING "WINGS" COULD SPELL



cutters, and that a tremendous amount of such modernizing and maintenance work can be secured by the organized contractors and organized labor. No one can know the result of this action. Its soundness can only be determined by a trial, but under these trying circumstances isn't it up to us to do everything humanly possible in an effort to better the situation?

"Gentlemen, we ask your earnest consideration of this very vital subject. We are fearful that a continuance of present conditions will ultimately cause the entire wage structure to collapse, and that we must be sufficiently far-seeing to prevent such a calamity.

"The readjustment herein suggested shall be for a limited period only. These are critical times, and if we are to accomplish anything worth while we must move speedily. We must arrive at a sound determination before it is too late.

"We would suggest that there should be immediately a general meeting of all of the arbitration boards for a frank discussion of the entire subject.

"Respectfully submitted,
"Associated Builders of Chicago

- "Builders Association of Chicago
- "Chicago Marble Dealers' Association
- "Cut-stone Contractors' Association
- "Employing Glass Manufacturers' Association
- "Employing Plasterers' Association
- "Fireproofing Contractors' Association
- "Iron League of Chicago
- "Machinery Movers and Erectors' Association
- "Painting and Decorators' Decorating Contractors Association
- "Pipe and Boiler Contractors' Association
- "Plumbing Contractors' Association
- "Roofing Contractors Association of Cook County
- "Associated Sheet Metal Employers' Association
- "Ventilating Contractors Contracting Employers' Association."

Facts Belie Theory

To this letter, the unions replied:

"Other contractors have cut wages, and so they think they have to. But the fact that other contractors have cut wages, and still there has been no stimulation of

building activity, would seem to indicate that cutting of wages is not the remedy."

The Chicago Association has executed such a wide influence, it is important to understand its aims.

The notorious anti-union National Erectors Association says this of the Chicago group:

"The Building Construction Employers Association of Chicago has had a phenomenal growth, its chief purpose being to eliminate the sympathetic strike. It already has had a large measure of success and is at present in a fair way to gain the recognition of this principle from the unions themselves."

The eight cardinal principles of the organization are:

1. That there shall be no limitation as to the amount of work a man shall perform during his working day.
2. That there shall be no restriction of the use of machinery or tools.
3. That there shall be no restriction of the use of any raw or manufactured material except prison-made.
4. That no person shall have the right to interfere with workmen during working hours.
5. That the use of apprentices shall not be prohibited.
6. That the foreman shall be selected by and be the agent of the employer.
7. That all workmen are at liberty to work for whomsoever they see fit.
8. That all employers are at liberty to employ and discharge whomsoever they see fit.

More Support From Consumers

There appears to be little doubt that the drive for lower wages is emanating from the same groups which so bitterly fought the unions in 1921. That the anti-union campaign is not of the same character as in other depression years is probably due to the fact that the general public is better informed about unionism and wages. Other economic groups are beginning to see that their welfare depends upon high purchasing power. One of the most dramatic instances of this is seen in the rebellion of the ad-men. Publicity men are frightened because they fear that they cannot succeed in capturing buyers for products if wages are lowered.

Charles E. Murphy, president of the Advertising Club of New York, declared recently:

"If business and industry reduce wages to labor on any broad scale as has been widely discussed, the answer to my question must be no. If wages are reduced, I warn business and industry now that it cannot expect advertising to carry the load. Advertising has accomplished remarkable results in

(Continued on page 390)

COMMENT

BY

PRESIDENT BROACH

NO one seems to know how good or bad conditions will be tomorrow—but every one has a guess. Each guess is often more depressing than the other. This causes extreme pessimism and despair. Suddenly we may have extreme optimism—for how emotional people are! How quickly they change! How panicky they become! How quickly they forget facts—and suffering—and act on impulse and emotion!

It is well that people can forget—but it's also harmful. They make good resolutions in the dark hours of despair—but quickly forget them in "better times". They go through fat years that follow the lean—acting, thinking and behaving just as they did before the last period of disaster.

The next crisis comes—and again the lean years, hell and misery follow. The same people go through the same antics, make the same resolutions—offer the same "cures"—and act just as they did on previous occasions. Such is life. Truly, "Nothing is so funny as folks".

The curse of depression—of unemployment—always exerts evil influences on people. Peaceful, thinking employers and workmen become rebellious. Overeating clogs the brain and overwhelms the mind. But hunger of workmen and their families—and lack of profits for employers—create more evil and crooked thinking than anything we know.

Both employers and workmen rebel and hate indiscriminately—but none admit it. Many are

not even conscious of it. Some curse each other. They think of all sorts of plans—all kinds of impossible schemes. They are ready to accept almost anything—because the disease is at work. Calm reasoning has departed. But if prosperity returned tomorrow, most troubles, ailments and cures, would suddenly be forgotten. It has always been thus.

Employers, generally, are supposed to be men of poise, clear and sound vision. Many are. But some are behaving shamefully just now. They are thinking as crookedly, acting as foolishly, and are as panicky as the workmen. They flutter and stew—storm and whine—and blame it all on anybody or anything—except the real causes. Some are acting like spoiled babies. But few such employers suffer from want. They are not tormented like men who cannot feed their children. They should stop to think of this.

Prosperity is not "just around the corner"—but it's not a thing of the past. The skies will clear again. People will quiet down again. And again they will fail to prepare for the next storm. But in the present hysteria our job is to prevent any "cure" being applied that would be worse than the disease.

It is sickening for men to preach "Peace on Earth, good will toward Men" when a local union is in the death throes of selfish strife—when it's being torn to pieces by bickering and quarreling. We cannot avoid the facts of life. We cannot suddenly change humans. Every page of man's history has been blotted and smeared with blood—blindness, ignorance, bigotry and selfishness.

Men may be "civilized"—and we love to think of their progress in past generations. But many are still as blind as bats. They still cling to bias, bunk and selfishness. They still tear themselves to pieces by various rivalries. They still want to cut each other's throats.

After 2,000 years of talk about "Peace on Earth, good will toward Men", whole nations still engage in warfare. Using persuasive methods in unions—when men are at each other's throats, bent on rule or ruin—is a "noble experiment". It's all quite beautiful—and helps make a great speech. Some men use it to hide their timidity. They use a soft, sweet philosophy because they lack courage to fight treachery, hypocrisy and lies.

Those who try to disrupt union meetings—who prevent orderly transaction of business—loudly claim their right of free speech. They feel such right is a license to destroy morale—to sicken and disgust others.

Many are unconscious of their peculiar, selfish, destructive and exceedingly stubborn natures. They honestly believe they are right—in spite of their creating confusion, strife and turmoil. They don't realize they go beyond all reason and act like mad men. These are the most unfortunate cases.

When a great disaster comes—like a business depression—many men, maddened by the scene, grow resentful. In their madness they often turn against their best friends—and against the only thing that protects them—their union.

A story might be written about the man who burned down his house because the roof leaked in a rainstorm. The walls had stood. They gave his family their only protection against the wind. But he was angry and resentful—so he completed the destruction.

Here is another foolish, harmful rule we just learned of: The union member collected 75 cents for his noon meal—which he carried—when working beyond a five-mile limit. He ate the same meal on the job as he often ate in the shop—but there was no collection for eating in the shop. The complaining employers wrote:

"We are at a distinct disadvantage in competing against non-union contractors. This rule, with pay for traveling time, has caused the loss of thousands of dollars of work to us and to the union men themselves."

This came later:

"In behalf of the Electrical Contractors Association, I want to express our appreciation. It seems that your organization has at last realized that before the workmen can be profitably employed, the employer they are working for must be able to meet the competition of non-union shops. This, of course, he cannot do if hampered by foolish rules.

"The two restrictions you have eliminated for us will be mutually beneficial. If these restrictions had been lifted two years ago, we would have done many more thousands of dollars in business—and 30% of this would have gone to labor."

Again we say: "How blind some unions are! They enforce rules which drive them off jobs." We are anxious to learn of, and to correct any harmful, burdensome rule. "We are determined that every condition interfering with the progress of this organization shall be eliminated."

We admire courage. Some boast of it. But we also admire good judgment. There is such a thing as intelligent courage. Courage is a noble trait, excelled only by a regard for fact—because we must have fact to judge. General Grant, who rewarded a subordinate for a brave deed, said: "I admire your courage. But damn your judgment."

H. H. Bewach

(SEE NEXT PAGE)

THE EMPLOYER AND THE UNION

It is well to repeat:

"You can't co-operate in industry on the supposition that the boss is your enemy, and the main thing is to beat him, defraud him, cripple him, destroy him. Neither can we fail to prevent the cheating, antisocial, stubborn, stupid boss from stealing our existence.

"My associates and I abhor wrangling, sputtering over trifles, and sparring and maneuvering for petty advantage in dealings with employers. There must be no hairsplitting or quibbling. We must insist upon substituting honest co-operation for bargaining, trimming and quarreling.

"This industry is just as much ours as the private investor's. While he invests money, we invest labor and life. Without our industry we have no job, and without jobs we decay. When our industry is injured we suffer. That's why we must look to its health. It must come first."

We must say what we mean—and mean what we say. "This organization must enjoy industrial credit—good will, confidence and good standing. We must be dependable, responsible—practical and faithful."

We must have a vigorous, intelligent, business-like organization from top to bottom. We must work with our union employers whole-heartedly toward every legitimate, proper, worthwhile improvement in our industry.

Some say the interests of employer and union are identical. Others say they are reciprocal. We say they are interdependent. Any way, we have learned we cannot separate our interests. We must depend upon each other.

A most important job for both employer and union is to be understood. The facts must reach

those inside and outside our industry. Few people go the wrong way when there is full understanding. But to get the facts to them—that's the job.

There must be no deceit, no pussyfooting. Always we must speak honestly, frankly, fearlessly. Employers must also be induced to see things as they are—to hear both sides of the story—and to quit making excuses and guessing. Many should strip off their blinders and get rid of all bunk, junk and spooks.

Some critics of employers and unions refuse to understand. They don't want facts. They value their guesses and opinions more highly than facts and needs. Many critics cannot and will not build nor create—and they try to make life miserable for those who can and will. I once said:

"Many seem to have been born with suspicious, sour, twisted, negative minds. From birth to the grave they whine, fuss, complain and accuse. To argue with such people is about as useless as giving medicine to a dead horse."

We must expect bitter, vicious opposition. It's profitable for many to oppose us. Their jobs depend upon it. But opposition—mean, vicious stories—are always the price of progress. Any union expecting progress cannot avoid the labor persecutors, the fame-seeking politicians and the trouble-making lawyers.

By demonstration and example this organization is earnestly, vigorously and honestly striving to have it known generally that we are a constructive force—a stabilizing and necessary factor in the rapidly growing, all-important electrical industry.

H. H. Broach

200 Men Will Die At Boulder Dam

A SURETY company bonding contractors who are constructing Boulder Dam has predicted 200 men will die on the job during the first year. This awful toll of life is due to unfriendly physical conditions. Intense heat of the desert at the point of construction 600 feet from where winds blow, shut off by precipitous canyon sides, alone makes for desperate working conditions. In addition, danger stalks at every turn of a workman's hands. Lava-like beds must be torn loose by dynamite from the mountain side, and already six men have been blown to pieces with the blasts. Though engineers planning the course of construction from the U. S. Bureau of Reclamation have planned a model city on the top of the cliff where the breezes blow and where a man after toil may find rest, still nothing has been done to curb the unfriendly conditions on the job in the canyon's depth. These working conditions are in the control of the non-union Six Companies, Inc., whose avowed purpose is to get the job done with the least cost to themselves.

Congress Will Act

These conditions have been reported in Washington by a specialist in industrial relations just returned from a personal tour of the Boulder Dam development. He is loud in his condemnation of conditions created by the Six Companies, Inc. He predicts that Congress next December will hear more and more about conditions that have been allowed to accumulate on this government job under the direction of the U. S. Department of the Interior. He says that the working conditions could not be more hazardous. The lava-like composition of the canyon, the intense heat rising in the summer to 123 degrees, he states is "like Hell itself." A tremendous surplus of hungry men in Las Vegas creates an employment pool from which the Six Companies, Inc., hire men for dangerous work at a price not exceeding \$4.00 per day. These men, 30 miles outside of civilization, can live only in the company owned shacks and must pay back to a company \$1.65 per day for board and shelter. This industrial expert predicts that the turnover on this government job will be something tremendous. It will be impossible for men to continue to work long under such conditions at starvation wages, he declares. He predicts that the turnover will reach 75 per cent a week. At this rate, nearly a million men will have been employed per year on this job.

This industrial expert corroborated the story that appeared in the May ELECTRICAL WORKERS' JOURNAL in which this JOURNAL condemned the Secretary of the Interior, Ray Lyman Wilbur, for completely ignoring Boulder Dam as an employment opportunity and treating it merely as a "cold business proposition." This expert declared that the government could not afford to ignore the con-

Awful toll of life and tremendous labor turnover predicted as price for construction of largest hydro-electric development. Employment conditions not carefully planned.

ditions that prevail at Boulder Dam. He believes that the country will become aroused and alarmed at these conditions, and that eventually Congress will be forced to intervene. He finds that the superintendents of construction employed by the Six Companies, Inc., are absolutely cold when it comes to discussing working conditions. They will have nothing to do with organized groups of workmen

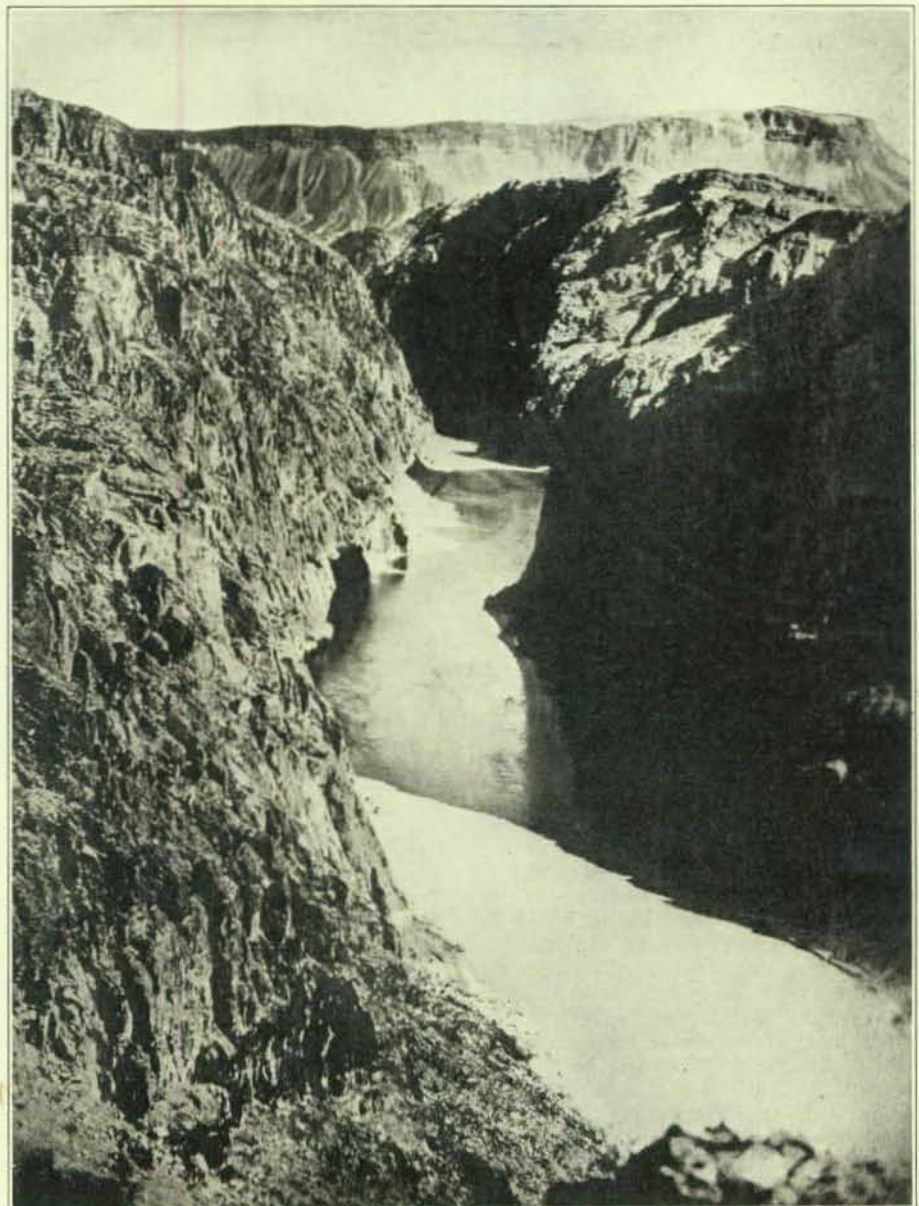
and are entirely cynical when it comes to workmen insisting on their rights. They are taking advantage of the desperate conditions created by the depression that have filled the streets of Las Vegas, the nearest city, with hungry, unhappy men who are willing to hitch-hike 30 miles to seek employment.

Refuses Conference

One representative of the Six Companies, Inc., saw a leader of organized labor on petition of a friend, but quickly dismissed him with a shrug and with the phrase "there was nothing to discuss." The company wants a free hand to prosecute the work on its own terms, at the lowest cost, and with the greatest profits.

This industrial expert denied that there was not a great deal of electrical work being done on this development.

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IN THIS CANYON, WHOSE IRON-LIKE SIDES GIVE BACK HEAT LIKE DESERT SANDS, MEN ARE WORKING AND DYING.

Conservative Pennsylvania's Radical Parent

AN early colonial humanitarian who put his beliefs into practice in his personal life, was among the first Americans to formulate ideas that are incorporated into the philosophy of labor and progressive thinkers today. John Woolman, 1720-1772, who lived and died before the Revolution, a travelling Quaker minister, gave his life trying to influence the scattered settlers of Pennsylvania, Maryland, Virginia and Delaware, against the evils of slavery and toward a more sympathetic attitude in respect to all laboring men. Shorter hours, more adequate wages, and provisions for old age were some of his tenets.

The mere fact of being a Quaker was sufficient to stamp a man of those days as being "radical" and "queer." Woolman, deeply religious, sensitive to the sufferings of others, carried to a logical conclusion the beliefs he cherished. His horror of slavery extended to a concern for all workers to the extent that he would not wear dyed clothes because of the danger of dyes poisoning the workers who used them, in spite of the children who pointed at him in ridicule for his outlandish garments.

Toiling on his long journeys on foot, the Quaker divine, although able to pay for transportation, would not ride that he might have no complicity in the miseries suffered by the post boys employed in the stage coaches. He refused to eat sugar because it was produced by slave labor. When he felt a compulsion to go to England he shipped in the steerage because he felt the adornments of the cabin had cost "vain and degrading labor." Unhappily, his preaching pilgrimage in England was cut short by his death from small pox, the scourge of the times.

Hated Slavery of All Kinds

"Not to countenance slavery even by the use of those conveniences of life which were furnished by their labor," was Woolman's code, as expressed in his Journal and essays. The specious arguments of slave-holders that their slaves were well treated did not convince him; he reminded them that they had no assurance that their heirs would be equally kind. Many times he refused to draw up wills for people when slaves were among the bequests; in several cases he was able to persuade men to free their unhappy black chattels.

Although Woolman's horror of luxury may seem antiquated to modern labor

Recalling Quaker John Woolman's social outlook suggests the antiquity of the social problem.

thinkers, it was a progressive and logical position at the time, for he argued that instead of keeping many in poverty to maintain the few in splendor, there could be comfort for all if a more equitable division of the fruits of labor were enforced. When we contrast the slow hand production

lived in that Humility and Plainness, which belongs to a Christian Life, and laid much easier Rents and Interests on their Lands and Monies, and thus laid the Way to a right Use of Things, so great a Number of People might be employed in Things useful, that Labour, both for Men and other Creatures, would need to be no more than an agreeable Employ."

Spread Employment

"* * * So, I believe, he hath provided, that so much Labour shall be necessary for Men's Support, in this World, as would, being rightly divided, be a suitable Employment of their Time, and that we cannot go into Superfluities, or grasp after Wealth, in a Way contrary to his Wisdom, without having Connection with some degree of Oppression * * *."

"I was troubled to perceive the Darkness of their Imaginations; and in some Pressure of Spirit said, the Love of Ease and Gain is the Motive in general for keeping Slaves, and Men are wont to take hold of weak Arguments to support a Cause which is unreasonable."

"Great Wealth is frequently attended with Power, which nothing but Divine Love can qualify the Mind to use rightly."

"I have observed, that too much Labour not only makes the Understanding dull, but so intrudes upon the Harmony of the Body, that after ceasing from our Toil, we have another to pass through, before we can be so composed as to enjoy the Sweetness of Rest."

"For Men to behold the Fruits of their Labour withheld from them, and

possessed by others, and in old Age find themselves destitute of those comfortable Accommodations, and that tender Regard which their Time of Life requires:

"When they feel Pains and Stiffness in their Joints and Limbs, Weakness of Appetite, and that a little Labour is wearisome, and still behold themselves in the neglected uncomfortable Condition of a Slave, and oftentimes to a young, unsympathizing Man:

"For Men to be thus treated from one Generation to another, who, besides

(Continued on page 387)

John Woolman's
When I have beheld Plenty in some Houses to a degree of Luxury, the Condition of poor Children brought up without Learning, and the Condition



Journal
of the Weakly and Aged, who strive to live by their Labour, more often than revived in my Mind, as Cases of which some who live in Fullness need to be put in Remembrance

of that day with the swift machine production of our times, Woolman's philosophy would now be interpreted to mean a very high standard of wages and living for all workers. He was also a believer in shorter hours.

These pertinent remarks are taken from his Journal and Collected Writings. Although the phrasing has a flavor of his age, the spirit has the eternal clarity of the great thinker:

"In the Uneasiness of Body, which I have many Times felt by too much Labour, not as a forced but as a voluntary Oppression, I have often been excited to think on the original Cause of that Oppression, which is imposed on many in the World * * * A Belief has gradually settled on my Mind, that if such, as had great Estates, generally

Public vs. Bell Battle Resumes

THE efforts of various cities of the United States to bring the telephone utility under control continue. In Washington, the Chesapeake and Potomac Telephone Company has just been granted permission to increase its capitalization from \$12,000,000 to \$20,000,000 by a common stock issue. The Public Utilities Commission granted the request, and ignored the efforts of the Federation of Citizens' Association to block it on the ground that the company had not complied with the law. The Daily News quoted W. M. Clayton, the attorney for the association:

"There is no valuation of the company in existence, absolutely none, although the law is mandatory that the commission shall value the property of each and every utility operating in the District."

His letter states that the federation applied for phone rate reduction in 1924; the company petitioned for valuation; then the P. U. C. proceeded with valuation investigation and hearings and in 1925 fixed a rate base and reduced schedule of tariffs; the company appealed to the courts and obtained an injunction voiding the valuation and prohibiting the rate reduction.

Void Rate Hearing

In 1927, Clayton continues, the Childress-Brand Commission, the lawyers for the company and the People's Counsel entered into an agreement to last two years, during which time the rates determined by the former commission in 1925 but held up by the courts, would be placed in effect. It was a compromise to prevent a rate hearing. This agreement expired June 1, 1929, and since that time there has been no approved rate schedule, nor has there been a reduction.

Upon this background Clayton paints his picture of the pending request by the company for a \$7,000,000 increase in capital stock. He says:

Bond-Stock Compromise

"The company has no bond issue outstanding. It is axiomatic that the interest rate on public utility bonds is considerably lower than the dividend rate on stocks. The congressional charter of the Capital Traction Company provided that its stock issue shall not exceed double the bond issue.

"It is respectfully suggested that in line with the progressive business trend of today a better set-up in the present case would be a bond issue of \$7,000,000 and a stock issue of \$13,000,000."

According to the International Labor News Service, a fight in the elimination of workmen by dial phones has begun in an eastern city.

A unique and satisfactory way in which to eliminate unemployment has been found by business leaders in one of our largest centers.

Following a discussion at a luncheon

Escape from regulation charged in capital city. Dial unemployment fought.

table the head of a large commercial organization called his secretary in and instructed him to notify the sales and other employees that he would appreciate their support towards helping to relieve the depression and the unemployment situation.

His suggestion—or order—was that thereafter when employees or their friends used a dial telephone they should dial for the operator and insist that the operator make the connection. Within a few days a representative of the telephone company called and asked that the employees desist. He complained that the telephone company had been forced to employ some 20 additional operators at a wage cost of more than \$400 per week to render the additional service.

Of course, when the telephone representative was asked whether or not the company had reduced its charges, due to lower operating costs through the elimination of the thousand or more operators who had been forced out through the installation of the dial system, he admitted no reduction in rates had been made.

When a few days later the telephone company resorted to sabotage by delaying the making of proper connections, by connections with numbers not called for, etc., the business man, having some courage, called upon the Public Service

Commission and related his story. He was amazed to learn that his policy has been also adopted by several others in the community.

The Public Service Commission ordered the telephone company officials to render proper service to this and other concerns, which is now being done. Instead of placing only 20 girls at work, it is said that this system has resulted in employment of more than 50 girl operators with a weekly purchasing power in excess of one thousand dollars.

The faculty to dream was not given to mock us. There is a reality back of it. There is a divinity behind our legitimate desires. By the desires that have divinity in them, we do not refer to the things that we want but do not need; we do not refer to the desires that turn to Dead Sea fruit on our lips or to ashes when eaten, but to the legitimate desires of the soul for the realization of those ideals, the longing for full, complete self-expression, the time and opportunity for the weaving of the pattern shown in the moment of our highest transfiguration.

A man will remain a rag-picker as long as he has only the vision of the rag-picker.

Our mental attitude, our heart's desire, is our perpetual prayer which Nature answers. She takes it for granted that we desire what we are headed toward, and she helps us to it. People little realize that their desires are their perpetual prayers—not head prayers, but heart prayers—and that they are granted.

Most people do not half realize how sacred a thing a legitimate ambition is. What is this eternal urge within us which is trying to push us on and on, up and up? It is the urge, the push in the great force within us, which is perpetually prodding us to do our best and refuses to accept our second best.—Orison Swett Marden.

POEMS FOR DEPRESSED TIMES

DO YOU FEAR THE WIND?

Do you fear the force of the wind,
The slash of the rain?
Go face them and fight them,
Be savage again.
Go hungry and cold like the wolf,
Go wade like the crane:
The palms of your hands will thicken,
The skin of your cheeks will tan,
You'll grow ragged and weary and swarthy,
But you'll walk like a man!

HAMLIN GARLAND.

Union Is Also a Sales Organization

A Preface by CHARLES P. FORD, Chairman, International Executive Council

THIS happened in a midwestern city not long ago. A husband and wife, living in a substantial but not modern home, went to a friend's house for dinner. There the woman saw an all-electric home, and womanlike wanted her home to be the same. She called in a union electrical contractor and secured an estimate on the job. He was given the commission. His problem was to do a first rate job without interfering with the life going on in the home. This was done. The refuse was cleaned up carefully every day. There was no loud talking among the workmen. There was no smoking; every consideration was given to the housewife's feeling for her valuable things. The workmanship was excellent. It proved to be an expensive job, but the owners were so delighted with the service given that they made no complaint.

To show you how one job becomes an advertisement of another, this man decided to change his factory over to the motor driven type. Recalling the kind of job he got at home, he called in the same contractor and gave him the job at the factory. He asked for the same crew that performed the household change-over. The success was repeated.

Then another industrialist, a friend of the first, decided to have his house changed over. On recommendation of the first customer, the same contractor got the job but another crew went on.

New days, new customs. Changing business methods mean changing union opportunities. Mr. Ford illuminates recent report of ways and means committee of the Electrical Guild of North America.

This crew did not live up to their opportunities. Untidy, slipshod work, much noise, much ill-considered feeling for the household, and finally marring of decorations resulted. The decorations had to be done over. Now when this second industrialist decided to change his factory over, the contractor went in and asked for the job. He was curtly told, "I never would have your men on another job for me."

The contrast explains itself, and the moral is plain. In the new industrial set-up, the union has more responsibilities than formerly. Among these responsibilities is salesmanship as reflected by neat, efficient work. There are vast numbers of trade unionists who realize that the more efficiently they perform their work, and the better service they render, the more easily the employer is able to furnish working opportunities. However, there are all too

many trade unionists who perform their task in an indifferent manner, giving little consideration to rendering satisfactory service to the customer, and where satisfactory service is not rendered in place of having a friendly customer it results in the employer having a dissatisfied customer, and this dissatisfaction is extended on to the workmen.

It all comes down to this—no matter what feeling the workmen have for the employer they should have a high regard for the customer, themselves and their organization. They should do nothing that will cut themselves off from working opportunities. Poor workmanship cuts them off.

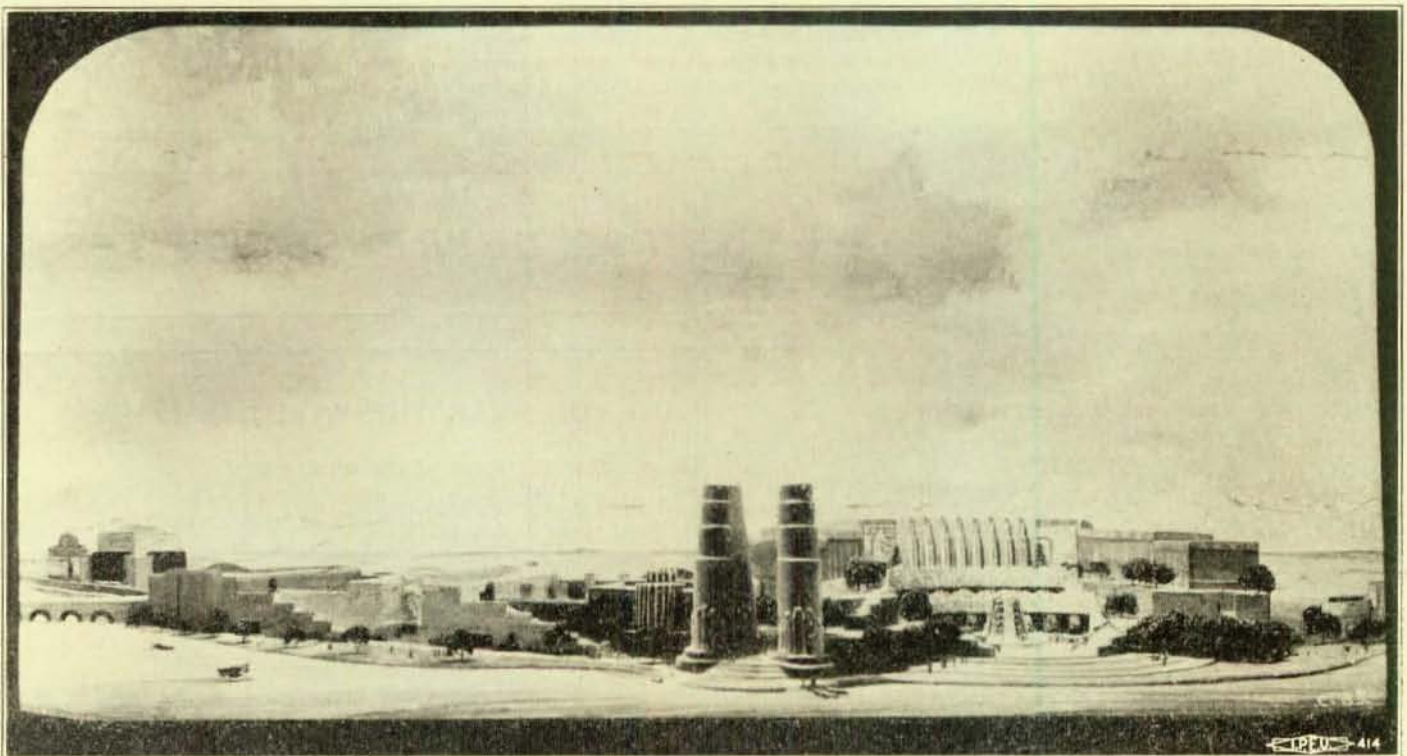
I believe this is an important enough point to keep in mind. Employers are aware of these matters, as the following report from the annual proceedings of the Electrical Guild of North America indicates:

Guild Committee Reports

Report of ways and means committee, G. M. Sanborn, chairman. Mr. President and Gentlemen:

Before making the report of the ways and means committee, I want to take this opportunity to say that I think the Electrical Guild as organized, offers the first practical and adequate plan for substantial business building and for the co-operation of those engaged in the elec-

(Continued on page 387)



ELECTRICAL GROUP MODEL—CHICAGO'S NEW WORLD'S FAIR

This picture shows a model of the proposed electrical group, which, according to plans, will be located on Northerly Island, south of 16th Street. It will house three sections of electrical exhibits; radio; wire communication; generation, distribution and utilization of power.

Einstein Frees Mind From Old Patterns

By DR. CHARLES H. HUESTIS

"A little girl was describing her first experience in an elevator. 'We got into a little room,' she said, 'and the upstairs came down.' Einstein would quite approve of that statement, for he asserts the dependence of natural law upon the movement of the observer, and that we judge all phenomena from the standpoint of our own system at rest. The only exception to this is the velocity of light, which is constant, whether one is moving or not."

"RELATIVITY, as everybody knows, is full of paradoxes. An introduction to Einstein is like an adventure with 'Alice Through the Looking Glass,'" declares Dr. Huestis. "We have supposed that a yard was always and everywhere 36 inches long, that time was accurately measured by clocks and watches, that an object weighing a pound in one place would weigh 16 ounces in another place, and that when you had measured the length, breadth and thickness of an object, you could state the volume with confidence.

"But Einstein tells us that there are circumstances in which a yard may be contracted to a span, an hour may shrink to a mere fraction of 60 minutes, and an object which started weighing a few ounces may come to weigh a ton. All that is necessary to accomplish these miracles is to get the objects moving fast enough, approaching the velocity of light, which, it may be said, is the fastest thing in the world. He tells us, moreover, that there is a fourth dimension, namely, time, and that no measurements are correct which leave this out.

Cause and Effect—Straight Lines

"In Einstein's world, cause and effect have no meaning, except for purposes of explanation. There are no straight lines, space is curved, and imparts its curvature on the movement of objects in space. Newton's famous apple did not fall to the ground because a mysterious power called gravitation drew it down, but because the world is made that way. Circles exist for tangents, and the ratio between the diameter and circumference of a circle varies from time to time, depending upon whether the circle is rotating or at rest.

"This leads me to speak of the first thing Einstein did to my mind. He strengthened my confidence in the deliverance of experience. The curse of formal education, from which, like other boys, I suffered, is that it takes a lad out of a world rich in experience, and introduces him to a world of authority. He is taught that one and one make two, yet he knows this is not true of two drops of mercury which happen to come together, or of two fish in a pool. He is taught that a straight line is the shortest distance between two points, and then that only one straight line can

American writer in London Opinion describes the uprooting effect of relativity upon old habits of thought. Indicative of world of change in which we move.

be drawn between two points, while on the globe before him he can see plainly a large number of curved lines passing through the two poles by the shortest



Courtesy International Mercantile Co.

distance possible on the surface of the earth.

Movement and Time

"The world of experience is full of movement, but in Euclid's world movement has no place. It is a static world. But is it not the height of absurdity to say that an hour spent in agreeable company is the same length as an hour spent at an isolated station, waiting for a late train; or that a mile in a motor car is the same distance as a mile in an ox cart?

"How slow ye move ye weary hours,
As ye were wae and weary;
It was not sae ye glinted by
When I was wi' my dearie."

"In Einstein's world, space by itself and time by itself sink to shadows, and only a union of the two preserves reality. And this is true of experience—we live every day in a world not of three but of four dimensions, and the fourth dimension is time. What we experience in daily life is not objects but events.

"Einstein emancipated me from the

dominance of merely spatial ideas, and revealed to me more fully the world of time. He taught me to hear what the years and the centuries have to say against the hours and the minutes; to resist the usurpation of particulars and penetrate to their catholic sense. This is a much-needed lesson for today. We are too largely swayed by spatial conceptions. We talk of bigness and swiftness; big business, big empires, big buildings; swift ships, swift motor cars, swift airplanes. We have annihilated space, we say, but space still rules our minds.

Desire For Unity

"Bergson teaches that duration—the time we feel—is the very heart of reality; and Einstein would seem to agree with that. He even refuses to accept the idea of an infinite universe. He thinks the universe is finite, and yet it has no boundaries. Its magnitude depends upon its density. If it were of the density of water, it would measure not more than 350,000,000 miles in diameter, but we know there are stars so distant that the light we see today started hundreds of thousands and perhaps millions of years ago; so the universe must be much larger than that.

"Another thing Einstein has done to my mind is to strengthen my intellectual desire for unity. I suppose that is the philosophic passion par excellence. Men of philosophic mind have ever sought to bring all phenomena within a single formula.

"In seeking to bring the world of physical phenomena within one category—one supreme equation—Einstein is again following the pathway of his fellows in the past. Tycho Brahe brought harmony into the Aristotelian scheme of the universe. The position of Mars in the solar system refused to conform to Aristotle's mechanism by an amount as great as eight minutes of the arc. 'Out of these eight minutes,' said Kepler, 'we will construct a new universe that will explain the motions of all the planets.'

"The orbit of Mercury refused to conform to the Newtonian mechanism, and was found to be rotating in its own plane at the rate of 43 seconds a century. Out of these 43 seconds Einstein revolutionized our nineteenth-century conceptions not only of astronomical mechanics, but also, as we have seen, of the nature of time and space, and the fundamental ideas of science, and in doing so he has brought new unity into the universe. His theories have carried us to a height of knowledge which surpasses all elevations hitherto reached in the past, thinking of the race.

Our Own Categories

"Einstein teaches us to be critical of our own categories. We can see the

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Urges Unionization As Cure for Coal Ills

THE Russell Sage Foundation, whose department of social studies has made lasting contributions to industrial science, has issued another work on coal.

This study, a book of 400 pages, entitled, "Labor Agreements in Coal Mines" analyzes 10,000 disputes in the coal mines and the methods of settling them through joint conference and arbitration. It declares that "so long as a large part of the coal industry in the United States remains disorganized in its human relations, there can be little cooperation in the elimination of waste and conservation of coal".

"Throughout the world the output of coal exceeds the demand; as a result, relations between nations and between employer and employee in this industry are strained often to the breaking point, with strikes frequently ensuing", declares Mary van Kleeck, director of the industrial studies department of the foundation, in a preface to the report. "The public in the end pays higher prices for all products into which the uses of coal enter and suffers besides the inevitable results of friction between groups in industry. Meanwhile a great national resource, essential to economic life, is wasted.

"Miners and mine owners must find a way to adjust their differences in the light of their responsibility to the consumer. This responsibility includes the proper conservation of coal. Adjustments made by force with one side or the other temporarily more powerful cannot endure. Sometimes labor prevails, and sometimes the employer. The public, however, always suffers through settlements dictated by the stronger interest without guiding principles to which all can agree. An agreement on guiding principles can be secured only if there be such a relationship between groups as to make possible conference and negotiation in the day-to-day procedures of managing an industry.

"This study of experience in the hard-won habit of co-operation in the bituminous mines of Illinois has, then, an unusual significance. If the daily grievances of miners can be adjusted for individuals and if the methods of management are thereby modified to meet the miners' fair claims, both miners and operators are being prepared for co-operation in the larger tasks of organizing the industry in the United States."

Illinois, Indiana, Ohio, and Pennsylvania Covered by Study

This study was made for the Russell Sage Foundation by Louis Bloch, now statistician for the Department of Industrial Studies of the State of California. The investigation was confined to the central competitive field which includes the coal mining regions of Illinois, Indiana, Ohio, and western Pennsylvania where, the foundation says, the machin-

Russell Sage Foundation continues brilliant series on coal industry with new work "Labor Agreements in Coal Mines." Miners should have share in management.

ery for agreements between operators and miners has been most highly developed. Illinois was chosen for intensive study.

The survey included examination of documentary material, field investigations, interviews with miners and mine officials, and attendance at the adjudication of numerous disputes. Analysis of recorded decisions of more than 10,000 disputes, however, provided the groundwork of the investigation. This analysis makes clear, the author says, that a code of agreed customs is in the making in the coal industry of Illinois and the rest of the central competitive field, and the book presents the main features of this code. It is pointed out, also, that these disputes, while confined to the coal industry, are fundamentally similar to the questions which arise between employer and employee in other industries.

Giving Miner a Voice in Management Pays

The final conclusion of Mr. Bloch is that "giving coal miners a share in the management of coal mines, in regard to their working conditions, yields the direct benefit of a freer, more satisfied, and therefore more efficient body of workers.

"Collective bargaining," Mr. Bloch says, "carries with it spiritual values of equal importance. The organized worker feels that he can deal on equal terms with his employer in matters pertaining to his employment. The dignity

which attaches to this sense of equality is one of the spiritual values accruing to the workers under a system of collective bargaining. The knowledge that he has this protection against unjust discharge or indiscriminate assignment to a bad working place is as important to the miner as getting a higher rate of wages."

Some miners declare, the report says, that the officials of their organizations who handle disputes for them are inclined to "throw the case away" in order to ingratiate themselves with the mine operators. This suspicion, while it may be true in rare cases, the report adds, seems unwarranted.

On the other hand, a number of the mine operators interviewed by the Russell Sage Foundation investigator expressed the opinion that many miners start disputes because they feel they have nothing to lose, but something to gain. No basis of fact for this opinion was found, the report says.

"As for the enforcement of union agreements in the central competitive field," Mr. Bloch wrote, "the conclusion of this study is that compliance with the contract is the general rule. It is true that strikes in violation of the agreement have occurred in all districts of the central competitive field. Often better management of men would have avoided these strikes. Analysis of causes shows such preventable conditions as unjust discharges, bad condition of wash houses, bad air in the mine, imperfect scales, alleged discrimination in hiring, unfair imposition of fines, and absence of enough railroad cars so that the miners thought it not worth while to go down into the mine.

"Collective Bargaining Not Perfect, But Neither Are the Courts"

"Although collective bargaining in the central competitive field has been in vogue for more than four decades, there is still much room for improvement in

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THE MINERS' WORK IS HAZARDOUS

Lo, The Life-Story of Rigid Conduit

AT the request of the trade extension committee of the rigid conduit section of the National Electrical Manufacturers' Association last winter, Electrical Testing Laboratories in New York City traced out the development of the use of rigid conduit in interior electrical wiring. The results of the investigation have been published in a pamphlet entitled "History of the Development of Rigid Conduit".

According to their report, Thomas A. Edison demonstrated the first multiple incandescent lamp system in 1879. His system included dynamos for generating energy, underground tubes with rod conductors imbedded in asphalt, feeders, lamp sockets with keys, switches and fuse blocks. The first commercial installation of the Edison system was on the S. S. "Columbia" and comprised 115 lamps in circuit; operation began on May 2, 1880, and continued successfully until the overhauling of the ship 15 years later.

During the next few years the demand for electric lighting systems became tremendous. Electric companies sprang up with incredible speed. In the first haste of this experimental period much careless and dangerous wiring was performed. Poorly insulated or even bare wires were nailed with iron staples to wooden cleats and placed close together, with no regard for their proximity to grounded wire lathing, gas or water pipes. Wires were insulated occasionally by thin rubber coverings but more often by one or two wrappings of cotton braid impregnated with paraffin to keep out some degree of moisture. Such insulated wires were then hidden behind surface wooden mouldings or imbedded in the damp plaster walls.

Greenfield, Originator

The first real conduit system is believed to have been installed by E. T. Greenfield in 1888. His system consisted of a network of zinc tubes, each containing a single wire and having copper elbows at bending points. The following year Greenfield and Everett H. Johnson, friend and financial advisor of Edison, announced their production of a spirally wrapped paper tubing in 10-foot lengths, with corrugated brass sleeves for joining the sections. The paper was chemically treated to render it fireproof and waterproof. Two fundamental principles were established by the Johnson-Greenfield tubes: first, the laying of empty conduits during the construction of a building and the pulling in of the wires

Safe, successful use of electric energy for power and lighting dependent upon the humble pipe concealed in walls of buildings.

when construction was nearly completed; second, the placing of both wires of a circuit in the same tube.

The paper tubes were very brittle and inflexible. They crushed easily during installation and pulled apart at the joints. When buried in damp places, they disintegrated, staining the plaster of the walls about them; their conductors proved to be insufficiently insulated.

Meanwhile other manufacturers were producing forms of insulating conduit, adopting the new pull-in wire system. These included fibre and hard rubber tubes, impregnated fabric hose and a "flexible" conduit of glass beading. Johnson considered all of these products infringements of his patent rights and sued them as such.

Evolution of Gas Pipe

By 1891 Johnson and Greenfield were offering their paper tube wrapped in a thin strip of sheet brass to protect it from mechanical injury, using good rubber covering on their wire. Some of these installations are still in daily use. But the conduit was not strong enough yet. So in 1894 Johnson encased his paper tube tightly in an iron gas pipe and likewise lined all conduit fittings with paper. Other producers at once began to use gas pipes, lined with fibre, clay composition or wood.

Soon installations began to appear in ordinary gas pipe having no inner lining whatever. Immediately the fight was on between proponents of lined and unlined conduit. A conference commit-

tee on wiring rules was called in March, 1896, and pronounced the use of unlined conduit with sufficiently insulated conductors permissible. The work of the committee being approved, the national board of fire underwriters issued its first National Electric Code in 1897, the first nationally accepted set of wiring rules. One rule established by the code was that material used in conduit should be fireproof, moisture-proof, and as strong as gas pipe in ability to resist penetration by nails, if it were to be approved. The latter requirement eliminated Johnson's brass-armored paper tube along with various other makes.

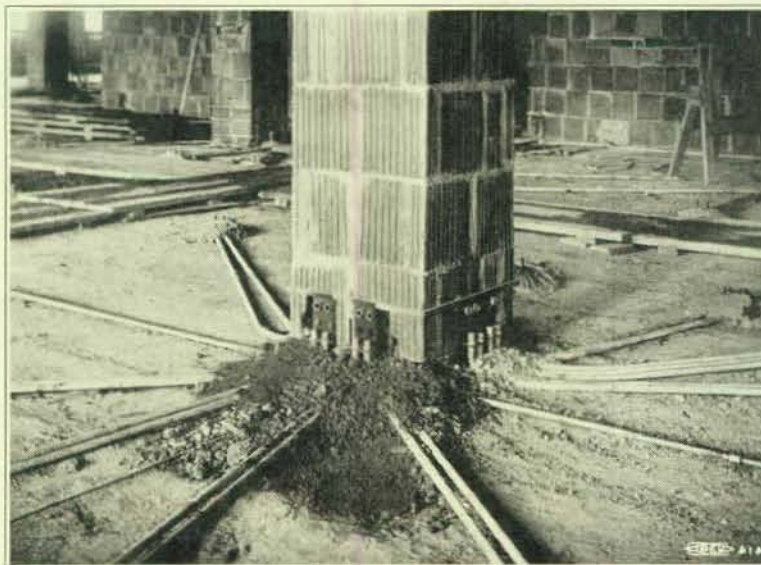
One of the principal objections to the use of unlined iron pipe was the fact that sharp silica particles and rough scale on the inside and the poorly reamed out pipe ends frequently tore the insulation from the wires or prevented them from being drawn in. Various methods were applied in the attempt to secure a smooth inner surface which would neither rust nor soften so as to permanently imbed the wires in the conduit. In 1898 Robert and John Garland developed a satisfactory method by washing the tubing in an acid bath to loosen scale and adhering particles, which were then removed by sand blasting with compressed air. The tubing was finally dipped in black enamel and baked in a furnace. Four purposes were accomplished by the coating of conduit with enamel:

Four Advantages Cited

- (1) It protected the inner surface from rust and the outer surface from corrosion by soluble salts and destructive fumes in the plaster about it.
- (2) It smoothed out the inner surface, making the drawing-in of wires easier.
- (3) It afforded some degree of insulation to the conduit—a boon be-

lowed by the triumphing proponents of unlined conduit upon the opposition. By 1903 the use of lined conduit had been practically abandoned, largely because of its expense and the loss of its insulating ability when it had to be bent on the job. It was not until 1913, however, that rules for lined conduit were completely dropped from the National Electric Code.

- (4) It served to distinguish electrical conduit from ordinary gas and water pipe, thus temporarily settling a dispute arising between electricians and steamfitters, gasfitters and plumbers as to who should install the tubes, until the increas-



NERVES OF THE BUILDING

(Continued on page 359)

Attention, Open-Shoppers, Other "Friends"

THIS book—*Restriction of Output Among Unorganized Workers*—is written unconsciously for the enemies of organized labor. It bears the sponsorship of Stanley B. Mathewson, executive director, Chamber of Commerce, Springfield, Ohio, formerly Director of Personnel Administration, Antioch College; chapters by William M. Leiserson, Henry S. Dennison, and Arthur E. Morgan. It is the result of an extended investigation into the perennial problem of soldiering on the job.

Since the organization of the American Federation of Labor 50 years ago, the common and recurring ills of industry have been charged up to the unions. Among these, the most outstanding is restriction of output. Enemies of the union have repeatedly charged that the union consciously and directly fosters restriction—in fact, exists for this purpose, and carries it to a criminal point. This volume published by the Viking Press in 1931 explodes, we hope for all time, this hoary lie.

The book deals with six types of restriction:

Workers' restriction.

Boss ordered restriction.

Restriction induced by inadequate wages.

Restriction induced by super-efficiency and time studies.

Restriction caused by the fear of unemployment.

Restriction caused by personal grievances.

The point of view is adequately set forth in the following quotations:

"Everyone is familiar with the charge that trade union organizations have been agencies of propaganda for restriction of output. That the bricklayers' union, for example, limits the number of bricks to be laid each day; that the men get more money for laying fewer bricks than formerly—this is a common accusation. Another charge, often repeated, is that made against plumbers. 'The plumber's getting two dollars an hour for sleeping under the bathtub,' is a facetious way of expressing a general conviction regarding the plumbers' restriction of output. Just why bricklayers' and plumbers' unions are stock examples of groups who practice restriction we do not know, but they illustrate the fact that restriction of output is identified in the popular mind with the trade unions. And, it may be added, even scholarly writers on trade unionism and industrial relations have been wont to assume that restriction is a distinctive policy of organized labor, which is rarely followed among unorganized workers.

Non-Union Restriction Overlooked

"This common habit of associating unions and restriction appears to have produced a sort of anaesthesia

Organized labor is exonerated of the age-old charge of restriction of output.

to the aches and pains caused by the restrictive practices of non-union workers. The popular indifference to such practices may also be a result of that type of thinking which associates everything wicked in industry with unionism and everything good with non-unionism. If a worker is under the influence of union philosophy, it is said that 'he will do as little work as possible for as much money as he can get.' But if he is a non-unionist, he does not seem to be suspected of having any such 'Bolshevik' ideas. When it becomes patent that non-union workers are restricting output, the reason is often given that such individuals are 'just lazy and unambitious.'

'Labor leaders resent the identification of restriction of output with

unionism. Some of them deny both the practice of restriction and the preaching of it. Other leaders claim that such a policy is an obsolete one; while still others justify 'regulation' of output in the interest of health and safety.

"The labor leaders are undoubtedly right in denying that restriction of output is exclusively a union policy. As far back as 1904 Professor John R. Commons of Wisconsin in a report on Trade Union Regulation and Restriction of Output states: 'In fact, the restriction (in output) began before the unions were organized.' He gives as evidence such statements as that made by a hardware manufacturer, 'Our grinders and polishers have held us up for the last 30 years on output.' This shows that the practice of restriction, in one plant at least, existed as far back as 1873, long before the grinders and polishers had organized in that locality. Professor Commons continues, 'The non-unionist does not change his nature when he becomes a unionist, but merely has more power to do what he wanted to do before.'

"If, therefore, restriction of output existed before the unions were organized, they can hardly be considered the originators of the policy. Perhaps the impulse toward restriction of output by both union and non-union workers has a common origin, in conditions which lie farther back than unionism."

The book attests to the eternal humanness of working men. It indicates that men are not machines nor can they be made into machines. Human psychology is awake and at work in any situation. It also suggests that the questions of production and remuneration are relative matters and not hard and fast distinctions.

The great voice of America does not come from the seats of learning. It comes in a murmur from the hills and woods and farms and factories and the mills, rolling and gaining volume until it comes to us from the homes of common men. Do these murmurs echo in the corridors of the universities? I have not heard them. The universities would make men forget their common origins, forget their universal sympathies, and join a class—and no class can ever serve America. I have dedicated every power there is in me to bring the colleges that I have anything to do with to an absolutely democratic regeneration in spirit, and I shall not be satisfied until America shall know that the men in the colleges are saturated with the same thought, the same sympathy, that pulses through the whole great body politic.—Woodrow Wilson.

Politics is a farce unless it deals openly and bravely with questions of work, commerce and finance that affect men where they live.—Professor John Dewey.

HARMONY?

I am working with the feeling
That the company is stealing
Fifty pennies from my pocket
every day;

But for every single pennie
They will lose ten times as many
By the speed that I'm producing,
I dare say.

For it makes me so disgusted
That my speed shall be adjusted
So that nevermore my brow will
drip with sweat;

When they're in an awful hurry
Someone else can rush and worry
Till an increase in my wages do
I get.

No malicious thoughts I harbor
For the butcher or the barber
Who get eighty cents an hour
from the start.

Nearly three years I've been
working

Like a fool, but now I'm shirk-
ing—

When I get what's fair, I'll always
do my part.

Someone else can run their races
Till I'm on an equal basis

With the ones who learned the
trade by mining coal.

Though I can do the work, it's
funny

New men can get the money
And I cannot get the same to
save my soul.

By a Mechanic on the Job.

(Quoted by Mathewson.)

Dirt Farmer Looks "Power" in the Face

ARTHUR BRISBANE was honored speaker at the recent meeting of the National Electric Light Association at Atlantic City. Calling attention to the high rates paid for electric service by the farmer, Mr. Brisbane declared:

"It would be important to strain a point to try to arrange for financing such men, as the automobile people finance them, and enable them to get the current, if they want to use it, a little more freely than they do now. I don't say it for the benefit of the men that can afford to pay. They should pay. But I know sometimes we overlook too long the public thought and a new invention.

"You all know that the railroads looked with considerable scorn on the automobile, the truck and the automobile omnibus. At present they are crying for help to save them from these devices."

Mr. Brisbane said he had been informed by an important manufacturer that the Diesel engine:

"Eventually may give to the power companies the same competition that the automobiles now are giving the railroads."

Casting light upon the same problem, the National Grange devoted its Farm Home Hour recently to a discussion of the progress toward cheap rural electric service. Mr. Judson King said in point:

New York

The Master of the New York State Grange, Mr. Fred Freestone, was appointed on May 5 by Governor Roosevelt as a member of the new power authority, which will build and manage the great state hydro-electric power plant on the St. Lawrence River, to cost \$175,000,000, authorized by an act promoted by the governor and passed by the legislature in April. Mr. Freestone is an able man and represents directly the farmers of New York, the class most concerned with the measure and who helped in the fight to secure its passage.

Finds that power utilities ask guaranteed profits, through set return, while farmer sells his grain in open market often at below cost.

Washington

The Washington State Grange, whose energetic state master, A. S. Goss, is also chairman of the executive committee of the National Grange, last year circulated an initiative petition for a bill which would permit the organization of local power districts, the size of a county or less, in which the people could build power plants and serve themselves with electric energy at cost. The progressive elements of the state, including the State Federation of Labor, joined the farmers and an intense educational campaign ensued, with the result that the people approved the grange measure by a majority of over 30,000 votes.

Oregon

Coincident with this struggle in Washington the organized farmers of the adjoining state of Oregon, under the leadership of the State Grange, Charles G. Hulett, state master, were supporting a similar measure—the Peoples' Water and Power Utility Districts Constitutional Amendment—and by the same process—through an initiative petition—which was prompted by several progressive organizations. It was enacted at the November election, at the same time the people chose as governor, Honorable J. L. Meier, under whose strenuous leadership the recent legislature revamped the whole regulatory system of the state and passed several measures aimed at the reduction of present rates.

Nebraska

Nebraska has several municipalities which operate their own power plants. The state law prohibited the selling of power outside their local boundaries. The farmers desired to purchase electricity from these plants, as did many small towns, but could not. In 1930 the League of Nebraska Municipalities circulated an initiative petition for an act, drafted by Attorney General C. A. Sorensen, which changed the

(Continued on page 380)

The Farmers' Attitude Toward the Power Corporations

By J. F. YOCUM

Being on a small farm in north central Illinois until reaching the age of 20 years, and then serving 25 years as a lineman in Southern California for telephone and power corporations, and now back in Illinois by auto trip to the farm again on account of the boss saying, on a little slip of paper, "Your check will be ready tomorrow noon on account of shortage of work. Nothing in sight for the future."

This introduction is given only to show you who may read this article, that I have lived in close contact with both parties.

The rancher in Southern California and the farmer in Illinois and other states plant their fruit, vegetables, grain and other produce with no assurance of getting a standard price, if any, for their stuff when ready for sale.

The power corporations come to the ranchers or farmers and say in a very polite, but sometimes misleading, way: "You must guarantee us a certain amount for connecting to your irrigation pumps, house lighting, feed grinding motors, corn elevators, electric stoves, washing machines, etc., whether you use that amount or not. Then you must pay us a rate per kilowatt hour large enough to guarantee our stockholders a certain per cent on their investment, after all expenses have been deducted, including the cut to the big holding companies and electric associations." These are forever telling you the wonders of electrical equipment, advances made in science, and inducing you to buy a lot of electrical conveniences you do not need, and if you buy them on their payment plan, will in many cases, cause you to lose your farm for being talked into debt.

Now, mind you, the farmers have to pay in cash for electricity as served by the power corporations, not when returns are received from their crops. That is why the farmer or rancher claims the power corporations unfair and greedy.

It may be interesting to know that the farmer has many other ways of getting information, besides the newspapers and magazines to whom the power corporations contribute heavily in electrical advertising.

In this age of good roads, he meets many people paying low rates in Canada, Los Angeles, Tacoma and many other places where municipal ownership is in effect. He also gets a lot of real information from old time electrical workers turned back to the pastures of the farms by the power corporations. The old electrical worker was scrapped because he was getting a little slower than the new, young apprentice now being broken in by the corporations' company-controlled organizations by means of advanced propaganda. Alas, that stuff is distasteful to their old employees who know how to think for themselves.

Depressed Vacations Aid Parks' Recovery

MANY vacations will be curtailed this year. Wage earners on short time do not have the money to spend on extended trips, hotels, resorts, and similar expenses. Many of us will swelter in hot apartments on Sunday afternoon and wish for a place where we could get a cooling dip without driving miles and paying several dollars in parking and bath house fees at a public beach. Or a stretch of shady green-sward where we could have a quiet picnic dinner. All of us feel the need of getting out of doors in the warm weather but all too frequently it is impossible to enjoy the healthful sports we like without paying exorbitant fees. So we join the crowds at a refrigerated movie, and what might have been a pleasant holiday is lost.

And how we wish that there were some kind of a municipal bathing beach right in our own city so that our children and we could have the advantage of stimulating exercise and sunshine, instead of looking enviously at the ragged little urchins who splash in horsetroughs and fountains until chased away by the police!

In localities where there are good public park facilities, it's possible to spend a very enjoyable vacation at home with hardly greater expense than for the gasoline to reach them. But unfortunately, too, many of our parks seem to be made to look at rather than to be used. Sometimes the beauty spots of a city are snatched up into private hands before the city gets around to think about the park problem. In our congested areas we need many parks for breathing spots. Wide awake unionists might do worse than to get into the park movement, so that clean, outdoor air may be among the few things the worker and his children may get without paying a fee.

Perhaps Happy Days Ahead

Perhaps recreational areas such as shores and beaches may in the future come under national control, was a possibility suggested by Director Horace M. Albright, of the National Park Service, at a meeting held in Washington, D. C., not long ago, by the American Shore and Beach Preservation Association. While emphasizing that the preservation of areas not at present considered national in scope should fall within the province of the state or city in which they are located, government aid should be supplied when the state or municipality is not wealthy enough to develop public park areas, he said.

The difficulty of saving water front areas for public use, Director Albright pointed out, is because settlement of people usually follows the shore line, and by the time a community becomes beauty conscious, the choice beaches, and bits of rocky coast line, have usually become private property.

Perhaps you, too, have had the ex-

Need of nearby shore places and outdoor haunts, suggests public reclaiming of much park land now in private hands. Some cities remember youth and age; others not so thoughtful.

perience of driving along a lovely section of shore, just aching to stop for a picnic or a swim, but it was all private property, dotted with rich homes, closed in by fences, placarded with No Parking signs!

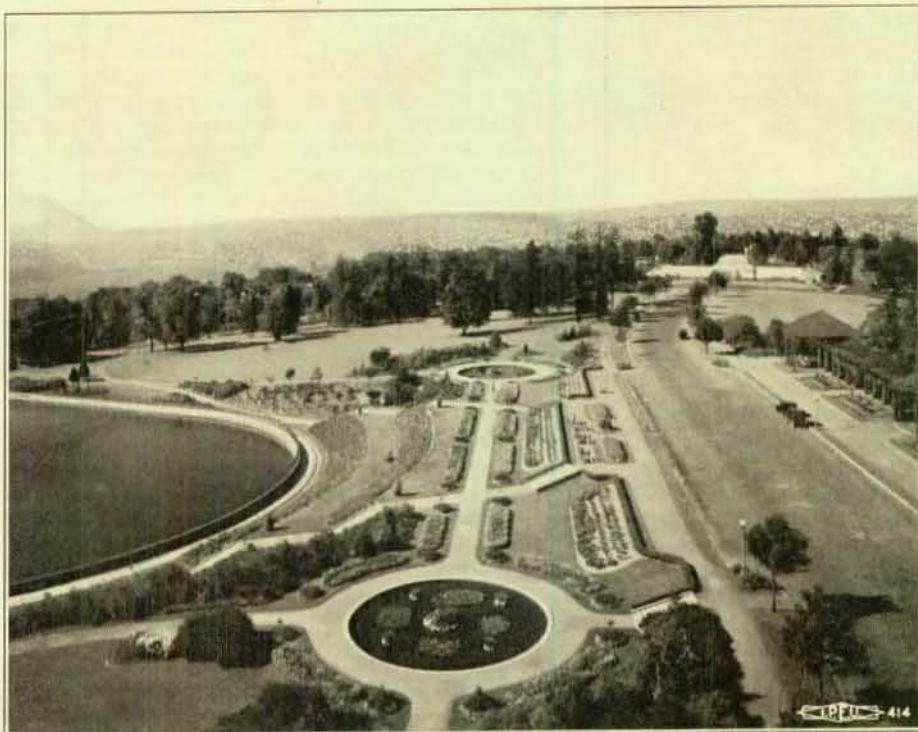
Few, indeed, of our cities, even when they are located on or near the water, have retained any water front park areas for the use of their citizens. Either private owners have gobbled up the beautiful locations for their homes, or industries have been permitted to pollute the water with waste products. The river that runs through a city becomes hideous and vile. City governments should be made to realize that more important than industries, more important than a few wealthy men, is the health and well being of the mass of citizens.

Now Has Labor Mayor

Minneapolis, Minn., which now has a labor mayor, is an example of what intelligent municipal park planning can do. Located among several fine lakes, this city has set aside property for not one, but several, public bathing beaches, in different sections of the city,

with supervised bath houses where only a small fee is charged, refreshment stands, pavilions, picnic grounds, etc., run for the benefit of the common people. In the winter time areas are cleared for skating. Facilities for outdoor exercise at almost any season of the year are helping to give this city a healthy population. One of the parks of Minneapolis has a municipal golf links, with a clubhouse finer than many private clubs.

In striking contrast to the national capital, which, though located on the Potomac River, has no municipal beach, is the neighboring city of Richmond, Va. Residents of Richmond do not have to travel for many dusty miles to enjoy the doubtful pleasures of crowded beach resorts. The city has provided itself with a charming series of artificial lakes in lovely Byrd Park, one of which is reserved for swimming. The fact that this is an artificial lake, with a concrete basin, makes it possible for the city to control the purity of the water in it, the depth, and other safety features. Roped-off shallow areas are provided for those who do not know how to swim, while at the other side of the beach there is deep water and a set of diving boards for adepts at the sport. This section is patrolled by lifeguards in motor boats to guard against accidents. Even poor folks can go swimming in Richmond. Groups of children with nut-brown skins attest the fact that the pool is used frequently and thoroughly appreciated. Those who do not want to pay even the nominal bath house fee may be seen walking or driving to the park with their



VOLUNTEER PARK, SEATTLE, GIVES GLIMPSES OF FAR PLACES, AND AN EVER-
PREVAILING SENSE OF INVIGORATING AIR AND SUNSHINE

bathing suits covered by coats or robes. In this case their swim costs nothing but the trouble of going there.

This sort of a pool is particularly interesting, for it might be used in any city that has large park areas, where natural beaches could not be obtained. Where rivers, lakes or oceans simply are not to be had, a splendid, clean, safe place for bathing can nevertheless be made, and in the very heart of the city, if existing parks can be utilized and pools built.

Denver, Colo., is another of the cities blessed with a municipal bathing beach. This is on a small, apparently natural lake, within a large city park. Fine, soft sand forms a delightful beach and the water is shallow enough to be safe for the chubby paddlers who build sand castles at the edge of the shore.

Of course swimming is not the only sport that may be enjoyed in a well-planned park. Picnicking, tennis, golf,

fishing, even strolling in the shade, are full of satisfaction for the weary city dweller. If, this year, you cannot afford a vacation trip, it would be worth while to find out just what the parks around and near you have to offer, and if they are only sparsely furnished, to do your part as a citizen to see that the people of your locality are better supplied with the materials for health and pleasure.

Rich Source of Gain

Since many farms are now reverting to the government because taxes have not been paid, the suggestion has been made that some of this land be developed as national forest areas. This should be of great benefit. Land that cannot be farmed profitably will be enriched by trees; soil erosion will be checked, and a future lumber crop assured. The great national forests of Europe are a source of joy and pride to the people; in America, too, wooded areas might serve as

recreation places for the public. Surely the government would find this to be a good way of utilizing the waste farm lands which now are being suffered to deteriorate and are one more factor in pulling down farm values.

Aside from the local parks in and around cities, we have the great national parks in the west and elsewhere, which are proving of greater attraction to the vacationist every year. The last two years have represented a period of unusual development in the national park system, according to Director Albright. Boundaries have been extended and new areas acquired. Scenery unrivaled anywhere in the world may be enjoyed by visitors to the parks, he declared.

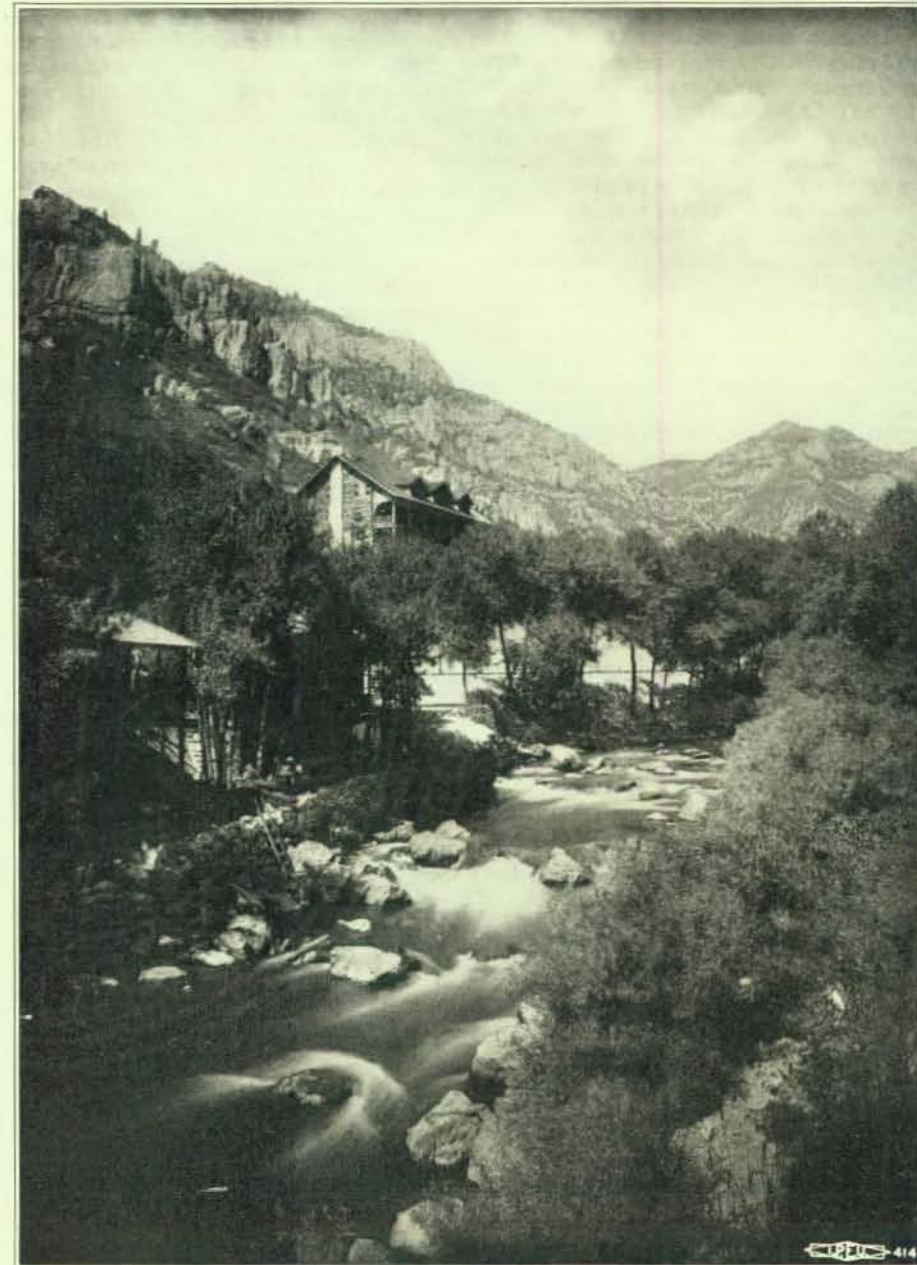
"Extraordinary improvements have been made in these wilderness playgrounds in the last few years," Mr. Albright states. New roads have been constructed in many of them, opening up high country that has been viewed heretofore only by pioneers and mountain climbers. New trails have been laid out, increasing the pleasures offered by horseback riding and hiking. Hotels and lodges have perfected accommodations that meet the demands of every pocket-book. Camp sites have been made generally available for those who bring their own equipment.

"The developments have been made in response to public interest. The system comprises 22 parks and 34 monuments. The areas are larger by 266,456 acres now than they were in 1929, the increase being from 10,141,440 acres to 10,407,896 acres.

"Travel figures demonstrate unmistakable public interest in these national reservations. Visitors to the parks and monuments in 1924 numbered only 1,670,908, whereas the total for 1930 was 3,246,656. This is an increase of 94 per cent. It is quite possible the current year will establish a new record, due not alone to the ever-increasing use of private automobiles by those entering the parks, but to the attractive excursion rates offered by the railroads.

"The following were added to the system: The Great Smoky Mountains National Park in North Carolina and Tennessee; the Carlsbad Caverns National Park in New Mexico; the Colonial National Monument in Virginia; the George Washington Birthplace National Monument in Virginia, and the Canyon de Chelly National Monument in Arizona. Authority has also been given to establish the Shenandoah National Park in Virginia, the Isle Royale National Park in Michigan, and the Mammoth Cave National Park in Kentucky, when the lands, required by law, are turned over to the Federal Government. In addition, five executive orders and one proclamation have been issued withdrawing a total of 4,946,765 acres for study to determine whether the areas are of park or monument value.

"With its general appropriations, the National Park Service provides for the maintenance of all physical improvements, construction of buildings, telephones, telegraph, electric, water, sewer



Courtesy Union Pacific System

THE CALL OF THE OUTDOORS IS INSISTENT, EVEN WHEN ONE IS BROKE

(Continued on page 392)

Prolonged Depression Stirs Sluggish Groups

THERE are about 138 days until winter. Whether this brief period represents enough time for those in power in the United States to organize proper relief is yet to be seen. However, there are evidences that the complacency which has marked the last 20 months of the severest depression that the world has known is disappearing. The fact that building figures were lower in May than they were in April and the fact that there was no seasonal improvement in May over April indicates how far wrong were the optimistic forecasters of the gradual rise in the business curve. It is apparent that the economic system is up against a situation serious and difficult of solution. It is no time for empty and futile optimism.

A new aspect of changing attitude lies in the marked stress laid on economic planning. With this goes an open and frank admission that the five-year plan of Russia offers a contrast and competition which must be faced. Nearly all the solutions offered during the present month for handling the situation in America hinge directly or indirectly upon a planned economy. The following are the developments:

1. A revival of the plan first offered by Rev. John A. Ryan, noted economist, for an issue of \$3,000,000,000 or more in government bonds for new construction.

2. Renewed interest in the bill offered by Senator La Follette for an industrial plan board.

3. Announcement by the United States Chamber of Commerce that a

Evidence that present panic is not like former depressions at last brings business men to study causes. Planned economy appears from every avenue.

large committee of business men had set up to study ways of retrieving economic prosperity.

4. The announcement by the National Civic Federation of an effort to call a huge congress of representatives from trade associations for setting up of a 10-year plan for America.

This last marks the most comprehensive of all.

The call of the National Civic Federation went out over the signature of James W. Gerard, former ambassador to Germany. Mr. Gerard is chairman of the Civic Federation's commission on industrial inquiry. His call was prompted by a letter addressed to him by Matthew Woll, acting president. Mr. Woll has been identified recently with a vigorous campaign against Russia and Sovietism. Mr. Woll's letter frankly admits the competition that America is facing with the Russian planned economy and asks that America "meet the cold-blooded communistic five-year plan with a warm-blooded plan of democratic idealism." Mr. Woll enumerates the following tasks which will appear before the proposed conference, if it is ever called:

To determine the annual national human requirements in commodities and service for 10 years.

To determine the immediate visible supply of required commodities.

To apportion among the industrial divisions their respective tasks of production and handling.

To determine the available labor hours in human terms, on the initial basis of the six-hour day and the five-day week.

To determine and apportion the required labor hours for the production and handling of commodities, to the point of consumption.

To determine the character and extent of industrial equipment required, and to apportion the task of its design, equipment and installation.

To provide for the immediate and continuing distribution of the necessities of life among the entire population, using all resources of employment, manufacture, credit and distribution requisite to that end.

To visualize and to realize the distribution of credit required to make available the release of all the labor and other forces requisite to the carrying out of the balanced program.

To provide equipment, personnel and supplies for education, recreation and research.

To outline legal enactments necessary and convenient to remove obstacles and to facilitate the operation of such a program.

In the meantime, little is being done to set up relief measures for the

(Continued on page 358)



Courtesy of Kaufmann's

TRADE AND COMMERCE IN THE UNITED STATES—THE TWENTIETH CENTURY

Ninth Mural in Kaufmann's Department Store, Pittsburgh, Pa. The laborious commercial toll of the preceding centuries, ever increasing in tempo, with the dawn of the Twentieth Century has burst into frenzy and tumult. Man reaches upward. His impulse has become vertical. Commerce strives to be free of the sea by turning to the sky. This mural is a symbolization of the welter of structural, industrial and commercial activities of the present day.

Harvard Professor Predicts Unions' Triumph

By DR. SUMNER H. SLICHTER, *Economist*

Published by arrangement with Harvard Business School Alumni Bulletin

STRIKES and revolts of workers are found far back in history but only within the last two centuries, and especially within the last century, do we find wage earners maintaining more or less continuous organizations for the purpose of representing them in dealing with employers. Trade unions are just as much a distinctive feature of modern economic society as the corporation or the trade association. All over the world—in Mexico, Australia, South Africa, China, India, as well as in Europe and the United States—we find them. Of the 70 separate countries in the world, associations of wage earners have obtained some importance in over 50, and great importance in over 20. Since 1897, the number of trade unionists in the United States has increased from 450,000 to approximately 3,900,000, or 14 per cent of the non-agricultural wage earners. The degree of organization is, of course, much greater in some branches of industry than in others. In building construction, over two-thirds of the workers are organized; in manufacturing, about 10 per cent; in mining, about one-third; in the transportation and public utility industries, somewhat more than one-third.

Philosophic Background

To the man in the street, the principal function of unions are to raise wages and reduce the working day. But this conception misses the main significance of labor organizations. Primarily they are significant because of their relationship to the government of industry. In the early middle ages, sovereignty and property were not separated—the ownership of land carried with it many powers that have since become functions of the state. The gigantic units of modern industry appear to be bringing about a reversion to the days when the sovereignty was an attribute of property. With the ownership of property now goes the power to prescribe rules which affect employees as intimately as do the ordinances of the city in which they live, rules which prescribe when work shall begin, how long the men shall have for lunch, when work shall cease, for what reasons and how long employees may absent themselves without losing their jobs, whether payment shall be by the day or by the piece, by whom and for what reasons a man may be discharged, how promotions and lay-offs shall be made. Modern business enterprises, unlike feudal lords, do not have their own courts, but in their control over discharge they have a rough equivalent. Wage earners have sought, through the organization of trade unions, to resist the tendency of property to acquire sovereign or quasi-sovereign powers. Whenever trade unions have sprung up, they have sought to make shop rules a matter

"The Significance of Trade Unionism" (Harvard Business School Alumni Bulletin, May 15, 1931) presents a calmly reasoned yet pointedly emphatic view, in regard to unions, not usually taken by erudite men. Wise business policy toward unions defined.

of joint determination and their administration a matter of joint control. In other words, in the place of despotism under which the word of the manager is final, unionism seeks to introduce the principle that decisions should be based upon rules and that rules should be based upon the consent of the governed.

Undoubtedly the greatest objection to labor organizations on the part of management is that they interfere with efficiency. To this objection there are several answers. One is that there are other things which are no less important than efficiency. Among them are security and liberty. Indeed, in view of the rapid rate at which we have been increasing per capita productivity during the last hundred years and our failure to make progress in the achievement of security, it is reasonable to conclude that security today is far more impor-

tant than efficiency. We could well afford to exchange some of our efficiency for more security. And the same holds true for liberty.

Security Invaluable

Whether or not trade unions interfere with efficiency, they are the only means by which the workman in the vast enterprises of modern industry can acquire liberty and security. They are the only way in which he can effectively bargain over whether he shall work six days a week or five, or whether he shall be paid by the piece or by the hour, over whether a change in conditions warrants a change in his piece rate. Likewise they are the only means through which the workman can acquire security, through which he can prevent the management from discharging him whenever it wishes. To a substantial extent, security and liberty go together, for liberty is partly a result of security. Only when men are protected against arbitrary discharge, dare they to express their aspirations, ideas, and grievances without dread of being heard by the foreman. Only through security do they acquire opportunity to criticize the management, to find fault with the way the plant is run, to talk freely about how they think it should be run—in other words, to express the same sort of ideas about the management of the plant that free citizens are accustomed to express about the government of the country. If these things interfere with production, the answer must be that they are well worth the cost.

Human Values Upheld

The assertion that trade unions are indifferent or hostile to efficiency, raises the question: "What is efficiency?" We are accustomed to thinking of it in terms of money cost. That method of production is most efficient which yields a given output with the least expenditure of dollars; that enterprise is most efficient which has the lowest money costs. Trade unions are just as much interested in decreasing the costs of production as are managements, but the costs which trade unions seek to reduce are the human rather than the money costs—the fatigue, the monotony, the injuries, the occupational diseases which are part of the cost of production. In other words, trade unions are just as much interested in efficiency as are employers, but they measure it by a different test, by human costs rather than by money costs.

From the standpoint of the community, neither the wage earner's nor the business man's conception of industrial efficiency is satisfactory. From the community's standpoint, efficiency must include both low money costs and low hu-



SUMNER H. SLICHTER

(Continued on page 388)

What Is Workers' Education? Asked Anew

MARIUS HANSOME, a contributor to the *ELECTRICAL WORKERS' JOURNAL*, has written "World Workers' Educational Movements," published last month by the Columbia University Press. It is a definitive work of nearly 600 pages, presented with intelligence and fairness.

Though no one can find fault with Mr. Hansome's learning, the omission from this large volume of any reference to apprentice education suggests the question, "What Is Workers' Education?" Nearly every union in the United States carries on apprentice education. Nearly every union carries on some form of economic education through the official publications of the organization. We have been unable to discover any reference to these activities in this work of Mr. Hansome's.

This is a commentary upon the intellectual's approach to the American labor movement. One of the reasons that the intellectual misses this fact about the movement is due to his inability to see that the technological development of American industry is further along than that of any nation in the world. The intellectual is familiar with industrial revolution. He refuses to familiarize himself with the technological revolution. He does not understand that the character of American industry itself makes the carrying on of technical education by the unions imperative, and he does not see that this technical education has in it possibilities for wider discussion and elucidation of the union's economic problems. Mr. Hansome is no different in this regard from other specialists in the workers' education field. Mr. Hansome regards workers' education purely as a means of a discussion of economic and social questions in their relationships to the unions, and the equipment of the workers' minds to meet these economic problems.

Comprehensive and Complete

After one has said this about Mr. Hansome's book, there is little need for adverse criticism. The book is erudite beyond the attainments of most anyone else in America. It is written clearly and it is an adequate handbook of the workers' education movement of the world. It contains appendices that throw vivid light on some of the practical problems of the teacher.

Though it undertakes to cover the whole field of workers' education in America, it fails to chronicle that carried on by various central labor unions during the last 10 years. It lays most stress upon the special schools and the work of the Workers' Education Bureau. We believe there is something lost in not recording those experiments carried on in Minneapolis, St. Paul, Seattle, and other cities during that period following the war under the auspices of the central labor unions them-

Exhaustive work is published by Columbia University Press reviewing the workers' education movement throughout the world. Work of unions explained in 23 nations of the world.

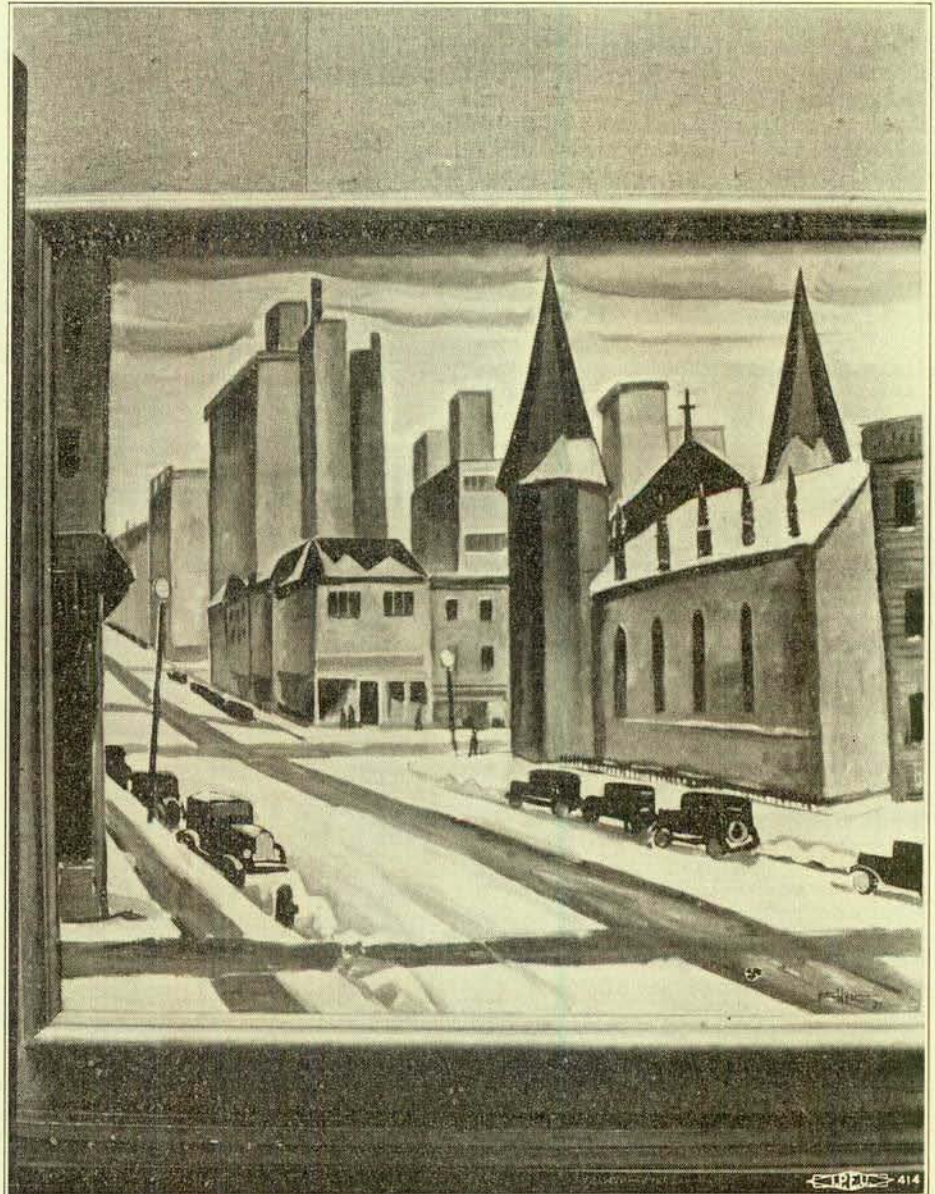
selves. In short, we are afraid that Mr. Hansome's book suffers from an over-exuberant regard for education for a better social order, as if the assumption were correct that all education that improves the individual is not for a better social order.

Turning to the more practical aspects of the book, the movements in the following countries are recorded: Aus-

tralia, Austria, Belgium, Canada, China, Czechoslovakia, Denmark, England, France, Finland, Germany, Holland, India, Ireland, Japan, Mexico, New Zealand, Norway, Palestine, Russia, Sweden, Switzerland, United States of America.

One of the most constructive chapters is Chapter 9, dealing with the problems of workers' education. This takes up some of the practical questions that face every union and every teacher of union classes.

God is to be our Father, yet we are far from being fathers to our own children. We presume to have insight into divine things, and yet we neglect as unworthy of notice those human relations which are a key to the divine.—Friedrich Froebel.



ELEVENTH AND H, WASHINGTON, D. C.
By Edgar Hewitt Nye. A Street Scene With Magic in It.

Courtesy of the Artist

Hancock and Paine: A Contrast

By P. J. KING, Lodge 264, International Association of Machinists

HENRY FORD declared that "History is bunk." Sometimes one cannot help but agree with him; it so frequently happens that a broad study of history reveals valuations in the careers of our famous men which are somewhat at variance to what we had been allowed to form in school days, and too often retained through later years.

The study of Revolutionary days, and the lives of those who played a leading part in its cause and ultimate victory, reveal no two characters who have been more misjudged than John Hancock and Thomas Paine. In the mind of every boy graduating from school there lingers the picture of John Hancock, the man who staked his fortune in the cause of the Revolution. His signature, the first of the signers of the Declaration of Independence, is synonymous of daring courage, and the term, "sign your John Hancock" signifies evidence of faith in standing by one's word.

Our youth likewise leaves school with vague recollection of Thomas Paine, as one who played some part in the winning of the Revolution. And in later years, if he recalls him at all, his name will be clouded with some ignorant and unjust epithet, such as "a filthy little atheist."

Yet, John Hancock had but slight weight in promoting the Revolution, or of aiding its victory. And competent historians are in accord in ranking the name of Paine with Washington, Franklin and Jefferson, the foremost leaders in gaining independence for the American Colonies.

A brief review of their life reveals the singular judgment that Time has formed about their careers.

John Hancock

The story is current that the members of the Hancock family had engaged a writer to assemble material for a life of John Hancock but that after examination of some of the material gathered they promptly offered the author one thousand dollars to desist and make no further investigations. The money was said to be paid, and the life abandoned, and no biography has since been written.

Clearly there must have been some reason. The professional biographer must have looked on such a man as Hancock with considerable satisfaction, and as one to have excellent possibilities. Here is a poor boy, son of a clergyman's widow, who is adopted by an uncle, the richest man in his colony and one of the richest men in America. He is graduated from Harvard. He is sent to London to see the world, with instructions preceding him to have all his drafts honored. Two weeks before his twenty-sixth birthday he is taken into

Thoughtful weighing of two national heroes by a labor leader of long experience and wide reading.

partnership by his uncle. In a little more than a year after, the uncle dies and bequeaths to young Hancock an estate of \$350,000, the largest business in Boston.

Within a few months the preliminaries of the Revolution are staged, and Hancock starts on that career as a "patriot" which has made his name known to every generation of school children ever since.

The Revolution starts, and Hancock is always in the spot-light. He is chairman of committees; is one of the two who is denied amnesty in any general pardon issued by the Crown; is president of the Provincial Congress of Massachusetts; president of the continental Congress for more than two and a half years; leading signer of the Declaration of Independence; first governor of the new state; re-elected ten times to that office and treasurer of Harvard College for many years.

What rich material, it would seem, for a biographer. And yet his life remains unwritten. There was no John Hancock. Let us try and get behind some of his glittering positions and offices.

As head of one of the great merchant firms of colonial days, John Hancock & Company, and as possessor of one of

the great colonial fortunes, interest in him is soon exhausted upon investigation. When the whole world was his after his uncle's death there is nothing in the record to indicate that he displayed any marked ability or that he would have got far had it not been for his lucky family connection. Hancock had had no hand in the making of his own great fortune.

Before many years Hancock turned over the conduct of the business to a trusted clerk and paid little attention to it. Owing in part to the troubled times and in part to his own ostentatious extravagance, his inherited fortune was later considerably diminished. His business career is a trail leading into the scrub wood of mediocrity blessed with cash.

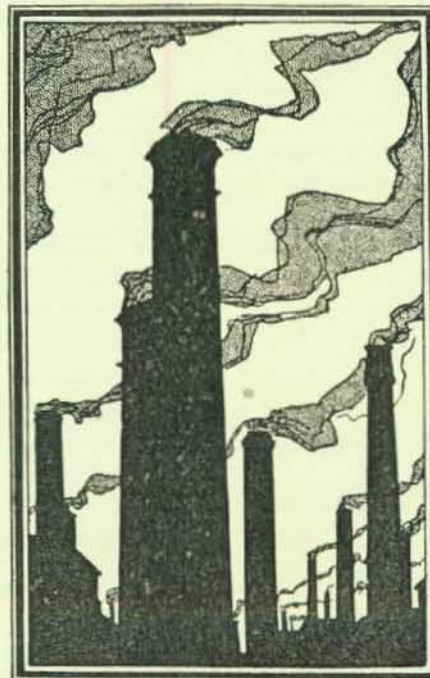
For Hancock to express his opinion boldly about the Stamp Act was merely to be carried with the tide, and called for no great courage. Many who were afterward Loyalists expressed themselves as bitterly. And when news came of the repeal of the Act even the royal governor joined in the rejoicing, while Hancock set out two pipes of Madeira in front of his house for the populace to drink, a characteristic action.

The episode of the seizure of his sloop "Liberty" had also done much to increase his popularity with the people. It has often been said that Hancock was a smuggler. Of course he was. Every Boston merchant had been for a generation or more, ever since the passage of the Molasses Act, which if it had been observed would have ruined the economic life of New England. That act had been passed by Parliament upon the insistent urging of the West Indian sugar colonies, which were more important than the New England ones, but once passed, it was overlooked. New England merchants could smuggle under it with less searing of their consciences or fear of authority than is now the result of a violation of the Volstead Act.

The duties on wines and other articles of later date, however, were not prohibitive, and the ethics of smuggling to avoid paying them becomes much more involved. Some merchants smuggled and others did not. Hancock did, and it was a cargo of madeira that he was smuggling when he came into collision with the authorities.

If the people were heartily tired of taxes and duties, so was the British government of having its laws set at naught. Libels were brought against Hancock to the aggregate sum of about \$500,000, or nearly half again the value of his whole fortune. John Adams was engaged for the defense and based his argument on the popular but illogical and impractical theory that Hancock was not guilty when he broke the law in the making of which he had

(Continued on page 382)



**JOURNAL OF
ELECTRICAL WORKERS**
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Devoted
to the
Cause



of
Organized
Labor

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Wage Policy Failure

Many hundreds of cuts in wages have been instituted since the first of the year. Ostensibly these cuts have been instituted in order to improve business. But business hasn't improved. May was a dreary month. June was bad. One would conclude that if wage-cutting is such a sure cure for what ails business, as bankers declare, it would have begun to show its health-giving power before this.

As a matter of fact, it is not a cure; neither is it an aid. It is a deterrent to business. Not a single economic reason has been produced for wage-cutting. Wage-cutters have moved out of a spirit of brute force, not reason.

Let us review the situation. First and foremost, labor was forced to bear the burden of the depression in unemployment—a total wage-loss running into billions. Then labor was forced to make great sacrifices in keeping the unemployed, in going on part-time jobs; in sharing wages; in actual contributions toward relief. Then the cost of living took a slight drop, and this was used as an excuse for cuts. But the cost of living is measured by obsolete standards set up 12 years ago, before many modern conveniences had become necessities. Finally, bankers said that wages must be cut in order to lower total costs of doing business. Then it was discovered that, due to the mechanized character of industry, the labor bill had greatly shrunk—to the degree that a 10 per cent cut in wages registered only a two per cent cut in total costs. In short, the final argument crumbled as did the other.

The real reason—behind the mask—for cutting wages is to protect profits. It is an effort to make labor pay for the depression. This reason, by its very character, could not be pushed forward toward the public. It must be hidden in a mass of excuses. But the wage-cutters fail to see that profits tomorrow depend upon high purchasing power today.

About Face The movement for a debt moratorium is probably the most important happening in international affairs since the World War. It is too early to measure its full significance. Yet it must not be supposed that it does not vitally affect the American labor movement, and every man and woman who earn their daily bread.

It should be noted that the action of President Hoover followed closely the arrival of Secretary of the Treasury Mellon in England. Though Mr. Mellon disclaimed all allusions to

himself as personal ambassador, it must not be supposed that he went to Europe blind, deaf and dumb. What occurred behind closed doors is nobody's business, yet the German commission's visit to England preceded Mr. Mellon by only a few days. It has been an open secret for months among the well-informed that Germany has been on the verge of civil war. A people without hope is an irritable people. A debt-burdened people is a people without hope. Germany has been trembling on the brink of either fascism or communism—neither desirable from an American point of view. Civil war in Germany, with a chance of the fire spreading to other debt-ridden countries, means but one thing—further dislocation of business, intensification of the depression, frozen assets in American banks, more bank failures, more suffering at home, and more unrest. Make no mistake about it, it was a terrific force that drove Mr. Hoover to leap beyond his accustomed conservatism, to a policy that is for him an innovation.

The proposal of the President to postpone debt payments for a year has bearing on policies at home. It flies in the face of republicanism, and of American philosophy.

First, it indicates that what happens abroad is very important to the United States. We do not live the isolated life we fancy we live.

Second, it indicates that something can be done about the depression. The philosophy of doing nothing, of letting the economic system automatically heal itself, is deadlier than a last year's bird's nest. Business men will now begin to talk about a "managed" recovery.

History is being made fast and furiously.

Plain Speaking Mr. Paul Clapp, managing director, National Electrical Light Association,—says the *Electrical World*—

"urged utilities to take definite and aggressive action in all localities against the attacks, misstatements, partial truths and sometimes palpable lies launched against them. He urged training of employees (italics ours) as part of this construction work and outlined work on the 11 educational pamphlets for employees that will aid in this training."

This is no doubt considered a stroke of genius on the part of Mr. Clapp, but even we know that it is stupid makeshift unworthy of an industry that is making great technological advances.

The problem of public relations, which caused the power leaders such heartburnings at Atlantic City, is really a problem in labor relations—to that extent, Mr. Clapp is right. But it is not a question of feeding 11 educational pamphlets, like so many pills, to the employees; it is rather a question of reforming the whole structure of employee relations.

For example, the Baltimore & Ohio Railroad, and the Canadian National, do not have any problem in public relations. Their chiefs do not run round circles in an undignified way, making violent protestations of innocence. They do not have to. They have 150,000 tongues of loyal workmen to proclaim their virtue. The public is aware that if a public utility treats its employees fairly, the assumption is, it treats the public fairly. This is axiomatic.

Lowest Responsible Bidder

In May this JOURNAL discussed the effect of the "low bidder law" upon building standards. We showed that it tended to degrade material standards, and that even if it did not, it degraded wage standards, which in turn drives workmanship to a degraded position.

Pertinent, therefore, is this brilliant discussion of the same problem from the Construction Digest, Pittsburgh, Pa., an employer's publication:

"Federal law and the laws of the 48 states may lack agreement on many subjects, but on one thing they agree.

"All contracts for public works, supplies and equipment shall be awarded to the lowest responsible bidder."

"Such language will be found in practically all legislation authorizing the expenditure of public moneys for such purposes.

"Determining the lowest bidder is a matter of mathematics.

"Determining the lowest RESPONSIBLE bidder is a much more involved problem.

"In our opinion a responsible bidder is one whose estimates are always intelligent and justified by experience, who has sufficient capital to carry on any contract he might be awarded and whose reputation for work well done has been established over a period of years, either as a contractor or as superintendent for another contractor.

"It is time that those charged with the prosecution of public construction write a new definition of the word 'responsible' for the courts to pass on.

"As a starter let them assume that no matter how much capital a contractor may have in his business, he is not *responsible*, if a breakdown of his bid reveals unit costs that neither he nor anyone else can justify in the light of experience or architectural or engineering knowledge.

"Even though the practice of awarding contracts to lowest bidders may save money for the taxpayers, where continued, it tends to bring about unsound conditions in the construction and construction materials industry.

"Price-cutters are wage-cutters and force others to become wage-cutters.

"Price-cutters make no profit and prevent others from making profits.

"Labor and business must both enjoy a profit. Denied this legitimate return, the community and state in which they live and do business, eventually will pay the penalty of having nourished an 'irresponsible' citizenry.

"A monument in Fame's Hall awaits that public official who will write a new definition of the word 'responsible' that will be adopted in all courts in all commonwealths."

Public Works Plan Outlined

The publication by the Social Action Department, National Catholic Welfare Conference of "Permanent Preventatives of Unemployment" serves to fix credit for the suggestion of a \$3,000,000,000 bond issue for public works. This book is a record of a conference held in Washington in January, 1931. At that time Rev. John A. Ryan, said:

"How shall the state provide employment? The concen-

tration and increase of public workers in a period of depression have for many years been among the standard remedies proposed by economists. In December, 1928, Governor Brewster, of Maine, recommended an elaborate program of this sort, and the public was given to understand that it represented the views of President-elect Hoover. Last June the President was requested to exercise his influence on behalf of a bond issue of \$3,000,000,000 for road building. He declined to do so. No adequate action along this line has been taken by Congress. The much advertised increase in the federal outlay for public works in 1930 amounted to only \$4,000,000. The national administration has taken great satisfaction in declaring that the amount available for federal construction work during this year will be \$450,000,000 more than was spent in the year 1928. This additional appropriation is, however, utterly insufficient to provide jobs either directly or indirectly for our 5,000,000 unemployed."

It is understood that Father Ryan had made this proposal at an earlier regional conference in the middle west. The effort of a publisher of daily newspapers to appear the author of this plan seems a little out of place.

Rebels and Robots

We have said little in recent months about the machine and unemployment. For one reason, machine unemployment is now obscured by that induced by panic conditions. The spectacle of 6,000,000 men "waiting for something to turn up" so absorbs the mind, so engages the sympathies that one has little time to trace causes. But it is apparent no less that one of the contributory causes to the present disastrous situation is machine production. That is why none of us has a right to expect an easy solution. Let all the glowing prophets of returned prosperity coo all they want to about that dawn which they think is breaking at the horizon's rim. Still alas! the jobless will be with us.

That is the reason it is not a waste of time to "advertise" unemployment. Something very fundamental must be done to this best of all possible economic systems, before every man who wants to work and is able to work, can find a job.

But we believe that education of all those who work is going on rapidly. Five years ago Americans had not heard about "technological unemployment", today they know it as a sinister spectre—a black shadow on a fair land. Even office girls know it in some guise.

A salesman for automatic machinery used in offices said to us the other day, "Say, this talk about machinery stealing jobs is sure influencing my business. When I go into an office—the looks I get from those girls. If looks were daggers, well! I just wouldn't be here, that's all."

This dramatizes the situation clearly. Jobs are more than jobs. They are subsistence—life—the will to exist, with all that means to youth—joy, love, the desire for self-expression. Now men can not sit calmly down, and see their bread, their happiness, their hopes taken away by a robot.

We shall hear more of such stories of antagonism between humans and robots.

There is little doubt that the enthusiasm manifested in every direction for economic planning is motivated by the hope that by planning, machine unemployment can be beaten.



WOMAN'S WORK



WHEN THE CUPBOARD IS BARE

By a WORKER'S WIFE

WE'VE all become skeptical over optimistic prophecies. Roger W. Babson, the distinguished economist and statistician, says the slump has passed its worst point. We would like to believe him. William Green, of the A. F. of L., points out that we are in a perilous position, in the third year of the depression, with a winter approaching which is likely to be unparalleled in misery for the unemployed and their families, unless adequate relief can be organized at once.

A man being without a job, in most cases, means being totally without an income. Sometimes other members of the family are pressed into service, wives secure poorly paid stop-gaps in laundry, shop or factory, if possible, older children leave school and take whatever work may be found, and somehow the rent and grocery money is scraped together. Wage scales for unskilled female labor have taken a tremendous drop; this sort of work never was very well paid and now the wages offered range, it is reported, as low as \$4 a week. Women made desperate by need at home are in no position to hold out for decent pay. There are too many blood-sucking employers who will take advantage of such a situation.

In spite of the sacrifices of wife and children, the income is far from adequate for the family's needs. And the man, who has spent years in learning his skilled trade, working with his fellows to build up an organization and a comfortable wage, must sit helpless while his home crumbles.

Heartbreaking Disintegration

Accumulated savings of years melt away; then credit cannot be maintained; relatives grow tired of helping, and furniture and personal possessions must be sold. The family drags along on its unhappy way, breaking down one by one the standards, comforts and securities built up in many careful years, like a man who has to break up his household goods and throw them into the fire to keep from freezing. That is the demoralizing part of unemployment. Treasures which were purchased so dearly must be sacrificed so cheaply. It is hard to maintain moral standards when living standards go.

Every disappointment, rebuff or slight a man suffers in his vain search for work is an assault upon his character. A man who can't support his family loses faith in his personal worth. No wonder we have so many suicides, so

many men breaking loose from home, riding "the blinds" across the country and back in a desperate, hopeless pilgrimage.

And the wife? Prolonged unemployment leads to heartbreak for her. Even the most patient of women cannot stand the strain forever. She knows that her husband is in an inordinately sensitive frame of mind, brooding over his failure to provide the good things she is used to; she knows it's not his fault, work simply isn't to be found, yet under her burden of worry and fear, is it possible for her always to be sure that he is not to blame? What if he goes off in search of work, finds nothing, and is ashamed to write or return? What if she has to appeal to relatives for aid, go quarter herself and her children upon a reluctant and crowded household, while her husband wanders, Heaven knows where? Supposing that he does come back, that he is able to establish a home again, can the mutual respect of earlier years ever be re-established?

Changed Attitude—Thank Heavens!

Luckily we are changing many of our old ideas—being forced to change them, in a hurry, too. There is not enough work for every man who wants it, not nearly enough at present. Men find themselves out of a job simply because they are unlucky, not because they are lazy, shiftless, or unintelligent. The man out of a job does not need to be ashamed of himself any more than the man who catches pneumonia. It is no longer a disgrace for a married woman to work—when by doing so she proves herself to be a creature of indomitable courage and unselfishness. The people who talk about firing married women so men could have jobs should first think of establishing a national limit on the income each family could properly receive. Few if any married women work for the fun of it. They are on the job to try to boost the family income up to a decent living standard.

America has been a fast-moving, slow-thinking country. We have been so busy working, expanding, making money that we haven't had time to think. Now we're thinking. And what a flood of theories, prophecies and plans! Half-baked, hysterical plans, many of them, but we are gradually sifting them and finding the truth.

The bankers who tried to put over the idea that profiteering labor, with its "high" wages, was holding back a revival of business, have pretty thoroughly

showed themselves to be wrong. It is true that they have been able to force some wage cuts, but the wage-cutting idea has been received with such abhorrence by the public that reductions generally have to be made in a furtive, concealed manner. This is a moral victory, at least. And who is to know how many more employers would have seized upon the wage-cutting idea with whoops of joy, if it had not been for their fear of public indignation? The same applies to organized labor. Many employers, bankers, and so-called captains of industry no doubt would like to "smash the unions". But organized labor has so strongly entrenched itself with the public that direct attacks are powerfully resented.

The "brains" of the country, we hope, are doing as Mr. Coolidge advised, and taking a nice, long vacation this summer, giving themselves a good rest. The work they have done during the depression has proved a series of astonishing boomerangs. Prophecies and panaceas advocated by high authorities have proved so conspicuously wrong. It is time they stopped to examine labor's program. That includes:

- Higher wages.
- Shorter hours.
- Economic planning.
- Co-operative management.
- A fair provision for unemployment relief.
- A larger share of goods for those who produce them.

If the depression lasts, labor may see its position justified. We ought to get something out of this period of misery, fear and tears. We are paying for it.

Here is an instance, not extreme, but typical of what happens to the family when the breadwinner is out of a job. This was a family of six, man, wife, and four children. Although never very prosperous, they were able to live in a decent way, maintain health, and keep the children in school. All their savings were going into the purchase of a home.

The man, a building tradesman, was thrown out of work through no fault of his own. Another baby was on the way. And a burden of debt accumulated. Payments on the home could not be made. The children grew shabby and lean. The wife tried to keep a stiff upper lip but she worried unbearably. And the man, who had heart trouble, fretted himself almost into madness before a friend rescued him and found him a job.

(Continued on page 387)



Sweet and Simple

The Summer Fashion of 1931

The naive hat with peaked brim is of Basque straw with a pink rose, black-eyed Susan, and cluster of blue grapes to trim it.

Myriads of tiny lucks, fine ruchings and crochet buttons emphasize the charm of the net overblouse to wear with summer suits.



EVERYDAY SCIENCE

Non-inflammable Non-poisonous Refrigerant to Cool Homes

The recent development of a refrigerant known chemically as dichloro-difluoro methane promises to contribute greatly toward safety in automatic refrigeration. This compound is non-inflammable, and is also practically non-toxic.

In a study of the toxicity and possible detriment to health from inhaling vapors of this compound, the United States Bureau of Mines has found that dogs, monkeys, and guinea pigs suffer no deleterious effects after being exposed to air containing as much as 20 per cent of this vapor for seven or eight hours daily over a period of several weeks. Each day during the exposure the dogs and monkeys appeared to experience sensations of alcoholic intoxication, but they became normal in a minute or two after the exposure and ate heartily. This sensation was also experienced by persons who breathed the gas; they also recovered in a minute or two without subsequent nausea or headache. The exceedingly high concentrations used in these experiments would be practically unattainable even in small kitchenettes in homes.

The amount of dichloro-difluoro methane in air which would be required to cause death after several hours exposure is about 300 to 500 times greater than the least toxic of the present day refrigerants. This compound also has possibility of wide use in cooling air for public buildings, perhaps in the near future for cooling the air of homes.

New Process Increases Production of Carbon Black 400 Per Cent

The production of carbon black, which is used principally in the manufacture of printers' ink and rubber articles, is made from natural gas. The process which has been generally used has been one involving the incomplete combustion of the gas by restricting the amount of oxygen mixing with the flame. This causes a smoky fire which is projected against steel plates on which the unburned carbon in the smoke is deposited and scraped off at regular intervals; this carbon being the carbon black of commerce.

Theoretically, 1,000 cubic feet of natural gas should contain 35 pounds of carbon black, but the method above referred to produces on an average only about 1.4 pounds of black. Attempts have been made in the past to increase the amount of carbon black but have resulted in a lower quality.

Experiments carried out by the Bureau of Mines, however, now give promise of an increased yield of more than 400 per cent. The new method consists of passing natural gas through a bed of burning coke. The coke is first fanned to incandescence by subjecting it to a draft of forced air. The natural gas is then passed through the glowing coke and "cracked" so as to release the various materials which are held in suspension in the gas. Another advantage of this new process, in addition to the greatly increased yield of carbon black, is that hydrogen may also be recovered and used in the manufacture of motor fuel, lubricating oils, ammonia, nitrates for fertilizer, etc.

Geographic Center of Electric Production in Illinois

The center of electric production in the United States is naturally fairly close to the population center, and likewise has been moving during the past few years, although not in exactly the same direction as the drift of the population center.

In 1912 the center of electric production, as measured by the output of power plants in kilowatt hours, was on the Indiana-Illinois boundary line, about 35 miles north of Danville, Ill. During the next 16 years it moved a total of 55 miles to the southwest, until in 1928 it reached its westernmost point about seven miles northwest of Champaign, Ill. In 1929 it turned eastward and moved nine miles south and five miles east, so that it now is approximately five miles due south of Champaign.

The center of population, according to the last computation, is located somewhat to the east of this point, in southwestern Indiana, while the center of manufacture is still farther east, in the western part of Ohio. One reason why the center of electric production is west of both the center of population and the center of manufacture is the great demand for electrical power in irrigation on the Pacific Coast and the very general use of electricity on these farms, where water must be pumped electrically.

Approximately 75 per cent of the water power resources of the United States are located west of the Mississippi River, where only one-quarter of the demand for electrical power exists. It is shown by the production of electricity in 1929 that the demand for electrical power is growing faster in the east and south than in the north and west, and also that the proportion east of the Mississippi River is increasing. Steam power must be relied upon at the present time to produce between 60 and 65 per cent of the total electrical power used in the United States, and as time goes on, this proportion must be increased because the geographic location of undeveloped water powers renders their development, in many cases, unadvisable.

20,000,000 Telephones in United States

On September 30, 1929, the total number of telephones in use in the United States was 20,000,000, a gain of 948,000 over the same date in 1928.

Of this total, 15,191,000 are in the Bell System, as compared with 14,252,000 the year previous.

Practically all of the 20,000,000 telephones are capable of interconnection, only 140,000 being so located that interconnection with the main system is impossible. This is a reduction of 6,000 over the previous year.

The number of central offices in the Bell System has increased from 6,211 to 6,326.

At the present time there are 25 companies in the Bell System and 8,342 other companies, or a grand total of 8,367 companies operating 20,000,000 telephones. In addition to these companies there are some 30,500 private telephone lines connecting with the Bell system, the telephones of which are included in the foregoing.

Of the 20,000,000 telephones, 3,744,000 are served from dial system central offices.

England Has 1,850,000 Telephones

According to Telephony, at the end of 1929 there were approximately 1,850,000 telephones in use in the government-owned systems in England. This system connects with the United States by means of wireless telephone and with practically all of the countries in Europe, either by radio or submarine cable. During the year radio telephony has been also established between England and Australia.

The Prime Minister of England is said to be the only personage who can at all times demand and get the exclusive use of a telephone line. Even the King has given up his private line between Sandringham and Buckingham Palace, and uses an ordinary trunk line when he desires to telephone, although he is given priority over other callers at such times.

Ship-to-shore telephony from England has not yet become an actuality although experiments are being conducted and it is expected that such a service will be in use during 1930.

London and Berlin are using a telephoto service over telegraph wires at the present time. Service was initiated by the British postmaster sending his picture to the German Minister of Post and receiving one of the German Minister in return. This service will soon be available to the public through any postoffice in England for transmitting photos, pictures, drawings, documents or manuscripts to and from Germany.

During the war a secret submarine cable was laid across the English Channel, and it is now proposed to use this cable for telephone service between the Channel Islands and the mainland, as it passes close to the northern coast of Guernsey. It is believed that by tapping this cable at the nearest point, it should be possible to establish direct telephone communication between England and the Channel Islands at a reasonable cost.

Incineration of Rubbish and Garbage Gaining in Popular Favor

The installation of modern incineration plants for the treatment of rubbish and garbage by municipalities has gained to a marked degree in recent years, the chief purpose being the improvement in the health conditions of the community as well as the appearance of the immediate vicinity of the city. These large public installations have given an impetus to the installation of small units in homes, whereby all household rubbish, papers and garbage can be incinerated at small cost and at a minimum of effort.

Many gas-fired incinerators, capable of taking care of all waste materials other than glass or metal, are being installed in new as well as old homes. These incinerators are fitted with a gas-burner controlled by a time mechanism. Rubbish and garbage is placed in the burning compartment, the timing device set for any desired period, from one to five minutes, a turn of the valve ignites the gas, and after combustion is fully established the gas is automatically shut off and the process of incineration continued until all the material is consumed.

Incineration not only reduces the fire hazard, but adds immeasurably to the cleanliness and healthfulness of the home.

Next Winter



☐ In July, a man has to eat, but the sun can warm him. Park benches or the green earth may be his bed.

* * *

☐ But in November, to hunger can be added cold, snow, mists and frozen turf—which may quickly bring disease and death. Expenses mount. Winter exacts more physical stamina, and greater financial outlay.

* * *

☐ The winter of 1931-1932 may well go down as the most disastrous in the history of America. The swing of business is still downward—despite denials. Six million men idle in July, may be 8,000,000 in November.

* * *

☐ Municipal funds for relief are exhausted. Money raised by welfare organizations is inadequate to meet jobless needs.

* * *

☐ It is well to see these painful facts now—in July rather than in November. It is well to face—while there is yet time—these brutal facts.

* * *

☐ Unionists can do something. (1) They can continue as they have in the past to co-operate with each other. (2) They can bring pressure now upon responsible public officials, city, state, and nation, to organize to meet the most disastrous winter of American history.

* * *

☐ Relief is a community matter. Organized society has produced the jobless, it should take care of them.

Electrical Workers Journal

CONSTRUCTIVE HINTS

Electrical Machinery Tests

The following tests are practical tests used by electrical workers at the jobs where the motor is located or in the repair shop where the motor is sent for repairs:

Split-circuit Lamp or Test Lamp. The so-called split-circuit lamp is a handy part of an electrical worker's kit. The split-circuit lamp is quite similar to an ordinary extension lamp cord and plug, with the exception that one side of the line from the plug to the socket is open to provide test wires.

When it becomes necessary to make a test the circuit is plugged into the nearest socket and the wires of the open side are used as test leads. When a coil being tested has an open circuit the split lamp circuit will not light. When the coil is all right the lamp will light.

The number of ways in which this lamp may be used is unlimited. Some of the most common ways are as follows:

1. Locating coils with open circuits.
2. Locating open commutator circuits.
3. Locating grounded machine circuits.
4. Locating short circuits.
5. Locating burnt fuses.
6. Locating open circuits in starters.
7. Locating open circuits in instruments.
8. Locating reversed armature coils.
9. Locating reversed phase connections.
10. Locating transformer connections.

The Voltmeter

All of the jobs listed for a split-lamp circuit may be done in a more accurate manner with a voltmeter. The split-lamp circuit indicates a clear circuit by a flash of the lamp. The voltmeter indicates a clear circuit by a voltage reading on the voltmeter dial.

The Magneto

The magneto is a valuable testing device especially if it is a high resistance machine. The magneto will also cover the range of work listed for the split-lamp circuit. The magneto indicates a clear circuit by a ring of the magneto bell. A failure to secure a ring indicates an open circuit. At times when a very high resistance circuit is being tested the magneto will not ring through a clear circuit. In a case of this kind a voltmeter with the proper voltage should be used.

What a Magneto Is

A magneto is a device for generating electricity by electro-magnetic induction produced in a field of a permanent magnet. A magneto consists essentially of a permanent magnet and an armature. The magnet generates a magnetic field even when at rest. The armature is a coil of conducting wire rotating in the field of the inductor. On an automobile, magnetos are extensively used for firing the gaseous mixture. The testing magneto operates in a similar manner to the magneto telephone, namely, by turning a hand crank to do the generating.

Floor Chisel

A hexagonal steel bar chisel with a two-inch point is a handy tool. The chisel should be 18 inches long for the proper leverage. This chisel is valuable for old house work in removing floors or baseboards.

Adjustable Speed Motor

An adjustable speed motor is a shunt wound motor in which the speed can be varied gradually over a considerable range, but when once adjusted remains practically constant, unaffected by variations in load; for example, a motor designed for a considerable range in speed by variation in field strength. There is no alternating current motor which will accomplish this without elaborate control apparatus.

Preserving Tools

On power house work or large building construction tools in tool chests are damaged by dampness which causes rust. By covering the best tools with a coat of petroleum bought in the "5 and 10 cent" store and wrapping these tools in a newspaper rusting is prevented and the mechanic's smiling disposition is saved.

Simple Test Instrument

A simple test device is a watch case receiver in series with two dry cells. Rheostats, telephones and other pieces of equipment can be tested with this set. When a circuit is continuous a click can be heard in the receiver; when it is open the click is missing.

Air Space for Rheostats

In mounting rheostats it is desirable to provide an air space in back of the rheostat. Wherever the original equipment does not provide for this rheostat it can be provided for as follows: Select four split knob bases or single wire cleat bases of the right size to take the rheostat and mount the rheostat upon these bases selected.

Potential Transformers

The potential transformer works on the same principle as any power or lighting transformer but its capacity is very small and its ratio of transformation is much more accurate. The object of this transformer is to reduce a high tension voltage to a low value so that it can be used in the instrument direct.

Hooking Fish Wires

In hooking fish wires in difficult places caused by bad bends in a conduit run, the following method will be found valuable. On the head of one wire fasten three small chain links. Shove this wire into the conduit as far as it will go. From the other end shove in the other fish wire with a good hook end. It is a simple job to hook the chain links and then pull this fish wire through from outlet to outlet. A little soapstone on the fish wire aids its progress on difficult conduit runs.

Starting Compensator Tests

The important tests for compensators cover grounds, contacts, height and conditions of oil and proper working of its overload and no voltage release. No special tests are required, but careful and frequent inspections are recommended.

What to Inspect: Height of oil in tank; condition of oil; auxiliary circuit; loose contacts; grounds; heating.

Split-Phase Motors

Split-phase motors are light duty, single-phase motors made in sizes from one-twentieth to one-fourth horsepower and designed for operating the numerous motor-driven appliances used on lighting circuits. The term split phase is used because the single-phase current is divided into two separate windings and starts the motor on the same principle as that of a two-phase motor. As the motor approaches approximately 75 per cent of full speed, the circuit to the starting winding (one of the two starter windings) is opened by a centrifugal switch which has no rubbing contacts. The winding remaining in the circuit (operating winding) alone operates the motor after it has once been started. The rotor is of the standard squirrel cage construction with no external connection.

Fixture Hangers' Notes

Pull socket chain comes in handy in pulling wires through irregular curved fixture arms. The weight and flexibility of the chain allow it to be moved around sharp turns pulling a fine wire or piece of fishing line after it. With the fishing line through the arm wires are drawn through by using one to pull the other through.

Gas Cap Solder Ladle

A gas cap used to cap gas pipes makes an excellent solder ladle to solder fixture wires in close places where the possibility of smoking a ceiling is great. A handle can be put onto the cap making an excellent flexible ladle.

Magneto Testing

A high-resistance, 50,000-ohm magneto gives a good test for fixture testing. A number of firms just use the split lamp circuit on a 110-volt line. A good test with a magneto will pay in the end.

Offset Wrench

An offset wrench of the alligator type makes a handy ceiling fixture and bracket wrench. The offset allows good hand movement in using the wrench and prevents the hand from marking the sidewall or ceiling.

Continuous Flame Torches

The continuous flame, alcohol torches, unless well constructed to prevent boiling over, are dangerous to use. They are dangerous, first, because of burn hazard to the electrical worker and, second, they are dangerous as a fire hazard to the place they are used. It is well to look into the practical operation of a torch of this kind before you buy. In other words, investigate before you invest.

Totally Enclosed Motor

A totally enclosed motor has no openings for ventilation. The electrical parts of these motors are enclosed in a practically air tight casing. Such motors are used where acid or caustic fumes, heavy dusts or other material might injure the electrical parts of the motor or clog the ventilating passages and air gap. They are used also where there is danger of overheated winding igniting explosive fumes, combustible material or inflammable dust.



RADIO



HOW YOU CAN BECOME A LOOKER-IN

By AUSTIN C. LESCARBOURA, Member I. R. E., Member A. I. E. E.

While the broadcast receiver may tune in the sound accompaniment, a television receiver and radiovisor bring in pictures.

THAT there are television programs now on the air is evident from a casual reading of the radio programs published in leading newspapers. What is more, several of the television programs are accompanied by synchronized sound provided by an associated transmitter operating either on broadcast wave lengths or on short waves. Hence the timely question: How can television programs and their sound accompaniment be enjoyed in the average home?

The sound accompaniment will be considered first, since it can be readily disposed of. In several instances the television stations operate in conjunction with standard broadcasting stations, in which event the usual broadcast receiver may be employed in the conventional manner. It is simply a matter of noting the broadcasting station that is handling the desired synchronized sound signals, and tuning in on that station.

Other television stations are operating with short-wave sound broadcast transmitters, in which event a special short-wave receiver may be necessary. If the short-wave signals are above 180 meters, it is usually possible to pick them up with the usual broadcast receiver at the very bottom of the tuning scale. Otherwise, a short-wave receiver or short-wave adapter is necessary.

So much for the sound accompaniment, which is essential to the full enjoyment of present-day television programs since the pictorial detail is still insufficient to provide the necessary entertainment value.

How to Find Range

As for the television signals themselves, there are several considerations with regard to proper reception. First of all, two main pieces of equipment are required: The television receiver, whereby to tune in the signals, and the "radiovisor," which converts the amplified signals into animated pictures. Secondly, it is necessary to determine in advance whether one is located within range of a television station. This consideration is rather difficult to determine, since television transmitters, employing short waves, have a decidedly uncertain service range. On the one hand, the service range may be limited to 25 miles in the case of a transmitter located in a crowded metropolitan area, while another transmitter in the open country may have a range of many hundred miles.

Station W3XK, some six miles of Washington, D. C., for instance, supplies regular programs to lookers-in scattered throughout the eastern half of the country. Station W2XCR, in New York City, has a rather uncertain range although covering the metropolitan area most effectively. A third consideration is the matter of synchronizing radiovisor with transmitter. If the receiving end enjoys the same common a. c. power system as the transmitting station, the problem

is automatically solved since synchronized motors are employed. If different power systems are employed, then synchronization may be handled manually or by means of supplementary equipment for synchronizing by means of the signal itself.

The television receiver should be especially designed for this purpose. Heretofore, the usual short-wave receiver with a regenerative detector was considered satisfactory for the purpose, but then the remainder of the television technic was so crude that still another drawback made little or no difference in the results. Today, with the studio pick-up, amplifier and transmitter developed to high standards for the transmission of half-tone pictures, a crude television receiver simply will not do except for the crudest of pictures, especially black-and-white or silhouette pictures.

Not Static, But Checkerboard Patterns

It is easy to understand why regeneration is undesirable in television reception. A regenerative detector is usually pushed to the limit in building up weak signals. In aural reception, the distortion is not so noticeable, since the thrill of receiving distant signals overshadows all other matters. In visual reception, however, the eye is far more critical of distortion. As regeneration is pushed to the limit, the tuning becomes sharper and sharper, resulting in the clipping of side bands so essential for pictorial detail. With sharpened tuning, the pictures soon lose their half-tone detail and become mere silhouettes. Also, if regeneration is

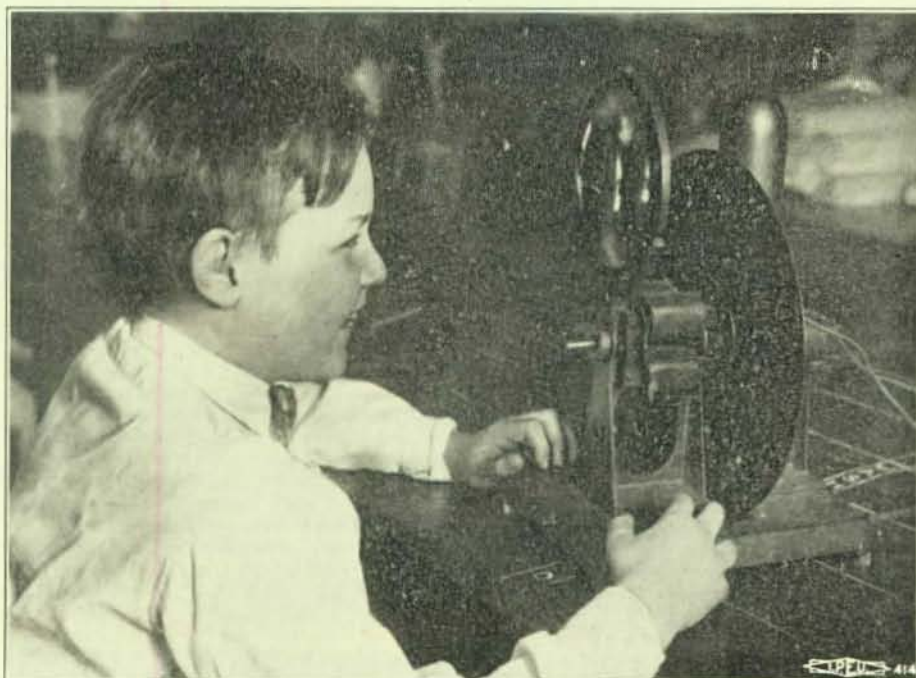
pushed to the oscillating point, a checkerboard pattern forms over the pictures.

To make up for the signal-building properties of the regenerative detector which is now discarded, it is necessary to employ ample tuned radio-frequency amplification, followed by a non-regenerative detector and resistance-coupled audio amplification. It will be noted that transformer-coupled audio amplification cannot be employed, because of the inability of transformers to handle a sufficiently wide range of frequencies. Usually three stages of resistance-coupled amplification are employed, terminating in a power stage employing the —45 type power tube so as to have enough power to operate the neon lamp of the radiovisor.

Several types of television receivers are now available, providing the necessary distortionless characteristics with ample output for brilliant pictures. These receivers are offered in kit form for ready assembly and wiring, and in ready-to-use form. In view of the intricate details that have had to be worked out in developing satisfactory television receivers, it will hardly pay to attempt building a receiver from nondescript components.

As for the radiovisor, there is a considerable choice of equipment. A kit of matched parts, ready to assemble and wire, may be purchased. It is but the work of a few hours to assemble the usual radiovisor kit. A stripped model may be purchased if appearance of the equipment means little or nothing to the buyer. The stripped model has the advantage of lending itself to changes and additions from time to time in keeping with

(Continued on page 389)



YOUNG TELECASTER

ON EVERY JOB

There's a Laugh
& Two

Laughs are scarce this month, guess jobs are scarce, too. But come on, you jokesters, send us a few laughs—they don't cost anything and they help a lot.

Propaganda

Two New York brokers were bound for luncheon, and in crossing Broadway noticed an open manhole. Surrounding it was the usual iron fence, with the painted notice "Men at Work". Naturally curious, and with time to spare in consequence of the dull markets, one started over to see what was going on. His companion, whose business had been none too good for the morning, pointed an accusing finger at the sign, and with all the cynicism he could muster, said: "Don't pay any attention to that sort of junk. It's just Hoover propaganda."

Reapers and Weepers

They, the reapers of our toils;
What right have they to horde the spoils
That we produce by sweat and blood?
Have we no right to life and food?

What cards have the misers in this game
That make the honest players seem lame?
Are there not any hands to call
While they merely bluff and stall?

Simple are we who are weeping,
Who do all sowing and little reaping.
Who do not select those for whom we vote,
We, whose faces after election are smote.

Maybe we would like to pull a Rip van
Winkle
And get away from money's tinkle
Then come back 100 years from now
To see what mule will be pulling the plow.

LEROY R. POPE,
L. U. No. 640.

Mustn't forget our women readers—if there are any. Here's a selected recipe from "A Poor Scribe's Wife", of L. U. No. 352.

To Make a Union Man

What does it take to make a union man? A good mechanic, one that can give or take a slam. Who treats his fellow men as he would like to be treated in this fair land. One who will sacrifice to help a Brother in distress—or one who's all self in times of stress? Who buys union made goods until others are cheaper, and then eases his conscience by saying to himself, "Enough of this, I can buy the wife a new dress"?

OR

Is he a good mechanic, so steady, dependable, and full of zest, that when he gives, he gives his best. Is willing to sacrifice time and money, too, that a Brother as well as himself can have his regular stew, and a bite of bread and potatoes, too; always gets labeled goods, and thinks of others first instead of last, will work with might and main, to keep a Brother out of the rain. Instead of a grouchy grumbler, is happy, every day the same.

Masterson and Abe Glick seem to be in the same sad situation, and we hope Abe can cheer John up if we bring them together.

Hope

Fate may have dealt me a crushing blow,
And my ship on the rocks may have landed;
But with hope and courage I'll defeat any foe,
And overcome obstacles single-handed.

In my darkest moments of sorrow and grief,
Hope has been my greatest aid.
It helped to heal, soothe and bring relief,
And with its presence, caused gloom to fade.

It is hope that keeps my spirits up
When everything seems to go the wrong way.

With its rays it'll guide me over the top,
To see the dawning of a brighter day!
ABE GLICK,
Local Union No. 3,
New York City.

Our Time Clock

The time clock's in the corner
Mid card racks wide and high;
Where every worker's number
Is right before his eye.

To ring in every morning,
Ring out when getting through;
And keeps infernally moving
That's all it's made to do.

A stately clock from our town
Just like a spirit stirred;
When cards kept dropping down
To time the fellows spurred.

Its black hands are moving yet
And round the dial rolled;
An easy task when rightly set,
All the creeping hours tolled.

But I miss it since the day
My heart and hand it stirred;
A chime that sounded far away
And nobody said one word.

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

A professor was once accosted by a dirty little bootblack. "Shine your shoes, sir?"

The professor was disgusted by the dirt on the lad's face. "I don't want a shine, my lad," he said, "but if you'll go and wash your face, I'll give you sixpence."

"Righto, gov'nor," replied the boy, as he made his way to a neighboring fountain. Soon he returned, looking much cleaner.

"Well, my boy," said the professor, "you have earned your sixpence."

"I don't want your sixpence, gov'nor," replied the boy, you 'ang on to it and get your 'air cut."

In answer to a question "Can you give a sentence with the word 'notwithstanding'?" a small boy replied: "Daddy's britches are all glazy at the back; notwithstanding."—*The Outlook.*

Dear Editor:

I seldom let a day go by,
Without a verse or a rhyme;
I cannot tell just how or why,
They keep coming all the time.

There is perfection in wiring,
There's perfection in poems, too;
You will understand my meaning,
If you check the syllables through.

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

Changing—Meters vs. Metres

Note—Every verse a change of metre.
As a helper I had to learn,
To do my wiring neater;
To do everything in its turn,
And sometimes change a meter.

Now you will see this poetry
Has several kinds of metre;
This metric time—or measured rhyme,
I will change and make it sweeter.

Once I wired a plug in a lady's room,
There I smelled the scent of a good perfume;
She had everything an elf could wish,
And I found some candy in a dish;
I ate it all—and left this note—
Pinned on the wall—here's what I wrote:

"Please do not think this is a joke
About anything handy;
I do not drink, nor do I smoke,
But I do like candy;"

One day she bought an electric clock
And then she sent for me;
While hooking it up I got a shock
Of electricity.

One autumn day she went away
And bought a great big heater;
Then 'twas not strange, for her new range,
She called me to change her meter.

The Journeyman

It's great to travel through life's road,
In a luxurious Packard "eight";
Then you can relieve your back of that load
And feel that your standing is first rate.

But if you must trudge along by foot,
Make the best of your trip;
Learn to avoid any thorn and root
And let no obstacle make you slip.

It's great to travel from job to job (yeah!)
And keep that ol' bag a-rollin',
But it's still better to stay on the job,
"Know your onions" and be true to your callin'.

If your boss "shows you the gate"
Don't worry, kid, it's all in the game;
So don't sigh and bemoan your fate—
You're a journeyman and must live up to your name!

ABE GLICK,
L. U. No. 3.



CORRESPONDENCE



Martin T. Joyce, L. U. No. 103, Passes

The Worcester, Mass., Labor News for June 12 had this to say about the passing, the life and deeds, and the character of Martin T. Joyce, a member of this organization since 1905.

The Church of the Sacred Heart at Atlantic, where services were held over the remains of the late Martin T. Joyce, was packed to the doors on Wednesday morning, and hundreds of trade unionists and friends from all parts of the state accompanied the remains to St. Joseph's Cemetery at West Roxbury, where the body was interred.

Delegations representing the state branch, A. F. of L., of which he had been secretary-treasurer and legislative agent for nearly a quarter of a century; the Boston Central Labor Union, of which he had been a former president; Electrical Workers' 103 of Boston, of which he had been a member since 1905, and the Cambridge Lodge of Elks, were present in large numbers, and the many and beautiful floral tributes, these including one from Governor Ely, signified the esteem in which he had been held during his long and faithful service in the trade union movement.

Martin T. Joyce, had he lived until July 28, would have been 55 years old. Taking his lessons from his step-brother, the late Dennis D. Driscoll, who for many years was one of the best-known trade unionists in the country, "Marty," as he was known, became a member and immediately active as soon as he became a journeyman member of Electrical Workers' Local No. 103, of Boston.

While Dennis Driscoll was secretary of the state branch, "Marty" was his assistant, and when the former relinquished his office to accept the office of penal commissioner, the younger brother stepped into his shoes, and at the time of his death had been secretary-treasurer of the organization for 22 years, and legislative agent for six years.

Several years ago, he suffered a shock which, while impairing his health, did not, however, prevent him from carrying on his activities until about six months ago, when he was compelled to quit because of a severe case of diabetes, which caused him much suffering until taken by death last Monday.

Few trade unionists in Massachusetts were as well known as was Martin T. Joyce. Serving in the capacity of secretary-treasurer of the state branch for 22 years, brought him in close contact with thousands of trade unionists in all parts of the state, and his office in Boston was the mecca for visiting labor men, especially during legislative sessions which brought many of these to attend legislative hearings or for other reasons.

Everywhere, he was highly respected for his consistency as a trade unionist and as an assiduous worker for the cause of labor. He was courteous and obliging and even during the past few years, while a sufferer from paralysis, he retained those faculties which made him exceedingly popular and regarded by all as one whose entire life

READ

Pleasant story of the Higgins family, by L. U. No. 212.

Progress in Baton Rouge, by L. U. No. 995.

A wage cut gesture, by L. U. No. 435.

A clash in Chattanooga, by L. U. No. 175.

How employers defeat labor bills, by L. U. No. 427.

Oklahoma City finished beautiful job, by L. U. No. 1141.

How men act in time of depression, by L. U. No. 28.

An unusually fine lot of letters. The old pep is visible despite unemployment. We are proud of these.

and energies had been dedicated to the cause of organized labor.

In Boston, where he was best known, Mr. Joyce gained first prominence in the labor movement when he was elected to the presidency of the Central Labor Union, but three years after becoming active in the movement, and was the youngest man ever elected to that office. A year later he was elected to represent that organization at the convention of the American Federation of Labor, held in Minneapolis in 1906, and in 1909 Electrical Workers' Local No. 103 sent him to Chicago as delegate to the convention of the Brotherhood of Electrical Workers.

After leaving school at an early age, Mr. Joyce was apprenticed to a tailor, but shortly after took up electrical work with the Boston Elevated. After serving his apprenticeship, he became a member of Local No. 103, with which union he was prominently identified until his death.

Mr. Joyce was married to Catherine Anne McDonald in 1916, who, with a son, William, aged 13, are left to mourn his death.

A high mass of requiem was celebrated at St. Joseph's Church in Atlantic, and as the body was carried down the main aisle, delegations representing labor, fraternal and social organizations stood with bowed heads until the altar was reached.

Ten nephews, these including Daniel, Timothy and John Driscoll, sons of the late Dennis D. Driscoll; Charles and Joseph Riley, Martin W., Albert, Leo, Paul and Arthur Joyce, were bearers.

Among those who attended the funeral were: Members of the state branch executive board, these including President James T. Moriarty, Acting Secretary and Legislative Agent Robert C. Watt, and Vice Presidents Charles F. Sweeney, Fitchburg; John F. Gatelee, Springfield; Michael J. O'Haire, Boston; J. Arthur Moriarty, Boston; Herman Koster, Cambridge; C. Eugene Sweeney, Brockton; Nathan Sidd, president, and Harry Grages, secretary, Boston C. L. U.

Charles D. Keaveney, Lynn, vice president, and Walter Kenefick, Springfield, organizer, of the Brotherhood of Electrical Workers; Michael Hines, business agent, Bottlers and Drivers, Boston; Frank Fenton, former

president, Boston C. L. U.; John Smith, former vice president, Brotherhood of Electrical Workers; John Carroll, Building Trades Council; John J. Kearney, business agent, Cooks and Waiters' Union; Joseph A. Parks, State Industrial Accident Board.

John Meade, Department of Labor and Industries; Miss Geraldine Murphy, private secretary to Mr. Joyce; Miss Veronica Lynch, private secretary to General Sweetser; Miss Bertha Zepf, secretary, Garment Workers, all of Boston; E. M. McEachern and H. S. Strivers, Electrical Workers' Local No. 103, of Boston; Henry Tierney, Connecticut State Association of Electrical Workers, New Haven.

Acting Mayor Joseph McGrath, who represented the city of Boston; Attorney Fred W. Mansfield, Boston; P. Harry Jennings, organizer, Teamsters and Chauffeurs' International Union; Walter J. Burke, superintendent of wires, Boston.

Worcester unions were represented by President Bennett F. Gordon of the Central Labor Union; Samuel J. Donnelly, business agent, Electrical Workers Local No. 96; Freeman M. Saltus, editor, "The Labor News," and Charles Estabrook, electrician at the Telegram-Gazette, and his son, Walter, who are members of Local No. 96, Electrical Workers, and George H. Miller, of Local No. 96, connected with the statistical department of the State Department of Labor.

L. U. NO. 1, ST. LOUIS, MO.

Editor:

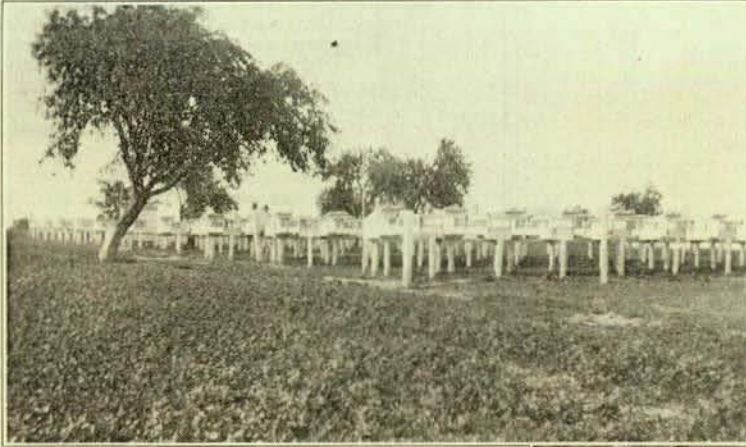
The depression is the big problem that is facing the entire world at the present time and there seems no limit as to its origin. The average man in trying to interpret its cause is chasing rainbows, while the ignorant man has no possible basis in arguing the question. Even our college professors have hazarded opinions as evanescent as mist. Are we to believe that it is the result of too much credit, or the tremendous debt in which we find ourselves at present, or is it our failure in politics or the aftermath of the war? After all everyone seems to be guessing at something they know very little, if anything, about.

We are living in the machine age. We continue manufacturing, scheming and seeking into the mysterious realms of imaginative problems in search of more inventions. And the machinery in which we find expression seems to be our undoing. It reminds me of a story I read when I was quite small, which told why the sea is salty. The machine was one which needed only to have a wish put to it and it would grind out a continuous stream of salt. It was put aboard ship to be taken to some foreign country that the sale of salt might be world wide. In crossing the ocean the machine kept grinding out salt and soon the ship could hold no more. In a fit of panic the crew threw the machine, still grinding out salt, overboard. That is why, the story claims, the sea is salty.

We are all aware that our ship is loaded to the very guards and about to sink. Yet we, like the owner of the salt machine, fail to sense the real cause for the disaster and, instead of regulating the output of our

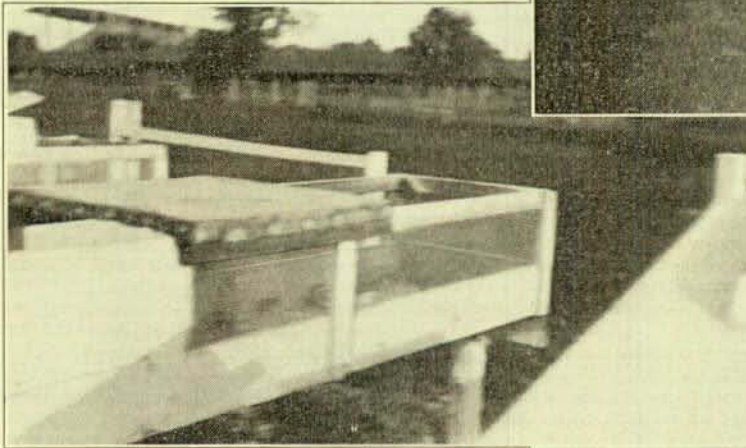
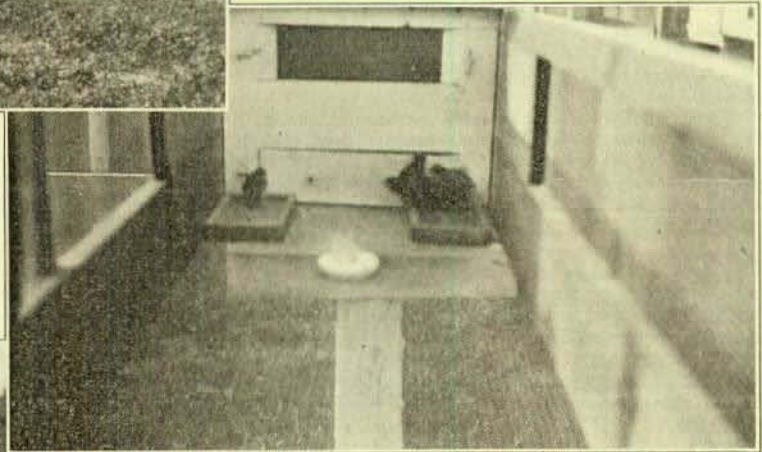
ELECTRIC QUAIL HATCHERY AT THE ILLINOIS STATE FAIR GROUNDS, SPRINGFIELD, ILL.

We are indebted to Mr. Ralph F. Bradford, director of conservation for the State of Illinois, for the pictures pertaining to this article, and to Mr. Stephen Hair, superintendent of this hatchery department. The electric equipment used in this installation is the Coleman system of Richmond, Va., who have a patent on all equipment used.



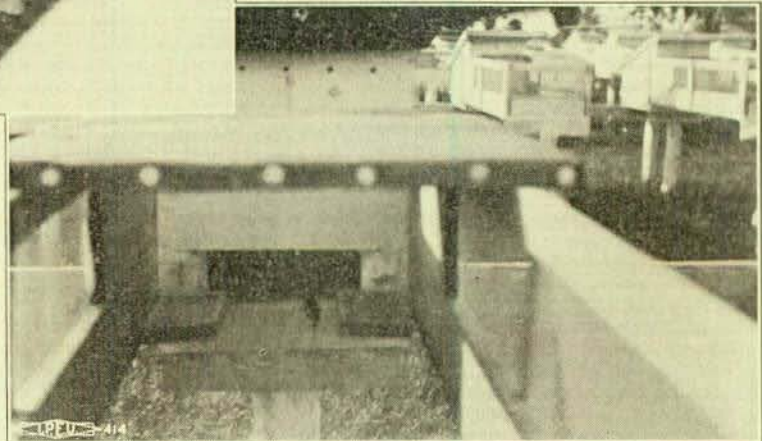
At the left is a general view of the 75 electric brooders, each brooder is equipped with a Coleman Heater, and are thermostatically controlled, as the temperature must be the same at all times.

Right—The inside of a brooder. Young quail can be seen.



Left—A general view of brooder, with removable top.

Right—The brooder from the open end. Quail near the feed, water and shelter house.



Mr. Stephen Hair, the superintendent of this department, informed the writer that this quail hatchery was the second one of its kind installed in the United States and Canada.

The Haenig Electric Co., of Springfield, Ill., had the contract for installing the electric work. Brother Russell Hawkins, our worthy president, had supervision of the work.

All work performed on this hatchery was done by union labor.

HERMAN R. ARMBRUSTER.

labors, are throwing the machinery overboard. That is the fix we are in at the present time. We have the machine, but not the brains to control it.

ROBERT B. MILLER.

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

Editor:

Well, this is my first anniversary as a scribe for Local No. 7, and I can hardly realize how the time flies, but if I have to say so myself, I think I have done real good to be able to send in 11 of 12 copies to the JOURNAL in the last year.

We sure extend our heartfelt sympathy to Local No. 103 for the loss of Brother Martin T. Joyce, for it sure must be hard for Brother Goody after writing in the June issue how Brother Joyce was coming along so nicely to now have to write in the July issue how he has passed away. All the building trades in New England will miss one good friend in Brother Joyce. I can well recall when Brother Kenefick and Brother Ainley were our delegates to the state convention and made their report on the floor of our meeting used to speak highly of the wonderful work being done by Brother Joyce down in Boston. It does seem hard at these times when labor needs all the able-bodied union men they can get to lose some. It must have been a hard blow, the loss of Vice President Wilson, but still our worthy President seems to be holding on and going strong. If he could only give some of the boys some information on how he does it. As he said, we want fighters today, and we sure are being hit, for men that will give their all for labor. This must be remembered.

As I was noticing, our Brother Organizer Kenefick, who was up to see us at our last meeting and gave us some good talk and explained to us some of the changes President Broach had installed in our new by-laws, he sure looked in the pink of condition, nice red cheeks and all sunburn, but I noticed the old hair was turning gray and we all know that you don't get gray hair from sitting home reading a newspaper. I know Brother Kenefick long enough to know when he sees all of these members from the different locals walking the bricks and he cannot do anything for them, he sure feels it a lot more than many men realize. We know he is working hard for the interest of all Brothers in his jurisdiction.

We will all hope and pray that we will have Brother Kenefick with us for a long time to come, for it seems it is always the time when they talk of good men is when they are dead, so let's talk about them while they are with us to help cheer them along and make them feel they are not working in vain.

BROTHER MULLARKEY.

L. U. NO. 11, ALBANY, TROY AND SCHENECTADY, N. Y.

Editor:

Local Union No. 11 sends its first letter to the WORKER.

Local Union No. 11 has been formed through the merger of Local Union No. 140, Local Union No. 392 and Local Union No. 696 of Schenectady, Troy and Albany, N. Y., respectively. Our new official staff comprises members of all three local unions.

The officers chosen are: President, Harry Winegard; vice president, L. Perrigo; recording secretary, Frank W. Cummings; financial secretary, I. Seymour Scott; treasurer, William Ryan.

The Executive Board members are: John G. Johnson, chairman; David L. Bailey, sec-

retary; Myron C. Lansing, A. H. Dettbarn, W. B. Waters, Fred Behm; Herbert Bennett, business manager; assistants, Charles Dickson, I. S. Scott, Frank W. Cummings.

Our business office is at 23 South Pearl Street, Albany, N. Y., and Brothers, if you come to Albany or the jurisdiction of Local Union No. 11 to do any work, it will be to your own interests to call on the business manager.

Local Union No. 11, Albany, N. Y., was formed through merger for the good of the service as we will say. At our first meeting in Albany in April, the Brothers of the three cities had a little get together. Many of the boys are acquainted with one another and had not met for some time and had an opportunity to get reacquainted. So far everything is harmonious and we hope to keep it so.

Everything is to be carried on in a strictly business manner and the business manager and his assistants are out for 100 per cent of the work and have made the start. (We must take care of the small jobs as well as the big jobs, as President Broach says, 40 per cent of the work is the small work that is slipping away from us.) All the work is not up to the business manager and his assistants; all the Brothers must co-operate. No Brother will be exposed if he calls up the business manager and reports any discrepancies. He will be glad to hear from you and will thank you, as he is a bear for work and he wants to keep his aides busy, too.

There is a way to eliminate the handy man who is helping himself to a portion of that 40 per cent and we must eliminate him. He gradually creeps along and gets those maintenance jobs for a meager salary and eventually, when there is a good sized construction job, he, with the aid of an engineer or one who is further advanced in the game, carries on. We can eliminate those men by licensing the journeyman. Some may disagree with me, but it is the surest way to keep Handy Andy away. The doctor, the lawyer, the dentist and even the real estate man is protected by a license. It is a subject I will take up more fully in our later issues. If we were protected by a license we would still be holding the 40 per cent. When we look back on lost opportunities and figure what we lost, then we realize we have been negligent and very much so.

There is no work here to amount to much as the depression is still with us. Some of the boys get a couple of days, some none and some may be a little more fortunate. As President Hoover said before the convention of the United States Chamber of Commerce that "We are now in our economy period." He must say something to please those big men assembled. But the speech was broadcasted and millions heard it. Our former president, Calvin Coolidge, also preached economy. He preached it and President Hoover practiced it. He vetoed appropriations amounting to hundreds of millions of dollars which would have relieved the depression somewhat, as much of it was ship construction and postoffice building appropriations.

Well, we will have to hope for better times, but we can help ourselves by keeping our eyes and ears open and reporting any irregularities to the business manager and you will get action.

Brother Roberts and I were appointed as press secretaries and I am writing this letter on my own initiative, with apologies to Brother Roberts, as we have not been able to get together. I want the Brothers to know we are still alive.

JOHN J. SHEEHAN.

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

Editor:

After reading through a number of the letters in the correspondence section we're of the opinion that the theme song for this month should be, "Around Which Corner Should Be Prosperity!" The cartoon in the June issue greatly aids in illustrating this idea. Apparently the depression is still depressing wire patchers, nationally and internationally. Locally we're still in the trough or slump as we're also at a loss as to the location of that now famous corner.

The relief committee, organized for the purpose of aiding needy and destitute Brothers, still is functioning in the same commendable manner that made it the source of much favorable comment. This committee, of course, is an emergency measure and was created just for this purpose. This body is greatly handicapped by the fact that those working neglect to make their contributions as they agreed to do. Funds naturally are very limited and, as a result, the handicap is very great in attempting to do very much good. The net result of the delinquent Brothers' acts were such that the committee was forced to restrict the funds solely to merely keeping body and soul together. Such is the consideration shown by the Brother working towards the unemployed members. Selfishness once again to the front, proving once again that regardless of oaths, vows, laws, etc., that trait is permitted to assert itself. The fact that these Brothers are members of an organization whose chief aim and object is altruistic in its purposes doesn't seem to worry them in the least. That old feeling of "let George do it" seems to prevail amongst those who have plenty. A truly sorry spectacle for a labor organization. Here we find rampant that picture of greed, selfishness, and cruelty that we're supposed to condemn in a certain class of employers. How in the world can anyone expect any better qualities in those we condemn when we ourselves are guilty of the same acts?

Once again we wish to greatly commend the committee in the way they conduct their business, in a very dignified and efficient manner. No one is made to feel that he suffers in loss of pride when he appears for aid. One is actually made to feel perfectly at ease. His plea is politely listened to and aid is offered without in the least making one feel that he has left all his pride outside. Here is the perfect manner in which to aid a needy Brother without making him feel he is an object of charity.

The above few paragraphs bring to mind the letter Brother Waples of Local 292 wrote for the May issue. He seems to have hit the nail squarely on the head. He writes that everything is now on a business basis. Members are merely members because forced to be so by various rules and regulations. The old-time spirit of helpfulness and fraternalism is all gone. Yes, it is sad, but true.

We noticed where Brother Roy Leff, assistant business manager of Buffalo local, managed the bowling team in a very successful contest. We are very glad to hear again of and about Brother Leff. We also have a couple of bowling teams which have done excellent work, as shown by the fact that we have a couple of trophies in our possession, won by these teams.

We wish to send our regards to Brother Roy Leff, who may remember the scribe who worked with him on a camp job here back in about 1918 or 1919, with quite a number of the Buffalo boys.

Brother Billie Griffin of Local 488 asks about other ball teams in the I. B. E. W. We wish to assure him that Local 28 has a

team in the field in the Building Trades League. Last year this team did some very good work. This year still remains to be seen. We are confident the boys will try to repeat the good work done last year. Yes, Bill, you'll read elsewhere in this letter that we also have a few bowlers in addition. There are a few sportsmen in our midst who indulge in the art of fishing. Their chief fault is that they never succeed in landing the big ones, as for some reason they always slip away.

We read the remarkable account of the experiences of the Kansas local with a municipally owned power plant. It impressed us and fascinated us tremendously. Here is a concrete example of what a publicly owned project, well managed, can do for employees as well as the public. Here we have the almost unbelievable fact that \$1,000,000 was taken out of earnings and used for improvements to tide over employees in trying times. Taxes were greatly reduced as a result of earnings from the power plant. An abundance of power is to be had at very cheap rates, making it very desirable to use electricity in every domestic and household need.

Labor is very fairly treated and peace reigns supreme in this power plant; in fact, wages and conditions are much better than in the privately owned plants. The public is fairly considered and rates and service are within real reason. A truly ideal condition, brought about by genuine government ownership. May this idea continue to spread. What a boon to mankind! What a godsend to the worker and the hard-pressed public! Let's have more government ownership.

The whereabouts of George Twigg, who worked in our jurisdiction in 1930, is desired by Brother Ed Garmatz. Drop a line to the boy; he seems to miss you greatly, George.
R. S. ROSEMAN.

L. U. NO. 65, BUTTE, MONT.

Editor:

Several years ago this local authorized me to offer a letter to these pages at any time in its behalf, not as a duly elected press artist, but merely as a scrub-an'-dub reporter. Evidently the regular key-pounder got peeved or has taken to the brush to do a hideout from the "depression," as Local No. 65 has not been represented in these columns since big money took a nose-dive to bank vaults, box cars filled with jobless mechanics and the U. S. Farm Board made super-paupers of the southern cotton "campers." At this time Butte has its share of jobless, who speak no less than 30 dialects, while they sip at least that many varieties of beverages—guaranteed to be "lickerfied." Butte as she is, is Butte as she was and probably always will be in many respects, except that prosperity—"just around the corner"—lags and wages differ, though but slightly. Most of the old-time boomers used to light in Butte frequently, it being the cream of the pick-in's 15 to 20 years ago, when "\$5 for 8" was at least a pass or two in the evening's crap game. Well, I recall that in those days a lot of the boys in all directions from Butte in all states did plenty of electrical work at "\$2.50 for 9—maybe 10." The rub is that a goodly number of those old \$2.50-per burgs now boast \$8-\$10 and some more for eight hours' work, while Butte is not so far removed from its old rut. A comparatively bad showing, indeed, and one which we are not proud of in view of the fact that you don't park on a job in the old town without a card, i. e., Electrical Workers. Many cardless cities, many of them in the \$2.50 category aforementioned, have us cheated by several money furlongs.

What to do about it right at this time is not a problem, as there are too many going down the road probably musing to themselves thus, "If I had some water I'd have some onion soup, maybe, if I had some onions."

While I no longer follow the trade (no, I'm not bootlegging) I absorb all of the good I can find in this JOURNAL each month, no small part of that good being in their entirety the remarks of President Broach. Many of his outstanding offerings, if read and remembered by all members, or, for that matter, by any assemblage of persons in any field who aspired to accomplish good results, would be more than valuable. A union without union is about as great and useful as a pimple on a cucumber—it's there and that's all. And certain it is that too many locals expect too much for too little, and when they don't receive it, they want to bomb all of the good already accomplished. Living under the rule of capitalism, money does most of the loud talking, while the rank and file of labor merely squawks and squawks. But if this Brotherhood spent a billion dollars it would gain for us little or nothing unless we knew what we wanted and took intelligent and proper steps to secure it. Like President Broach, but in different phraseology, I believe in per capita tax sky-high, providing finances derived therefrom are put to work in such a way as to bring desired results. (Note—personally I am not in sympathy with capitalism and this system under which I am compelled to live, but under that system capital must be invested to get results, whether it be invested in automobile manufacture or unionism.) However, the high-financing of our union problems would come to naught without studious co-operation.

Local No. 65 is not the only local which lacks this latter-mentioned asset—there are hundreds of them—all of them, if I know anything about it after a 25-year membership; if I don't, I certainly can state that there is ample room for improvement in every union hall in this country, journey-men capitalists not excepted, if they want to avoid a revolution in this land of plenty, where 15 to 20 millions of souls will go hungry to bed tonight. A goal worthy of reaching is not hard to conceive, but fighting blood to reach it has to flow in a true course, not haphazardly by spurts. If we want better conditions, and of course we do, we must expect to pay for them, not only in wicked, cold cash, but with common sense also, along with wholesome and mighty tiresome effort. Competition among the working class folk should not be strained and nerve-wrecking constantly like it is between the "crash and parry" stores, the dollar-downers, the C. O. D.'ers and other merchandisers or racketeers of one bad brand or another; but as I view it we are worse than they, and unless we finance and fight ourselves free from so many abuses, many of which are really self-inflicted, the only way out I can see is—"together we crash; divided we smash." In this old world it has been quite well sensibly and definitely decided that you'll have to pull as well as push if you ford the riffle.

Some good you can brew
While paddling through;
Don't expect it from "George".
It's quite up to you,
That good you can do.
Fire up your own forge!

"Tip."

L. U. NO. 77, SEATTLE, WASH.

Editor:

Well, the president called me in and then called me down. Said, "This is your opportunity as press secretary to render your swan song." It being the close of the term of the present officers of the local union, I will try to relate a short resume of activities in Seattle and, as this will be published after our election, I can, without helping those running for re-election, pay my compliments to the officers of L. U. No. 77.

It has been my privilege to have worked with them and it has been a pleasure. They have taken their work seriously, and while they have not made much noise, the local has made progress in more ways than one, and best of all a spirit of harmony and confidence prevails in the entire local.



"THE GANG"

We have been unfortunate in losing during the past year E. R. Hedman, Fred Sparling, Jr., and Robert C. Woods. They were loyal members and their loss is felt.

On the sick list at the present time we have H. A. Sparks, W. E. Johns, H. L. Capehart, J. H. Brekke, and Ed. Agard.

Local politics is the chief interest of the citizens of Seattle. The mayor now faces a recall election, started over the dismissal of J. D. Ross, superintendent of the city light department. I understand that Mr. Ross is now with the New York Power Commission. I hope the boys of that section will call and get acquainted. They will find him, as we have found, to be very friendly and sympathetic to our movement.

Brother Robert Harlin, labor's representative to the city council, has been elected president of that body, and is handling the situation to the credit of the labor movement and the city as a whole. At the last city election in which three new members of the city council were elected, the three endorsed and backed by organized labor won. That simply demonstrates what can be done with the use of the ballot when we unite.

The executive board decided that in view of the fact that they had been able to get along together without a great difference of opinion for one term of office that a celebration was in order, so they accepted the kind invitation of Brother A. J. Sears and spent the week-end on his yacht, Ruth May.

So, on a Saturday afternoon, fully equipped and fully provided for, we headed on the great adventure. Of course, the skipper headed for Canadian waters. Why, I do not know.

The party consisted of President Floyd Miles, Executive Board Members G. A. Mulky, O. H. Snyder, Captain A. J. Sears, Business Manager H. B. Stallcop, I. R. Scott Milne; Treasurer E. M. McDonald, Pilot V. A. Coudre, and a chap from Portland, Broth-

er Bob Clayton, the genial business manager of L. U. No. 125, and the writer

Picture, if you can, sailing o'er the deep, blue waters of Puget Sound with its innumerable waterways and island, on a comfortable yacht, fully equipped, fully provisioned, even to the ice box, then picture as cheerful a group of pirates as ever scuttled a ship, and you have the story complete, except that your imagination will not be capable of comprehending to what lengths the entire crew descended in the quest of pleasure, and, due to this publication being hampered by a censor, I am unable to adequately describe the many scenes.

Of course those who believed in the old army game got into action early, the followers of Bacchus paid homage to their god, the kitchen police went to work, soup was on, and after a feast that was a credit to those that prepared same the gang retired for the night; that is, they thought they did. One of the boys got to crying about the time he lost his arm in a fight with a lion and all on board had to hear the story many times.

Sunday was spent in cruising, swimming, eating, and what have you! The writer, together with Brother Mulky, offers this bit of advice to all young members of the Brotherhood who go out for a feed with a bunch of linemen: Never, under any circumstances, consent to wait until the second table for dinner. We did to our sorrow.

Nevertheless, the boys all arrived in port safely and were delivered to their homes. They voted the trip a success in every way.

The executive board has requested me to take this opportunity to thank the members of the local union who have co-operated with them, to the different locals that have helped us when requested, and to our International Officers who have been ever ready to assist us in our many problems. Also to wish the incoming group of officers every success for the coming term.

We still have many problems to be solved, but the one after all, which is the simplest but still the hardest, is to change the view point of those who enjoy our wages, our conditions and do not help us obtain them.

FRANK TUSTIN.

L. U. NO. 113, COLORADO SPRINGS, COLO.

Editor:

In my May letter, our editor gave me a few brief notes, not comments exactly, but there were criticisms of sharp and pointed in nature. I thank him for them. After all we see things differently.

That one concerning the 37 cent per capita for WORKER was too high, as per constitution, but I'm at a loss as to how such a wonderful JOURNAL can be printed on such grade of union paper, cuts, set of type and each item of cost entering into its publication for 10 cents per copy.

Now, I was certainly not aware of my mistake as to the 37 cents as I was sure that was Brother Broach's cost per capita, and I compared it to costs of small pamphlets of such small significance that they were from 10 to 25 cents costs, that I am sure I can see we need more money to give our editor greater financial resources to make our JOURNAL a still finer and greater journal.

This question at issue is not a bombast, it is not a slam at our International Officers, it is not intended for an injury to our organization in any way—our editor said there had been deletions, certainly, let us confess truth. I've had them as my portion, that's O. K. Hope they don't occur to any one again. Now to the criticism of letter being

long and not to the point; thank you for this. This was one of my points. Cut our letters short. Any author writing a story may use 250 to 300 pages to relate a tale that most any person familiar with the plot and characters could relate in 10 minutes, but who'd buy a book without detail? I'll forego the interest, to spend a moment to read. I think I was in reason, don't you? My argument for advertisement space for the insurance company is nevertheless very pertinent to the welfare of good business principles in any organization. I'm not raising the question to be known as a bore, fighter, tearing down peaceful methods, but justice to any company who may buy space in our JOURNAL for advertising tools or what not, being charged a rate for same. I maintain the Cooperative Insurance Company is a stock company, was ordered formed at Montreal convention, 1923, and as delegates, we believed the International Officers would use International Organization funds to make this company property of the International Organization and be owned outright by it. But there were letters sent out for stock sales. Journeymen could buy, local unions could buy and become stockholders in the company, and to date I've waited patiently for a report as to earnings submitted to local unions. As No. 113 did not purchase stock, and none of No. 113's journeymen did, I have not seen nor heard of a report, seen none published in JOURNAL. This seems strange, after authorization by our convention, and only those in it who purchased stock, share earnings and get reports of company's business.

The May number reports \$100,000,000 of business on the books of company or insurance in force. I can say, and I've had some knowledge as to the organization of insurance companies, stocks can't be bought in any small or major insurance company because of their great earning power, and stocks are up to \$4,000 per share. I dare say, stock in the Cooperative Insurance Company, with the above amount in force, would easily be worth \$1,500 per share, with such added growth as past record shows in next three years, and none for sale.

Now, should such a company use our

JOURNAL, or could they get space in any medium of circulation without cost? I claim, and it's for the good of the union, that the stockholders, through its officers, be they our International, should look after our International earning power and charge for space.

I've spent some time lately to ascertain what such space would be worth as our JOURNAL comprises, size of space used, size of sheet, circulation, etc., and it costs \$300 to \$350 per page per issue for a monthly magazine. This means, for the three page space each month, \$900 to \$1,050 for the JOURNAL. These are just facts and should not make any person sore, sick nor disgruntled because some person is asking for our JOURNAL to receive its just reward.

It matters not if the company was owned by our International Organization; this is an item of cost for business promotion and should be paid to advertising and become a part of JOURNAL earnings. But since it's a stock company it must pay for its approach to the purchaser, and we are entitled to it. And our International Organization Officers, who manage our affairs, are obligated to look after our resources and the better conditions of our organization.

I object to a condition where 10 cents of my dues is used to print and circulate our JOURNAL and a journeyman near me, who bought stock in the company, gets dividends on his stock out of the 10 cents I pay for his benefit and he pays nothing out of stock earnings to reach the purchaser. Is it fair?

Is it business? No.

If our JOURNAL, say a 100,000 circulation, costs 10 cents per capita, or \$10,000 per month, could earn on one item \$900 to \$1,000 per month, would it not be wise to enlarge our JOURNAL and take a few more ads, or make the publication more effective by some additions of feature interests that would add prestige to our cause? Say if this \$900 per month were retroactive to time insurance company was founded and began using our JOURNAL, would we have some money? Surely this is due the JOURNAL. I am sure our International Organization could use it. I'm for our International Organization. I want it to be the best organization in all of the unions, and if anything is wrong let us ask that it be remedied and have justice rule our efforts.

If any local union gets out of order as No. 3 did, our International Organization cleaned it up, and if any Brother is out of order he's put right with principle for the good of union. Now, this is a matter for similar viewpoint and should become an issue for immediate adjustment and the solution published in the WORKER. We wish to know. Let us have more criticism; it's good for all of us.

W. A. LOBBEY.

L. U. NO. 130, NEW ORLEANS, LA.

Editor:

It is difficult to understand how we tolerate an invisible government of possibly 100 financial tyrants. That these men can plunge the country into the worst depression it has ever known, is now history. Congress must be told, in no uncertain terms, that a repetition must be made impossible.

The outlook for the fall and winter is not promising. Immediate relief is necessary, and a special session of Congress should be called by the President to enact emergency legislation. No time was lost when \$35,000,000 were needed to finance a capitalistic war. Isn't our safety as valuable now?

It is an historical fact that a people will allow themselves to be suppressed, but there is a limit, and when this is reached,



ROBERT I. CLAYTON.

Potent Business Manager, L. U. No. 125, Portland. Bob Is After Them.

law and order are forgotten. By no means do we advocate a revolution, as the benefits are not worth the cost, and intelligent people should use other methods to gain the end desired. It would be well for the aristocracy to weigh this matter when additional abuse is to be imposed on us.

International Representative P. A. Moroney is paying our fair city an extended visit. While here, Brother Moroney is assisting us in the negotiation of a new agreement.

LUCIAN J. JOSEPH.

L. U. NO. 175, CHATTANOOGA, TENN.

Editor:

Our Brother member, E. E. McDaniels, has been elected vice president of the central labor body.

Organized labor is backing up the city and county officials for a bond issue to do some new building and repair work on building and also to widen some streets.

We were planning on some new city laws here for the electrical work, but can't report progress on them now. I wrote members of other locals whom we thought might send us what they have in their city, but didn't enclose any return postage, so they failed to answer.

Chattanooga is about to get a new \$1,000,000 postoffice in the near future when they get the red tape all run out.

F. J. Kruge, a former member of ours, is visiting us from Port Arthur, Tex. He holds a position with the city—that is why the vacation, he said.

Local No. 175 is going to try to put on another fish fry this summer if the necessary things can be arranged for. This will be called the second annual.

The treasurer has asked me to find out when the per capita tax should be in, to have it published in the current month.

Last month we voted that the next officers would hold office for two years and here is how the election came out this month:

President, E. E. Crosby; vice president, B. A. Keebler; recording secretary, R. C. Duncan; financial secretary, C. A. Frost; treasurer, W. L. Williams; business manager, E. E. McDaniels.

Some of the locals wanted to know how to have their members keep their dues paid up—that is, those who looked like they could. Here's what happened at our election. One member who had been elected to office and his standing checked, had been reinstated in December, so was not in continuous good standing for two years. He lost the election. So, Brothers, watch your dues.

One of our city commissioners, J. A. Cash, who has seen fit to discharge one of our members and several others of organized labor, has received several resolutions from different organizations and here is the one from our local:

"Whereas Brother Fred Ziegler, son of Charles Ziegler, long-time employee of the department of public utilities, grounds and buildings, has been dismissed along with his father and others, after rendering competent service to the city; and

"Whereas Brother Ziegler is a member in good standing of this organization; therefore be it

"Resolved, That we resent and protest the discharge of our fellow member by Commissioner James A. Cash, as well as other members of organized labor, and we appeal to the public for support in our efforts to secure a 'fair deal' for all members of organized labor displaced by the commissioner; be it further

"Resolved, That copies of this resolution be furnished the city commissioner, the daily press, and the Labor World for publication."

Will give the new name and address of the labor paper here: The Labor World, 310 W. Eighth St., Chattanooga, Tenn.

E. E. Crosby.

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

Editor:

This being the first day of summer, will also be the last letter of the linemen's local of Springfield, Ill., as it will be out of existence by the time this gets into print. The same fate is in store for the inside local here as both locals will hold their last meeting this week. Next month the membership of both locals will meet as one local and be known as mixed Local No. 193. Of course, a lot of conversation was had regarding the move. This, of course, was expected and it was no surprise that some did not agree with the move and some did not think much about it, but I think everything will be all right and things will move along quite well. In the future this location will be a better organized spot in Illinois.

We had with us during the last two weeks visits of International Vice President Boyle, International Representative Ray Cleary, International Representative Boomer Davis and Brother Irvin Knott of L. U. No. 9. All have had good suggestions to offer and we are in hopes that in the future we may see much more of them and get better acquainted with each other, and that the sore spots will become healthy again. Imaginary hurts are the most painful and stay longer attached to one than do the real bruises. Even these can be overcome so I figure in due time we will run along in good shape, as well as with a larger class organized and better conditions for the members to make a living under. The chances are in our favor.

The next writer for the joint local will have more to say regarding our getting on.

F. C. HUSE.

L. U. NO. 212, CINCINNATI, OHIO

Editor:

These few words concern Mike, or perhaps I had better say Mike's family. Mike, as you will recall, has been dead these seven years—to be exact, he passed away July 30, 1924, at the age of 40 years. The four years prior to his death, Mike was unable to work, spending most of his time in a sick bed, but at all times receiving the gentle care of a faithful and loving wife.

It is hard, almost impossible, for the average person to realize just what these days meant to Mrs. Higgins. Waiting for the inevitable, which she knew was only a matter of time, and confronted with the fact that the four small children, at that time aged 11, nine, eight and four years, were destined soon to become fatherless.

The mouths of four growing children crying for food, necessity of clothing, a fairly good education and an occasional bit of pleasure, which can not be denied any child, is a problem left unsolved by many an able-bodied father. But in this case it has been handled and handled admirably well by a lone mother. A visit this day to the Higgins home would disclose a modest four-room apartment, completely furnished, tastefully arranged and kept immaculately clean through the efforts of the two oldest girls.

Through the careful management of Mrs. Higgins, together with ambition and determination on her part, Katheryn, the oldest, age 18 years, has obtained her complete schooling and recently the Mrs. and myself were invited to attend graduating exercises at the music hall, in which she took part. She is now ready to do stenographic work, which without question will be a big financial

help to the home, for this is one spot where every dollar is weighed carefully and finally used to the very best advantage possible.

Urban, age 16, is next in line, and quite a young man for his years, possibly brought about through his early realization of just what it means to hold together a fatherless family of five.

His has been the only financial assistance in the home, and that has only been recently and in a small way. He is employed by a jewelry concern as a messenger boy after school hours. He has now finished his grade school and next year will enter as a junior at Roger Bacon High School.

Located at 1029 Findlay Street is a sort of a welfare organization known as the Babies' Milk Fund Association, where Mrs. Higgins for the past years has been employed as a care-taker. Through this, together with a good deal of dress-making and other sewing which often led into the late hours of the night, she has assumed and carried the heavy responsibilities without complaint to the present day.

I have no doubt but what her untiring efforts and self-sacrifice have brought her more real pleasure than the average pursuers and hoarders of the almighty dollar have ever gotten out of life. And I also believe that if he were to come back today, he would say in his humble way, which was characteristic in Mike, "Well done; I doubt if I could have done any better myself."

The above is not published as an appeal for assistance in any shape or form. It has been entered in memory of our old friend and Brother, Mike, and as a compliment in our small way to a courageous and faithful mother, and also to permit those of us who are first to complain to check up on ourselves and decide whether or not we have made the most of opportunity.

During the recent past our executive board has been working on a proposed license law. Many inquiries were sent out by them to various locals for information and advice concerning same, which I believe in every case was promptly answered with the desired information. We wish to extend, through this column, our sincere thanks and appreciation to all who co-operated with us. We have not as yet got things in presentable shape, but hope at some future date to be able to furnish data along these lines to any local which might desire it. Just drop us a line.

THE COPYIST.

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

Editor:

Time passes, as is the habit of time, and the prosperity promised by no less an authority than the President of the United States is still hiding out as far as we in Topeka are concerned.

But time and tide wouldn't wait and we had our biennial election. Now the pleasing thing about this election was the harmony which was evident at this time, something which didn't exist a year ago. Only in the election of a business agent was a contest evident.

The only reason W. E. Boom wasn't re-elected as president was because he would not accept. Bill was a very popular officer and steadily becoming more proficient in the art of handling the gavel.

Here are the new officers: President, H. F. Warren; vice president, W. E. Boon; recording secretary, C. A. Mans; financial secretary, J. L. Lewis; treasurer, C. A. Gill; business manager, P. A. VanEs; executive board, H. F. Warren, Bill Boon, J. L. Lewis, George Sheldon, Elmer Davis.

It might interest someone to know that Ernest Goldsmith is running one of the new

sewage disposal plants and Bill Dowling is resplendent in the uniform of a traffic cop.

Most of the miscellaneous crafts over the state are talking of withholding per capita tax to the State Federation of Labor as a result of the raw deal given all of us by the clique in power and in favor of the miners who were given votes for 2,000 to 4,000 members on payment of per capita for some 400. This payment even came long after the constitutional limit for re-affiliating and gave them for some \$400 more votes than Topeka received with twice the per capita payment and Wichita with nearly as much per capita payment.

The situation in the State Federation has been pretty unfair for years but this year was the worst. Why do people use their labor unions for personal aggrandisement instead of the welfare of all? I ask you to ask me.

J. R. WOODHULL.

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

Editor:

The May issue of our JOURNAL contains much that is of value and interest to our readers. For instance, the clear, concise statements of Brother Broach in his speech at the first annual meeting of the Electrical Guild of North America, in which he outlined in plain-spoken, vigorous terms, which won the applause of the gathering, the ideals, which we, as a union, are striving for.

The tragic death of Vice President Wilson, a sensitive soul, so overcome by the suffering and misery which he saw around him that he felt unable to carry on the grim fight any longer and sought rest in oblivion, makes me feel that the modern Judas Iscariots, who, in their selfish greed for gold, created the conditions which caused his untimely death, will one day find their blood-stained wealth a mill stone around their necks when they stand before the last Tribunal and hear the dread decree, "Away with them; I know them not," better for them had they never been born. No finer epitaph could be written over our late Brother's name than this, "He loved his fellow man."

One bright spot which is gradually appearing in the dark cloud of the present depression is the fact that those in authority are beginning to recognize that the maintenance of fair wages with shorter hours is the best remedy that can be employed to combat the present evils.

On May 26, James A. Farrell, president of the U. S. Steel Corporation, in an address at the semi-annual meeting of the Iron and Steel Institute, accused the big, standard companies of his industry, of wage slashing, and further declared himself in favor of raising prices and stabilizing wages. Mr. Farrell's address came directly after a talk with Charles M. Schwab, chairman of the Bethlehem Steel Corporation and president of the institute. Mr. Schwab stated, I really discover no difference between my views and Mr. Farrell's and I heartily endorse all he said.

Ministers of different denominations are beginning to be heard along these lines, too. Monsignor Hunt of Salt Lake City on April 12, delivered an interesting radio sermon and, on request, kindly sent me a copy.

He says in part: "Man is a social being. He lives with others; he needs the help of others to enable him to attain his end. And so he has the right of freedom of association." Here is the principle of the right of working men to form labor unions, which very often are necessary to enable them to obtain just conditions of work. It is right here that the state must step in to protect

human rights. The state must protect the right of each man to live, the right to a living wage, the right to own private property, the right of security in the possession of that property, the right of freedom of association, the rights of the family, the right of husband and wife to have children, and their right to keep them together in their home. The place of the state is to protect private rights, not to invade them, and so, Mr. Editor, we see from widely different sources, an awakening to the realization of the rights of workers to employment, at fair wages, and we hope to see the time come soon when any movement which impairs those rights will be declared illegal.

SHAPPIE.

L. U. NO. 245, TOLEDO, OHIO

Editor:

Greetings, friends, time again has made it necessary that the old typewriter be taken from the closet and placed back into use. Now that the tariff bill is past history and partially forgotten by the public, we have the postponement of war debts, interest and principle, for one year, making it even illegal to bring foreign money into the United States, whether it be gold or silver. A 100 per cent tariff, I'd call it. I guess by this time there is no doubt in any of your minds that Hoover is by far the best president that Europe ever had.

Now, if some public minded citizen would create some tariff forbidding foreign nobility from entering for one year for fear that they may spend a few of their dollars while here, then we would have a really closed country. Jokes, I tell you? Twelve years ago these United States closed to the world our ports for the entering of contraband whisky, which has made them enough to pay their war debts several times over since. More jokes, scrapping our navy and building rum runners, or I mean, rum chasers; 30 of which are plying the west end of Lake Erie. Whisky is still coming in, but how can it with all this protection? Just how does that word protection fit in the picture? This same country that has tried for two centuries to make one little state like Kentucky dry and free from moon shining, and failed, for the hills are still wet and aplenty, and after this failure attempt to make the entire country dry is more jokes.

First, the tariff to keep the foreign produce out, which boomeranged and closed all our factories, putting millions out of work. After one per cent of the population got the controlling dollars in circulation they put an embargo on Europe's gold which is owed us so that that will not be available to put a few thousands of workers to work, and then try to tell us, through the press, that there is something being done to end the panic. Or, wait, this is no panic, is it? Certainly not. This is a Republican administration. This is a depression. Excuse it, please, only Democrats have panics.

Local No. 245 had an old time open meeting this month and it was a very satisfactory meeting all the way around. Several of the men responded and seven applications were handed in. As long as things were going along smoothly, with no lost time or compensation, applications were not coming so fast, but it seems that the present times have opened up some eyes that

have been closed to the cause of that constant flow of top wages that were coming each pay day. Now, I believe that some are showing a willingness to invest a little to secure that which makes those wages possible. Touch a man's purse and you have riled him into action. And I believe that they are ready for little monthly contributions of security. Practically every man present (and they numbered 60) was called upon to give a brief accounting of the present conditions as he saw them and we uncovered several men with concealed oratorical ability and several good talks were heard. Brother Myers gave a brief unobtrusive outline of the present economic system and the meeting ended in an orderly manner and everyone promised to come back and bring a friend, so that's that.

EDWARD E. DUKESHIRE.

L. U. NO. 275, MUSKEGON, MICH.

Editor:

During the months of July, August and September this local will meet once a month. The meeting will be on the third Thursday of each month.

Here are our election results: President, Joe Pascal; vice president, Clifford Tart; recording secretary, Walter Gerst; treasurer, Edward Plunkett; financial secretary, George Bonjerno. Don Kibbe and Robert Sweet were elected to the executive board. These men will hold office for a period of two years. There will be no dull moments at executive meetings with Sweet and Plunkett there.

President Lang started the picnic ball rolling by appointing the following committee: Gibbs, Huldine, Pascal, Startup and English.

IVAN M. GIBBS.

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

Editor:

Hello, Brother members of the I. B. E. W.: We wish to announce that the municipal election day of 1931 in Minneapolis has passed into history, with the result that once more Minneapolis has a labor mayor, for the first time in 12 years; also we made a few other important gains, besides re-electing all of our aldermen who were up for re-election this time, so labor is feeling rather good over the outcome of this political battle—and a battle it was, too.

Minneapolis contains 13 wards, from each of which there is one alderman elected every two years to serve for a term of four years, making up a city council of 26 members in all. Of these 13 wards, only the first, third, sixth, seventh, ninth, tenth, eleventh and twelfth are labor wards, and out of these the third, seventh and eleventh are always more or less doubtful as to how they will go. The eighth and thirteenth are silk stocking wards, the home of the wealthy, while the second, fourth and fifth are practically solid reactionary, politically. Very seldom does a labor candidate get by the primaries in any of these five wards, and, in fact, it is not often that we even attempt to run any one there.

Labor's problem on the political field, and the measure of success, in the solution thereof, varies with the conditions prevailing in different localities. In many places labor has adhered to the policy of playing off one group of politicians against another, in the two old parties and while a measure of success has attended this policy, it is doubtful if it is productive of the best results, except in those cases where there is no other way. Again associations have been formed for the

THIS BUTTON IN YOUR LAPEL



proudly announces membership in the I. B. E. W. A handsome bit of jewelry, in gold and enamel. Solid gold, small size. **\$1.50**

purpose of securing control of some or all of the candidates of one or both of the old parties. A good example of this is furnished by the Non-Partisan Political League, which, some years back, flourished in Minnesota and the Dakotas, and which still is functioning to some extent in North Dakota, where a few years ago it was productive of some very good results. In Minnesota, however, the League failed to "bring home the bacon" to any marked extent and, as a result, the workers and farmers turned to independent political action and organized the Farmer-Labor Party, which later became the Farmer-Labor Association. This is a state association of city and county central bodies and ward and township locals. The city and county central bodies are composed of delegates from ward or township locals and also delegates from various labor and farmer organizations that are also affiliated with the movement. The Association can either endorse any candidates of either of the old parties who will agree to subscribe to the platform or program of the Farmer-Labor Association, or they can, and generally do, put their own candidates in the field.

The Farmer-Labor Association has had a considerable amount of success in this state as we have one Senator and a few Representatives in the Federal Congress at Washington; the governor, lieutenant-governor and several state senators and representatives in the state legislature, and now the mayor and several aldermen in the city government of Minneapolis, and last but not least, our own financial secretary of Local No. 292, Brother Guy Alexander, on the board of county commissioners, whom we elected last fall at the same time we put Governor Olson in office.

The Farmer Labor candidates at the recent municipal election were as follows: For mayor, W. A. Anderson; aldermen: first ward, Daniel F. O'Brien; sixth ward, Al G. Bastis; seventh ward, Joseph C. McMullen; ninth ward, A. R. Gisslen; tenth ward, I. G. Scott; eleventh ward, Eugene Hanscom; twelfth ward, Edwin I. Hudson; school directors, Helen I. Bauman and Roy W. Wier.

Of these we were able to elect all but four—McMullen, Hanscom, Hudson and Wier failing of election, Hanscom and Hudson only losing by narrow margins. Mr. Anderson, the mayoralty candidate, received 73,072 votes, which gave him a majority of 27,854 over his opponent, George E. Leach.

The notorious Citizens' Alliance came out before election endorsing Mr. Leach, and most of the aldermanic candidates who were in opposition to the labor candidates; some of these repudiated this endorsement, but in its next bulletin, the Citizens' Alliance still carried the endorsement regardless of the wishes of the candidates. In the matter of school directors, there were four candidates running, two to be elected and the Citizens' Alliance, in their bulletin, advised that the people should only vote for Clifford I. Swanson, in a frantic attempt to beat the two labor candidates, Helen Bauman and Roy Wier, but Miss Bauman went in with a lead of over 12,000 votes and Henry J. Bessesen beat the Citizens' Alliance candidate, Swanson, by nearly 2,000 votes. While Mr. Bessesen was not a labor candidate, he is not antagonistic to labor and he certainly doesn't owe the Citizens' Alliance anything in the way of gratitude for their activities in the campaign. We believe he will be very fair with labor and with Helen Bauman and Lynn Thompson, the two labor members.

Yes, labor is rather jubilant over the outcome of the election and rightly so, for it is a fact that the political outlook is much improved from our viewpoint.

As we have indicated above, independent political action in this state at least has

given better results than any other plan that has been tried here so far. The essential thing for labor, as a result of any form of political action, is that the people whom labor elects to office shall continue to represent labor after they are in office. This, it seems to us, is more definitely assured under independent action.

A politician is always a politician whether he be Democrat, Republican, Socialist, Farmer-Laborite, Communist, Prohibitionist or whatnot, and better control of the man in office is in the hands of labor when he owes his election to labor and to labor only, openly as a candidate on a straight labor ticket, for many of such labor candidates could never hope to gain a like position on the ticket of either of the old parties—labor's good will and support is their political salvation. Of course, there are a few who run for political office on labor tickets who are not office seekers, as that term is generally understood, but who seek the office only because they believe that they can help their own condition by politically helping the class to which they belong; they need no control on the one hand and on the other are seldom able to secure a place on any but a labor ticket, have had enough time getting support there. Such men don't make good politicians, they are too honest. The political game demands that those in it be not too honest because there are so many in it who are always trying to "play both ends against the middle," who consider "a public office a private snap." The influence of environment and the necessity for political bickering and trading, if he is to get any support for his own propositions, soon teach the would-be honest office holder all the tricks of the trade and the need for using most of them. Let us not judge the politician too harshly; he is the product of the reaction between human nature and the system under which we live. Politics is a game played by the various conflicting and competing interests in our modern society for the purpose of gaining control of the government, or a part of it, for the sake of the advantage that that control will give them.

W. WAPLES.

L. U. NO. 308, ST. PETERSBURG, FLA.

Editor:

Allow me to hand you a bouquet for the variety of news that composed the June number. It surely is a dandy and I am now reading it for the second time. Our millionaire friends have all left us to take the dent out of that economic depression and some of the Brothers are chasing that ghost of prosperity (around the corner), so in the meantime the women's auxiliary has given us a treat of a fine chicken supper, and lo and behold what do the boys do? Treat the ladies to a fish fry out at Madera Beach. The boys from Clearwater were there, also some from Tampa. The party was a huge success and we all benefited by it. The brotherly spirit was uppermost in all our minds.

No doubt hearing of that \$900,000 veterans' home that was awarded to this district, some of the boys might think it to be a Boulder Dam project and turn their minds toward the south. Don't be fooled, boys; the local in regular session on motion instructed me to warn all Brothers contemplating coming this way thinking they might get on the job to get in touch with our business manager first. Should we be fortunate enough to find that ghost we can call on Tampa Brothers who will be glad to help us run him down.

There are four of the Brothers who launched out in the business field. These are: Brothers Banks, Bliss, Davis and Marks. I hear they are making it hot for

the nonunion carpet-bagger. More power to them. It will take until the fore part of next year before they start on the veterans' home and about two years or so for the bridge and tunnel project from Pinellas Point to Piny Point. In the meantime we will fish and eat watermelon, and, believe me, right at this time we have plenty of both. Now, don't envy us; you know you are welcome. Some of our former Brothers who have drifted by the wayside have notified us of their willingness to get back in the ranks and you know the biblical statement about how much joy there is in heaven when one sinner who has repented comes home. Well, we feel that way.

Our what we call silly season is in full blast. We had two elections last month; going to have two more this month and it is hard to tell from here how many next month. They don't know what to do with their idle moments so they change the city charter every month. Now we are going to have a city manager form of government. There is a job for somebody.

Hoping you enjoy your vacation, and that I will have more and better news next time, I remain.

THE WOODCHOPPER.

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

Editor:

Since my last epistle we have had a visit from Brother Noble last month and Brother Macintosh this month, so if we get International Officers as visitors each month we shall always be interested. Brother Noble has always a budget of news to impart as regards activities east and west and can show us a comparison between here and abroad which is always educational, and I think I can speak for the membership and say that we are never too old to learn. Brother Macintosh's visit was much appreciated and through his visit we hope to get the last two outstanding railway electrical works to join the organization when the railroaders in these two towns of Ft. William and Port Arthur will be truly 100 per cent strong. While here, Brother Macintosh addressed a meeting of the local Federation Division No. 4 and gave an account of the recent negotiations between Division No. 4 and C. P. Ry. Co. at Montreal, in which Brother Macintosh was a delegate. Although we have received communications of these proceedings already, there is nothing like first-hand information by word of mouth for explicitness, and his talk was much enjoyed by the C. P. R. bunch that attended the meeting, it being the first introduction of Brother Macintosh to the local federation.

I am glad to inform you that the city Brothers have been successful in getting their schedule signed up at previous rates for another year. If, however, it had not been for the good offices of our municipal labor friends, I do not think we should have been so fortunate as we are.

Conditions here as regards work are as I reported previously. Nothing new or stirring, whatever, and as the local wit says, if things don't change they will remain as they are, which is a very brilliant saying when thought about, but, unfortunately, a man's (also his wife's and family's) stomach does change and measures will have to be taken for the care of unemployment.

In this connection I am attaching hereto a copy of a resolution that was passed at our Trades and Labor Council meeting recently and which I hope, Mr. Editor, you will find room to publish, as I would like it broadcasted as far as possible:

"Whereas unemployment is on the increase throughout the Dominion of Canada, bringing in its trail greater and more intensified

misery to rapidly increasing numbers of workers; and

"Whereas more and more industries are either closing down entirely or laying off workers in increasing numbers; and

"Whereas it appears to follow from this condition that private industry operating for profit has broken down and has failed to provide the means of a livelihood through employment.

"Therefore the Trades and Labor Council demand of Premier Bennett and his conservative government to enact immediate legislation to remedy this condition by changing entirely the whole economic system now in existence preventing all profiteering by the financial interests and make a more equitable distribution of this country's wealth so as to provide sufficient and adequate continuous regular employment to provide every and all human beings in the country with an abundance of wholesome food, clothing and shelter, also recreation and entertainment."

In conclusion, I would say that like the rest of the North American continent we are getting into our summer season. Some readers, no doubt, get it too hot, but we at the head of Lake Superior are, on account of the weather, always cool, calm and collected, as we are very seldom too hot to get hot and bothered. So if any Brothers read this in a sweltering heat and can afford to get into our cool, healthy climate, why, come on along. Our Tourist Bureau will tell you this is the best place for a healthy vacation. The fisherman's paradise. No hay fever. For residence you can hire the log cabin or the big hotel.

PRESS SECRETARY.

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

Editor:

Here's "howdy" from the boys in Toronto. The last JOURNAL as usual was full of interesting reading, even though we do feel that our able president is making too tragic a use of his editorial page.

There is no doubt but that the life of an International Officer or district organizer is hard, but what about the local union officers and members who are in constant touch with the misery of those who have suffered prolonged unemployment?

We all have our troubles but assuredly suicide is not the courageous way out. Cry baby methods never built up this organization. We read about depression and financial reverses in every newspaper and magazine in the country.

If we keep it up we will soon be afraid to go to bed without leaving the light burning and a good big policeman hovering close by. Let the others tell their tale of woe. We in Toronto have our difficulties like everybody else, but we would much rather boast about the splendid morale of the boys who have been hard hit than of some less interesting local union subject.

The big Campbell Soup job has been rushed to a fare-thee-well and is about finished. Next comes the Exhibition stables and then the Maple Leaf Gardens. The latter building will be about one-half mile from the Labor Temple and yours truly will probably wear a deep path in the sidewalk between the two.

In previous letters I forgot to tell our cousins south of the border that we actually do have concrete walks up here in the bush, and you should see what walks on them, boys. Wait until the next convention.

We had one grand and glorious meeting last Thursday evening. Everything went with no holds barred and I take it that a lot of the boys got something off their chests. At the finish everything was declared on the up and up and the evening voted a huge success. Those of you who stay away from the meetings do not realize just what you are missing.

Had a visit from Brother George Hay, of

Rochester. Considering that he holds the oldest card in this local you can appreciate how very glad we were to make his acquaintance. Some day we may return the compliment by visiting Brother Hay in his present surroundings.

Labor Day is gradually drawing nigh. We will have to put our very best efforts to show the public something new in the line of floats. This effort will be closely watched by our rat competitors since it will be our first public appearance since we routed them off the job.

Members of L. U. No. 353 should attend the next few meetings. Important business will be discussed and should have the careful consideration of every man who pays dues in this organization.

FRANK J. SELKE.

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

Editor:

As I mentioned in my last letter re the special meeting on June 18, a very good turnout of members was on hand for the important business of nomination and election of officers for the ensuing term of two years.

Further nominations were added to the list for the executive board from the meeting of June 4, also for that of vice president.

The member nominated for that position at the previous meeting withdrew his name. This made five positions elected by acclamation, one vote being cast in each case in accordance with the constitution. The vote of the members present only were required for the two executive board members.

The officers to be installed in July for the ensuing term are: Brothers R. Poapst, president; H. Bradley, vice president, with Brothers Hosfield, Robertson and Pullen holding the same positions as last term.

Brother Corder for Transcona shops and Brother Cobb representing Fort Rouge shops on the executive board.

Three executive members from L. U. No. 1037 acted in the capacity of judge and scrutineers during the election. Great credit is due the retiring chairman who, always on the job, handled his position with tact and thoroughness.

The new president, last term vice president, is a man of outstanding ability with years of unionism to his credit on which he can depend when handling the gavel.

The new vice president, although young in unionism, has been very active in the movement since the formation of L. U. No. 409, and the fact of being acclaimed is sufficient that he has the confidence of the whole local behind him. The same may be said of the other positions except that all three have had longer experience.

After the business was concluded a social evening wound up the balance of the time.

Brother Young, chairman of the entertainment committee, kept the evening lively with his program of entertainers, which consisted of Pelissier's Orchestra, W. Snead, banjo and song, assisted by Philip McKenna. Phil also gave us a fine exhibition of step dancing. George Fracell, old time fiddler, had the boys' feet itching with his Stradivarius. George Burns, comedian, T. Unwin, recitation, and various others rendered songs.

We gave a hearty vote of thanks to the committee for the admirable way in which the entertainment and refreshments were handled. No one went away empty. The committee in charge were: J. Young, chairman; H. Pullin, J. Baker, W. Snead and J. Trotter.

R. GAUT.

L. U. NO. 427, SPRINGFIELD, ILL.

Editor:

The Illinois General Assembly adjourned sine die, Saturday, June 20, without passing some of the most important labor bills. The women's eight-hour bill, the working men's compensation bill were defeated. The great state of Illinois is far behind other states in regard to labor bills. Governor Emmerson's bill which would add 50 more men to the state hard roads police force, was defeated, as it had the ear marks of a police constabulary for the state highway police.

Governor Pinchot, of Pennsylvania, has gained his point in doing away with the police constabulary in the state of Pennsylvania, but the governor of Illinois tried to put such a bill over, but failed, and for which we are all thankful.

The following bills are to become laws after July 1, 1931: The prevailing wage bill, bad check bill, old age pension bill, municipal employees bill, prison labor bill, and a number of minor labor bills.

If we should try to touch on all the high spots that the WORKER contains we would use up all the space allotted to all the scribes. So we are going to remind all of our members that it will pay them well to start to read the WORKER more, and see if it will not give them a better understanding of what the International Officers are trying to accomplish. It was a surprise to the writer that so few of our members read the WORKER. At one of our meetings the president asked all those who have read the March WORKER to raise their hands. Well, you could have counted them all on your fingers.

We were very sorry to learn of Brother Wilson's death. A young man just in the prime of life! The trials and hard work that the International Officers have to go through will shorten the life of the best of them. We would like to see the official staff increased so the work would be much lighter and the local unions would get to see their officers and hear what they are trying to accomplish. I, for one, am in favor of more men and money for the betterment of the I. B. E. W. as a whole, and lightening the burdens for the handful of men whom we now have.

Locals No. 193 and No. 427 have held two joint meetings and the executive boards of both locals met after each meeting to devise ways and means to bring about a plan for amalgamation.

On Thursday, June 18, International Vice President Boyle and Brother Bosco Knott were with us at the joint meeting, and they gave us very interesting and progressive talks. Brother Boyle gave us the views of what the International Office is trying to accomplish and Brother Knott told us of what he has been able to do for his locals, and both of them told of the advantage each local would derive if we would amalgamate. After a lengthy discussion pro and con on the subject, a vote was taken and the proposition to amalgamate carried by a large majority. By a vote of the members present, Vice President Boyle was empowered to name the officers after the amalgamation was perfected, as each local had nominated their officers for the next two years, but now it will be up to the vice president to pick the officers from both lists.

We believe that the step we have taken is in line with what the International Office is and has been advocating, for small locals to amalgamate, put a man in the field and go to work, regain what they have lost and go out after new business.

As we have been informed that we must have our letters in the office by June 24, we

will not be able to give you the names of the officers of our local this time, but you will see their names in the August WORKER.

The Neumode Hosiery Company, of Kankakee, Ill., has been shut down for some time, and they informed their employees and the citizens of Kankakee that if the women's eight-hour bill became a law that they would close the factory for good and move to some other state.

Well, on Tuesday, June 16, about 3,500 men, women and children came to Springfield to help defeat this bill, as this was the day the final vote was to be taken, in a statement made that the factory would close if the bill was enacted. They were asked if the factory would open if the bill was defeated, but this question was not answered. The bill was defeated.

Wages and hours in this factory are poor and long, and the tactics that were used to defeat this bill were far from just.

If we, as union men and women, will bear in mind the name of this make of hose (Neumode Hosiery Company, Kankakee, Ill.) and perhaps elsewhere and tell our friends and neighbors not to buy their goods we may be able to accomplish something for our fellow workers.

In union there is strength, but as far as the writer has observed we are very weak when it comes to buying union made goods.

We have all kinds of parties during the year—at least that is what some of the scribes tell us in the WORKER—how would a "buy union made goods party" strike some of you? Get together, members, and see if we can not accomplish something along this line. Call it a frisking party, and every one that is caught with non-union made articles on them will have to pay a fine, and the proceeds to be sent to some needy locality, where they are trying to build up conditions for their class of work.

In reading the WORKER you will find many questions asked, and requesting a reply through the WORKER. Surely some one could answer these questions, or give the writer of them some information to his question.

The WORKER is open to any member. I do not believe that you have to be the press secretary of a local union. So now you readers get busy and see if we can not reply to some of the questions.

HERMAN R. ARMBRUSTER.

L. U. NO. 435, WINNIPEG, MAN.

Editor:

At a well attended meeting on June 15, Local No. 435 held an election of officers.

F. A. Macintosh was re-elected to the chair by acclamation. He has held this office continuously since 1918 and I am sure his many friends throughout the country will be pleased to know that L. U. No. 435 is still alive to Mac's ability and sterling worth as a president.

S. Hayward was re-elected to the vice president's chair by acclamation. The boys were evidently quite pleased at the way Syd has fulfilled his duties in the past, and his duties were quite onerous due to the president's unavoidable absence from the city on many occasions.

George Maher (pronounced Ma-ha, with the accent on the last syllable; yes, there is some Irish blood in him) was again elected recording secretary by acclamation. And right here, George, I am going to tell you how I prevented some opposition from appearing against you. The Brother sitting next to me thought you were the guy responsible for the scarcity of letters from L. U. No. 435 in the JOURNAL and was all for getting a livelier wire in your place, but I

corrected his false impression regarding you, although I did not tell him who the press secretary really was. I expect a cigar next time we meet, George.

James Lewis was elected treasurer in a close fight against Brother Keeley. Jimmy will be a man worth knowing.

J. L. McBride will continue to be our business manager. Local No. 435 would not be L. U. No. 435 if "Mac" wasn't there to run things. I heard some mighty nice things said about the way "Mac" has held out the helping hand to our many needy Brothers during this last tough winter. By the way, "Mac" has taken up golf! He is reported as doing very well, too, but the only hole he has done under par so far is the nineteenth.

Fred Keeley and C. Roberts were elected to serve on the executive board. Fred has the necessary fire and pep to liven things up a bit. So has George Paton, but he refused nomination. Perhaps it's a good thing to have a man like George sitting on the side benches with no ties of office to prevent him from telling us exactly what he thinks.

The Builders' Exchange is asking the building trades to take a 20 per cent decrease. It seems that if we don't their organization is going to fall to pieces. Potatoes and eggs are so cheap right now that we really should be able to take a \$40.00 a month decrease. Especially as some 30 per cent of our total wages go for food. As a matter of fact the Exchange seems rather ashamed of themselves and pass the buck to the bankers, whom they claim are pushing them.

If these financiers would only keep up with the times and read progressive literature like our own JOURNAL for June, they would be bound to realize that prosperity can only come if the purchasing power of the masses is maintained or raised.

C. R. ROBERTS.

L. U. NO. 492, MONTREAL, CAN.

Editor:

Local No. 492 for the past two months has had a variable night for meetings and attendance has suffered because of the irregularity, but from now on no such excuse will be available for its members to offer, as the officers have signed a lease for "Peate's Hall," 1433 Mansfield Street, for the second and fourth Wednesday of every month, which is the regular nights we have met for the past 12 years and the regular meeting place we have met in for the last two years. It is now up to the members to attend and say what they want to say in open meeting.

In a couple of days election and installation of officers are slated to take place, which means by the time this is in print they will be of the past. I trust that the attendance will have been good and the elections closely contested.

Business in Montreal is at a low point in keeping with other large cities and shows very few signs of improvement.

One of the most hopeful events to be noted in world economics is the news today of President Hoover recommending a year's moratorium of the war debts. This should help Europeans a lot and, of course, will be of benefit to this continent as well, for it will allow them to buy goods from us. I feel it is not enough, if a two or three or even five-year cancellation of war debts had been offered and consummated, the whole world would be on the verge of another period of prosperity which would eclipse even the last prosperous period the United States enjoyed, because it was really only the United States and Canada which prospered during the Coolidge boom; European countries were laboring under heavy taxa-

tion to pay their enormous war debt installments.

Some of my readers in the United States will probably question my ideas and feel I am prejudiced and favor a cancellation of debts from a selfish viewpoint, but I hasten to assure them it is only an effort on my part to point out to my fellow workers and, if possible, to wield them over to my way of looking at the best and quickest means of putting the unemployed of the world back to work. In Canada we do not need or ask cancellation of our war debts; we are in a different position from Europe; we have the largest natural resources still undeveloped of any country in the world; our population is still very small; we look forward to the day when we will have three or four hundred million; we have room for them and can take care of them, while we have only 10,000,000 at present and, last but not least, our war debt is largely an internal one and mostly borrowed from our own people. These are good and sufficient reasons to stand, as it were, on the sidelines and say to my brethren of this great organization in the United States, "When you have a chance to voice your opinion on this war debt question, be generous and yet broad-minded, and remember" there were no victors in the great war, no nation is wholly independent of others," and if Europe is prosperous she will buy our products and let us all get back to work. Hoover's offer of a one year's moratorium is the first step in the world's recovery and the hope that it is only the first of other steps to be taken in an even more generous nature is the wish expressed by

H. M. NEVISON, President.

L. U. NO. 666, RICHMOND, VA.

Editor:

The old-timer says, "No news is good news," but here is news of the little known local of Richmond, Va., and it is good; or at least better than any we could have given for some time back. For the depression has forced the local to arise from its lethargy to join hands as true Brothers and battle to escape virtual oblivion. And now a better spirit of co-operation and brotherhood exists than ever before. Of course a spirit such as is found here probably is not to be met in any other local in the country, for it has been many years since alliance with the union was of any advantage to an electrician in the city of Richmond. Consequently our order here is composed of true union men, who have contributed generously of their time and money for years, and who stand firmly on their "general principles" for what is right.

Richmond has long been rather proud of its efficient bureau of electrical inspection and our friend, Tom Bowery, department chief, is to be congratulated by all who know of his work. But we have made another step forward in the establishment of an examining board to further insure that only competent mechanics will be issued electrical workers' cards by the city. This board is being composed of Mr. Bowery, chief of the inspection department; Morris Hunter (representing the contractors), one of the oldest contractors in town, and Brother Johnny Osborne, newly elected to our executive board.

Incidentally, Brother Osborne has recently taken over the job of maintenance foreman at the American Tobacco Company's plants here. This company manufactures Lucky Strike cigarettes and pays the scale for maintenance. Brother Osborne also superintended the electrical work when Lucky Strike built its newest plant and power house here last spring.

The boys also were glad to learn that Brother Johnny Gathright, our recording secretary, has a steady position as maintenance electrician at the Memorial Hospital.

The meeting for election was well attended and we believe that we will have an exceptionally efficient corps of officers now. The present incumbents were reelected whenever possible.

The prospects of more employment for our men here are practically non-existent, as no new work seems to be in sight and, as many of the boys are already out, we haven't any real encouragement to offer anyone.

JAMES A. SCOTT.

L. U. NO. 713, CHICAGO, ILL.

Editor:

Local No. 713 held its election according to the new constitution and although there was some opposition, all the same officers were re-elected for a period of two years.

The organization has practically held its own up to this time and evidently the membership has recognized this fact.

We have a large number out of work, but it is very foolish to blame the officers for that condition. There is no one more pleased to have all the members working than the executives of the union.

As a follow-up on my letter of last month, wish to say that if any organization is interested in learning more about where union made apparatus can be obtained we will be glad to furnish names and addresses of our union shops.

Will close by hoping that Babson is right and that old man depression is packing his grip.

JOHN F. SCHILT.

L. U. NO. 734, NORFOLK, VA.

Editor:

The papers today carried accounts of the dedication at Marion by President Hoover and ex-President Coolidge, of the Harding Memorial. This will be a severe disappointment to those long-trousered grannies who so delight and receive and amplify any slanderous reports concerning prominent Americans.

The Patrolmen's Benevolent Association of New York has passed a resolution urging motion picture producers not to make films which "glorify the lives of gangsters, gunmen and racketeers." This protest should have the active backing of every good citizen and should be extended to the press. If it were not such a serious matter we would find much humor in headlines such as "bold bandits," "daring hold-up" and "spectacular killing." A rat steals, a rat will fight for his life, a rat respects no law but no one admires a rat. We have only one method of dealing with four-footed rats and this method should be applied to human rats. Trap them, annihilate them, but don't glorify them.

On Sunday, June 7, a violent fire broke out on Norfolk's waterfront. The blaze, fanned by a strong wind, destroyed six blocks of waterfront and commercial property worth more than \$1,000,000 before being brought under control. This fire placed a great many people out of work, but without doubt this burned property will be replaced with modern construction.

The Potters' Union of Hopewell, employed by the Hopewell China Company, has arranged with the management to sell their best china to churches, unions, lodges, etc., at factory prices. Under this plan their hundred piece set decorated with 22-kt. gold may be obtained for about \$31.00. This set at retail will cost about \$60.00. Anyone interested should communicate with the presi-

dent of the potters local union, Mr. J. M. Gilgallon, Hopewell, Va.

The Battleship Idaho has been ordered to this yard for modernization. This job, together with the Mississippi, amounts to nearly \$20,000,000. Several reasons have been assigned for this good fortune at a time when other yards used all available pressure to secure the job. Some claim that the reputation of Norfolk yard was wholly responsible for the assignment. Some of the supporters of Representative Lankford (Rep.) claim that he unaided brought the job here. Some claim that Senator Swanson (Dem.) alone was responsible. And still others divide the credit between Swanson and Lankford. Quien sabe? Anyway, we here have active two-party representation and we find it good.

SAUVAN.

L. U. NO. 794, CHICAGO, ILL.

Editor:

Greetings from Local No. 794. We have not been in print for the last few months, due to the heat, lack of news or what have you, so it now behooves the press secretary to get busy.

We are now in the vacation period and things are quiet. We have a few new men filling in with a couple of Brothers still on the waiting list whom we are endeavoring to place. Railroad conditions do not seem to improve very rapidly, and the same crop of rumors still fly thick and fast.

Reports from the N. Y. C., M. C. and C. & W. I. R. Rs. remain much the same.

We have cleaned up all the disputes on the C. & W. I. with the exception of the dispute with the management as to whether the electricians or the signal men shall install electric crossing gates. We claim the work, but were informed by management that they in awarding this work were following the practices on the other roads. We still think that this is electrical work.

On looking over the WORKER of this month the writer noticed an article by the scribe of Local No. 214 on a subject very close to my heart, namely, consolidation of the Chicago Railroad Locals. Members of Local No. 797, now members of this local, advocated and worked for this object as far back as 1919, and have not ceased to think any different of it to date. We are for it. I notice in the article that the scribe calls for opinions pro and con. I wish to be listed on the pro side of the fence. We can listen to the cons after consolidation becomes an established fact. We do not think that the International Organization would offer anything against such a progressive step on the part of the Chicago locals, especially with the presentation of a good argument on our part. I wish to offer a few for the proposition. It is a notorious fact in the face of everything that is being done by our International Vice President and the different general chairmen that the locals in the railroad industry in this locality know very little of each other, and we have not made one serious effort since the strike to get together and exchange information.

It has been the experience of the writer on several occasions to have a foreman ask for a man on short notice and not be able to fill the order, at the same time knowing that other locals in this territory must have had men on the street. When these requests are made we sometimes must have a man available within a few hours.

Due to not having any local men idle recently I lost out on one such job. I mention this to show how close co-operation such as could be had by having all the railroads in this city in one local would work out in

this one instance, we could more fully cover our territory and bring the man to the job and the job to the man.

We are going to be called upon to do many things in the future that we may fall down on if we persist in our present loose tactics. There is no doubt that much improvement can be made as we stand at present, but the improvement would be much more drastic as one unit. There are so many things that can be done that I will mention only a few of them as I go along. On the financial side we would reduce overhead by having only one hall to rent, one set of books to keep, one set of officers to pay, more money to invest by pooling all our resources. All information of moment to railroad electricians in this district would be available at a moment's notice, by having an office centrally located, in charge of a competent officer who would have all the reports from the different railroads at hand.

Attendance at meetings should be larger and the proceedings more interesting, due to the reports and the general railroad gossip. As we stand at present the minute book shows motions made and seconded nearly always by the same set of men or motion adopted by acclamation. With such small attendance as the average small local has it is hard to get a good argument on anything and the less of good debate the more our education will suffer.

At present this local rents a hall that would easily seat 100 people. We rarely have an attendance of 25 unless there is a raise or cut of wages in prospect or some other dope that will affect the pocketbook. The old jack seems to be the only subject that arouses any interest nowadays.

We pay \$16 a month to accommodate our small attendance and read a few letters. This to me seems to be one of the leaks that should be stopped up, more real business transacted for the money is the slogan.

It is the opinion of the writer and many others that to organize the railroads in this territory we must follow as nearly as possible the example set us by the electricians in the building industry, namely, to control the jobs. Will some one kindly indicate how this can be done by three or four small locals who, although in the same territory and within a few miles of each other, are practically ignorant of each other's existence as far as matters of importance go?

With the exception of the officers of the different locals who know each other in the way of correspondence there is very little acquaintance among our members.

With the advent of modern electrical equipment on railroads, which, by the way, has just begun, we will have to put our house in order or be left behind. As it is now we have little advance information in this matter, and then only from the office of the International Vice President. The men on the job should be the people to gather and distribute this, but how can the man on the C. & N. W. or the B. & O. get this to the men on other roads? They never see each other unless it may be at a wake or other social gathering.

We need a real exchange of information as to the different agreements in our jurisdiction and their application and those matters which vitally affect our pursuit of the daily bread.

We must try to stimulate the interest of the rank and file to the end that they may know their working rules and be better acquainted with their organization and each other, at least get them to realize that those things are as important as racing dope or the standing of the different baseball clubs.

While the contents of this letter as to benefits derived may never be fully realized, we think that the principle involved, if

properly applied, will go a long way to remedy matters. We further think that the principle of concentration, if carried out, will relieve the International Organization and its field men of much grief and unnecessary expense. Under this plan a representative on arriving in a city like Chicago, which ranks them all as a railroad center, would be able to marshal the facts by calling at one place and would not have to take a chance with railroad watchmen and battery houses nor claim relationship to some one to get the privilege of entering the yard, and then when he finally gets in have the men dodging with him into out-of-the-way places to get in a few words.

To try to organize a man when he is eating during his allotted 20 minutes is like trying to take a bone away from a dog.

This letter was written as a partial answer to the request of the scribe of Local No. 214 for opinions of some of the locals in this jurisdiction and is meant to be wholly in favor of the principle of consolidation.

We were, we are, and I hope always will be, apostles of this.

We have taken action to have the executive board of our local invite the boards of the railroad locals in Chicago to meet for a friendly discussion of the matter of consolidation in the near future, and sincerely hope that it will meet with the approval of the International Organization and the different locals concerned.

At least we must start somewhere. No doubt on discussing this as any other progressive step there will appear some difficult problems, but we sincerely think that the benefits derived will far outweigh the defects.

J. J. BOYLE.

L. U. NO. 912, CLEVELAND, OHIO

Editor:

Local No. 912, railroad local, steps forth in print. We are still functioning in spite of shut downs, mergers and hard times in general.

I expected to announce the result of our local election but as ye Editor craves our literary efforts early I will postpone my announcement as I cannot foresee the future with such a large and varied slate. We are closing one of the most successful terms since the local was chartered. The local has co-operated with its officers 100 per cent. No opposition, every officer handling himself in an efficient manner. The executive board takes this means of thanking the membership.

We have enjoyed frequent visits from our general chairman, John J. McCullough, whose co-operation we appreciate. However, we wonder why we haven't been honored by a visit from one James F. Slattery. Also what has become of the Duke of Minneapolis, John J. Duffy—he sings tenor.

We are now going through another strike of the half-starved miners in the Ohio coal fields. Some of the Brothers do not realize the horrible conditions which exist in these mining communities. Laboring all day under ground for a bare existence in a shack on a barren hillside; never getting far enough ahead of the grocery bill at the company store to leave. Conditions are even worse in the unorganized fields of West Virginia. The state cossacks keep the organizers out. Now is the time when we need our organization more than ever.

BILL BLAKE.

If we obeyed those precepts in the Sermon on the Mount, it would destroy this civilization that we have today.—Rev. Dr. I. M. Haldeman.

L. U. NO. 995, BATON ROUGE, LA.

Editor:

It is strange to me that some of the press secretaries raise such a howl because the Editor cuts some of their articles short. I am very positive that he does not cut anything of any interest. I have read some of the scrips that were a mile long and were more like a story book rather than news. I really believe that we should cut our line of bologna as short as possible, devoting our writing to news rather than fairy tales. Don't get me wrong, Brothers, for I do not mean that we should have only one or two paragraphs.

There is enough room in two and one-half columns for an awful lot of stuff. If all correspondence was edited and cut before being sent to the WORKER the said two and one-half columns could be cut to one column of good, snappy news.

We tried to organize a base-ball club out of our membership; had a large turnout the first time for practice. After that the boys must have developed a bad case of spring fever, for they have not shown up since.

We are very fortunate to have all of our members working at this writing—all but a few travelers who have been accepted in the past couple of weeks.

The statehouse job will be able to take care of a few more men in the next week or two. Steel is up to the twenty-sixth floor level and will probably be topped out this week. Although there are only a few of us employed on the statehouse at present we expect to see a full crew in the next couple of weeks.

We were pleased very much by having Brother Moroney, an International Office Representative, with us last meeting night.

He is a hard worker and a real go-getter. Only hope that we can have him with us again in the near future.

There have been some few Brothers coming through in the past few weeks, in hopes of finding something here. We are not telling any one to stay away, nevertheless we do say bring along enough jack to get out of town on, for there is no more work here than the present membership can handle. Don't let any one tell you differently.

Po.

L. U. NO. 1037, WINNIPEG, MAN.

Editor:

The endless cycle of time rolls on with the much-talked-of prosperity just around the corner. The corner seems to be entirely round and endless as time itself. The summer is half gone, and our wise men, who control the destinies of that part of the human race which is compelled to work by the sweat of its brow to earn its daily bread, have not yet solved the problem of unemployment. The present method of solving it is, to the man on the street, similar to the man who tries to heal a sore foot by rubbing the foot with ointment instead of repairing the worn-out shoe which was originally the cause of the trouble. When one looks on and sees a gasoline drag-line operated by one man doing the work of 50 men, the cause of unemployed, unskilled labor can be very easily seen without the help of a learned politician, especially when the said drag-line has been made in a country far away from where the work is being done.

If it is necessary that our work be done by machinery, and that by doing the work by machinery is cheaper than by manual labor, then the profits derived should be turned over to the maintenance of those who cannot find work. The argument that machinery is cheaper does not work out in the end, because, when we go to buy anything, we

have found the price steadily mounting and the stock argument is that it is on account of the high wages paid. Why should a suit of clothes or a pair of boots cost double when made by machinery than if made by hand, when we go to buy them, when machinery is cheaper? What is the use of a pair of boots being sold for 50 cents a pair, if we haven't got 50 cents to buy them? Wouldn't it be much better to sell them at \$10.00 a pair if we have the \$10.00 to buy them? Think it over, you wise men!

The election in L. U. No. 1037 is over again for two years. Brother Gray was quite willing to relinquish the gavel in favor of Brother G. Cameron. Charlie Barrett takes the vice president's chair. Albert Miles still wields the weapon which is mightier than the sword, while Bill Whitaker still collects the mazuma. Your humble servant handles the cash and writes checks and still retains the honorable position of press secretary. Nobody else wanted the job.

The executive board and examining board are formed from the same members which will eliminate the necessity of holding two separate meetings. The local will meet only once a month (the second Monday) for the summer months at least.

Although practically all our members are working at present, there is no prospect of much work ahead, the most of the work done being maintenance and repairs with a little new building. The Trans-Canada carrier telephone circuits are expected to be completed this fall. This has helped out considerably with work for our telephone linemen members in the wide open spaces. The city hydro and the Winnipeg Electric Company are completing their high tension circuits from the Winnipeg river hydro developments. The wire gangs for both are nearing the city, and both of them have been a strictly card job, by request of the contractors. They are beginning to find out the best men being union men are the cheapest in the end.

IRVINE.

L. U. NO. 1141, OKLAHOMA CITY, OKLA.

Editor:

To establish in the public mind a definite meaning to the words "union electricians," the organization has to do a job of selling and advertising that it can deliver the



RAMSEY TOWER—33 STORIES—OKLAHOMA CITY, BY L. U. NO. 1141

goods. An organization cannot expect the public or the employer to realize without effort on its part the value of employing skilled, competent mechanics who can install electrical installations in a safe, durable manner that will be an asset to both contractor and builder, instead of an unsafe hazard and liability.

Are doctors, lawyers, engineers, etc., frowned upon because they form their associations to develop and trade ideas which are passed on to mankind? Then why is it some people think we are a bunch of reds? The trades unions and professional associations have the same trend of thought. As a bunch of sticks tied together are stronger than one, so are a group of men organized into a union better than one, inasmuch as they take interest in each other, passing on to one another knowledge and developments in their field of work.

Our foe, the capitalistic press, informs the public that we are a bunch of hijackers and that the nonunion man, who is cheaper, is just as good a mechanic. Now it is up to you, Brothers, to tell the public the facts and to prove it with your work. Point out to them that you follow the national electric code, that your union protects the public in seeing that you do your work right, therefore making your installations safe, and cheaper in the long run. That is the answer to "why union electricians?"

Here is a photo of the Ramsey Tower, which is nearing completion, also one of the men instrumental in building it and one of Local No. 1141's wiretwisters, who are making the electrical installations safe. We are proud of this beautiful, 33-story addition to Oklahoma City's skyline and also of the fact that it is being built with union labor. The Ramsey Tower has all outside offices, latest type, high-speed, automatic elevators, by Otis, and many other features that place it in a class with the best buildings of today.

Negative No. 29 was taken on completion of the steel. W. R. Ramsey, oil man and well-known civic leader of Oklahoma City, is speaking to the "mike". The Y. W. C. A. here will always sing the praise of Mr. Ramsey for the part he played in making their new home possible. Grouped around the "mike" are Paul and Captain Starrett and W. F. McKenna, of Starrett Brothers, Inc. They need no introduction to the building public. Their buildings are known the world over. These men certainly know how to plan their work and keep it on schedule time, yet they have time to converse with the mechanics and are well liked by all. Mayor Blinn is standing behind the "mike" and on the extreme left, next to the column, is Superintendent Jeffries, of Sanborn Electric, of Indianapolis. When the time comes to pour a floor, Mr. Jeffries can be depended upon to have his work finished. To the right of Jeffries is S. B. Rudewick, who is always on the job.

The gang from the left front row are Coughler, Pitts, Yeargain (business agent), Jeffries, Kersey, Laporte and Wilson. Back row, from left, are Barry Jennings, Pendleton, Webb, Alby and Edwards.

Dub Yeargain is our new business agent. We roped him down in Texas and believe that he can deliver the goods. The contractors here will find in him a man who is looking out for their interest as well as our own.

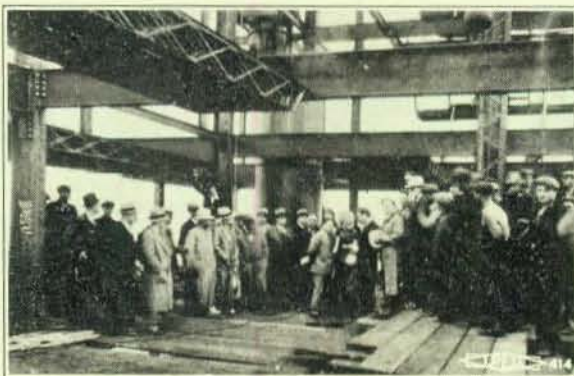
Would like to hear from Tulsa town's scribe.
TOM RUSHING.

L. U. NO. 1151, TYLER, TEXAS

Editor:

Well, boys, here is one from the oil fields of east Texas, where drinking water is higher in price than oil, but we do have some work and a lot of men to do it.

Brother W. L. Ingram has spent much time in this territory this spring and is still doing a lot of good. He has been instrumental in making Longview 100 per cent and several other little towns have union shops. Ingram signed the three largest shops in Kilgore this week and we have several wire-



W. R. RAMSEY BROADCASTS IN CELEBRATION OF COMPLETION OF STEEL FRAME



CREW OF L. U. NO. 1141 WHO DID THE WIRING

men with these oil companies, as well as linemen.

Brothers, don't get the idea that just union men make one of these booms. One comes in and tells you that he has had a card but got a dirty deal, then occasionally the bird comes along who has had so many cards during his time that he has the idea he can buy another on open account. Then the fellow over here in a 60-cent shop wants to take out a card but on the wages he is getting he can't get \$10.00 ahead. And all of these fellows have gotten to know Ingram personally, and here is hoping he can continue to give us some of his time, for he still has work to do in this territory. He has one big point in his favor—these non-union men agree that it is getting too hot to work for 50 cents an hour.

R. L. "SHOTGUN" McCONNELL.



DIAMOND-SHAPED BUTTONS
To wear in your coat lapel, carry the emblem and insignia of the I. B. E. W. Gold faced and hand-somely enameled. **\$2.50**

Women's Auxiliary

WOMEN'S AUXILIARY, L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

Vacation time is here! Judging from the letters in last month's JOURNAL we press secretaries were "vacationing" all right.

Back on the job now and want to report that Local Union No. 292 and auxiliary have enjoyed some truly good times lately.

On May 21 the ways and means committee of the auxiliary held an indoor picnic and basket social.

Signs showing the way to the "picnic grounds" (a piece of sod on table), "bathing beach" (a pan of water with a celluloid fish floating on it), "wild flower garden" (a vase of wax flowers), decorated our hall.

We parodied the local's picnic with races (kiddie cars) and shooting contest (marbles) and a baby show. "Snookums" won first prize in the latter. (See Brother Lanzen.)

Next came the program. Such a collection of artists. "Count Live Wire," the "unknown pianist," Mme. Galli Conduit, the "hysterical soprano", and Alec and his Moll, the Bowery dancers. Then the "grand finale," a chorus of couples, gorgeously costumed, strolled around the hall singing "In the Good Old Summer Time." Funny? Ask anyone who attended.

The baskets were then auctioned off by Brother Skeledon.

Delicious coffee, donated by the Twin City Tea and Coffee Company, a union concern, was served by the committee in charge.

Everyone went home well fed and happy.

Those serving on the committee were Sisters Fischer, Shultz, Hackett, Sauby, Larson, Skeledon, Briggs and Nessler. They were ably assisted by Sisters Barthalamo, Jennings and E. Shultz.

We have taken in several new members and a drive by the membership committee will be launched soon.

We realize we may not be, as yet, of much material benefit to our Brothers of No. 292, but we women, through our auxiliary, are being educated in the trades union movement and are learning to better understand just what the union stands for.

We are keeping up the spirits of our Brothers and chasing away some of the cares of unemployment; we are keeping our men close to and interested in their union now, when that interest is most needed.

There is nothing so helpful and stimulating as meeting together, Brothers and Sisters of a common cause, and indulging in a good time and hearty laughter.

Just a closing "vacation tip" to any Sisters or Brothers who may be vacationing in our "Land of 10,000 Lakes."

You will be most heartily welcomed at Local Union No. 292's annual picnic to be held July 26 by the waters of Lake Minnetonka, at Tonka Bay. We'll be looking for you!

MRS. WM. NESSLER,
5153 Nicollet Avenue.

No restaurant wanted to make money on food in the old days. The wine brought the profit, and those who didn't drink wines were served more bone than meat.—Henry Mouquin.

HANCOCK AND PAINE; A CONTRAST

(Continued from page 359)

no direct share. Our own government today would not for a moment consider such a plea on behalf of an Alaskan or a Filipino.

The suit dragged its weary length, giving Adams much trouble and Hancock much anxiety. It began to look somewhat as though it were a question of America winning at least semi-independence or of Hancock losing his fortune. When it is said that as a man of great wealth he embraced the patriot cause with everything to lose it must be recalled that he also had everything to lose if that cause did not somehow score a victory.

In 1780, under the new Massachusetts Constitution, Hancock was elected governor. He continued to be elected annually, but by the winter of 1785 the situation in the state called for strong measures which would of necessity be unpopular. At the end of five years of his rule, Massachusetts had reached a point at which its debt stood at the impossible figure of ten million dollars, its resources and credit were exhausted, and distress and dissatisfaction were acute.

There was no remedy for the state save in a strong leader, willing to make himself unpopular; and there was no refuge for the weak and popularity-loving Hancock but in the gout. There was a severe attack, a general and convenient breakdown in health, and his resignation ensued.

James Bowdoin was elected to the helm and for a year and more did all that was possible to retrieve the situation. Having borne the whole brunt of the storm while Hancock escaped all blame for the unpopular measures, the populace turned from its savior to its idol, and his health having become suddenly restored, Hancock returned to office.

Sam Adams said, "Hancock always had the good fortune never to be out of the way of making a figure." He also had that fortunate gout, which was used as a perennial excuse to prevent his being about when there was anything unpopular to be done. Indeed, his two chief resources were his money and his gout, the first always used to gain popularity, and the second to prevent his losing it.

He died in 1793 and was buried with pomp and ceremony, and a showy procession of Justices of the Supreme Court, members of Congress, foreign ministers, college presidents, ancient and honorable artillery, etc. The farce was played to the end, even to the irony of the great democracy of Massachusetts leaving the family to foot the bills for the state funeral, exactly as the "great man" had always paid for his applause. "The empty barrel" as John Adams had called him, was laid to rest, but the legendary hero of the Revolution had been born.

Thomas Paine

Of all the men who wrought desperately in the formative struggles of the American Republic, Thomas Paine was perhaps the most sincere. His contributions were little less than those of Washington, or Franklin or Jefferson. But there is not a monument to him in Washington or in the capital of any State or elsewhere in the United States erected by official order.

The present form and democratic procedure of the English government are modeled almost exactly after the form set up and argued by Paine in the last decade of the 18th century. And the present drift of the modern world toward liberty of conscience and away from the religious autocracy of the 18th century follows the lines marked out by the man whose bones were not permitted decent burial either in England or in the United States.

He whose ideas and precepts were written into the constitutions of all modern states and are observed in the behavior of liberal men everywhere today was before his death, and is now, an outcast—his memory unwelcome in a world which he did much to create.

In the year 1774 Franklin met Paine in England and encouraged him to come to America. Within a year after his arrival in this country the colonies were in revolt against England, and Paine out of his own consciousness and without aid from any other hand, formulated the thought of the thirteen infant states, and suggested the procedure of the seven years' war which was to follow.

Paine was a universal spirit. He joined the ranks of Washington's army as a private soldier at the time when thousands of older Americans were running away to their homes lest they be caught in the doom that overhung Washington's head. And Washington made this private an officer; and this officer, between marching and fighting found time to write at the end of the sad year, 1776, "The Crisis", an appeal which began with these historic words: "These are the times that try men's souls." It was read at the head of every lieutenant's command in the bedraggled army before it crossed the Delaware at night and captured from the English army in a day as many troops as it counted in its own ranks. The sales price of this widely read pamphlet, like that of "Common Sense," was contributed by its poor author to the great cause he advocated.

At the end of the Revolution he went to England which was then in a state of dread with the ideas flowing to that country from the free American colonies and the French Revolution. In the year 1791 he wrought the "Rights of Man." It brought danger of arrest and imprisonment in England to the man who recommended and outlined the very reforms which England now accepts as the highest scheme of human government, and which most of the world takes for granted. "The Rights of Man" proclaimed a new freedom, a

freer trade with all the world, friendly association between nations, the abolishing of war, a kingship without veto, a House of Lords without power to thwart the House of Commons, representation of all the people in legislation, popular suffrage and a Cabinet responsible to the people's representatives. There was not a radical idea in this system, as men look at government today.

Paine's life was endangered and he fled to France, where he became involved in the French Revolution. He protested the beheading of Louis XVI and Marie Antoinette, but his efforts were in vain. His enemies plotted against him and he was thrown in prison where he wrote "The Age of Reason." The text of the new book was: "The moral duty of man consists in imitating the moral goodness of God; and everything of persecution and revenge between man and man, and everything of cruelty to animals, is a violation of moral duty." He was immediately subjected to a storm of wrath and vilification and caused one of the most sorrowful tales of American history.

It was by the merest chance he escaped the guillotine while in France. Disheartened and deserted by his friends of former years he came to America in 1802. The minds of those with whom he had fought in the days of the revolution were poisoned against him. He was even denied citizenship. As much the author of modern political civilization as any man then living, Paine was thus outlawed by England, thrust out of France and denied a rightful place in the United States. Weary with the weight of poverty and calumny he died in 1808. He was buried in Westchester, N. Y. There was no ceremony, no pomp, just a few faithful friends who staid with him to the end.

This was the miserable end that was forced on a man whose writings stirred and spurred his fellow-countrymen far more actively on the road to freedom than any other words produced by tongue or pen, unless the actual Declaration of Independence. It was Thomas Paine who first used the words that now echo over the whole world, "The United States of America."

Paine's work was inspired by the love of humanity. In the large sympathy for the poor and the downtrodden his merits were real and his accomplishments substantial. His own noble words are absolutely just: "I defend the cause of the poor, of the tradesman, of the farmer, and of all those on whom the burden of taxes fall—but above all, I defend the cause of humanity." He looked forward, he looked upward, with courage and hope. He taught the worth of a high ideal and the lasting, increasing value of the largest human sympathy. And every American ought to be grateful to him as one of the active founders of this great nation.

Things printed can never be stopped; they are like babies baptized, they have a soul from that moment, and go on forever.—Meredith.

IN MEMORIAM

J. A. Chouinard, L. U. No. 17

Whereas we, the members of Local Union No. 17, International Brotherhood of Electrical Workers, mourn the passing of our esteemed Brother, J. A. Chouinard; therefore be it

Resolved, That we, as a union, pay tribute to his memory by expressing our deepest sympathy with his family in their bereavement; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy be spread upon our minutes, and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That we drape our charter for a period of 30 days.

FRANK DONAHUE,
WILLIAM SPEEK,
EDW J. LYON,
Committee.

John F. Hughes, L. U. No. 794

Whereas Local Union 794, I. B. of E. W., has been called upon to pay the last tribute of respect to the memory of Brother John F. Hughes, who was initiated by L. U. No. 104, of Boston, Mass., October 25, 1925, transferred from L. U. 151, San Francisco, Calif., to L. U. No. 794, Chicago, Ill., August 31, 1930; therefore be it

Resolved, That we extend our sincere sympathy and condolence to his bereaved mother and relatives in their hour of sorrow; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days; that a copy of these resolutions be sent to his mother; a copy to the official Journal; and a copy spread on the minutes of Local Union No. 794, I. B. E. W.

JOHN J. BOYLE,
JOHN B. RICE,
LOUIS GILLES,
HENRY D. PARKER,
C. A. LATHAM,
Committee.

Albert Vincent Heinrich, L. U. No. 151

It is with deepest regret and sorrow that Local No. 151, I. B. E. W., has to record the passing of our worthy Brother, Albert Vincent Heinrich, into the Great Beyond.

Brother Heinrich was a true and loyal member of this local for a good many years and was always ready to assist in any way he could for the advancement of its interests.

Resolved, That our sincere sympathy be extended to his bereaved relatives, and that a copy of this resolution be sent to the relatives of the deceased, and that a copy be spread on our minutes. Also a copy be sent to the Journal for publication and that our charter be draped in mourning for a period of 30 days.

B. E. HAYLAND,
Recording Secretary,
C. D. MULL,
Business Manager and Financial Secretary.

Harry Slagle, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to take from our midst our esteemed and worthy Brother, Harry Slagle; and

Whereas Local Union No. 9 of the International Brotherhood of Electrical Workers has lost in the death of Brother Slagle one of its true and good members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its great appreciation of the services to our union of our devoted Brother and our sorrow in the knowledge of his passing; and be it further

Resolved, That Local Union No. 9 tenders its sympathy to the family of Brother Slagle in their time of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

WILLIAM PARKER,
DAN. MANNING,
HARRY SLATER,
Committee.

Thomas Riley, L. U. No. 9

Whereas it has pleased Almighty God, in His infinite wisdom, to take from among us our esteemed and worthy Brother, Thomas Riley; and

Whereas Local Union No. 9, International Brotherhood of Electrical Workers, has lost in the death of Brother Riley, one of its true and devoted members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its great appreciation of the services to our cause of our good Brother and our sorrow in the knowledge of his death; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

WILLIAM PARKER,
DAN. MANNING,
HARRY SLATER,
Committee.

John Geegan, Jr., L. U. No. 9

Whereas Almighty God has been pleased, in His infinite wisdom, to take from among us our esteemed and worthy Brother, John Geegan, Jr.; and

Whereas Local Union No. 9 of the International Brotherhood of Electrical Workers has lost in the death of Brother Geegan one of its good and devoted members; therefore be it

Resolved, That Local Union No. 9 hereby expresses its great appreciation of the services to our cause of our good Brother and our sorrow in the knowledge of his death; and be it further

Resolved, That Local Union No. 9 tenders its sympathy to the family of Brother Geegan in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. 9 and a copy be sent to the official Journal of our Brotherhood for publication.

WILLIAM PARKER,
DAN. MANNING,
HARRY SLATER,
Committee.

Ora Russell, L. U. No. 684

It is with deep sorrow that Local No. 684, I. B. E. W., mourns the loss of our worthy Brother, Ora Russell; therefore be it

Resolved, That we extend our sincere sympathy and condolence to his wife and family in their hour of sorrow; and be it further

Resolved, That our charter be draped for 30 days; that a copy of these resolutions be sent to Mrs. Russell, a copy to the official Journal, and a copy be spread on the minutes of the local union.

O. S. PAINE,
JOHN M. KYES,
C. V. HUNTER,
Committee.

J. Poffenberger, L. U. No. 125

Again the messenger of death has taken a name from the membership roll of Local Union No. 125, and Brother J. Poffenberger has answered the last call.

It is noteworthy that Brother Poffenberger served the company by which he was employed for over 37 years, and his membership in Local Union No. 125 dates from our first agreement with that company. Such continuous service is in itself a tribute to character. We shall miss the Brother who has passed on.

And as we note his absence, our hearts go out in sympathy to those nearer to him, whose loss is greater. Local No. 125 would extend such consolation as the understanding heart may offer.

In tribute to the memory of Brother Poffenberger, the charter of Local No. 125 shall be draped for a period of 30 days. This resolution shall be forwarded to his bereaved ones, copies shall be sent to our Journal for publication and shall be recorded upon the minutes of this meeting.

MERLE D'A. CARR,
DALE B. SIGLER,
R. I. CLAYTON,
Committee.

Adopted May 22, 1931.

Sam Kennedy, L. U. No. 66

Obviously, as we journey forward, inevitably there comes a parting of the ways. Our love, need or relationship does not protect or shelter him who has been chosen and called to that Great Beyond by the Almighty God; grim death swallows up its victim completely and leaves behind but a memory.

The passing on of Brother Sam Kennedy has laden our hearts with deep sorrow, but the wholesome and pleasant memory that has been instilled in the minds of his Brothers and many friends by his courage and faithful effort to advance our cause, has inspired and left with us a lovable memory of him which we shall always cherish.

Whereas in appreciation of so loyal a member who has contributed so much toward the furtherance of our Brotherhood for so many years past; be it

Resolved, That in his honor a copy of this tribute be sent to his loved ones, a copy sent to the Journal of Electrical Workers and operators for publication and a copy spread upon the minutes, of this local union; and be it further

Resolved, That in respect of his untiring devotion, the charter of Local Union No. 66, International Brotherhood of Electrical Workers, be draped for 30 days.

L. M. MAXWELL,
F. C. WILKINSON,
T. M. BROWN,
Committee.

John Devine, L. U. No. 195

Whereas it has pleased Almighty God, in His infinite wisdom, to call from our midst our worthy and esteemed Brother, John Devine; and

Whereas in the death of Brother Devine Local Union No. 195, of the International Brotherhood of Electrical Workers, has lost one of its most loyal and devoted members; be it therefore

Resolved, That in the passing of Brother Devine Local No. 195 hereby expresses its appreciation of his great services to our Brotherhood and it extends its condolence to his family in their irreparable loss; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother and a copy be sent to the official Journal of our Brotherhood for publication.

EDW G. WEGNER,
Recording Secretary.

E. B. Hefferon, L. U. No. 125

The hand of the Grim Reaper has struck again, and the name of Brother E. B. Hefferon has been added to the list of members of Local Union No. 125 who have gone on before.

Brother Hefferon was widely known in the Brotherhood, and all who knew him found in him a loyal friend and steadfast union man. His passing was a loss to the organization.

Local Union No. 125 can only offer the simple tribute of respect to the departed Brother, and the sincere sympathy of its members to those who loved him, but that simple tribute is as a crown of laurel to a faithful member, and that sympathy is heartfelt as to one's own. In testimony of this truth, these lines are inscribed upon the minutes of our meeting, and copies lovingly forwarded to his bereaved ones, and to our Journal for publication. In his memory our charter shall be draped for 30 days.

MERLE D'A. CARR,
DALE B. SIGLER,
R. I. CLAYTON,
Committee.

Adopted by L. U. No. 125, May 22, 1931.

Howard Rolf, L. U. No. 494

Whereas it has pleased Almighty God, in His divine wisdom, to take from our midst, our worthy Brother, Howard Rolf; and

Whereas we, as members of Local Union No. 494, International Brotherhood of Electrical Workers, deeply mourn our loss and extend our heartfelt sympathy to his bereaved family in their hour of sorrow; therefore be it

Resolved, That a copy of these resolutions be sent to the family of our deceased Brother, a copy to be spread on the minutes of our Local Union No. 494, and a copy be sent to the official Journal of our Brotherhood for publication.

EDWIN L. PLEHN,
CHAS. PETERSON,
ARTHUR C. SCHROEDER,
JOSEPH M. GLOYECK,
F. M. BARKSDALE,
Sick Committee.

Forest Ramage, L. U. No. 309

It is with deep regret and sorrow that the membership of Local Union No. 702 learned of the untimely death of Brother Forest Ramage; and

Whereas Brother Ramage was for many years a worthy and esteemed member of Local Union No. 702; and

Whereas in the passing of Brother Ramage the International Brotherhood of Electrical Workers has lost a true and devoted member, his noble qualities, kindly spirit and loyalty will be remembered by those who knew him; therefore be it

Resolved, That Local Union extend its heartfelt sympathy to the bereaved family of our departed Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother. A copy sent to our official Journal for publication and a copy spread upon the minutes of our local union.

WILL B. WILLIAMS,
GEORGE JOHNSON,
R. L. BRIDGFORD,
Committee.

Harry McCool, L. U. No. 702

Whereas in His infinite wisdom it has pleased the Supreme Ruler of the Universe to call from our midst our true and loyal Brother, Harry McCool; and

Whereas the membership of Local Union No. 702, deeply mourn the loss of a true friend and worthy Brother; therefore be it

Resolved, That Local Union No. 702 extend to the bereaved wife the heartfelt sympathy of this organization; and be it further

Resolved, That in respect of the memory of our late Brother that our charter be draped for a period of 30 days and that a copy of these resolutions be sent to the bereaved wife, a copy sent to the official Journal for publication and a copy spread upon the minutes of Local Union No. 702 of the International Brotherhood of Electrical Workers.

WILL B. WILLIAMS,
GEORGE JOHNSON,
R. L. BRIDGFORD,
Committee.

E. Robert Hedman, L. U. No. 77

Whereas in His infinite wisdom it has pleased the Almighty God to call from our midst a true and loyal Brother, E. Robert Hedman; and

Whereas we, the members of Local Union No. 77, express our deepest sympathy to his bereaved family; be it

Resolved, That our charter be draped for 30 days in respect to his memory, and that a copy of these resolutions be sent to the family of our deceased Brother; a copy to be sent to the official Journal for publication, and a copy of it be spread upon the minutes of the local union.

A. A. PETERSON,
W. B. CANNON,
FRANK O'NEILL,
Committee.

H. Walter Wilson, L. U. No. 66

Since it has pleased Almighty God in His divine wisdom to allow the Grim Reaper to visit us and take out of our midst our dearly beloved Brother, H. Walter Wilson, it is with deepest sorrow and regret that we, the members of Local Union No. 66, of The International Brotherhood of Electrical Workers of Houston, Texas, mourn the death of so true and loyal a member. Brother Wilson was held in the highest esteem among all who knew him. He was a loving father to his children.

We, therefore extend our sincere sympathy to his bereaved family and may their sorrow be lessened by knowing that though his work was not finished, it was well done. May God show them the way and make it possible for his little children to be reared so that when they are called to join their father that the story told of their journey reflects but goodness; therefore be it

Resolved, That as a last tribute to the memory of Brother H. Walter Wilson, the charter of this local union be draped for a period of 30 days; be it further

Resolved, That a copy of these resolutions be placed on the minutes of this meeting, a copy sent to our official Journal of Electrical Workers and Operators for publication.

HENRY HURST,
C. C. KING,
J. O. ROBINSON,
Committee.

Gertin A. Monson, L. U. No. 66

It is with saddened hearts and a feeling of deep regret that the members of Local No. 66 are separated from our beloved Brother, Gertin A. Monson, who met sudden death while flying his plane over this city. His bereaved father and brothers have our sincere sympathy.

Whereas this Local Union recognizes the loss of one of its fine young Brothers; be it

Resolved, That in appreciation of his character and upright method of living and respect to his worthy services, a copy of these resolutions be sent to his loved ones, a copy furnished our official Journal of Electrical Workers and Operators for publication, and a copy spread upon the minutes of this local union; be it further

Resolved, That our charter be draped for 30 days in his honor.

R. Z. NECESSARY,
J. C. FALKS,
J. T. HOBBS,
Committee.

William B. Hoskins, L. U. No. 483

Whereas death has again entered our organization and removed from our midst our worthy Brother, William B. Hoskins; therefore be it

Resolved, That in the passing of Brother Hoskins, Local 483 has lost a faithful member, the family a kind, considerate husband and father, the community an esteemed and upright citizen; and be it further

Resolved, That we, the members of Local No. 483, extend our deepest sympathy to the family and relatives of our deceased Brother; and be it further

Resolved, That a copy of these resolutions be sent to the family of our deceased Brother, a copy sent to our official Journal, and a copy spread upon the minutes of this local; and be it further

Resolved, That the charter of this local be appropriately draped for a period of 30 days.

T. A. THOMAS,
WILLIAM BEATTIE,
CHARLES LAMB,
Committee.

Wilmer Forrest Ramage, L. U. No. 309

Whereas it has pleased Almighty God, in His infinite wisdom, to call from our midst a true and loyal Brother, Wilmer Forrest Ramage; and

Whereas we, the members of Local Union No. 309, have lost an esteemed and worthy member, the wife and children a loving and devoted husband and father; therefore be it

Resolved, That the charter of Local Union No. 309 be draped in mourning for a period of 30 days, as a token of respect to his memory, and that a copy of these resolutions be spread upon the minutes of this local, and a copy be furnished to the wife and family of the deceased Brother, and also a copy be sent to the International Office for publication in the official Journal.

Respectfully submitted,

T. W. LONERGAN,
B. H. BOSKAMP,
T. R. RAUCH,
The Committee.

Dennis Weik, L. U. No. 125

Again it is with heavy hearts that we pause to mourn the loss of one who had endeared himself to all who knew him by his many friendly acts and sunny disposition. Words cannot express our feeling at the passing of our loyal friend and Brother, Dennis Weik. His work is done but his spirit will carry on and be an inspiration to those who knew him.

Resolved, That Local Union No. 125, I. B. E. W., express to his bereaved wife our deepest sympathy and that a copy of this resolution be spread on our minutes in memory of our departed Brother, and a copy sent to the Journal for publication.

J. SCOTT MILNE,
D. B. SIGLER,
R. I. CLAYTON,
Committee.

Joseph Ferrea, L. U. No. 6

Whereas it has been the will of the Almighty God, in His infinite wisdom, to remove from our midst our dearly beloved Brother, Joseph Ferrea; and

Whereas Local Union No. 6, I. B. E. W., has lost a loyal and faithful member, and the family a devoted and loving husband and father; therefore be it

Resolved, That we, the members of Local Union No. 6, I. B. E. W., extend our deepest sympathy to the family and relatives of our late departed Brother, Joseph Ferrea; and be it further

Resolved, That a copy of these resolutions be spread in full upon the minutes of Local Union No. 6, I. B. E. W., a copy be sent to the International Office for publication in the official Journal, and that a copy be sent to the family of our late Brother; and be it further

Resolved, That the charter of Local Union No. 6, I. B. E. W., be draped in mourning for a period of 30 days in respect of the memory of our late Brother, Joseph Ferrea.

ALBERT E. COHN,
W. GIMMEL,
FRED S. DESMOND,
Committee.

CHARLES B. WEST,
President, L. U. No. 6.
CHARLES C. TERRILL,
Recording Secretary, L. U. No. 6.

The above resolutions were unanimously adopted at the meeting of Local Union No. 6, I. B. E. W., held on Wednesday, June 17, 1931.

Jesse Alford, L. U. No. 212

Jesse Alford, initiated into L. U. No. 212, I. B. E. W., Cincinnati, Ohio, June 15, 1904, died May 26, 1931.

Brother Alford was a member continuously since his initiation in L. U. No. 212, during which time he held various offices, once serving as president.

From the beginning he always had the interests of organized labor at heart.

His not being an active member for the past few years did not remove him from our organization entirely; therefore be it

Resolved, That L. U. No. 212 recognize its loss in the passing of Brother Alford by draping our charter for a period of 30 days; and be it further

Resolved, That we extend our deepest sympathy to his bereaved family and relatives; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread upon our minutes and a copy be forwarded to the International Office for publication in our Journal.

COMMITTEE.

DEATH CLAIMS PAID FROM JUNE 1 INCLUDING JUNE 30, 1931

L. L. No.	Name	Amount
I. O.	Bert Kelly	\$1,000.00
I. O.	L. P. Wiegand	1,000.00
77	E. R. Hedman	1,000.00
483	W. B. Hoskins	650.00
134	Jos. Ehwald	475.00
702	H. McCool	1,000.00
494	H. O. Rolf	1,000.00
38	L. J. Aubrecht	1,000.00
I. O.	Jas. W. Smith	1,000.00
233	A. P. Woods	475.00
212	J. Alford	1,000.00
664	Dennis Shea	1,000.00
102	G. Savage	1,000.00
103	D. J. McCarthy	1,000.00
309	W. F. Ramage	1,000.00
328	L. H. Hubbard	1,000.00
794	J. F. Hughes	1,000.00
377	Ben Sheridan	1,000.00
1154	A. E. Tyron	1,000.00
6	James Ferrea	1,000.00
134	N. L. Hogan	1,000.00
42	W. L. Zeiter	300.00
I. O.	L. W. Tyler	1,000.00
125	D. B. Weik	1,000.00
I. O.	Scott Breedon	1,000.00
103	M. T. Joyce	1,000.00
I. O.	E. A. Hines	1,000.00
38	Jno. Williams	1,000.00
66	Sam Kennedy	1,000.00
66	Freeman P. Peart	1,000.00
58	Samuel Sabins	1,000.00

\$28,900.00

Total claims paid from June 1 including June 30, 1931	28,900.00
Total claims previously paid	2,328,911.10
Total claims paid	\$2,357,811.10

DOLLARS AND "SENSE"



We know that the International Brotherhood of Electrical Workers stands for betterment of wages and working conditions, but sometimes the actual saving in dollars and cents that is included in membership is overlooked—or forgotten.

Here are some contrasting rates that are interesting. These are based on an average age of 41 years:

Cost of \$1,000.00 insurance in a regular insuring company	\$25.77	Cost of annuity or pension benefit when individual attains age 65	\$106.00
Cost of \$1,000.00 insurance in Electrical Workers Benefit Association (Flat rate, all ages)	\$10.80	Pension of \$42.00 paid to mem- bers who have 20 years' good standing, AT NO ADDITIONAL COST	

FAMILY GROUP POLICY

Members of the Brotherhood are privileged to insure their families and relatives at a flat rate of

One Penny a Day

The following table gives an idea as to the savings on a \$250.00 policy:

Ages	Industrial Rate	Family Policy Rate
10	\$4.16	\$3.60
20	5.72	3.60
30	7.80	3.60
40	10.93	3.60
50	16.12	3.60

These figures are based on actual premiums compiled from the usual rates of industrial insurance companies.

Membership in the International Brotherhood of Electrical Workers means something to you. Electrical Workers, use it! Have a member of your family complete the application on the reverse page and write us for more.

APPLICATION FOR INSURANCE ELECTRICAL WORKERS' FAMILY POLICY

Cut Here

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. Bugniazet

and Send with Application to International Brotherhood of Electrical Workers, Washington, D. C.

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Cut Here

UNION IS ALSO A SALES ORGANIZATION

(Continued from page 348)

trical contracting field. By "those engaged in the electrical contracting field," I mean competing contractors and the workers engaged in the installation of the work. Although the guild is only a year old, and much of the year has necessarily been spent in preliminary organizing work, the response has been truly remarkable. The results so far confirm the organizers' thought that forward-thinking business men have no hesitancy in contributing liberally of their time and money to an organization having practical and worth while ideals.

The ways and means committee—and this may not be the proper name for the committee—was created about a month ago; therefore cannot offer a report of accomplishments; but it can and does lay down, in a preliminary way, some of its ideas of the activities that can be successfully undertaken.

Let me at this time state that each member of the committee has accepted his assignment with the full understanding that the appointment is not a perfunctory one, nor the sort of a job that can be quickly done and a report made and the committee discharged. Each man of the committee understands that it will be necessary for him to give his time and thought freely, and that the undertaking is of major importance.

As a general premise, I think electrical contractors have thought of their field of operation as being new construction work originating in the offices of architects and consulting engineers, and while I have no intention of minimizing the importance of this branch of the business, I should like to point out that it is perhaps the most competitive, the most costly to procure by reason of the expense of estimating, and undoubtedly the most speculative and offers the least opportunity for salesmanship.

There is another field open to the electrical contractor, and that is, the industrial plants and the public utilities. It is my opinion that this field is very much larger than the new building field; that it is an all the year round business; it is less competitive and offers an opportunity for salesmanship not present in the new construction field. If I am right in these assumptions, there seems to be no question but what ways and means should be devised to bring a considerable part of this work into our fold.

We use union labor, which is bought and sold at a higher price than non-union labor; therefore, we start with a higher priced proposal than our competitors, whether they be non-union contractor organizations or the so-called maintenance organization of the operating companies.

We have reached the point where we are considering developing a larger market for our services. We are proposing to offer a superior service at a higher price than the buyer has been accustomed to paying. Higher prices always presuppose higher quality and we must credit the buyer with the intelligence of

determining whether the higher priced service is really a higher quality service. I do not believe it is possible to successfully sell in any considerable quantities any service or product at a higher price than another service or product, unless there is a real and substantial difference in favor of the higher price. Of course, it is always possible to—by one method or another—fool some buyer or exert some undue influence to cause him to buy what you have to sell; but such a field is so limited that it is hardly worth while pursuing it.

I believe that the contractor must perfect his organization to the point that he can really supply a superior comprehensive business—engineering and managerial service. To do this, he must have the full and unstinted cooperation of his workmen. Every workman should be experienced and well qualified in his trade, and strive to be a master workman. He should be fully equipped with the tools of his trade; his personal appearance and conduct should be such as to create the impression that he is a master workman and that he represents a high type of organization. In other words, he should be a superior workman and look and act the part.

Employers Ask Aid

I think that the entire membership of the International Brotherhood of Electrical Workers should be turned into a contributing sales force, with the single idea that by better and more work and by co-operative attitude and proper deportment, they can assist materially in fulfilling the promises made by the contractor at the time of negotiating for the work, and by this attitude can encourage much more work, to the profit of all concerned. I cannot too strongly emphasize the effect of the attitude of the workers on the job. After all, they are the men behind the guns. The contractors can make statements and promises to the buyer, then it is up to the organization on the job to make good. If they do, more business and more work will be sure to result; if they don't it is surely difficult to sell the idea over again.

I think the membership of the I. B. E. W., the office staffs of contractors, and even their families, should be brought to understand the desirability of promoting the use of electricity and so far as practical, in making investments in the securities of substantial utilities companies. I have known numerous instances of our own employees, both workmen and office force, speaking disparagingly of the company they work for and of the utilities and actually siding with the public in condemning the utilities and their rates, perhaps not realizing that by this action they were damaging the business from which they obtain their livelihood. I have been assured that the officials of the I. B. E. W. are substantially in accord with these ideas and that the Electrical Guild can count on their full co-operation in working out the details of a genuine plan for pushing back the barriers which now confine the contracting industry.

I shall close this report by pledging you that your ways and means committee will earnestly endeavor to enlarge the field of electrical contracting and to raise it to a plane producing more satisfactory profits. This committee asks for and hopes to have constructive suggestions from all the members. I bespeak for the Electrical Guild and the ways and means committee your indulgence and support.

CONSERVATIVE PENNSYLVANIA'S RADICAL PARENT

(Continued from page 346)

their own Distresses, think on the Slavery entailed on their Posterity, and are grieved: what disagreeable Thoughts must they have of the professed Followers of Jesus: and how must their Groans ascend to that Almighty Being, who will be a Refuge for the Oppressed, Psalm ix.9."

* * *

Pained by Inequality

"When I have considered that many of our Fellow Creatures suffer much in some Places, for want of the Necessities of Life, whilst those who rule over them are too much given to Luxury, and divers Vanities; and behold the apparent Deviation from pure Wisdom amongst us, in the Use of the outward Gifts of God; these marks of Famine have appeared like humbling Admonitions from him, that we might be instructed by gentle Chastisements, and might seriously consider our Ways; remembering that the outward Supply of Life is a Gift from our Heavenly Father, and no more venture to use, or apply his Gifts, in a way contrary to pure Wisdom."

* * *

"Many Lives have been shortened through extreme Oppression while they laboured to support Luxury and Worldly Greatness; and tho' many People in outward Prosperity may think little of those Things, yet the gracious Creator hath Regard to the cries of the Innocent, however unnoticed by Men."

* * *

"When I have beheld Plenty in some Houses to a degree of Luxury, the Condition of poor Children brought up without Learning, and the Condition of the Weakly and Aged, who strive to live by their Labour, have often revived in my Mind, as cases of which some who live in Fullness need to be put in Remembrance."

WOMAN'S WORK

(Continued from page 362)

This story has a happy ending. After eight months of employment the man has gradually paid up his debts. He can meet the grocer without ducking into the alley. He was able to save his home. And now, being assured of a steady job, he has reached the peak of affluence where he is in the market again. In

fact, he's bought a radio and a second-hand gas stove.

But the baby that was born while he was out of work probably will die in infancy. She had such a poor start. Cod liver oil and orange juice, and the best of diet, cannot efface the effect of the reign of terror her mother went through before she was born. Nothing can ever make up for that.

The "brains" of America must be led to realize that what is necessary is not to feed men in a breadline—but to keep them away from the breadline. Put them back to work before they have lost everything that is worth working for.

HARVARD PROFESSOR PREDICTS UNIONS' TRIUMPH

(Continued from page 357)

man costs of production. At the present time, managers struggle hard to keep down money costs because they know that, if they fail, new managers will be hired. But there are no elaborate accounting systems and no expensive personnel for keeping track of human costs and, when these increase, the department heads are not called into the front office to explain. Real managerial efficiency will not be secured until management has just as strong an incentive to reduce human costs as it now has to reduce money costs. Here we see the need for strong labor organizations. Where labor is not organized, there is no one to hold management to account when human costs are unnecessarily high. Much of the management which today passes for efficient is not really such, because it achieves low money costs at the expense of high human costs. Real efficiency will not be obtained until there are labor organizations which can compel executives to watch human costs just as closely and carefully as stockholders now compel them to watch money costs. This is why it is highly probable that widespread organization of labor would promote, instead of injure, real industrial efficiency.

Organization the Rule

But discussion of the desirability of trade unionism is academic. Trade unions are here and are destined to grow. Of vastly greater practical consequence is the question of what policy should wise industrial statesmanship adopt toward the trade union movement? Up to this time, the attitude of many enterprises has been that of uncompromising refusal to deal with labor organizations. Is this a wise policy in an age when organization is the general rule? There are today over one thousand trade associations in the United States. As these words are being written, the United States Chamber of Commerce is discussing the problem of obtaining a modification of the Sherman Act so that organizations of business enterprises may broaden their activities. The Government, through the Federal Farm Board, is actively promoting the

organization of farmers. In fact, the Farm Board reports that in several instances it has assisted bargaining associations among the fluid milk producers "by making available to them the services of experienced marketing specialists of its Division of Co-operative Marketing."* Is it likely that manual workers alone will be content to remain unorganized? The day is rapidly approaching when a majority of the manual workers in industry will have had at least two years of a high school education. It is not probable that they will consent to be mere obeyers of orders. They are bound to insist upon participating in making the rules of the shop just as they participate in making the laws of the nation. The democratic principle will not suddenly stop at the shop door.

Unionism An Asset

Although the employers of the country do not have the power to prevent the spread of trade unionism, they do have the power to determine, within broad limits, the kind of trade unionism which develops. By resisting every effort of workers to organize, by compelling unions to fight long and hard merely for recognition, employers can create a trade unionism which is narrow, bitter, irresponsible, which does not understand the problems of the employer and which is not interested in understanding them. On the other hand, by meeting trade unions half way, by permitting employees to organize, and by seeking the goodwill and the co-operation of their organizations, employers can help build a labor movement which has a broad social vision, which appreciates the fact that wage earners as much as employers are interested in the prosperity of the industry, and which is ready to help employers in solving problems of production. Mr. Daniel Willard, Sir Henry Thornton, Mr. F. W. Sargent, Mr. H. A. Scandrett, and many other executives have shown that good management can make trade unionism an asset for the employer as well as for the wage earner. A large number of labor unions—the machinists' union, the electricians', the sheet metal workers', the boilermakers', the blacksmiths', the carmen's, the maintenance-of-way men's, the printing pressmen's, the photo-engravers', the textile workers', and the clothing workers'—have demonstrated not only their willingness to co-operate with management in solving problems of plant operation, but their ability to make an important contribution. Needless to say, these organizations are not willing to co-operate on any terms and conditions. Naturally and properly they put the interests of their members ahead of the interests of the stockholders for whom they work. The fact remains, however, that ingenious and far-sighted leaders on both sides who possess the will to co-operate have succeeded in discovering a basis on which management and labor

*First Annual Report of the Federal Farm Board, page 17.

can join to promote the interests which they have in common. Whether or not the dominant note in American industrial relations during the next generation will be union-management co-operation or bitter class struggle depends upon whether the leaders in the industries which are now unorganized—iron and steel, automobile, electrical equipment, meat packing, rubber, telephone, petroleum, agricultural implements, and others—persist in their uncompromising opposition to the efforts of wage earners to join the other organized groups in the community. My prediction is that the policy of union-management co-operation will prevail, because I am confident that there is enough industrial statesmanship among American business men for them to realize that the policy of suppressing organization is the policy of sitting on the safety valve.

PROLONGED DEPRESSION STIRS SLUGGISH GROUPS

(Continued from page 356)

threatened disaster of the coming winter. It has been proposed that the welfare organizations of the country unite in raising a duplicate sum of \$80,000,000 as was raised this year. It is also proposed that the Red Cross join the activities of the welfare organizations bringing the total to \$90,000,000. When it is remembered that most of the relief given this year was given by city governments whose funds are now depleted, it would seem that the proposed total of \$90,000,000 would not at all meet the situation. The burden, too, of the unemployed has been carried largely by the laboring people themselves. They have contributed funds through their unions for relief of their members and they have shared their savings with relatives. How long this can continue is not known.

It is a curious reflection that the ordinary private person who collects objects of a modest luxury has nothing about him so old as his books. If a wave of the rod made everything around him disappear that did not exist a century ago, he would suddenly find himself with one or two sticks of furniture perhaps, but otherwise alone with his books. Let the work of another century pass, and certainly nothing would be left but these little brown volumes—so many caskets full of tenderness and passion, disappointed ambition, fruitless hope, self-torturing envy, conceit, aware, in maddening, lucid moments, of its own folly—Edmund Gosse.

The bound volumes of the 1930 Electrical Workers Journal are to be sold again this year for \$3.75 postage prepaid. They are uniform with the volumes of other years, one-fourth leather, handsome and durable.



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EINSTEIN FREES MIND FROM OLD PATTERNS

(Continued from page 349)

direction in which we may possess our souls with tranquillity and courage. Certain spectres which frequently obtrude themselves on the pilgrim's path—materialism, scepticism, and obscurantism—alike vanish into thin air. There comes to us a contentment and a peace that passeth understanding. We grow in tolerance. We know that those whose frame of reference differs from ours may see things differently from what we do. Perhaps they are right and we are wrong, but our right is satisfactory to us, and that is the main thing. As Browning writes:

*"All that I know
Of a certain star,
Is it can throw
(Like the angled spar)
Now a dart of red,
Now a dart of blue;
Till my friends have said
They would fain see, too,
My star that dartles the red and the blue!
Then it stops like a bird; like a flower
half-furled:
They must solace themselves with the
Saturn above it.
What matter to me if their star is a
world?
Mine has opened its soul to me, therefore
I love it."*

(From Public Opinion, London)

DIRT FARMER LOOKS "POWER" IN THE FACE

(Continued from page 353)

old law. It had active cooperation from the Nebraska State Grange, C. L. Dietz, state master, the Nebraska Farmers Union, and the great railroad brotherhoods. A publicity and educational campaign began. The private utilities fought back and also initiated two fake bills, almost identical with the people's measure, in an effort to deceive the voters. The campaign was intense. Result, the people enacted their own measure by a majority of 151,374 and defeated the fake bills.

Wisconsin

The Wisconsin legislature has passed and Governor LaFollette has signed a bill which authorizes the creation of local power districts; permits public municipal plants to sell outside their boundaries to farmers and others. In addition, a constitutional amendment is on the way to being submitted to popular vote to permit the establishment of a state wide power system, similar to Ontario. Wisconsin is the first state to take such a step. Other like notable laws are being enacted.

Pennsylvania

During the closing years of the administration of Governor Sproul the electric utilities of Pennsylvania were instrumental in securing the enactment of a law giving them the right of emi-

nent domain. Under this law, power lines would frequently be run through the farmer's field in a straight line to the nearest city, but when he would ask for service, the terms proposed would be prohibitive. Under the first administration of Governor Pinchot, the Grange led the movement in presenting the facts before the Public Service Commission, which, after a long controversy, handed down an order prescribing the conditions under which electric utilities would be compelled to furnish service in their chartered territory to people in the rural districts. Subsequently the farmers and the utilities formed a joint committee in the endeavor to work out an equitable solution of the problems involved. Under this arrangement, notable progress has been made in electrifying the rural areas of the state.

Adequate electric service will take the place of a hired hand on the farm and a hired girl in the home for thousands who need but can afford neither. It has been scientifically demonstrated that with a full electric equipment a housewife can do her work in one-half the time and with one-third the bone labor under the old system.

LO, THE LIFE-STORY OF RIGID CONDUIT

(Continued from page 351)

ing complexity of installation as interior wiring developed settled the question permanently.

For some time tubing continued to be enameled on the inside. When exposed to water, fumes or vapors, or when buried in wet cement or cinder concrete, however, it still tended to corrode. For this reason a conduit galvanized on the outside was put on the market in 1902, zinc being electroplated onto carefully cleaned iron or steel pipes. Steel was coming to be used in place of iron now, since its ductility made it possible to bend the tubing on the job with a lessened danger of buckling.

A second method of galvanizing the surface—the sherarding process, introduced in 1908—was to place the pipes in large drums containing zinc dust, which was then heated until it vaporized, completely coating and amalgamating with the surface, both inside and out.

The third method, the "hot-dip" process, was the result of an invention in 1912 by Greenfield for wiping off all surplus zinc both inside and out as soon as pipes were removed from a bath of molten zinc. This invention overcame the objection to the rough interior left by earlier attempts at hot-dip galvanizing.

At the end of the nineteenth century, steel having thinner walls than normal—that is, thinner than gas pipe—had been tried but found unsatisfactory. In 1926 a tubing having walls less than half the standard thickness, joined by clamping couplings, was offered and ap-

proved in the 1928 code for exposed wiring in dry places.

Flexible conduit first appeared in 1888 in the form of moisture-proof woven cotton hose. In 1899 Greenfield announced a flexible metallic conduit formed from spirally wrapped galvanized steel tape. However, flexible conduit did not receive the popularity that rigid did, as it was not considered to be as safe mechanically. At present many cities permit the wiring of buildings within the "fire zone" to be done with all-metal rigid conduit only.

200 MEN WILL DIE AT BOULDER DAM

(Continued from page 345)

The total contract for the Six Companies, Inc., which includes only labor, is nearly \$50,000,000. Of this sum, \$2,000,000 worth of electrical work will probably be done. This includes machinery of all sort, the maintenance of this machinery, and an electrical tramway which must deliver 400 cubic yards of gravel per hour from a distant gravel bed. This expert described the project as stupendous in size. It startles the imagination. No other project save the Panama Canal can compare with it.

RADIO

(Continued from page 367)

the advances of the art. A cabinet model is the final choice, representing television for living room use.

Sizes Vary

The radiovisor comprises a scanning disc driven by a synchronous motor, a neon lamp, magnifying lens and the necessary motor controls. The brilliancy and size of the picture depend on the openings in the scanning disc, the power handled by the lamp, and the use of the magnifying lens. The stripped models generally provide a 5x5 inch picture, which may be enjoyed by two or three persons at a time. The cabinet models provide an 8x8 inch picture, which may be followed by a dozen persons properly seated.

When television receiver and transmitter are operating on a common a. c. power system, the synchronizing problem or maintaining of radiovisor scanning disc and transmitter scanning system in step, is automatic. When different power systems are employed, the synchronization may be manually accomplished. There is so little difference between 60-cycle a. c. power supplies that television receiver and transmitter may be kept in step with very little manual adjustment. However, if fully automatic operation is desired, an extra tube and associated equipment may be added to the television receiver, together with a supplementary motor control to the radiovisor fed by the output of the extra tube, for synchronizing by means of the intercepted signal.

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URGES UNIONIZATION AS CURE FOR COAL ILLS

(Continued from page 350)

the technique of enforcement, as in other matters relating to contractual relations between the mine management and their employees. The same may, however, be said of the administration of courts of justice, even though these tribunals are much older. The fact that union agreements are not lived up to in every detail is not to be condoned, nor is it to be regarded as an inherent weakness; it is a defect to be studied earnestly and remedied by both parties.

"The union contract is an effective, living instrument. Its provisions are continuously debated by representatives of operators and miners and are effectively governing the relations of management to employees. In quite a distinct sense, the miners, through their union, exert an influence upon managing the mine in so far as it relates to the working conditions of employees, though the union has frequently disclaimed any idea of seeking to share in management."

This is one of a series of investigations concerning wage-earners' participation in management on which the Russell Sage Foundation is engaged. The investigations which have been completed and reports of which are available deal with (1) the employment policy of the Filene Store in Boston, (2) with employees' representation in the coal mines and steel mills of the Colorado Fuel and Iron Company, (3) the sharing of management with workers through the partnership plan of the Dutchess Bleachery at Wappinger Falls, N. Y., and (4) the effect of the Canadian Industrial Disputes Act as a means of averting strikes.

Concerning these studies, Miss van Kleeck said recently: "Neither the typical plan for employees' representation, nor the usual trade union can be characterized as aiming primarily to provide opportunity for wage-earners to participate in management. Nevertheless the object of our interest in all these experiments is the status they give to wage-earners as measured by the workers' opportunity to share in decisions affecting industrial relations. We are not primarily concerned with the conditions established, the rates of wages paid or the hours worked except as these are the result of a larger influence on the part of employees. Our chief concern is to find out by what procedure conditions have been established and, particularly, how effective the voice of the workers has been in the process of determining them.

"As to the desirability of better co-operation (between employer and employee) in industry, no important differences of opinion can be found. As to the best methods of bringing it about, however, opinions are many and at times bitterly at variance. A very effective means of stimulating co-operation between workers and managerial officials in any industry or in any single establishment is to show them how this

is being achieved elsewhere. A true record of established procedure and its results—mistakes as well as successes—should make it possible for those responsible for policy in industry to learn from one another's experience. To contribute to that kind of exchange of experience is the aim of the Russell Sage Foundation in its studies of industrial relations."

WAGE-CUTTERS MEET WITH STERN RESISTANCE

(Continued from page 341)

stimulating sales during the last decade, but sales cannot and will not be created if the volume of wages is reduced. Between 1923 and 1929 the total value of manufactured goods in the United States increased \$9,000,000,000 while during the same six years the total volume of wages was increased less than \$500,000,000. And mind you, please, my friends, the American wage earner is the great American consumer since not more than six per cent of the nation's manufactured goods are exported."

Who Cuts Wages?

It is this kind of opposition from unexpected quarters, which is making the wage-cutters' lot uneasy. In the meantime in non-union industries, the shears are at work daily. The U. S.

Department of Labor reports cuts by 335 firms in January; by 175 from February 15 to March 15; and 195 from March 15 to April 15.

Some of the larger firms which have cut wages are:

Remington Arms Company and Remington Cash Register—10 per cent cut on all salaries over \$20 per week.

Westinghouse Electric and Manufacturing Company—10 per cent reduction.

Warner Brothers Pictures Corporation—general 20 per cent reduction.

Paramount-Publix Corporation—five per cent to 25 per cent, according to salary paid.

Goodyear Tire and Rubber Company—five per cent to 20 per cent, affecting 30,000 employees.

Corrigan & McKinley (steel)—10 per cent.

Colorado Fuel and Iron Corporation—10 per cent.

Public Service Company, St. Louis—10 per cent for 3,500 employees.

Empire Steel Corporation, Mansfield, Ohio—15 per cent for 1,600 employees.

York, McMullen, Leavens and Bronne Factories, Glens Falls, N. Y.—10 per cent for shirt cutters.

Vesta Coal Company, Pittsburgh—\$1 per day cut for 3,000 men.

U. S. Lines, New York (Leviathan, George Washington)—10 per cent for employees over \$150 per month.

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Book, Minute for R. S. (large).....	3.00	Receipt Book, Members (750 receipts).....	4.80
Book, Day.....	1.50	Receipt Book, Miscellaneous (300 receipts).....	2.40
Book, Roll Call.....	1.50	Receipt Book, Miscellaneous (750 receipts).....	4.80
Carbon for receipt books.....	.05	Receipt Book, Overtime assessment (300 receipts).....	2.40
Charm, vest chain slide.....	5.00	Receipt Book, Overtime assessment (750 receipts).....	4.80
Charters, Duplicate.....	1.00	Receipt Book, Financial Secretary's.....	.35
Complete Local Charter Outfit.....	25.00	Receipt Book, Treasurer's.....	.35
Constitution, per 100.....	7.50	Receipt Holders, each.....	.25
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LOCAL UNION OFFICIAL RECEIPTS FROM MAY 11 TO JUNE 10, 1931

Table with 10 columns of data. Each column is headed 'L. U. NUMBERS'. The rows contain numerical entries, some with alphanumeric codes (e.g., A-J, A-H, B-H, C-H, C-J, O-A, X-G, O) and some with blank cells. The data is organized into five groups of two columns each.

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	
479	669848	669870	581	252791	252820	731	460314	460330	1021	970751
481	34205		583	30681	30708	732	125765	125800	1024	118354
481	209736	209819	584	140279		732	1813	1814	1025	973087
482	615553	615557	584	57791	57796	734	181913	182029	1029	789825
483	298885	298950	584	211395	211465	735	670063	670974	1032	768027
483	213001	213039	584	201854	201923	743	249817	249807	1036	446025
488	30757	30760	586	683428	683458	747	263507	263519	1037	276171
488	115403	115404	588	179346	179391	757	81962	81991	1042	673155
490	39915	39919	591	695717	695730	759	262545	262549	1045	198451
492	165917	165948	592	263739	263743	760	603378	603400	1045	280120
492	76506	76509	593	2764	2777	762	9156	9175	1047	168920
493	666585	666592	594	691594	691602	763	26197	26231	1054	37232
494	17415	17439	595	23425	23429	765	38111	38113	1057	482431
494	191486	192000	595	197514	197652	770	3540	3600	1072	858567
494	267751	267900	595	45913	45917	770	308251	308263	1086	25095
497	204064	204077	596	440530	440535	771	330587	330590	1087	19524
497	147306	147307	598	664494	664498	772	702303	702310	1091	40527
500	42356	42485	599	924674	924692	773	8872	8400	1095	4081
500	21315	21317	601	37903	37919	773	21301	21319	1099	787536
501	95251	95546	601	148511	148518	774	799631	799663	1099	14103
501	240984	241431	602	27686	27710	774	77701	77702	1101	341627
501	190850	191100	603	620799	620810	784	32871	32897	1105	658207
501	70884	70921	607	600919	600923	787	916259	916273	1108	22933
502	59702	59703	611	142691	142710	792	707108	707116	1118	1464
502	674925	674939	613	277627	277735	794	193714	193809	1135	614166
504	793461	793476	617	99987	100028	794	39605	39607	1141	20429
504	63008		618	22541		794	148860	148874	1141	597
507	668055	668060	619	675422	675432	798	954560	954569	1141	44701
508	934682	934717	623	90179	90192	802	674825	674834	1144	533936
509	71401		625	36694	36726	808	644673	644585	1147	155101
509	15682	15710	629	210121	210203	811	64501	64514	1147	31069
509	186020	186021	631	7801		811	968098	968100	1151	459893
510	704218	704232	631	944966	944989	817	270001	270180	1154	30907
515	631514	631520	632	678395	678439	817	235174	235500	1154	40231
516	14200	14221	636	123262	123297	817	127544	127558	1156	131742
517	695446	695465	640	33690	33730	818	694646	694659		
520	152401	152416	642	142010	142022	818	75015	75024		
520	23778	23810	646	47401	47406	819	056796	056821		
520	196653	196658	648	107469	107541	820	50454	50469		
522	904698	904736	649	217124	217161	822	677956	677962		
523	33379	33391	651	711225	711226	838	681122	681146		
525	679631	679675	653	261490	261503	840	664809	664819		
526	47101	47110	654	2450	2457	849	623502	623506		
527	28858	28875	655	13275	13282	850	746180	746184		
527	27305	27308	656	17459	17480	854	205004	205022		
528	103086	103132	660	20275	20316	855	4046	4058		
528	44426	44427	661	205701	205718	855	153303			
529	988197	988200	664	10842	10870	857	683721	683733		
529	47701	47705	665	144048	144051	862	11818	11838		
530	688624	688642	665	50	79	863	46209	46226		
532	221157	221250	665	55839	55846	864	242345	242392		
533	963391	963393	666	65102	65113	864	15311	15312		
535	333735	333767	666	106090	106143	865	114520	114614		
536	629980	629990	668	74494	74506	865	10209			
537	168982	169000	669	241516	241539	869	546679	546689		
538	26422	26426	670	175797	175814	870	202670	202700		
538	94690	94710	673	13854	13869	873	364305	364314		
539	908086	908093	673	67223		874	664233	664255		
540	6212	6231	675	2474	2505	875	625311	625318		
544	195966	196016	675	177839	177876	885	754	795		
545	25921	25970	677	122588	122615	886	192752	192754		
547	655903	655911	677	20111	20113	886	280516	280566		
549	940698	940726	679	650141	650145	890	706410	706412		
551	290978	290985	680	706164	706172	892	35466	35487		
552	95340	95352	680	144608	144609	900	597718	597726		
556	339613	339631	681	458127	458132	907	61504	61506		
557	692536	692556	683	4976	5065	912	6083	6088		
558	621442	621447	683	16517	16534	912	122728	122840		
559	78002		684	538808	538822	912	190208			
559	610341	610348	685	41441	41478	914	169622	169643		
560	2703		686	30878	30895	915	971373	971378		
560	356936	356960	688	18585	18595	918	704861	704881		
560	22511	22512	691	6662	6680	919	59324	59326		
561	66658	66677	694	128929	129000	922	21619	21627		
561	246001	246253	695	717241	717266	937	15420	15447		
561	31396	31500	699	42017	42024	937	84001	84002		
561	11731	11743	699	196956	196959	940	609649	609653		
564	740763	740766	700	29731	29744	940	217951	217953		
564	27007		702	208555	208785	943	669252	669254		
565	902891	902905	704	212451	212469	953	36353	36367		
566	57601	57612	707	195866	195892	956	632937	632941		
568	193509	193511	710	611383	611401	958	657301	657306		
568	54022	54039	711	5116	5117	963	38632	38643		
568	207393	207686	711	213746	213750	968	9322	9327		
569	21642	21643	711	291751	291831	969	634172	634179		
569	136199	136265	712	497869	497898	970	694512	694526		
569	23407	23408	716	125181	125630	971	443098	443102		
570	16009	16029	716	1811	1870	972	665120	665126		
571	32446	32460	717	222665	222724	978	326162	326173		
572	263204	263208	717	9681	9684	987	976418	976422		
573	658790	658797	719	63304	63330	991	677089	677106		
575	9731	9759	722	69304		995	200851	200854		
577	57304	57306	722	15979	15996	995	41724	41767		
577	33652	33667	723	278321	278382	996	626411	626434		
580	642780	642782	728	949481	949490	1002	59934	59968		

MISSING
 11-196501-540.
 20-192060.
 43-6741-6750.
 164-42130.
 201-18025.
 222-860889.
 321-706890.
 340-44468-470.
 473-621056-058.
 497-204076.
 504-63007.
 584-201870.
 683-16530.
 711-5101-5115.
 770-3593.
 794-193807.
 1086-25129.

VOID
 3-A-J. 4480, 4492,
 4542, 4554, 4595,
 4836, 5114, 5138,
 5139, 5247, 5368,
 5569, 5713, 5722,
 5994, 6539, 6574,
 6723, 6830, 6970,
 7167, 7251, 7323,
 7633, 7722, 7752,
 7788, 7984, 7987,
 7991.
 3-A-J. 8009, 8099,
 8103, 8232, 8524,
 8559.
 3-A-3-H. 70.
 3-A-4-H. 1301, 1330,
 1343, 1384, 1432,
 1744, 1874, 1955,
 2043, 2085, 2118,
 2138.
 3-B-H. 12.
 3-C-H. 20, 29.
 3-B-J. 109.
 3-C-J. 350, 357.
 3-O-A. 399, 430, 488,
 549.
 3-X-G. 1230, 1285,
 1292, 1305-1308,
 1319, 1327, 1344,
 1345, 1349, 1393.
 3-X-G. 1473, 1537,
 1545, 1565, 1612,
 1624, 1707, 1755,
 1775, 1866, 1898,
 1924, 1950, 1954,
 1956, 1965, 2004,
 2009-2010, 2043.

PREVIOUSLY LISTED MISSING-RECEIVED

20-192048-050.
 43-118461-462.
 94-690620-630.
 105-136258-260.
 167-628831-833.
 247-604430.
 258-688191-192.
 268-417456.
 292-336631-650.
 454-696553-560.
 464-40805.
 686-30836.
 1086-25109.
 1105-658190.

BLANK

164-119771-780.
 247-604499-500.
 581-252820.
 811-968098-100.

DEPRESSED VACATIONS AID PARKS' RECOVERY

(Continued from page 355)

and sanitation systems, also the purchase, repair and operation of equipment. It endeavors to provide ample and suitable facilities for the annually increasing number of visitors. The greater part of the travel increase has

been by automobile, which requires that roads be maintained, oiled to eliminate the dust nuisance on dirt roads, and equipped with necessary safeguards.

"Improvement and extension of free public auto camps must be provided for the annually increasing number of visitors who use the facilities available in these areas. Trails must be maintained in a manner permitting safe travel. Adequate protective forces are necessary

in safeguarding the natural features of the parks and monuments. Wild life inhabiting the parks is protected."

Dividends paid by utility companies engaged in the manufacture of electric light and power in May, amounted to \$55,840,206, according to the Standard Statistics Company, of New York. Total cash dividend payments in May were \$299,608,425.

PRINCIPAL CITIES

LOCAL UNIONS IN PRINCIPAL CITIES OF THE UNITED STATES AND CANADA ARE NOW KEEPING STATISTICAL RECORDS IN CO-OPERATION WITH THE INTERNATIONAL OFFICE.

* * *

THEY BELIEVE THAT IT IS AS NECESSARY TO KNOW FACTS ABOUT THE INDUSTRY AND TO KEEP INDUSTRIAL RECORDS AS IT IS TO KEEP FINANCIAL RECORDS, AND TO AUDIT ACCOUNTS.

* * *

RESEARCH IS A NEW SORT OF TOOL.

It is another way of advancing the objective of the union. Key cities have adopted the research plan of the Brotherhood.

* * *

RESEARCH DEMANDS EFFECTIVE TOOLS.

The weekly research cards, and the research ledgers prepared by the I. O. are tools in the aid of research.

* * *

LIFETIME LOOSE-LEAF FULL LEATHER RESEARCH BINDERS WITH TABS ARE PRICED AT \$15.

Research ledger sheets are priced at \$2.50 a hundred. One sheet serves a member a year.

Research weekly report cards are 50 cents a hundred.

* * *

RESEARCH, LIKE A GOOD ENGINE, GAINS SMOOTHNESS AND POWER WITH USE.

Statistics gathered accurately and preserved carefully over periods of time will serve the union powerfully.

The union cannot ignore this new tool of organization work.

* * *

G. M. BUGNIAZET, Secretary
International Brotherhood of Electrical Workers
1200 15th St., N. W.
Washington, D. C.



“THE OBVIOUS THING IS TO CONSIDER THE IMMENSE ARCHITECTURAL POSSIBILITIES. WE MUST ACCEPT THE RESPONSIBILITY OF REHOUSING ALL MANKIND, REBUILDING EVERY CITY IN THE WORLD AND RECLAIMING ROADS AND COUNTRYSIDE. I THINK WE CAN WELL LOOK FORWARD TO THE TIME WHEN TOWNS WILL REBUILD THEMSELVES AS WE NOW GO TO THE TAILOR FOR A NEW SUIT OF CLOTHES.”

H. G. WELLS.

