

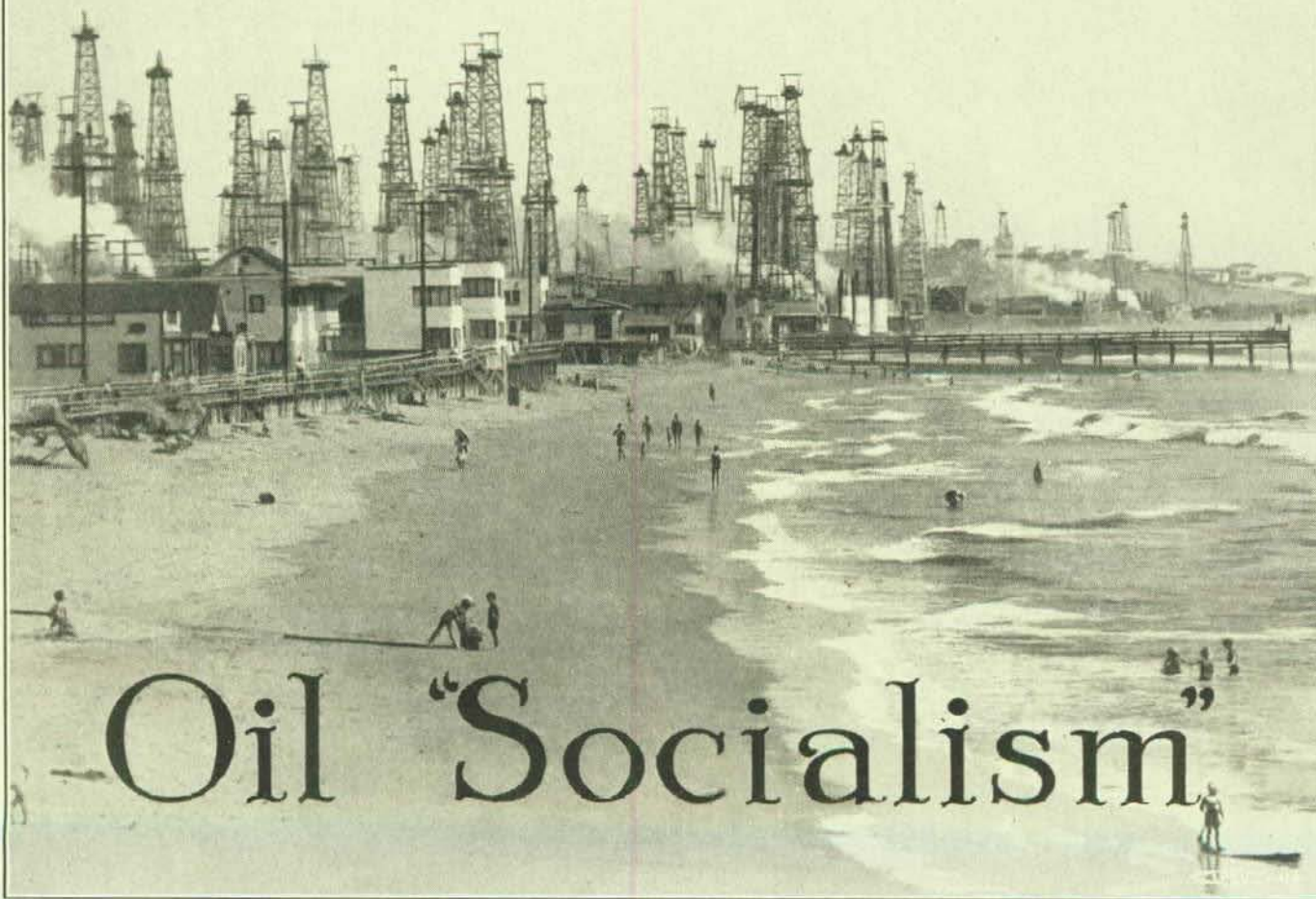
The Journal of **ELECTRICAL WORKERS** AND OPERATORS

RECORDING · THE · ELECTRICAL · ERA

VOL. XXX

WASHINGTON, D. C., AUGUST, 1931

NO. 8



Oil "Socialism"

?

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.

When a man dies, two questions are invariably asked:

“Did he leave a family?”

“Did he have life insurance?”

Even the really young man, say twenty or twenty-five years old, feeling no particular responsibility about life or money, will in no time at all be having the same questions asked about him.

The younger he is, the better it is for him to start his life insurance estate, and build it little by little for the future. And it is **so** easy, with youth and health, and a **very** little money.

For instance, at age 20, straight life insurance for a whole thousand dollars would cost only \$13.77 a year, or about 25c a week; and at age 25, it would cost only \$15.48 annually for \$1,000. Taking one policy at age 20, he could easily handle another by the time he reaches age 25, and build in this way until he has a life insurance estate which is really worth while.

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.”



This company issues the standard forms of life insurance for men, women and children, home safeguard policies, endowment at age 65, joint life policies for husband and wife, children's educational policies, and also group life insurance for Labor Organizations.

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Magazine Chat

Answering the question, "What percentage of the membership reads the Journal?" a worker in co-operatively owned canning factories, sends pleasant news.

"I wrote you to let you know that here there is a canning factory owned and run by the workers. One hundred and fifty workers read and discuss your Journal in classes and praise it highly." He then remarks that he has a brother in the Electrical Workers Union who extends the influence of the Journal by passing it on to his factory worker brother. He adds:

"These classes of five each are held for one hour twice a week in our council room during working hours, where we study labor economics, trade unions, equality, cooperation and working conditions." This gracious correspondent predicts the unionization of factory workers.

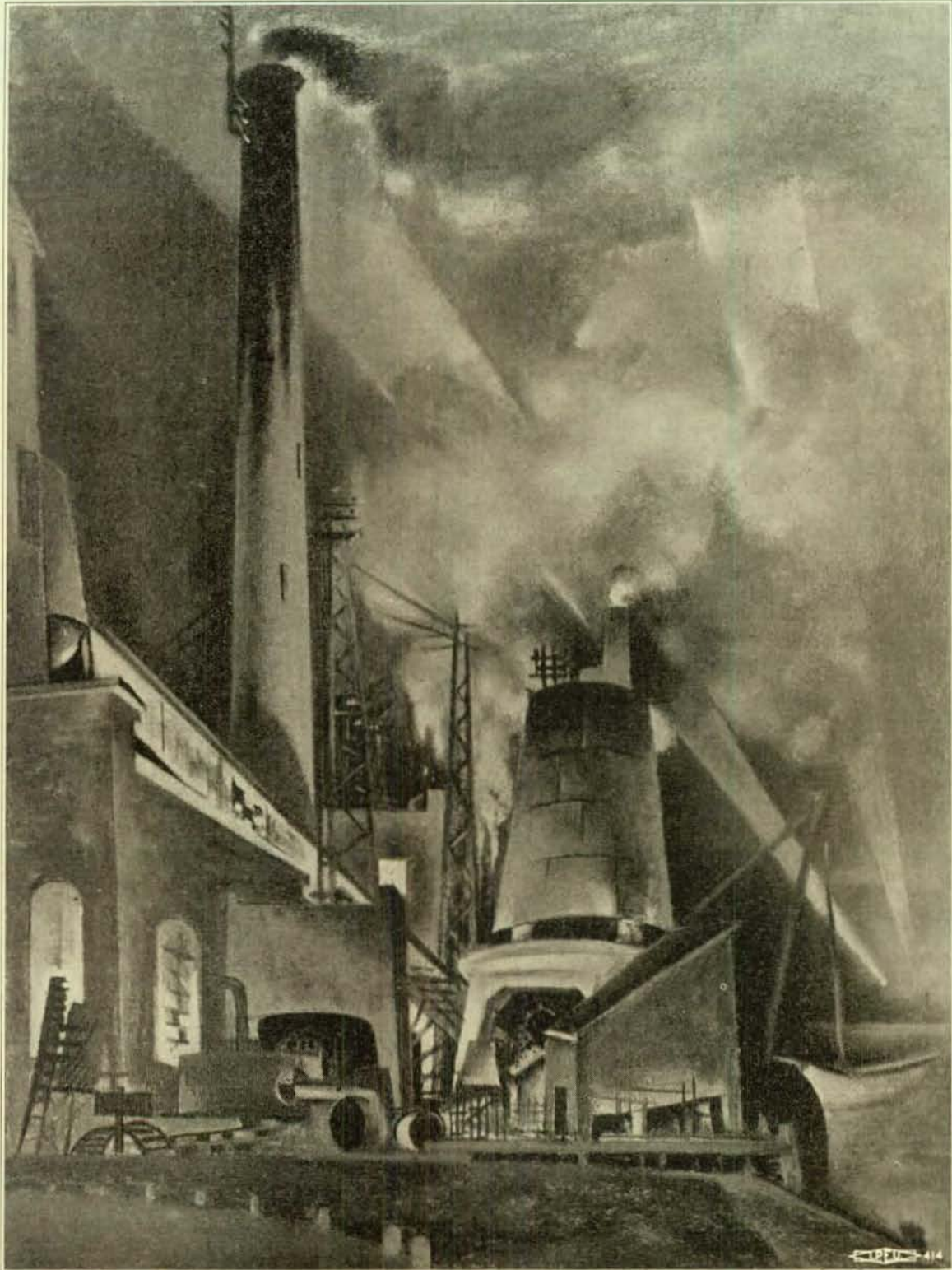
We are proud of this group outside our immediate membership. Who says that our movement is not a movement, deriving strength from unexpected sources?

"Fortune," gorgeous business magazine, discovers the work of Gerritt A. Beneker, painter, and Max Kalish, sculptor, this month; work discovered by us three years ago.

One member of influence thought the Electrical Guild of North America was an anti-union association until he read the Journal. It pays to read your Journal faithfully. Don't be a back number.

Contents

	<i>Page</i>
How Shall Business be Stabilized?	395
Mischief Makers	398
What the Nation is Thinking About	401
Fertile Mind of Electrician Combats Panic	402
Labor Turns Surplus Into Aid of Needy	403
Union Insurance Permitted in Wisconsin	404
What is the Key to the Business Jam?	405
"It's Just Too Cute" Cooed the Electrician	406
Inside Story of Non-Union Industry	407
Lansing Has Second Largest Station	408
How to be Happy Though a Home-Owner	410
Massachusetts License Law Works	411
World Notice Taken of Electrical Plan	412
Great Terminals Technical Facilities	414
Editorial	416
Woman's Work	418
Constructive Hints	429
Radio	421
On Every Job There's a Laugh or Two	423
Correspondence	424
In Memoriam	441
Local Union Official Receipts	447



Painting Owned by Wadsworth Athenaeum, Hartford, Conn.

POWER STATION—NIGHT
By Preston Dickinson



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How Shall Business Be Stabilized?

THAT jingling slogan, "More business in government, and less government in business," has to be changed. Chaotic, wasteful conditions in certain industries, such as oil, have brought a startling about-face, of far-reaching significance. The new methods of control are part of a general drive for stabilization by means of a rationalistic program. But the novel aspect is that the plan for bringing order out of chaos includes the government as the principal instrument of control. Americans are now being treated to the spectacle of big business men—very big business men—who yesterday cried "Socialism" at every gesture of government regulation, trotting to Washington, hat in hand, declaring in effect, "My God, we are being torn to pieces by cutthroat competition; save us!"

The oil industry presents the most entertaining act of this ironic show. The oil industry has always been the symbol of individualistic free enterprise, associated, as it is, with one outstanding family—the Rockefellers. While other businesses have been corporation projects—the oil industry has been the lengthened shadow of one man—and one man bigger than governments, independent, fabulously rich. John D. and his illustrious successors never needed the government, and in the past have been reputed able to tell governments to go to.

Of course, this has not been strictly the case. Since the drilling of the first oil well in 1859 there have been drifts toward restriction of private enterprise. There have been laws regulating drilling, and the anti-trust laws have been supposed to perpetuate competition.

What appears to be taking place is unrestricted competition by "curbstone" oil dealers, so successfully, with the Rockefeller, Sinclair and Mellon trusts, that prices have come tumbling down and profits are endangered.

California, Texas and Oklahoma are the principal oil producing states.

During the ferment of the last two years, in which the oil-gasoline industry has gone through much self-searching, certain committees and boards have appeared. These are—

Governors' Oil Stabilization Committee;

Oil States Advisory Committee;

Federal Oil Conservation Board;

Voluntary Committee on Petroleum Economics.

The first body is composed of govern-

Big business, preaching go-it-alone philosophy, practices willingly a policy of leaning on governments for aid. Oil, sugar, railroad and shipping examples in point. New trends appear.

nors of oil states. The second body is composed of oil men from the principal oil-producing states. The Federal Board is composed of Secretary of Commerce, Secretary of Interior, Secretary of War and Secretary of the Navy. The voluntary committee is expected to forecast oil needs on a semi-yearly basis.

The leading oil producers (personalities in the background) have reached an agreement with the Federal Oil Conservation Board to do the following things principally:

Abide by a trade practice code still to be approved by Federal Trade Commission;

Seek import restriction;

Seek uniform oil conservation laws in 10 oil states;

Seek approval of Congress for these policies.

The fear now dogging the footsteps of state-regulation-oil magnates is that Congress will make trouble for them. They fear that Congress will not be greatly interested in stabilizing production, unless consumers be considered. That might mean—(horrors of horrors)—that might mean a policy which makes "oil socialists" tremble, *price regulation*. Anti-trust laws still stand in the way of the program, and though labor has shown that these laws have been used largely to damage it, still a hostile Congress might invoke the antiquated laws, against "oil socialists." A technical way out, designated as state compacts, may be able to turn the trick.

The more or less concealed ferment in the oil industry is considered by big business of far-reaching importance. They are aware that they have come to the end of an era of unbridled competition. They know that they must reach some stage of stabilization, create some technique, but how to do this without forfeiting unrestricted privilege of making profits—is the question.

If the oil industry has found the key, then wheat, copper, coal, are expected to follow suit.

Sugar

One of the disturbing facts about the present depression is the failure of raw material markets. The most obvious example is wheat. Coffee is another. Cotton is another. The raw commodity, in which the greatest interest centers, is sugar. Sugar appears to have fallen into the hands of aggressive, daring men, who are not without a flair for experimentation, and who believe that there is no sense or good in sitting still and doing nothing about failure of the sugar markets of the world, and the prevalent bankruptcy of sugar plantations. So we have the sugar plan of stabilization, sometimes called the Chadbourne plan, after the Wall Street lawyer, who designed and executed it.

The sugar plan of stabilization, like the oil plan, is being watched with more than passive attention, simply because if it succeeds, other raw material industries may be stabilized in like manner, and the established order saved, to the glory of Wall Street millionaires.

Sugar, unlike oil, is to be stabilized on a world basis. It is to be stabilized by restriction of export, rather than by restriction of import. It is to be saved by the forming of a cartel; and since an international trade is not embarrassed by anti-trust laws, it is to be saved by price fixing—(may John Sherman's ashes rest in peace)—which, in other words, is making the sugar consumers guarantee the dividends of the sugar magnates.

Apparently the sugar stabilization plan does not depend on government aid as much as the oil stabilization plan, but this is only apparent. As a matter of fact, the world sugar cartel could not have been created without government aid. That aid came from the government of Cuba, principal sugar producing nation, which dutifully passed laws designating Thomas Lincoln Chadbourne and his associates official representatives of the Cuban government, with full power to act. It was with this governmental weapon that Chadbourne forged the world sugar cartel.

These nations are involved: Cuba, Holland and Java, Czechoslovakia, Poland, Hungary, Belgium, Germany.

"Fortune," the grandiloquent and magnificent spokesman for big business,

summarizes the need for restriction of export:

"Sugar prices cannot be restored until production is reduced to equality with consumption. Let Cuba face this fact and make her plans for next year on the basis of what she can sell. Her own people will consume only 150,000 tons. The U. S. will consume 6,000,000 tons, but half of that the U. S. will itself supply—if not from the continent, then from Hawaii, the Philippines, Porto Rico and the Virgin Islands. Cuba can have the rest of the U. S. market (for U. S. duty is two cents a pound on Cuban sugar, but two and one-half cents on sugar from other nations). After consulting U. S. sugar-producers, we come to the conclusion that Cuba can safely count on the U. S. taking 2,800,000 tons of Cuban sugar, in 1931. As for the rest of the world, we shall demand that the other sugar-exporting nations make the same proportionate sacrifice as Cuba. If they agree, Cuba's share of the world markets may be another 920,000 tons.

"With pencil and paper Mr. Chadbourne did a simple sum:

Cuba	150,000 tons
U. S.	2,800,000 tons
Other Markets	920,000 tons
Prospective Cuban Sales	

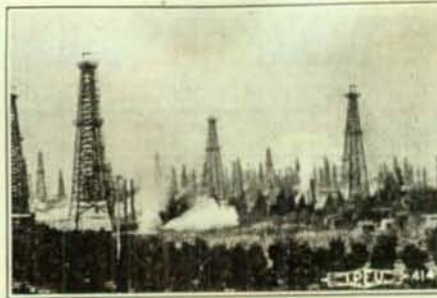
For 19313,870,000 tons

"Furthermore, Mr. Chadbourne continued, prices cannot be restored until the world surplus of 4,184,000 tons of sugar (1,500,000 tons of it in Cuba), be removed as a threat to the market. Therefore, let Cuba impound her surplus at once. If our plan succeeds, we shall market 300,000 tons of the surplus in each of the next five years. With total sales of 3,870,000 tons a year, and 300,000 tons of that supplied out of the surplus, then Cuba will have to reduce her production to 3,570,000 tons for each of the next five years. On the basis of last year's crop of 4,700,000 tons, that is a 25 per cent reduction. Drastic? Of course, and what is more, the plan will fail unless the other six exporting nations also see the light. Therefore fashion me a club: 1,500,000 tons of surplus sugar."

As is the case of oil, a new body has come into being, the International Sugar Council. This is the governing body of the cartel, capable of raising sugar production quotas. Each sugar country has three delegates to this council. They have voting power commensurate with their production strength, thus:

Cuba	35 votes
Java	30 votes
Czechoslovakia	8 votes
Germany	6 votes
Poland	6 votes
Hungary	3 votes
Belgium	2 votes

The home office of the International Sugar Council is The Hague. A chairman will preside there with powers not



ACROSS CALIFORNIA ORANGE GROVES GREAT OIL DERRICKS

unlike those of Will Hays in the American movie industry.

The result is likely to be a rise in the price of sugar. But—say the sugar producers—this is no worse than what national tariffs now do.

The set-up, on so vast a scale, over so wide an area, involving billions of dollars in investment and trade, could not endure without the sympathetic support of the respective governments involved.

Copper

The copper industry is another sick industry. An international agreement has recently been reached between copper producers to fix a world price.

Railroads

The great American railroad system, reputed to be worth more than 26 billion dollars, is now under the supervision of the Interstate Commerce Commission. This is not strange, for the railroads may well there be, under protest. But in the recent conferences incident to the railroads' petition for a rise in freight rates, the nation was not treated with protests of any kind against government supervision. There was no manifestation of impatience on the part of railroad executives or of railroad magnates. There was evidence that the railroads crept into the arms of the Interstate Commerce Commission not unlike the manner in which a crippled train creeps into the roundhouse. The great arms of the government were there, they thought, to help, and to aid. Moreover, in Washington, at the time of the conferences, there was a good deal of talk about government ownership of railroads—not by agitators, but by responsible persons—one of them, a highly respected member of the Interstate Commerce Commission.

How unlike the past. The battle as between railroads and people over state regulation occupied nearly 50 years of our national political life—with the railroads opposing every step of the gradually approaching federal control.

Coal

The coal industry is in chaos. This chaos is due to unrestricted competition. The federal government has called a new conference of coal operators to end the chaos. The disposition of the coal operators is to reject the good offices of the government. Then the new Congress is expected to write such laws as to be necessary to make King Coal a well man again.

Government Banking

The government has become more of a banker than is realized. The United Press states:

"With approximately 1,000 millions of dollars tied up in loans to private interests and individuals, the Federal Government has become one of the leading credit agencies of the nation.

"So extensively has the government gone into the business of lending money that the question of further expansion of this policy or its drastic curtailment has become one of the really fundamental lines of demarcation in political thought, dividing leaders of both parties more definitely than the traditional party label.

"Already conservatives like Senator Bingham (R), Connecticut, are demanding extension of the federal income tax to thousands now exempt, as well as the imposition of "nuisance" taxes, for the openly avowed purpose of inculcating the lesson that when the government makes advances to special groups of individuals it must raise the money from the people generally.

"On the other hand, Progressives like Senators Norris (R.), Nebraska, and Borah (R.), Idaho, favor increased taxation on the larger incomes in order to meet the prospective deficit and to provide funds for the government to carry on additional relief activities.

"The 1931 deficit, now officially admitted as likely to exceed \$700,000,000 with the probability of another deficit that large at the end of the next fiscal year, is the principal factor in focusing attention of the government's lending activities.

"Large as the government's loans to private interests are, they are still insignificant in comparison with the war debts owed by foreign governments which now total \$11,608,742,000 and upon which the United States is scheduled to receive \$236,062,000 during the present fiscal year. The war debts, however, have ceased to be political issues since they are recognized as a heritage from an abnormal period.

"Considerably more than half of the federal advances to private interests have been made since the Hoover administration came into power. Latest figures from the Federal Farm Board listed loans aggregating \$289,000,000

to agricultural cooperatives and in connection with the board's attempted stabilization operations. Since the new veterans loan bill was enacted during the closing weeks of the last session of Congress, more than \$367,000,000 have been advanced on adjusted compensation certificates.

"In addition there was \$270,000,000 outstanding in loans on these certificates before the latest law was enacted and \$74,000,000 loaned on war risk insurance held by world war veterans.

"Loans under various drought relief authorizations, including advances to strengthen private agricultural credit corporations, now aggregate more than \$25,000,000. The Shipping Board has made loans totaling more than \$63,000,000 for shipbuilding, authorized under the Merchant Marine act, and has made commitments for future loans of several millions more.

"Aside from the possibility of losses of principal, as in the case of the Farm Board loans secured by wheat, which has dropped substantially since the loans were made, the government's lending activities should turn a profit into the treasury. Rates on government loans range downward from six per cent charged on war risk insurance loans to less than two per cent on some of the Farm Board and Shipping Board advances.

"A conservative average of the interest charged by the government is estimated at three per cent, on which basis the treasury should collect approximately \$30,000,000 in interest per year.

"Inasmuch as recent treasury financing has demonstrated the government's ability to borrow at less than two per cent, there is a margin of profit for the government, assuming it finally collects principal as well as interest."

Shipping

The so-called United States Merchant Marine has existed, and is in operation today, largely through government patronage, just as the Cunard, the French line, the German lines, and Italian lines are being given strong government support. New aids are being discussed. From a recent publication of the Committee on Ocean Transportation:

"By applying modern engineering methods and by returning to the proved principles of speed, comfort and frequent departures, the American Merchant Marine can be restored to its former position of world-wide prestige, under private ownership and operation and without a subsidy from the government at Washington. A long term loan at a reasonable rate of interest, with reasonable sinking fund provisions, and an equivalently long contract for carrying mails based on frequency and speed of service, are the only requirements to assure the success of such an enterprise."

Conclusion

In short, stabilization of business must come, if millions of consumers and producers continue to have confidence in the business system. How that stabilization will come about ultimately is not altogether clear, but judged by present trends the dependency on government is to be more, rather than less.

MORE TONES NOW CARRIED BY TELEPHONES AND PHONOGRAPHS

The enormous improvement caused by modern radio developments both in telephony and in phonographs is shown graphically in a chart published by Mr. O. H. Caldwell, former United States Radio Commissioner, in a recent issue of the technical periodical, "Electronics," which Mr. Caldwell now edits. Only a few years ago, the chart shows, the best telephone lines and instruments could transmit only sounds of pitches between about 500 vibrations a second and about 1,800 vibrations a second, corresponding to piano notes between the first C above middle C and the second A above this. Phonographs of pre-radio days were almost as limited, emitting no tone much below middle C and none above about 3,000 vibrations a second, which is about the highest note of the violin but not so high as some notes of the piccolo or as many of the sounds of speech. Many natural sounds, like the chirps of insects or the squeak of a door are higher still. Nowadays the best telephone circuits like those for chain broad-

casting, carry tones down to the lowest G of the piano and even higher than the shrillest notes of this instrument, so that either music or speech may be reproduced faithfully. Similarly, modern electric phonographs reach down into the lowest octave of the piano and above the highest one, so that under favorable circumstances phonograph reproduction also becomes almost indistinguishable from the real thing.

INTERNAL SUNBURN TO CURE HAYFEVER

Sunburning the inside of one's nose to cure hayfever is a medical procedure introduced recently in Austria by Dr. A. J. Cemach, of the Mariahilfer Hospital. Tilting the patient's nose up to the sun is scarcely practicable, Dr. Cemach agrees, nor are the usual types of artificial ultraviolet-ray lamps suitable for use inside the delicate tissues of the nose. What has proved to be practicable is a thin rod of fused quartz or rock crystal, into which powerful ultraviolet rays from a mercury lamp are introduced at one end and come out at the other. Workers with such quartz rods already have found that rays thus fed into one end will stay inside until they reach the other end, like water in a pipe. In Dr. Cemach's method, the end of the quartz rod from which the rays emerge is introduced into the patient's nostril and pushed back gently to the extreme back part of the nose. The ultraviolet rays then are started and the quartz rod is drawn out slowly, the emerging rays bathing the whole inside of the nose as this is done. Powerful beams of rays are used, so that it is possible to give the entire inside of the nose a mild sunburn in less than a quarter of an hour.

REFERENDUM POTENT FORCE IN SEATTLE POWER POLITICS

Common people of Seattle are rejoicing as J. D. Ross is reinstated in his office as superintendent of the City Light. They had to recall a mayor to do it, but Seattleites seem to think any amount of exertion was worth while, to bring back the man whose efficient operation of the city lighting plant has given the residents their electricity at such low rates that they are the envy of other cities.

Superintendent Ross served Seattle as head of the City Light for 20 years. His policies were so successful that he spiked the biggest argument of private power propagandists—that public ownership is inefficient and corrupt. The people of Seattle idolized the man who cut down the electric light bill. Within recent years no mayor has been elected who would not first promise the reappointment of Ross.

Frank Edwards made the same promise when he ran for mayor in 1928 as the "business man's" candidate. He was elected. Last March, Mayor Edwards suddenly took occasion to "fire" the City Light superintendent, for "inefficiency, disloyalty and wilful neglect."

While everyone admitted that the mayor had power to do this, people could not concur in the reasons he gave for doing so. Accordingly, two young lawyers, M. A. Zioncheck and Frank Pitts, organized the Citizens Municipal Utilities Protective League, charging that the mayor had dismissed Ross under false pretenses and had ap-

pointed an inefficient manager of the street railway system, and citizens proceeded to "fire" the mayor.

Petitions signed by 25,000 citizens demanded a recall election. Edwards was unable to get the courts to block the recall. The city was in a state of such excitement that the Seattle Lodge of Elks succeeded in having their national convention date changed by a week in order that brother members attending the convention there, would not take away a bad impression. The mayor's attackers accused him of selling body and soul to the power trust. The mayor yelled "communists!" But on election day the mayor found himself leaving the city hall. He had lost by three to two.

The city council chose its presiding officer, Robert Harlin, to be mayor until the next election. Harlin, incidentally, was for many years president of the United Mine Workers in the state of Washington and at one time editor of the Mine Workers' Journal. One of his first official acts was the reappointment of Superintendent Ross.

There is no doubt the recall was a triumph for the common people. Frank Pitts, secretary of the Citizens' League, gave special credit to women, who conducted an endless chain movement to get out the vote. Each woman promised to call five others of her acquaintance, urging a canvass to make sure all members of the household had voted, and then a call to five other women, who were to be asked to repeat the program.

MISCHIEF MAKERS

BY
PRESIDENT BROACH

MEN often listen to every crank, quack, fool and ax-grinder who starts talking. Many unions have been wrecked by being talked to death. There is a born notion that every man shall have his say—even if he is a destructive fool or moron. So, on request—and because there are still signs of this sickness—we reprint some of our statements on this subject:

"I know some unions that are nothing but gathering places for hair splitters, guessers, freaks, mischief makers, grouches and petty politicians. They wait from one meeting to the next to 'get at' somebody, call someone names, blow off and show off. They disgust, destroy interest and attendance and kill morale. They had rather make a 'speech', weep a little or 'ride' someone than eat a good meal.

"What an overdose of so-called democracy we have had! And this has often meant disorganization, strife, drifting, irresponsibility. It has acted like dope—and a number of our unions are drunk, stupefied and staggering from the effects.

"How often you have heard many rise and say: 'Mr. Chairman, I don't know anything about the question, but'—and then proceed to consume hours telling all about 'it'. Such people would not be tolerated for a moment outside a labor union.

"Failures, misfits, clowns, bums and lunatics have had their say, and too often they have been followed—willingly and disastrously.

"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.

"When they lose an argument, when things do not go as they predict or want, they blame everything and everybody but themselves. They whine to the heavens. They curse the very crowd that applauded them. They get burned in the mixup and then cry 'injustice', and send out appeals for help. They expect to fight without paying the price of fighting. They expect to play with fire without getting singed.

"Such fellows seem never to win anything—except the applause of fools. They are like a bald-headed barber trying to sell one a tonic to grow hair. Only a fool would buy it.

"It is not a case of trying to avoid criticism, because 90 per cent isn't criticism at all. It's plain obstruction, play, gas, slush, rot. Such fellows talk much about their 'rights'. But no one has any rights in this organization when such rights interfere with its orderly progress and development. Free speech is not a license to destroy and undermine the morale of this organization.

"Such men haven't the courage to face a crowd and state the facts—state the failures and blunders that have been previously made. They haven't even learned what the facts are. That's not easy. It is much easier to juggle phrases, opinions, guesses, and say popular things. Why not? They haven't anything to lose. They are responsible to no one.

"Boiled down, it's simply a case of windbags, quackery, opinions, mental sickness—against painful study, training, experience and well-known facts. It is a case of blowing off, showing off, against building up a well-functioning, efficient labor organization with a punch. It's a case of getting things done while others are eternally telling how to do them. It is order, decency, results—against confusion and turmoil.

"If we devoted one-fourth the energy to getting things done as we do to talking and fussing about them, they would be done.

"If men would first get their facts, they would keep silent in most cases. If they honestly criticized themselves, they would have little left for others. Some say 'constructive' criticism. But this is meaningless. Others say 'honest' criticism. But even a fool is 'honest' in what he does. Let's call it factual criticism—criticism based on facts. It is the only kind that's justifiable.

"It is unfortunate that power or force is necessary. But it's just as necessary in unions—if not more so—than anywhere else. Every experienced man knows it. With men as they are—blind, greedy and grasping—you must have the traffic cop at the crowded intersection to prevent jams, wreckage and confusion. The reckless, dangerous driver must be handled to protect others. The fool who wants to drive up the left side of the street must be forced to take the right side. So it is in unions. But power is distasteful. Power doesn't please and make every man happy. But it does make fools of many who taste it.

"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.

"Unions, once, the same as now, formed democracies. They were organized so that officers were many and without power—on the theory that they could do no harm. Soon practical thinkers began to see that while no power meant no harm, it also meant no results.

"Corporations adopted the opposite policy. They held few meetings. They picked capable executives and then gave them large powers. Labor unions, both local and International, must do likewise if they are to cope with such corporations. There must be centralization of authority in fewer officers. There must be no divided authority.

"Early I learned that while power is sometimes abused, there are positively greater abuses and dangers under the old, loose way unions have been operated. I doubt if any system could be worse. Hamstrung officers can do no harm—neither can they get things done. Time has brushed aside all theory. The truth stands out, whether we like it or not.

"Call it autocratic or democratic. Call it business unionism—or disciplined unionism—or intelligent unionism. I don't care what a thing is called. Union business must be handled much the same as any other business. You can't operate a business with a thousand bosses. You can't run it by mass meetings. You can't always apply high-sounding, general principles to a union. We have had enough bubble-blowing and cobwebs.

"Child-like critics expect labor unions to turn over their affairs to failures to run, even though they have never managed anything with success, not even their own personal affairs. It's the same as a young girl trying to tell a mother how to rear her children. It is like expecting a bookkeeper to do a good electrical job—or a boilermaker to fix a watch.

"Many misconstrue the union. It is not a debating society, not a recreation center for people with suppressed emotions and sweet theories to gather and blow off steam. It is not a charitable institution. It is not a hospital to cure mental sickness or cases of insanity. It's an instrument of production, of building up, of moving forward. When disciplined and properly managed the union then can act intelligently; it can build, co-operate and participate in management, and not till then.

"The problem of the modern union is the problem of every worth-while institution—the problem of getting its business administered in the most efficient manner, by the most competent men, backed by the most intelligent opinion. The test of the individual is: Am I really helping to build; am I trying to achieve something worthwhile, or am I just talking to hear myself talk?"

H. H. Roach

(SEE NEXT PAGE)

COMMENT

AFTER visiting Washington, our young Vice President of the South—G. X. Barker—then wrote:

"Men are just men. They may seem big to read about and to see their pictures displayed—but after all when you get up close to them, 'they are just men'."

Yes, "men are just men." But some people try to make them gods. Gods have always been creatures of people's imaginations. Kings were once considered divine. In recent years they have run for cover in all directions. The Kaiser is glad to saw wood in Holland. He is probably only a fair wood sawyer in spite of his "divinity."

Men are rarely as big as they seem at a distance. Sometimes we wonder how some retain their big positions—when we get up close to them. Dignity and cleverness hide much.

Some dignity is well when sense is used. It gives tone to personality—as good manners give polish to a man. But often dignity is only a screen to hide weaknesses and shortcomings. Sometimes it's a cloak for misdeeds.

Some executives deliberately put on an air of dignity and importance to hide incompetence. They try to appear important and impressive. Sometimes their front is more real than themselves—because they have acted a part so often. This ruse works for a time—but always the show-down comes. You can't fool men always.

The bubble has burst. The government has washed its hands of Boulder Dam—as far as employment goes. This has been done under a

Secretary of Interior—an educator and physician—who should have strong, humane instincts. The huge job has been turned over to six cooperating companies, all non-union. They deal only with "individuals." The general superintendent is known as "Hurry-up Crowe."

Get the picture: A canyon—almost 1000 feet deep, preyed over by desert winds—rays of burning intensity—heat, height, all demanding the greatest safeguards. Bonding companies estimate 200 men will lose their lives on this project the first year. What an awful toll! The labor turnover is tremendous—and will reach more than 100 per cent each month. The place is greatly overcrowded with hungry men. Thousands are stranded and destitute. What rotten conditions for an American Government to be responsible for!

Most editorials and stories about present conditions contain one long string of blah—well written, well gotten up—but blah just the same. Self-elected publicity men seem to refuse to get down to raw issues, down to the roots.

Fear seems to grip editors on almost every hand. No corns must be stepped on. Big business must not be offended. Reporters must play safe. Reading must be soft, soothing, easy-to-take. It must be nicely dressed with sweet nothings.

Some writers make brave attempts to say something, to speak honestly—but they dare go only so far. So the readers are fed highflown, soft pap and lollypops. It's pathetic, if not sickening.

H. H. Roach

What the Nation is Thinking About

By Eye-Witness

I HAVE just closed a trip into various industrial centers of the United States where I have had opportunity to talk with simple men and women. Persons who are usually meant when the phrase common people is used. These persons have not usually been members of organized labor. This fact, I think, is more significant than if they were unionists. The unions have about the best system of economic education developed in this country. They have an alert membership who read their official journals intently and intelligently and they usually know what is going on in the world. But it is not so evident in the case of the white collar worker. It is these that I refer to in this article.

I was at a country picnic and fell in conversation with a business solicitor for a small printing establishment. He surprised me by holding forth for half an hour on the question of the elimination of jobs by machinery. He pointed out that this machine competition with humans has been an industrial fact for a hundred years, but that the new thing about the present set-up was the introduction of automatic machinery into every phase of life. He said: "See that 60 foot telephone pole. I saw the hole dug and that pole set in place in a few minutes of time. It would have supplied a half day's work for four men. That describes the whole process." He had no half truths on the subject but a thoroughly comprehensive grasp of what has come to be known as technological unemployment. I found in conversing with him that he was not a wide reader but appeared to be attending church conferences regularly and that this subject had been frequently and fully discussed at these church conferences. He seemed convinced that something drastic must be done about unemployment, and he seemed personally to favor a moratorium on machinery.

Then there was a housewife who belonged to no intellectual women's clubs but she was sure, she said, that we should have some kind of state regulation of medicine. She felt very warmly about this subject. She had a daughter who was chronically ill and she longed for the counsel of a specialist, which she could not afford. She felt that the accumulated richness of science, which had not been discovered, or could not be monopolized by any one man, should be put at the service of anyone who needed it. She, like the printer's assistant above, felt very warmly about this subject. She was not confused with isms. In fact she had not heard isms. She merely had a personal need which she felt had a right to be satisfied, and the only way that she could see how persons of her financial circumstances could get specialized medical advice was through the aid of the state.

Common people not so common in their grasp of economic changes. Conversations with simple folk reveal surprising knowledge of shifts in industrial set-up.

Then there was the small business man who was fighting for his business life with his back to the wall. Ten years ago he founded a small business and somehow by selling his home and putting his family on half rations, he lived through the panic of 1921. He finds that the panic of 1929-1931 is too much for him. He again has his home on the market and is ready to declare himself bankrupt. He has always been conservative in politics and capitalistic in business philosophy. He has read more widely than the housewife or the printer's assistant mentioned above. He has more personal force and determination than they. Now he is convinced that something ought to be done and can be done in the present depression. He is quite willing to throw overboard the old slogans, traditions and philosophies. He kept saying over and over again: "We must start anew. We must start with a clean sheet." His idea was that if we could only get building started, the depression would end. He was not unwilling to see the proposal of Rev. John A. Ryan put into effect, namely, a \$3,000,000,000 bond issue by the government for maintaining public works—roads, wharves and dams, as well as public buildings. He was plainly bitter about the loss of his private fortune, and the fact that he must start anew at forty to try to make a living for his family. He thought of many other instances like his own and suggested that the people would "not stand for much more of it."

Then there was the women's club leader in the small town in the Middle West who had a curious solution for all our economic evils. She wanted to pack up

every foreign born person in the United States, man and woman, and send them back to their own country. Then, she said, there would be jobs for everybody, and prosperity would return. She may be said to represent the small town point of view. The small town does not seem to be seriously hurt by the depression. It has some curtailment of income but not nearly the distress that has been apparent in the country and in the industrial centers, but the small town cities have seen this distress and are not without sympathy for it. The solution of this women's club leader may be described as a painless solution, that is, painless for everybody but the foreign born, those with whom the small town citizen has little sympathy. At any rate her solution indicates that even here there is occupation with the economic problems. Yesterday the women's club leader was studying Hugh Walpole, Robert Frost and James Joyce. She is now racking her brain as to how to put 8,000,000 idle men to work.

Then there was the bitter mechanic in the non-union factory in a city of 35,000. He has always had union sympathies and wishes to become a union member, but his corporation keeps secret spies in the establishment and detectives on the outside to prevent strikes. This young fellow believes that the strengthening of the organized labor movement is the only hope for a fairer economic set-up in the United States. He was not sure how this widening of labor's influence could take place but he felt that it would come.

Nobody with whom I talked favored the retention of prohibition. All of them were disillusioned about it and all of them were cynical about it. A roustabout gardener, sleeping in a garage in order to have a roof over his head, declared that repeal was one solution for ending the depression. He saw it putting 200,000 men immediately to work, a new market for farm crops that could

(Continued on page 446)



Two Years Ago the People Played at the Shrine of the Gods of Jazz, Indifferent to Economic Facts. Today They Are Not so Indifferent.

Fertile Mind of Electrician Combats Panic

An Interview with HARVEY W. HUNEVAN, L. U. No. 560, Pasadena, Calif.

The Pasadena Labor News says:

IT originated in the fertile mind of Brother Hunevan of Electrical Workers Local Union No. 560.

You older folks have some dim memory of days about which our younger people have heard—those days when families did not see five dollars in actual cash from one year's end to another, but they had everything within reason to make them comfortable and happy and they kept well fed, clothed and housed.

How did they do it? Well, whenever a fellow needed a new house or a barn or a rail fence, he passed the word down the lane or the road and at the time set the neighbors assembled and amid laughter and fun and animated by clean good will, with the pretty girls and ladies looking on and applauding (and often helping with the lighter jobs), they builded that house or barn or fence! And then they enjoyed the eats—my gosh folks, doesn't it make your mouth water to think of the real cream layer cake—cream an inch thick with which they used to top off the other real food which the women had so kindly prepared? And after that they'd have an old fashioned barn dance (and there was just as much petting done then as now, don't forget that, only I don't think there were so many heart aches later on). And if a neighbor was taken ill, with his grain standing, why, along came the fellows with their scythes and rakes and hay wagons and by nightfall that crop was harvested and stored away.

A Fair Swap

And when if you had a shot gun that you didn't need and some other fellow had a beaver skin that he was willing to barter, why there wasn't much trouble about each one getting what he wanted.

And there was real "opportunity for all" in those days, if you had the intestinal stamina to take your bride and team and outfit and go out on a new claim and carve things out of the wilderness. That was before the railroads had given them by a benevolent (?) government all of the land not yet grabbed up by future monopolists who would swear that it was "not fit for goats to pasture on!" And machinery had not displaced millions and an arbitrary and unscientific "age limit" had not dispossessed other millions.

"Now," sez Brother Hunevan, "it's just like this, Mr. Editor, I need a rug for my front room and I haven't the dough with which to persuade the furniture man to let me carry one away.

"I'm a real inside electrician. And I can do several other things in a pinch.

Building Trades Council of Pasadena adopts primitive but fundamental plan of exchanging services for goods. May have value for other communities.

Now, suppose there happens to be a union brother who has a rug that his wife has gotten tired of looking at, or Uncle back east has sent them a nice



"SOPHISTICATION"

Cities centering in Los Angeles are said to be the most sophisticated on the North American continent presided over by the spirit of Hollywood, but depression has forced workers to return to the simple, primitive principles of barter and exchange to make ends meet.

new one and they can do without the old one; and wife sez, sez she, 'Ambrose, we ought to have the old wiring checked over—we are burning out too many lights, and I don't like the way sparks jump out of that wall switch whenever I move it on.' And she has happened to read about this idea of mine (union women often DO read the *Labor News*, you know), and so she sez, 'Ambrose, you go right out and see Brother Hunevan and swap that rug of ours for his services as an electrician—and we'll all be happy!'

Eh, what? Not so bad folks, is it, not so bad?

Now then, there are a lot of other things that our union boys can swap their labor for. Or they can swap

merchandise for merchandise. Or they can swap merchandise for fruit or for groceries, or vice versa, where there happens to be some kind of a hook-up with some one in business. And folks can help one another over some tough spots, or to keep from actual hunger perhaps, for there is no limit to the different things that we can figure out on this old-timey "Swap for Swap" plan.

Educational Meetings

And then here is an additional idea from the same fertile brain that ought to prove a top-notch tooth in smoothing over some of the hitches along the line in keeping this swapping moving, and at the same time open the eyes of the city to actual conditions and enable us to put over some more of those wonderful open educational meetings that were so greatly enjoyed last year!

And Auction Sale

Once a month hold a public auction sale in the big hall at the Labor Temple. To this bring any surplus goods or things for which you have swapped your labor, but which you have not yet been able to use or to dispose of. You might have swapped labor for a respectable flivver, but, already owning a flivver of your own, you really don't need this extra one. So have the bill of sale and your ownership slip on hand to be auctioned off. Invite in the public to buy and to enjoy the fun. Have some good music and entertainment for a short period. Then turn loose a rattling good speaker like Harvey C. Fremming, or Dowell of San Diego, or our beloved Frank C. MacDonald, or Father Robert Emmett Lucey, etc., and have them tell the folks about the latest news from the front, on this awful economic and industrial warfare, and pep us up with real union philosophy, etc.

Right during this summer when things ordinarily are dead is the time to put this over and help put new life into Pasadena and scrape some of the moss off the backs of the old-time well-to-do, retired and well-intentioned folks who are still blinking their eyes and asking, "Is it possible that folks who really are willing to work can't find any work to do?"

Have a definite system for registering on the "Swap for Swap" plan at labor headquarters so you can come, Mr. Worker, or Mrs. Worker, or Mr. Business Man, who may get the spirit of the thing and wish to boost the idea along, and look over the list and see what kind of labor or other valuable

(Continued on page 448)

Labor Turns Surplus Into Aid of Needy

By FRANK PRICE, Local Union No. 323, West Palm Beach Fla.

BATTLING Old Man Depression to a standstill, by organizing a distributing agency which takes unmarketable food in the Everglades, and succors the needy in West Palm Beach—this is the distinguished peace record of Walter B. Abell, business manager, Local Union No. 323, West Palm Beach, Florida. Mr. Abell has cut the Gordian knot of economic obstructionism by taking marketless goods to the moneyless consumer.

West Palm Beach goes back to first things, rescues unused food in Everglades, and distributes it to needy. Sets example for every community in United States. Electrical worker conceives and executes plan.

organizations have yet made a direct contribution.

Reaches Thousands

To date, July 20, 1931, distribution has been made to 5,340 families or 23,337 individuals. The whole project is being handled in a real efficient manner and has been no detriment to any of the local dealers, inasmuch as only those who actually are unable to purchase these necessities have been considered, and each day a strict check up has been made. There has never been less than one truck going out every day, and some days there have been two or three trucks out. The trucks furnished by the county have included everything, but the trucks furnished by individuals were financed with the money donated for that purpose.

Here is the record of daily distribution taken from the West Palm Beach Labor News:

"The trip was made to Brown's farm with the result of a load of potatoes and on Wednesday, June 10, distribution from the Labor Temple took care of 109 families to the extent of 12 quarts of potatoes for each member of the family. This same allotment of 12 quarts of potatoes for each member of the family has been adhered to. On Thursday, June 11, from the old Labor Temple in Lake Worth, 39 families representing 160 persons were taken care of.

Varied Menu Possible

"From the Labor Temple in West Palm Beach on June 15, 70 families representing 331 persons received their allotment, and on June 16, 31 white families or 161 persons and 78 colored families representing 727 persons were cared for. On Tuesday, June 16, two county trucks and a five-ton truck from the city made the trip to the Glades for

(Continued on page 439)



LINING UP FOR THEIR SHARE OF FOOD

ment has gained such popularity that the mention of names of men who aided in this work would be out of the question. It immediately became a part of every local in this vicinity. Every "Who is Who" in the labor movement has aided this work in some way.

Abell, realizing the vast amount of work and also the necessity of a certain amount of expense, appeared before the local Chamber of Commerce, also conferred with representative members of the Kiwanis, Rotarians, Lions, Civitans. Also placed the proposition before the Building Trades Council and the Central Labor Union. The Building Trades Council immediately went on record as sponsoring the plan and would guarantee the necessary expenditures. To date the actual expenses amount to \$186.56. This money came from local unions, build-

ing trades councils, central labor union, and some individuals; none of the civic

Out in the Everglades where thousands of acres of produce is raised for winter, spring and early summer markets, there were vast quantities of these vegetables left in the fields due to the market conditions.

About the 5th of June, Abell conceived the idea of bringing this produce in and distributing it for the benefit of the needy in this vicinity. Abell approached the county commissioners in regard to obtaining the services of a county truck and secured the necessary co-operation. A trip was made to Brown's farm with the result of a load of potatoes and on Wednesday, June 10, the first distribution from the labor temple took care of 109 families to the extent of 12 quarts of potatoes for each member of the family. The same allotment of 12 quarts of potatoes to each member of the family has been adhered to, the distribution also included beans, carrots, beets, corn, onions, tomatoes, etc. From then on the move-



HEADQUARTERS FOR RELIEF ACTIVITIES

Union Insurance Permitted in Wisconsin

GROUP life insurance of a liberal character, designed to fit the needs of union workers, is a new thing. Laws upon state statute books have been designed largely to protect

Progressive western state joins Massachusetts in not discriminating against group insurance, protecting unionists. Electrical workers prominent in bringing matter before state legislature.

der such restrictive laws he would be forced to convert his group insurance to individual insurance, and pay many times the amount of premium that he has been accus-



E. J. BROWN
Special Representative, Local Union No. 494,
Milwaukee, Wis.

policy holders under individual policies, or under the more illiberal group policies developed by companies writing insurance for non-union industries. When



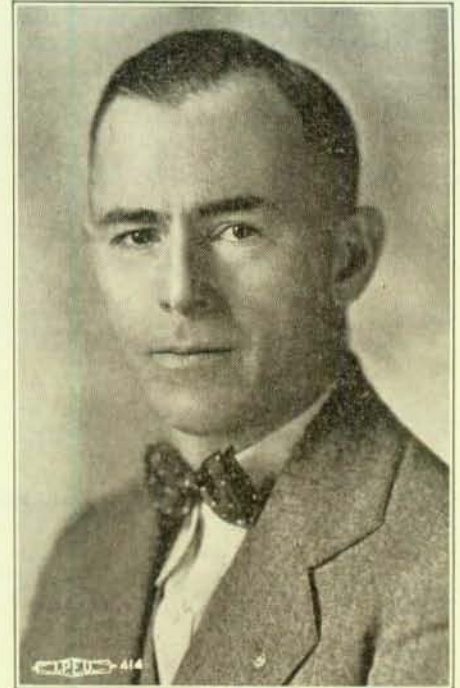
WILLIAM F. HARTZHEIM
General Chairman, System Council No. 8,
Milwaukee, Wis.

the Union Cooperative Insurance Association, first old-line labor life insurance company, came upon the field, it found that pioneering work had to be done, if the liberal group policies were to be offered in certain states. Massachusetts was one of the first states to fall into line. At that time the Governor of Massachusetts sent the quill with which he signed the new insurance bill to Secretary Bugniazet. Wisconsin now has joined the liberal column. Prior to the passage of the new act (chapter 151, Laws of 1931, to amend paragraph (b) of subsection (3a) of Section 201-04) the Union Cooperative Insurance Association did not apply for permission to do business in Wisconsin. The position of this company has been outlined thus:

"The reason we have not applied is due to what we consider unfair restrictions in the group insurance laws of the state relative to the issuance of group insurance to labor organizations. These restrictions limit coverage to labor organizations to only members who are actively engaged in the same occupation, and unless the company issuing the group policy reserves the privilege of cancelling the policy at the end of any policy year, which as we see it, is a pure discrimination against a labor organization. Labor organizations provide benefits based upon the theory of uniform coverage.

"Many years of experience with group life insurance demonstrate to us that there is no sound actuarial reason for the objectionable limitations referred to. We have associated with us several very competent actuaries, two of them at least who are regarded very highly in their profession, and they can find no actuarial or moral justification for such discrimination, and our experience supports their opinions.

"It is not difficult to picture the tragedy such restrictions represent to old members of the union; neither is it difficult to imagine the feelings of an old member of a labor organization who has contributed throughout his active earning days to group life insurance protection through his union, and when he attains the age when he can no longer follow his trade, un-



CHARLES S. THURBER
Business Manager, Local Union No. 494,
Milwaukee, Wis.

tomed to pay during his active days. It is obvious he could not afford to pay the increased premium.
(Continued on page 439)



JOSEPH PADWAY
Attorney, Wisconsin State Federation of
Labor, Milwaukee, Wis.

What Is the Key to the Business Jam?

HOW? That is the great—the all-important—question in the construction world. How can 500,000 idle building craftsmen be put to work? How can the pivotal industry, now dormant, be galvanized into life, in turn stimulating a score of related industries?

It is common knowledge that the 1921 depression was "saved" by construction. It is known that no period of good business has arrived without a corresponding advance in construction.

There is good news in the fact that building for two years has been far below normal, and is piling up a surplus of construction needs, likely to react in abnormally high activity—but when? Leonard P. Ayres, vice-president, Cleveland Trust Company, brings hope to idle building craftsmen in a recent study, showing that below-normal activity now, will likely mean high averages later. Mr. Ayres points out the historic part construction played in the 1921 depression, but doubts whether construction can break the present business jam. That must be left to some other powerful agent of prosperity.

Saved 1921 Situation

Mr. Ayres' statement:

"In the years before the war the volume of building fluctuated slightly above and slightly below normal year by year and no important surpluses or shortages developed. During the war period and the years immediately following the volume of new construction fell to abnormally low levels and a large shortage developed, amounting in the aggregate to the equivalent of all the construction that would normally be completed in about two and a half years. The pressure to make good that shortage was one of the stimulating forces that operated to lift business and industry out of that depression.

"The depression was at its worst in 1921, but the volume of building sharply increased in that year. It continued to advance until in 1925 new construction was going forward at a rate fully 50 per cent above the computed normal. It then began a decline that continued until the volume for 1929 was slightly below normal. By that time the great accumulated shortages of the war and post-war period had been made up, but no important surplus had been created. According to this showing, the present depression came at a time when our building needs had been fully met.

"New Shortage In Making

"Now a new shortage is in the making. The volume of new construction in these cities in 1930 was only about one-half the normal amount. The figure shown for 1931 is based largely on estimates, but the prospects are that the new building done this year will not

Arrested construction is creating accumulated building needs destined to make construction business good in months to come. But how will the business obstructions be loosened, and business sent merrily on its way?

be greatly over one-third of the computed normal volume.

"It now seems probable that when this depression has run its course a recovery of business will bring a restoration of building to its normal activity and it does not seem likely that important increases in building will come first and be effective in helping create business recovery. The 50 cities from which data have been taken for these estimates include in their populations about one-fourth of all the people in this country."

Wage Sense

Robert T. Hodges, executive board of New York Sun, before Advertising Federation of America:

"In the study of our past we find that our late economic structure was built upon three supports—high buying power, mass production, and advertising. A large portion of the incomes meant to buy merchandise was diverted into unproductive and wasteful channels. Much of it went into overexpansion projects, thus reducing the buying power while increasing mass production, destroying the balance that had been created and maintained by advertising.

"Frenzied finance and headlong speculation sank billions of dollars in a bottomless pit, diverting vast sums from trade, starving manufacturers and mer-

chants, creating unemployment and developing a mass psychology of gloom and discouragement.

"People lost their heads. Retrenchment followed. Employers talked of little except reducing overhead.

"We must give advertising the job of bringing about a reconciliation between production and buying power.

"We must restore the happy, carefree disposition of our people.

"We must maintain the high wage scale. The volume of earnings must be kept sufficient to absorb the output of industry.

"We must revive that implied understanding between capital and labor, whereby it was mutually assumed that high wages would return to industry in exchange for the enjoyment of a broader and better life.

"We must dispel the fear of the bogeyman and restore confidence.

"This is the biggest and most serious hurdle we have to get over.

"While all these rumors of wage reduction are rampant, there isn't a chance of 'buying power' peeking out from under the bed.

"In addition, we must stop advocating the further reduction of prices. Further reduction of prices only leads to further reduction of wages, which in turn, leads to further reduction in buying power, which means further reduction in business and profits.

"Prices are low enough already—if anything, too low. Cut-throat competition is forcing business to be done at a loss. And what's more, buying is never attracted while there still appears to be a chance that prices may go lower. Everybody waits to get in at the bottom."

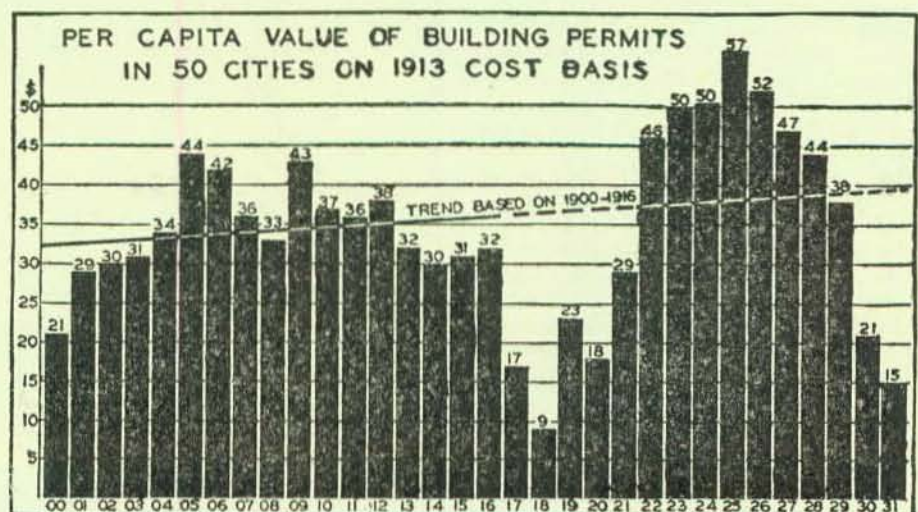


Chart by Cleveland Trust Co.

"It's Just Too Cute" Cooed the Electrician

WOMAN electricians to persuade housewives and home makers to use more electric light and to have their homes brought up to date with modern wiring and electric appliances like irons or washers were urged at a recent meeting of the Electrical Association for Women, in London. The vast majority of the electricians in the world are men. It cannot be expected that these mere men will understand the niceties of home decoration with light or the kinds of electric outlets or other conveniences which appeal especially to women. A housewife who may be willing enough to do better in her use of electricity cannot explain to the male electrician just what she wants. On the other hand, even if the male electrician is familiar with all of the newest wrinkles in electric fixtures and wiring he seldom knows exactly how to fit these into feminine desires or how to sell his wares to the feminine taste. This temperamental difference between the ordinary male electrician and his female customer is one of the chief reasons, the Association believes, why the use of electric light and electric household conveniences spreads so slowly and is still far below what engineers calculate that it should be. If there were a supply of women electricians especially trained in home lighting and home wiring these feminine workers probably would be able, the Association believes, greatly to increase the use and effectiveness of electricity in modern homes.—News Item.

Lady Customer (pointing)—And here I want one of those dinguses to plug lamps into.

Lady Electrician: You'll want a double dingus, won't you, so you can plug two lamps at once, or a lamp and the vacuum cleaner, or the curling iron, or the refrigerator, toaster, waffle iron, or any other appliance at the same time with the lamp?

Lady Customer: Well, this is the living room, I'd probably better have a dingus just for the lamp, and possibly the vacuum cleaner.

Lady Electrician: Oh, yes, that would be quite all right, but do take my advice and make it a double dingus. It won't cost much extra.

Lady Customer: How much?

Lady Electrician: I can't say exactly, maybe—well, oh, about 50 cents or thereabouts. It won't be much, and you can plug in two lamps or a lamp and the vacuum cleaner.

Lady Customer: Well, I don't want to decide yet. I'll let you know. Anyway, there's to be a dingus here.

Lady Electrician: I'll put it down as a double dingus. You can let me know if you change your mind. Do you mind if I mark on your wall? It will be covered up, you know, when the dingus is put in. Show me just where you want it.

Lady Customer: Where are they having them this year?

Lady Electrician: About here. It keeps the cord from lying on the floor, unless you have too much cord, and in

Shades of hard-boiled linemen!
London association advocates lady electricians to make color schemes more effective, don't you know! What is this industry coming to?

that case you can wind it around the base of the lamp—here, I'll show you . . . now have you a small wire hairpin? Thanks. Now, isn't that smart looking? Then you'll plug it in here, and nobody will trip over it and you won't get tangled up with it when you run the vacuum cleaner.

Lady Customer: But do you think it should be so high on the wall? All my other dinguses are down near the floor.

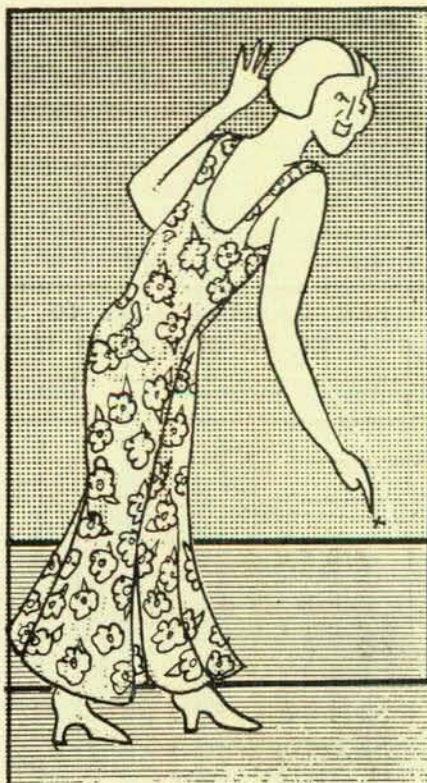
Lady Electrician: Well, that's the latest. If you want it like the others of course I can do it that way, but you'll find this is more convenient and very much better style, dear.

Lady Customer: If I didn't like it that way, could I have it changed?

Lady Electrician: Oh, yes, but I'd have to charge extra, you know. You will like it better this way, everyone does.

Lady Customer: I don't want to be old fashioned. Of course this is a Colonial house but we must be modern anyway . . . where did you say you would put it?

Lady Electrician: Right here. Shall I mark it?



IT'S SUCH A LOVELY COLOR SCHEME

Lady Customer: All right, but don't make it heavy. Just a light mark. My husband might think it should be lower. He's conservative.

Lady Electrician: And what color will you want it?

Lady Customer: Goodness, I didn't know they came in different colors. Isn't that something new?

Lady Electrician: There's such a demand for color in the home that the manufacturers had to put in a full line of pastel shades. You choose a shade to contrast with your walls. It makes such a darling little spot of color. The pistachio green is one of my favorites. It would be so cute in here. Or you could have something to match the lamp. What color is the lamp?

Lady Customer: I haven't bought it yet.

Lady Electrician: Then you can get a lamp to match the dingus, won't that be sweet?

Lady Customer: Hadn't I ought to have the same kind as I already have in here?

Lady Electrician: Oh, that's not necessary. You could have the others changed if you wanted to. Let's see what they are. Oh, I guess it's brass. It's been painted over so many times I can't tell. Do you know, it would do wonders for this room if you would have them all changed and put up higher on the wall and have them in a lovely pastel shade.

Lady Customer: Oh, I wouldn't want to go to that expense.

Lady Electrician: It's just what you need. It would be such a modern touch. So youthful . . .

Lady Customer: No, I'm sorry, but my husband would simply raise the roof. I'll just have the one. I think it had better be brass to match the others.

Lady Electrician: Oh, I shouldn't have brass if I were you. It shows finger marks so if you don't polish it all the time.

Lady Customer: Well, I intended to paint it so it would be like the others. Inconspicuous, you know.

Lady Electrician: Well, of course you can have brass if you really want it, but the paint doesn't stick to it very well the first few times. It would be an awful bother to you. Now I could furnish you something in the same shade as the wall, if they aren't all gone . . .

Lady Customer: That would be fine. Are they in a shiny or dull finish?

Lady Electrician: Eggshell gloss effect . . . like an eggshell, you know, I don't know how else to describe it.

Lady Customer: I think that will be all right.

Lady Electrician: Shall I put it in right away?

Lady Customer: Oh, I don't think I would want to. You call me up in about a week. I want to talk it over with my husband.

Inside Story of Non-Union Industry

By Ex-News Butcher

THE Union News Co. is an organization which controls the selling of candy, papers, magazines, soft drinks, and the like on the railroads throughout the country. The system of dealing with the agents differs, but in Washington, where the Southern, Chesapeake & Ohio, Seaboard Airline, and Atlantic Coast railroads are the ones operated upon by the Richmond, Va., division of the Union News, the policy is as follows: The employee signs a contract which requires a security of \$25.00, which will be refunded at the end of his employment with the Union News. The contract further states that the agent will be at the office, located in the Union Station, one hour before train time, under penalty of the fine of \$1.00. Also, if he should miss a trip, he will forfeit \$5.00. He promises to give two days notice if he desires to miss a trip, and this will not cost him any forfeiture. He signs in this contract a section saying that at all times all his baggage, personal, as well as the merchandise, are liable to search by the Union News. The agent pledges himself to give seven days notice before he resigns from the company. He is to work on a commission basis of 18%, with no guaranteed salary. He is also, according to the contract, to pay \$1.00 a week for cartage.

The agent buys a cap, the price of which is \$2.00, but the Union News will not buy the cap back at the end of the term of employment. The cartage charge mentioned above is paid to an employee of the company who loads the goods on the trains, and unloads them at the end of the return trip. However, instead of collecting the stated \$1.00 a week, the company deducts 15 cents from the commission of the agent at the end of each one day trip. This would total \$1.05 per week. If the agent takes a two day trip, he pays a sum of 25 cents, though he only has the one loading and one unloading to be done.

Before each trip the agent receives a certain amount of merchandise, and this is recorded on a paper which the agent signs, and he retains the carbon copy till the end of the trip. He notes on the form the amount and value of the goods sold, and the number of articles returned. He pays only for what he sells, but does not stand a loss for goods unsold. The company then figures out the commission, and deducts it from the amount of sales, and receives the remainder from the agent. If, however, the commission should come out with a fraction of a cent, whether it is more or less than the half-cent, the Union News ALWAYS keeps that fraction. For instance, should the commission be found to be \$1.379, the company will retain that 9-10 of a cent, rather than concede it to the agent.

Selling agents on trains given little consideration by company employing them. Trips net as low as 32 cents. Time is no factor in income. The Journal vouches for the authenticity of this statement.

The company will issue the agent, generally, two cases of soft-drinks, totaling 48 bottles. These are to be sold at 10 cents each. All bottles must be returned. If any are lost or broken, the agent must stand the charge of five cents, although it is claimed the bottling company does NOT charge the Union News for any lost or broken bottles. This means, then, that if the agent should lose or break a bottle, he must pay the Union News five cents, and this is absolute profit for the company. On the other hand, if the agent should find any extra bottles on the train, he may return them to the office in Washington, but he will not receive any compensation or credit.

As stated before, the agent is working on a commission of 18%. When the 15c cartage charge is taken into consideration, it is seen that the agent must sell approximately one dollar's worth of goods to pay that. His car-fare to and from the station will total 20 cents, provided he arrives in town at an hour when street cars are still available, or before 12:30 a. m., in most cases.

Upon taking typical cases it is readily seen that the company is not working with the agent in any phase of the business at all. For instance, an agent arrives back in Washington from some trip at 7:00 a. m., is unloaded, and goes to the office of the company, is checked over, and pays his money. This takes a half hour, as a general rule. He then is told that he will leave Washington at 6:40 p. m., for Lynchburg, Va., on the Southern Railway System. Therefore, he is due at the station at 5:40 p. m., or 10 hours later. At 5:40, he reports, and is given his soft drinks, ice, a basket of high priced fruit (apples and oranges at 10 cents each; bananas at five cents each), and about five evening papers, already at least one edition behind. At 6:40 the train leaves, with one colored and one white day coach, occupied by about 20 people each, at a maximum, till the train reaches Manassas, Va., an hour from Washington, when the number of day coach passengers will usually decrease from 40 to 70%. The train carries six or seven Pullman cars, which the agent may go through till 7:00 p. m., or, on that train, for 20 minutes. At 11:25 the train will arrive at Lynchburg, Va., and

the agent will unload, and then proceed to amuse himself till 2:00 a. m., when the north bound train is due. He will usually eat a lunch that he has brought from home. Upon the arrival of the north bound train, he will load his goods on, and then proceed with his wares through the train, occupied by about the same number of passengers, although most of these will be sleeping at this hour of the morning, which in itself is an unlikely time to sell food or cold drinks. At 7:00 a. m., the agent will be back in Washington, and has an average round-trip sale of three to four dollars. Deducting his car-fare, 20 cents, and his cartage charge, 15 cents, a total of 35 cents, from his commission on four dollars, which will be 72 cents, we find that his 12 hours of time put in with the Union News has gained him the profit of 32 cents, although that lunch eaten in the deserted station at Lynchburg has not been appraised or deducted from the "profit." This is a very typical trip, in the category of so-called "good trips." All trips, however, will not offer returns of this size. For instance, there is one trip to Greensboro, N. C., on a train leaving Washington at five minutes before midnight. This train consistently carries about 12 passengers in the day coaches. The Pullman passengers are immaterial, for at the hours the agent is on the train he is not allowed to go in to them. He will ride till 7:30 a. m., unload at Greensboro, and then have the whole day, till 5:45 p. m. to spend. On taking the return train, he will arrive in Washington at 1:35 a. m., and at this time there are few street cars running. His sales on this trip will probably not reach two dollars. If they do, there is a commission of 36 cents, minus 15 cents for cartage, leaving a 21 cent profit.

During an average week the agent spends about 10 hours out of every 20 on the train. He is very likely to spend two of these 10 waiting for the men in the office of the Union News to find time to deal with him, and issue his goods. The company is absolutely inconsiderate of the time of the agent.

There is a trip to Augusta, Ga., that this division now operates. The agent leaves Washington at 6:40 p. m., on, let us say, a Sunday; Monday, at 10:30 a. m., he will arrive in Augusta, and leave at 2:15 for Washington, arriving at 7:00 a. m. Tuesday, having been out of Washington for about 36 hours. He will leave again at 6:40 that night on the same trip, or possibly not till 11:55 on the poorer trip to Greensboro, a 25 hour trip. His trip to Augusta will permit him to take in between 10 and 15 dollars, depending upon the weather and whether or not it is a week-end trip. (The hot, week-end trips are always the best.) While at

(Continued on page 448)

Lansing Has Second Largest Station

THE members of this Local were recently employed by the Hatzel-Buehler Co., Inc. to erect and install all electrical work in the latest addition to the municipal power plant for the City of Lansing.

This plant was started in 1922 with a 10,000 k. w. turbo-generator, and

New municipal light plant modern in every degree. Addition just completed employs notable features.

was very extensive and consisted of wiring for the 20,000 k. w. turbo-generator, its auxiliaries, control of the turbo-generator and switch gear, motor wiring thru-out the boiler house, installation of temperature potentiometer recorders, and thermo-couples for all boilers, draft fans, steam headers and turbines.

The boilers are controlled from a centralized control room in which steel panel switch-boards are installed.

These switch-boards hold control switches for starting and stopping and controlling the speed of all fan and stoker motors in the boiler house.

The temperature potentiometer recorders are also installed on these panels.

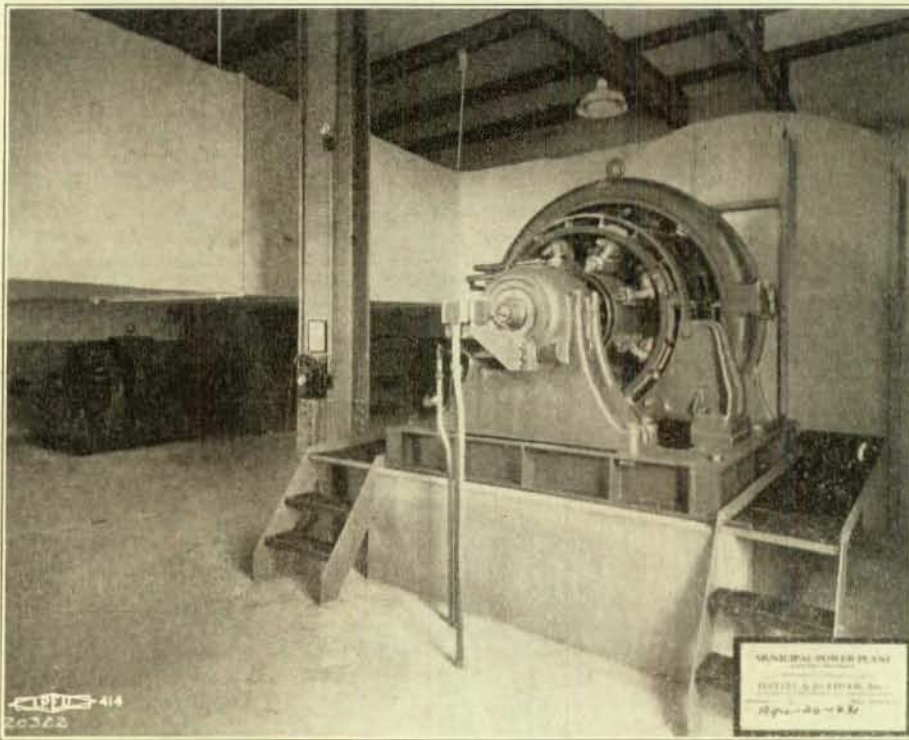
For each of the fan and stoker motors there is mounted on these panels an ammeter, tachometer indicator, start and stop control switch, rheostat control switch, transfer switch for transferring from manual to automatic combustion control or vice-versa and indicating lights.

All motors throughout are remote controlled and in a number of instances are controlled from more than one point.

The 1930 addition was wired for a large number of various types of motors, totaling 5,572 horse-power.

The control wiring for these motors was a very large item, there having been more than six car loads of wire of various sizes used in this addition.

The conduit is nearly all exposed with one or more individual pull-boxes in each conduit run.



One of the 300-h. p. d. c. Forced-Draft Fans, and a 200-h. p. d. c. Induced Draft Fan, as Shown in This Picture Are Used on Each of the Four Newest Boilers.

since that time has had three extensions, making it today the second largest municipal plant in the U. S.

The plant now has the following turbo-generators, one 10,000 k. w., one 15,000, and two 20,000 k. w. total capacity of 65,000 k. w. or 87,000 horse-power, all of which is generated at 13,200 volts, 3 phase 60 cycle.

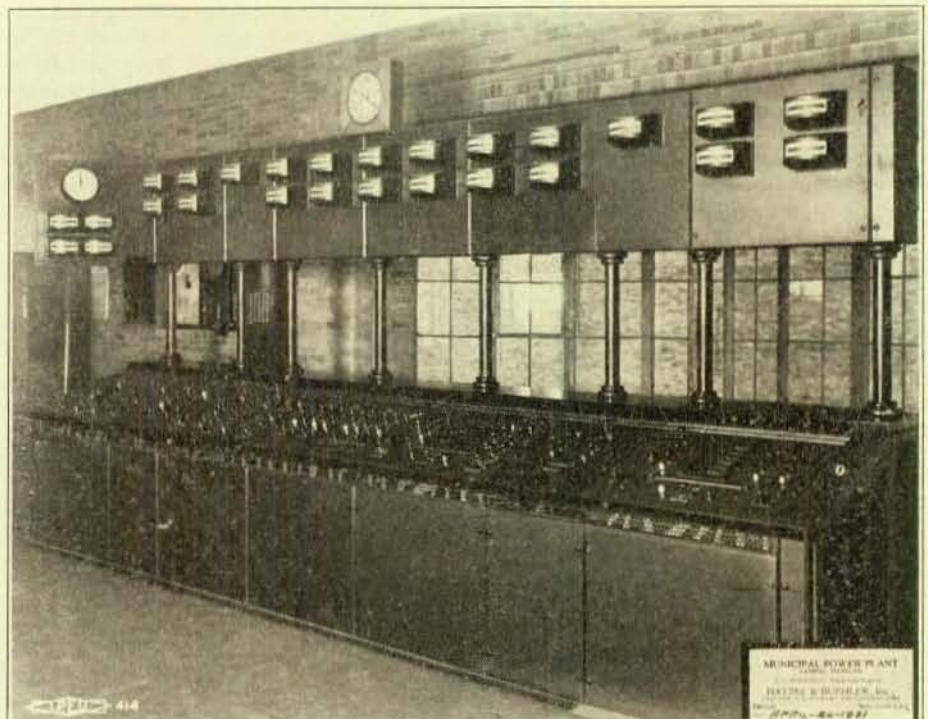
The 13,200 volt busses and switch gear for the main turbo-generator and out-going lines are in duplicate, so that in case of trouble on one of the 13,200 volt busses or in any switch gear, all generators and feeders from this bus may be immediately changed over to the other.

The main 13,200 volt busses are installed in a special bus structure.

This structure, which consists of Alberene stone and Deceleco material, was erected entirely by our men.

All the electrical work on this plant including the original plant and subsequent additions were contracted through the Hatzel-Buehler Co. and the work has been done entirely by members of the I. B. E. W. through all of these contracts.

The electrical work on the 1930 extension, which is just being completed,



Remote Control or Bench Board From Which all the 13,200-Volt Switching and Switch Gear is Operated and Controlled. Four Generators, Two Banks of House Transformers, Bus Section and Bus Reactors Are Controlled at This Board.

Something over six car-loads of all sizes of conduit from three-quarter inch to four inch were placed in this addition, the most used size being inch and a quarter.

Each boiler has 32 thermo-couples for reading the temperature of the air, water, gas and steam at various points in the boiler and flues and stacks and has steam flow-meters and indicators for recording the amount of evaporation of water per boiler and has indicators and recorders for recording the amount of C. O. and C. O₂.

All these instruments are remote from the boilers and required a large amount of wiring between the boiler and the instruments.

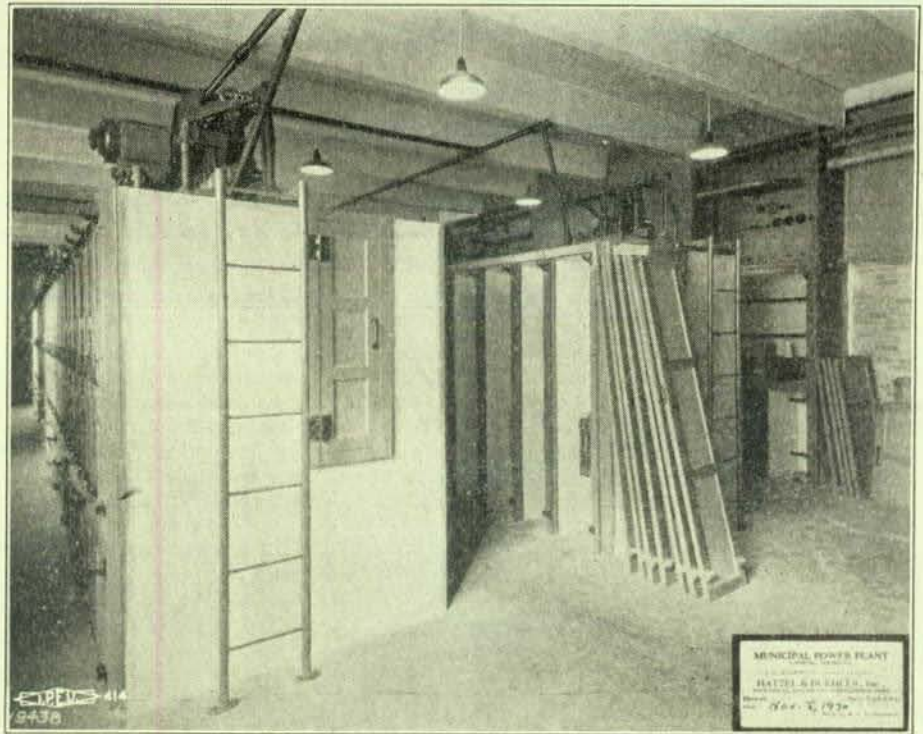
The main steam valves in the boiler room are electric motor operated, controlled remote from the valves at a switch-board located in the boiler control room.

This switch-board has mounted on it the control switches and indicating lights, together with a mimic steam piping layout between the control switches.

The dampers on the boilers are electrically remote-controlled from the boiler control room, and each damper has a Selsyn motor transmitter on it and a Selsyn motor indicator in the boiler control room, so that the operator has at all times an indication of the position of the damper.

The grounding system throughout the plant including the boiler-house is quite extensive, covering the grounding of all motor frames, switch-boards, starters and other equipment with a separate copper conductor.

The generator neutrals are grounded each separately to a series of two inch galvanized pipes, driven 18 to 20 feet into the moist earth below the level of



This Picture Clearly Shows the Stone and Concrete Structure Housing the Individual Phases of the 13,200-Volt Main Bus, and Individual Cells for the Switches Used on Each Phase, as Well as the Type Doors Used. The Motor For Operating This Switch is Also Shown Mounted on Top of the Structure.

the river, these pipes being capped and bonded together with 1,000,000 c. m. cable and 3 1/4 x 2 inch bus.

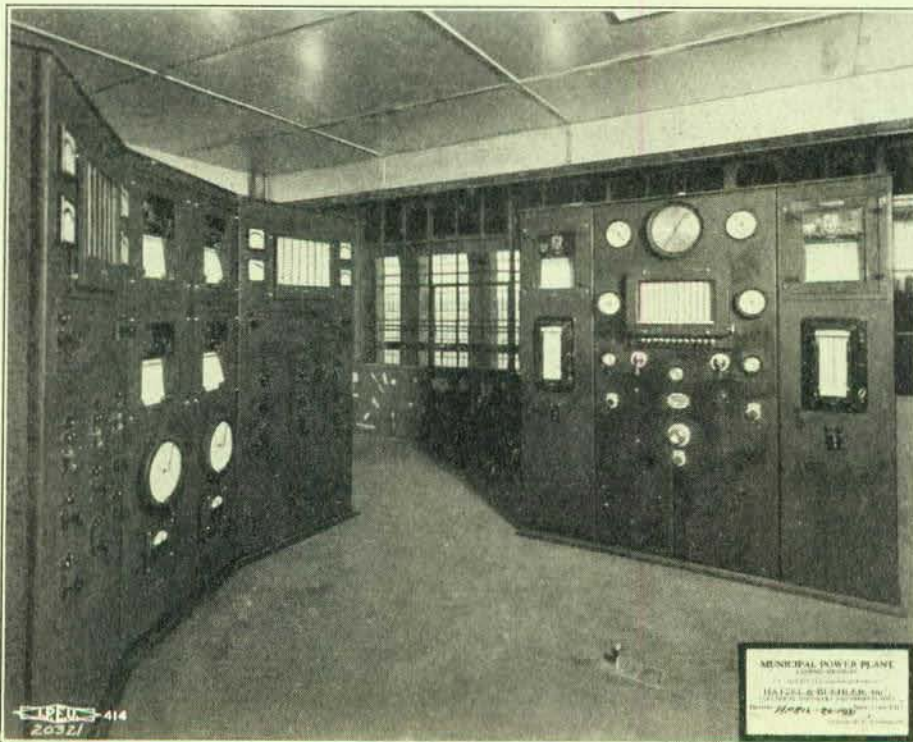
H. J. PAGE.

If there is any principle in the Constitution that more imperatively calls for attachment than any other, it is the principle of free thought—not free thought for those who agree with us, but freedom for the thought that we hate.—Justice Oliver Wendell Holmes.

CAT'S EAR AND LOUD-SPEAKER YIELD NEW FACTS ABOUT HEARING

Evidence that everybody might be enabled to hear about 50 per cent better than normal if a way could be found to press continually on a certain spot inside the ear, has been presented to the American Medical Association by Dr. Walter Hughson and Dr. S. J. Crowe, of Johns Hopkins University, Baltimore. The critical spot is the so-called "round window," a small spot of translucent membrane through which the sound waves leave the three small bones of the middle ear and pass into the coiled, liquid-filled tube of the inner ear where the actual hearing is done. Dr. Hughson and Dr. Crowe operated on cats under a surgical anesthetic and placed tiny metal electrodes in contact with the nerves leading from the ear to the animal's brain. These electrodes then were connected to an amplifier like those used in radio, so that the nerve impulses generated by the ear machinery could be magnified and measured. It even was possible to send these electric impulses from the nerves over wires to another room and to reproduce them by a loud speaker, so that persons in this distant room heard through the cat's ears whatever would have been heard by that animal had it been conscious. With this apparatus working, Dr. Hughson and Dr. Crowe then reached into the middle ear of the cat and pressed on the tiny round window so that it was bent inward, increasing the pressure of the liquid in the innermost part of the ear. Hearing always was increased, usually by about 50 per cent.

This happened both with normal cats and with those already partly deaf. Probably continual pressure on the round window would be dangerous to the hearing machinery even if it were possible to maintain it. No hope is held out that increase of inner ear pressure will be a practical cure for deafness. Nevertheless, the discovery that hearing is bettered by pressure, even above what has been called normal, may lead to other discoveries of more practical value.



A View of the Boiler-Control Room, Showing the Various Control Switches, Ammeter and Draft and Damper Opening Gauges on the Panel on the End of the Left Section.

How to be Happy Tho' a Home-Owner

A HOUSE, like an automobile, is judged by performance. After the first thrill of fine appearance has worn off, the owner sums up the value of his investment in terms of operating costs, repairs, and other upkeep, balanced by the satisfaction, comfort and utility he derives from it. The chief difference is that we are accustomed to buying a new automobile every few years and thus have a chance to remedy our disappointments; but the average man buys only one house and if he has made a poor choice, simply has to make the best of it.

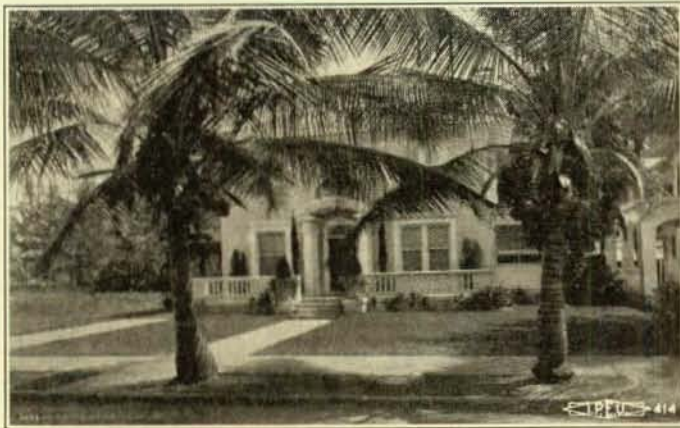
Similarly, if a low priced car is well

Government bulletins on home ownership and home upkeep make landlordry an adventure in good sense.

cial cities of the U. S. at 10 cents per copy) tells the customer what to look for when he goes marketing for a home. The esthetic considerations are not to be neglected. By means of photographs it is shown how small details add to or subtract from architectural merit, and the matter of convenient arrangement

lowing directions; "repair jobs which require special knowledge and skill should be done only by a qualified person," is stated frequently. The householder who is handy with tools is encouraged to tackle the small jobs. What is more important, he is shown how such major defects as leaking roof, cracked walls or blistering paint may be remedied, and told which craftsman should be called in to do it. It is very likely that after reading this book the average citizen will set a higher estimate on the skill of the workmen who build and repair, for he will be led to appreciate the underlying structure in its logical complexity.

The man who works in an office may



A MANSION OR—

A House is a House—No—There Are Standards of Upkeep, as well as Construction.



A SHACK

Even This Building Needs Maintenance.

serviced and carefully driven it may equal the performance of a more expensive machine that is poorly treated, and a house shows the same appreciation of careful upkeep.

Unfortunately, we are a nation that lives predominantly in rented quarters, knowing less about the selection and upkeep of a home than we do about the relatively inexpensive and unimportant matter of an automobile.

It is this situation that adds so much pertinence to the two valuable booklets recently issued by the U. S. Department of Commerce which form a combined consumers' guide to better housing—"How to Judge a House," and "Care and Repair of the House." While careful perusal of these manuals will not acquaint the home-buyer with the finer points of architecture and construction, it will at least lead him to choose substantial building when he buys his house, and to operate it to his advantage.

"Every house is a compromise between the practical and the ideal," and while a charming appearance undoubtedly adds to the value of any article, it must be coupled with good performance, or the owner will soon consider its beauty as a snare and a delusion.

"How to Judge a House" (which may be obtained from the Superintendent of Documents, Washington, D. C., or from the offices of the Bureau Foreign and Domestic Commerce located in the prin-

of rooms is given attention. The main attack, however, is upon faulty construction.

See All, See Minutely

The customer is advised to take a complete tour of his prospective purchase from foundation to roof. By photograph and description, he is shown what marks of deterioration to look for, and conversely, how to recognize honest construction, and also to check over such items as window screens, an added expense if they are not already provided.

Modern conveniences, such as plumbing, heating and electric wiring, receive particular attention, the many types of wiring being described. A wiring guide shows how different rooms should be equipped for convenience, with ceiling or bracket lights, convenience outlets and switches.

The second booklet, "Care and Repair of the House," is a natural continuation of the first. It may be purchased for 20 cents from the Superintendent of Documents at the Government Printing Office, Washington, D. C. Assuming that you have bought a well-constructed house, this manual gives detailed directions on how to keep it in good condition with a minimum of expense.

The author is careful not to assume that the average householder is able to make extensive repairs merely by fol-

think, when the plaster cracks all the way across his living room ceiling, that the plasterer who put it on is a low-down robber, and it would probably never occur to him to fix the blame on the building supply dealer who furnished "green" lumber for the framing. Defects in the basic construction may be hidden for a time but they will always leave their mark and are much harder to remedy than the wrong tint on the bathroom walls, which will be repainted year after next anyway. It is better for the householder to understand the causes of his troubles, if troubles he has, that he may apportion the blame where it is due, and repair at the source.

In many building ailments, such as leaking roof, wall cracks, or a damp basement, if the trouble can be remedied in time and at the source of infection, the owner will be able to save himself much worry and expense. In "Care and Repair of the House" he is instructed how to look for signs of structural failure.

If the house is cold and drafty in winter it isn't always the fault of the heating system. A good deal of attention is given insulation in this booklet—how to provide airspaces in walls, insulate the attic to keep the heat in, and how to cover the pipes, boiler and hot water heater to avoid wasting the heat. Weatherstripping and the function of

(Continued on page 446)

Massachusetts License Law Works

By ELLIS L. DENNIS, Executive Secretary State Examiners of Electricians

SOME sort of legislation regarding electrical work had been talked about for some time prior to 1906, but at that time was introduced in the legislature by probably the largest non-union contractor in the state and opposed by all of the electrical unions of the state, and was defeated. It was again introduced by the same people and successfully opposed by the unions for the succeeding years up to 1915. During these years the contractors and the unions met and tried to agree on some form of legislation, but each year certain contractors would put a joker into what they had agreed on and the unions successfully opposed any legislation. But in 1915 the contractors agreed to leave out their jokers and it was enacted in law; carrying with it the proviso that any person taking oath that they have been engaged in the electrical business for five years should have a license without an examination. The result of this clause was that engineers, firemen, janitors, etc., that barely knew how to run a bell circuit, swore they had five years at the business and got their license, where it would have been impossible for them to have passed an examination.

But since the time these licenses were issued, there has been a large number that have lapsed or have been suspended or revoked and since 1916 every licensee has taken an examination. This law was more or less a dead one for ten years. No one took enough interest to enforce the law, the board of examiners saying that it was up to the city officials and the city officials passing the buck to the board of examiners, until about 1928 when a new commissioner of civil service, that took an interest in the law, was appointed chairman of the board of electrical examiners. A field agent was appointed, money for travel expenses was appropriated and the department got busy on the enforcement of the law.

Law Has Teeth

Since 1928 there have been approximately 300 convictions in the courts with penalties running from "placed on file" to \$100 fine and terms in jail, so that now the unlicensed man in the state thinks it over before he starts any electrical work, and as we have all sorts of sources of information, particularly wire inspectors and business managers, we can keep in fairly close touch with conditions in the electrical industry, as some hundreds of men, who have had to go back and correct faulty work at their own expense, can testify.

Space prevents printing the entire chapter of the law in the Journal, but the following section one and section five is a grist of the whole law.

Widespread interest in license laws makes Massachusetts' successful enactment of significance.

Section One. No person, firm or corporation shall enter into, engage in, or work at the business of installing wires, conduits, apparatus, fixtures or other appliances for carrying or using electricity for light, heat or power purposes, either as master electrician or as journeyman electrician, unless such person, firm or corporation shall have received a license and a certificate therefor, issued by the state examiners of electricians and in accordance with the provisions hereinafter set forth.

The words "master electrician" as used in the chapter shall mean a corporation, firm or person, having a regular place of business, who by the employment of journeymen, performs the work of installing wires, conduits, apparatus, fixtures and other appliances for carrying or using electricity for light, heat or power purposes.

The words "journeyman electrician" as used in this chapter shall mean a person doing any work of installing wires, conduits, apparatus, fixtures and other appliances for hire.

Section Five. Any person, firm or

corporation, or employee thereof, and any representative, member or officer of such firm or corporation individually, entering upon or engaging in the business and work hereinbefore defined, without having complied with this chapter, shall for the first offence be punished by a fine of not less than \$10 nor more than \$100, and for a subsequent offence by a fine of not less than \$50 nor more than \$500 or by imprisonment in the house of correction for six months, or both.

Varied Restrictions

You will notice that the law reads installation of work, also that no journeyman can hire another journeyman either as a partner or employee. Neither can a licensed journeyman and an unlicensed man go into business as a firm. Nor can a general contractor employ a journeyman on other people's premises without either the contractor or the journeyman having a master's license. A corporation can not do business on other people's premises unless they have a master's license. You will also note that the law pertaining to journeymen reads "for hire" which allows a man who desires to do electrical wiring for non-compensation not amenable to the law.

And while we realize that this law is by no means perfect and there are certain loop-holes in it, this department

(Continued on page 448)

POEMS FOR DEPRESSED TIMES

FOR THOSE WHO FAIL

"All honor to him who shall win the prize,"
The world has cried for a thousand years;
But to him who tries and who fails and dies,
I give great honor and glory and tears.

O great is the hero who wins a name,
But greater many and many a time
Some pale-faced fellow who dies in shame,
And lets God finish the thought sublime.

O great is the man with a sword undrawn,
And good is the man who refrains from wine;
But the man who fails and yet fights on,
Lo, he is the twin-brother of mine!

—JOAQUIN MILLER.

World Notice Taken of Electrical Plan

ON August 24 there convenes at Amsterdam, Holland, the annual conference of the International Industrial Relations Association. The Congress numbers business men, labor leaders, economists, and research experts among its members. It aims to supplement, not to compete with, work of other industrial groups.

Because of heavy pressure of his practical work, incident to the prolonged depression, and to unemployment, President Broach declined to go abroad. His paper was read at the conference, and is included in the bound volume of the proceedings soon to be published. It reads:

BUILDING HUMAN RELATIONS FOR LABOR'S PARTICIPATION IN ECONOMIC POLICY—EXPERIENCE IN THE ELECTRICAL CONSTRUCTION INDUSTRY OF THE UNITED STATES AND CANADA

H. H. BROACH,

President,

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Prepared for INDUSTRIAL RELATIONS CONGRESS

Amsterdam, Holland. Aug. 24-28, 1931

In the automobile industry in the United States we have an example of a modern industry where mass production, scientific management, and economic planning prevail, and yet competition is preserved. The 12 or 15 leading makers of automobiles compete as far as the consumer's dollar goes—but co-operate thoroughly so far as the technical excellence of their product goes. An agreement exists between the automobile manufacturers to the end that a new invention or new development may become available to a rival manufacturer after six months time. Perhaps this largely accounts for the progress made in this profitable industry.

Against this policy of lending and borrowing technical developments in industry, is the short-circuiting of schemes to advance industrial relations. If a motor engineer develops a new device, it becomes front page news. But if an employer discovers a new way to co-operate with his employees—especially if union co-operative management is concerned—this news gets little or no attention.

I cite the industrial relations plan in the electrical construction industry. This plan is a thoroughly seasoned one, because it began 10 years ago. It is a tested plan, not of six months' proof, but of a decade's proof, and when I am done you will probably know as much, or more, about it, as 99% of the employment experts of the United States. Ideas about industrial relations spread

President Broach's paper on industrial relations in electrical construction industry given to representatives of 26 nations at Amsterdam Congress. Broach only trade unionist from United States included in program. Press of work keeps executive at home.

slowly, and I insist we shall not advance a socially industrial world until new developments in industrial relations are as much front page news as new developments in technique.

This short-circuiting of ideas about industrial relations is important. It has its origin in the paramount fact—that the right to organize has yet to be won by American workers. I spoke last winter with a representative of the League of Nations who was traveling in America. I asked him, "What is the most significant thing about the American labor movement you have discovered since your coming to America?" He answered: "The fact that American workers must still win the right to organize."

I think European workers and engineers are likely to forget this fact about the American situation. It accounts for what may pass for illogical and confused action of union leaders in America. It colors our strategy and our psychology as labor officials. It accounts for the subdued tempo of the American labor movement as compared with the jazz tempo of American industry.

Relations Standards Needed

I do not know whether your association has been able to set up standards for measuring right industrial relations. My impression is that we have gone as far in building proper industrial relations in the electrical construction industry, in the United States, as any economic group in the world.

First, there is nothing mechanical about the electrical construction plan. It is not stereotyped. It is not a scheme. It is not something that can be applied arbitrarily in any industry. Perhaps the idea has not readily spread because it isn't a cut and dried scheme. Its successful working is dependent upon the attitude of the employers and the union leaders involved. It is also dependent on personality—and on right standards—and on the level of intelligence of the workers in our organization and the degree of skill they command. These intangible values must be considered before the plan can be appraised.

No doubt some experience during war time in the problems of production—and some post-war idealism—entered

into the birth of this plan. But it must be remembered that on both employer's and union leader's side—for 10 years before the war—there had been much impatience and the industry was torn by strife.

One of the principals in the formation of this plan was Charles P. Ford, now chairman of the Executive Council of the International Brotherhood of Electrical Workers. In his 25 years of service as a labor official, Mr. Ford called only one strike. His position was, and is (this coincides with my position), that there is something ironical and absurd about the strike.

It is a case where the labor union must do injury to its members in order to damage its opponents. What is true of war is true of the strike. Neither side really wins. Both sides are left with the same problems they had before them in the beginning. It was to correct this folly that employers, led by Mr. L. K. Comstock (now president of the Electrical Guild of North America), and union officials began discussions about setting up a plan that would have for its goal a strikeless industry.

Strikes Costly

In 1919—when the council on industrial relations in the electrical construction industry was first started—there were 3,630 strikes in the United States involving 4,160,348 employees. In 1920, the next year, there were 3,411 involving 1,463,054 employees. In 1921, there were 2,385 strikes involving 1,099,248 employees.

In our own industry, agreements with employers usually expired May 1st. It was not unusual for us to be involved in 200 local strikes at the same time. Think of the cost involved—in money, in time lost, in misery to women and children; and what is more, loss of the chance to co-operate. We know that by whipping up emotions, expressed in strikes, one sets in motion a circle of emotions and a train of events that it takes years to dissipate. Industrial disputes, when prolonged, create a soil for the growth of more such disputes—while co-operation acts in a similar way, creating an environment in which co-operation, more and more, can live. (Qualification: it should be said that it is still found necessary to remove our members from the cheating—destructive, lying individual whose word or agreement is valueless.—H. H. B.)

To end this annual carnival of strikes and lockouts, employers and union officials first conceived a national labor agreement—but this was abandoned because of technical difficulties involved in creating and maintaining such a contract. A joint committee eventually set up the national council on industrial relations for the electrical construction industry.

This national council became—in the beginning, and still is—a kind of su-



Total View of the Colonial Institute at Amsterdam, Where the International Congress on "Social Economic Planning" Will Take Place From August 24 to 28

preme court for our industry. It is the final court of appeal. Just as the Supreme Court of the United States has come to set up political, economic and industrial policies for the United States, so this national council has come to set up policies for the electrical branch of the building trades.

The outstanding fact that distinguishes this council from all other efforts to arbitrate differences, is this: it is composed of five members from the employers and five from the union. The second important fact is that decisions must be unanimous. The third is that decisions are accepted without quibble.

Policies Advanced

To show the industrial thinking of this group of employers and union officials, I quote from a set of principles, adopted as a guide:

1. The council views with disfavor sudden changes in wages, as unfair to employers on account of contract commitments. The council likewise, and for the same reason, discourages retroactive wage advances, unless requested by both disputants. The council reserves the right, however, to render decisions making sudden changes, or retroactive changes, or both, if in special cases the facts appear to warrant such action.

2. Industrial enterprise as a source of livelihood for both employer and employee, should be so conducted that due

consideration is given to the situation of all persons dependent upon it.

3. The public interest, the welfare and prosperity of the employer and employee, require adjustment of industrial relations by peaceful methods.

4. Regularity and continuity of employment should be sought to the fullest extent possible and should constitute a responsibility resting alike upon employers, wage earners, and the public.

5. The right of workers to organize is as clearly recognized as that of any other element or part of the community.

6. Industrial harmony and prosperity will be most effectually promoted by adequate representation of the parties in interest. Existing forms of representation should be carefully studied and availed of in so far as they may be found to have merit and are adaptable to the peculiar conditions of the electrical industry.

7. Whenever agreements are made with respect to industrial relations they should be faithfully observed.

8. Such agreements should contain provision for prompt and final interpretation in the event of controversy regarding meaning or application.

9. Wages should be adjusted with due regard to purchasing power of the wage and to the right of every man to an opportunity to earn a living, and accumulate a competence; to reasonable hours of work and working conditions; to a

decent home, and to the enjoyment of proper social conditions, in order to improve the general standard of citizenship.

10. Efficient production in conjunction with adequate wages is essential to successful industry. Arbitrary restriction of output below reasonable standards is harmful to the interest of wage earners, employers and the public and should not be permitted. Industry, efficiency and initiative whenever found, should be encouraged and adequately rewarded, while indolence and indifference should be condemned.

It will be seen at once that here is no industrial bourbonism. Take Five—"the right of workers to organize is as clearly recognized as that of any other element or part of the community." Take Nine—here wages are conceived for what they really are—as the means for securing not only subsistence but the road to a home, cultural life and to decent standards of citizenship.

Automatically Cuts Friction

The very fact that we set up an orderly way to handle disputes has lessened strife. The very fact that we decided to co-operate fully, properly and honestly tended to set up new ideals of orderly progress in place of the old ones of conflict.

The first case to come before the council was from the great automobile center of

(Continued on page 445)

Great Terminal's Technical Facilities

By EMMETT W. NASH, Local Committeeman, Local Union No. 912, Cleveland, Ohio

THE Cleveland Union Terminal electrification was formally placed in service June 29, 1930. This territory extends westward from Collinwood through the City of Cleveland to the western terminal at Linndale, a route distance of approximately 17 miles. There are 22 204-ton electric locomotives operating from a 3,000-volt overhead contact system.

The electric locomotive repair shop located at Collinwood is of modern design, and is equipped with modern facilities for making repairs. The testing facilities in the meter room were installed by the writer, and are found satisfactory in the performance of meter calibrations. The automatic train control equipment is also repaired and tested in this room.

A description of calibrating procedure and equipment as shown on sketch figure 1 are as follows: Two, three feet by six feet drafting tables are placed side by side and the testing or calibrating equipment is mounted on one, leaving the other for dismantling train control relay panels, mercury reset governors, speed indicator magnetos, and for any other use that might be needed.

(1) 250-volt, D. C. generator that furnishes a source of current for potential circuit of watt-hour meter.

(2) 75-volt, D. C. battery charging generator located in an adjacent room, that supplies current for the current circuit of the watt-hour meter and other calibrations.

(3) G. E. Type DP-2 Standard millivoltmeter 0-100 and 0-200 millivolt scale. Shown to indicate millivolt drop across current circuit at shunt ends of standard locomotive shunt leads, the resistance of which are 0.0015 ohm at 20 degrees C., these leads are 12 feet long and are coiled in a wood housing under the meter table. These leads are shown by heavy lines on diagram.

(4) G. E. type DP-2 standard ammeter, 0-15 ampere scale. Shown to indicate current through watt-hour meter current circuit.

(5-6) Two G. E. 3,500 ohms each, 0.075 ampere adjustable field rheostats. Shown to regulate a normal constant current of 45 milliamperes through potential circuit of watt-hour meter.

(7) G. E. type DP-2 standard voltmeter, 0-50-500-2,000-volt scale. Shown

Twenty-two great electric locomotives on the Cleveland Terminal division are serviced at the Collinwood Locomotive Repair Shop. A detailed description of the process is given by one man responsible for the installation.

to indicate the voltage drop across potential coils to detect short circuited coils.

(8) G. E. type HR-5 Thomson mercury watt-hour meter, 2-wire, 800 am-



GREAT TERMINAL, CLEVELAND

peres, 3,000 volts. Shown under test.

(9) G. E. type DP-2 standard milliammeter, 0-75 milliamperes scale. Shown to indicate potential circuit current.

(10-11) D. P. D. T. 10 ampere knife switch. Shown for reversing circuits.

(12-13-14) D. P. S. T. 10 ampere knife switch. Shown for opening and closing circuits.

(15) James G. Biddle "Jagabi" slider type rheostats, 27 ohms, 5 amperes. Shown to regulate current for calibrations.

(16) and (17) Same as above.

(18) G. E. 1-ampere, 200 millivolt shunt. Shown as a source of millivolt drop to calibrate ammeters (21) and (23).

(19) James G. Biddle "Jagabi" slider type rheostat, 45 ohms, 2.2 amperes. Shown to regulate current for meters (24) and (25).

(20) Safety Car Heating and Lighting Company type S-700-E lamp regulator carbon-pile. Shown to regulate watt-hour meter current circuit.

(21) G. E. type D-17 traction motor ammeter. The leads shown at heavy lines are locomotive standard 60 feet, housed in a wood-box under testing table. The millivolt drop is taken at the shunt end of leads.

(22) Same as (3) shown as a calibrating standard for (21) and (23). Note:

The millivolt drop between shunt and D. P. D. T. switch is practically negligible.

(23) G. E. type D-17 "O" center battery ammeter. Scale 100-0-100 amperes. Standard locomotive leads 5 feet long are used in the calibration.

(24) G. E. type D-17-volt meter, 0-4,000-volt scale.

(25) G. E. type DP-2 standard milliammeter 0-75 milliamperes scale. Shown as a calibrating standard.

(26) Operating coil of Safety Car Heating and Lighting Company lamp regulator.

Procedure of Watt-hour Meter Calibrations

(1) With a standard milliammeter (9) in the potential circuit, the circuit is energized and current adjusted to 45 milliamperes by adjusting rheostats (5) and (6). This circuit is energized approximately one-half hour before calibrations are made to permit the potential coils to warm up.

(2) A standard voltmeter (7) is placed across the potential coils at watt-hour meter terminals, to check the voltage drop across the coils.

(3) Ammeter (4) is next placed in the circuit (watt-hour meter current circuit) and a current of 5 amperes (50% full load) is adjusted by placing D. P. D. T. switch (10) in the left position, switch (12) closed, and the slider of rheostat (17) is moved until regulator coil (26) adjusts carbon-pile.

(4) Millivoltmeter (3) is placed across the shunt end of the current leads, and the adjustable slider on the manganin drop wire, on watt-hour meter is adjusted until the millivoltmeter (3) indicates 60 millivolts at 5 amperes.

The time in seconds required to make a certain number of revolutions of the disk is given by the formula:

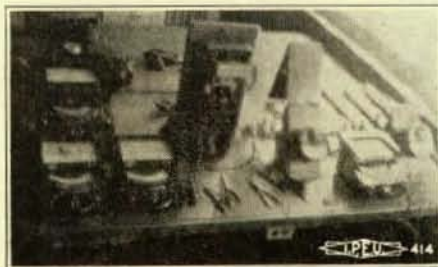
$$S = \frac{N \times K \times 120 \times 45 \times 3600}{R \times V \times MV \times MA} = \frac{51827 \times N}{108000 \times MV}$$

Where S=time in seconds.

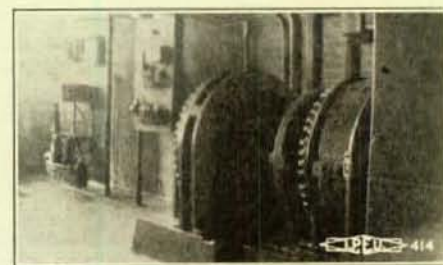
N=number of revolutions of the disk.

K=constant marked on the disk (2666).

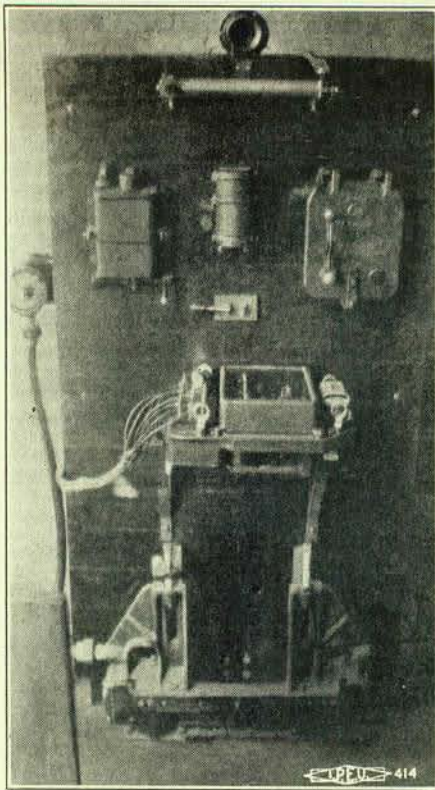
R=current rating of the meter, marked on the nameplate which is same as the rating stamped on the shunt.



METER CALIBRATING TABLE



INTERIOR OF METER ROOM



TRAIN CONTROL TESTING PANEL

V=voltage rating of meter, marked on the nameplate, (3000).

MV=reading of the millivoltmeter in millivolts.

MA=reading of the milliammeter in milliamperes.

Special care should be taken to hold MV and MA at the correct values while this time is measured.

The speed of the damping disk at 100% load is:

$$S = \frac{51827 \times N}{108000 \times MV} = \frac{51827 \times 15}{108000 \times 0.120}$$

=59.98 seconds; 15 revolutions against the measured time, with 120 millivolt drop and 10 amperes.

The speed of the damping disk at 50% load is:

$$S = \frac{51827 \times N}{108000 \times MV} = \frac{51827 \times 8}{108000 \times 0.060}$$

=63.98 seconds; 8 revolutions, 60 millivolts drop, and 5 amperes.

The speed of the damping disk at 10% load is:

$$S = \frac{51827 \times N}{108000 \times MV} = \frac{51827 \times 2}{108000 \times 0.012}$$

=79.98 seconds; 2 revolutions, 12 millivolts drop, and one ampere.

Change in ambient temperature changes the resistance of the disk 4-10 per cent per degree C., the temperature coefficient of the damping disk. The change in driving torque is proportional to the sum of the coefficients of the potential and current circuits. This sum is about 0.15 per cent per degree centigrade, the meter will therefore tend to run fast on high and slow at low temperatures.

About 25-100 per cent per degree C.

This assumes the meter operating from the shunt or tested with constant millivolt drop across the shunt end of the current leads.

The time in seconds calculated from the formula should agree with the time measured by the stop watch. If the measured time is greater than the calculated time, the meter is running slow and visa versa. If the measured time does not agree with the calculated time within 2%, the position of the damping magnets should be changed until this accuracy is obtained.

When calibrating watt-hour meters from locomotives having regeneration, the direction of the current should be reversed, the above check repeated and the two results averaged. The average of the two measured times should agree with the calculated time within 2 per cent.

Calibrating Procedure for Type D-17 Instruments

With the standard millivoltmeter (22) across shunt (18), D. P. D. T. switch (11) in the left position, D. P. S. T. switch (14) closed, slider of rheostat (16) moved to adjust current through shunt (18). Ammeter (21) requires 120 millivolts full scale deflection, 15 millivolts per each 100 indicated amperes. This instrument has a 0-800 ampere scale.

Battery ammeter (23) is a "O" center instrument, with 100-0-100 ampere scale, and the method of calibrating is similar to that of the traction motor ammeter (21). The D. P. D. T. switch is used for reversing the polarity. The essential construction of these instruments is that of millivoltmeters indicating amperes. The calibrating formula is as follows:

$$MV = \frac{120 \times S}{R}$$

Where S=scale deflection in amperes desired.

R=rating of the shunt in amperes stamped on it.

Kilovoltmeter (24) is calibrated with a standard milliammeter (25).

These instruments have a 0-4000-volt scale and require 60 milliamperes at full scale deflection, 45 milliamperes at the 3000-volt graduation, 7½ milliamperes at each 500 indicated volts.

The calibration is accomplished by closing D. P. S. T. switch (13), moving slider of rheostat (15) far enough to obtain approximately one ampere to rheostat (19) for fine adjustments. The calibrating formula is as follows:

$$MA = \frac{S \times 60}{4000}$$

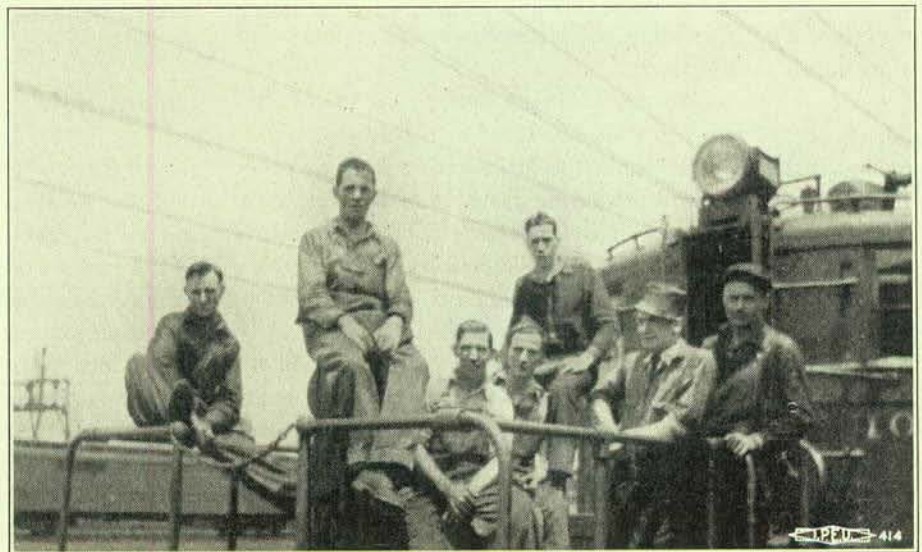
S=scale deflection in volts of the voltmeter.

The speed indicating equipment as installed on the electric locomotives are of the electric tachometer type, and the indicating instruments are similar to the type D-17 voltmeters and ammeters. These instruments have a 0-90 miles per hour scale, and require 25 milliamperes per full scale deflection, 8-ohms internal resistance and a 200 millivolt drop must be maintained across the meter terminals so that they may be strictly interchangeable.

In calibrating these instruments, the scale deflection is checked with a standard milliammeter the same as for kilovoltmeters. After full scale deflection is obtained, by adjusting the moving element resistance coil, the milliammeter is then removed and a standard millivoltmeter is then placed across the instruments, under calibration, and 200 millivolts drop is obtained at full scale deflection, by adjusting the 8-ohm internal resistance coil that is in series with the moving element drop coil.

These instruments are of the D'Arsonval type with permanent magnets and a coil on the moving element. The scale

(Continued on page 438)



ELECTRICAL WORKERS ENGAGED IN INSPECTION AND MAINTENANCE AT COLLINWOOD SHOP

Left to right: Fred Kupfer, R. A. Goggins, H. P. Sellnau, C. A. Perry, H. C. Phelps, Sam Curry and Edmond Flowers.

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Cherchez Le Banker In one of the currently popular movie plays, a hard-boiled newspaper man pronounces the trite French solution of mysteries, "find the woman" as "searchay lay femmy". The French is so bad, and the phrase so familiar, that his rendition gets a laugh. An economist remarked, "It would be well if solutions of modern economic mysteries were as familiar to the populace. Cherchez la Femme, can well be replaced there, by Cherchez le Banker." His good-natured remark contained unpleasant truth.

There is little doubt that with one or two exceptions policies of American industries have passed out of the control of industrialists and management, into the control of bankers. And there is little doubt that in every wage-cut campaign carried on during the depression, the bankers have demanded it. Industrialists—the men engaged in the actual operation of industry—have too much industrial sense, are too close to actual human consequences of wage reductions—to order cuts.

Some of the demands of bankers are so extreme, they are absurd. In one instance, with a demand for a heavy wage cut, went a demand for a 54-hour week. Banker policies appear to be prompted by fear and greed alone, and appear to be receding into the long night of medievalism. In short, bankers are not furnishing real leadership in this trying period of economic readjustment.

James Truslow Adams, historian, writing in the August Forum, says, "The righteous discontent of the average citizen today with the way the banker performs and regards his public function demands an attention on the part of bankers themselves that unfortunately it is far from receiving." This, of course, touches the main point, but do bankers have any public sense? Mr. Adams stamps as scandalous the way bankers brushed aside 1,326 bank failures of 1930 as trifling. Mr. Adams concludes, "If most of the leading bankers find the public—as it is—with regard to them, anxious, distrustful, cynical, resentful, they have only themselves to blame, and will have until they have cleaned their houses and shown by their acts that they have come to a full realization of the heavy social responsibility which rests upon them."

Of course, this social failure of the banking class accounts in large part for the drag and drift policies of the present. When a social class fails, all pay bitterly.

Flounder or Fly? One of the cheering aspects of the present depression is the very thing that gives the heebie-jeebies to the Wall Street Journal and other ultra-apologetic newspapers—namely, the cures offered. What the Wall Street Journal calls quack remedies consists in many instances of a lot of fundamental proposals distasteful to get-rich-quick philosophers. What appears to be happening is a sweeping change in the thinking—not only of professional thinkers, but of the man on the job, in short, of everybody, but reactionaries. Of course, that is what makes a reactionary, a reactionary—a complete absence of ideas.

Here is a plan entitled "United States, Inc.," appearing in the August Forum, which bowls one over with its sweeping suggestions. It is time to stop fiddling, Jay Franklin says, and really to modernize America, by giving governmental control over, and stock ownership in, every industry, and by eventually paying dividends to every citizen. In view of the fact that Jay Franklin is a pen-name to hide the identity of a man high in the government, "U. S., Inc.," is even more interesting.

Then Charles Beard, noted historian, who knows the government of the United States better than anybody else outlines a "Five-Year Plan for America" in the July Forum with sure strokes, producing an all-home product, free from bolshevik taint, yet promising much profit in the way of better times.

J. Russell Smith, Columbia's practical economist, asks in the July "Survey Graphic", will the United States plan ahead, or just flounder on? He begins by saying that unemployment is the Black Death of modern civilization. He ends by offering feasible suggestions for a planned economy in the United States.

"Eye-witness" shows in this issue of the Electrical Workers Journal that the common people are doing their own thinking under the lash and fury of jobless days.

It is evident that highbrow and lowbrow alike will go on thinking—go on designing—and in the end go on acting on their new ideas—despite the Wall Street Journal and its bourbon friends and supporters.

Men don't perish willingly.

Unions Now The seasoned unionist fattens on adversity. It has been his lot for years. He is aware, too, of the returns from co-operation. He does not have to be told that unionism pays in ultimate and profound satisfaction, as well as in material gains.

Yet in a period such as the present, when a business disaster of wide dimensions tests the fibre of every institution, it does no harm to examine again the basis upon which economic associations rest.

Labor unions as we now know them have become an integral part of economic life in every civilized nation of the globe. They have proved their value in miscellaneous but profoundly fundamental ways. They are instruments of the common life, guardians of human welfare; they have been shown to accomplish in educational, legislative and economic ways more for the common man and his family than any other human institution. They have become technical instruments of produc-

tion quite indispensable to the mechano-managerial systems of industry now existing.

What is more significant, there is no system of industry, of production, and no modern state, however revolutionary in intent, which does not need, and find use for the labor union. Indeed, it would seem that as nations and systems undergo modernization, they come to find more hospitable places for labor unions.

In view of these facts, it would appear that in these dark ages through which we now grope, we could do no more sensible, wise, or social thing than to cling fast to, guard, build up, defend the union.

Telephone Wage Scales Unwittingly perhaps, but constructively no less, the Massachusetts Department of Labor performs a public service in publishing the scale of wages for telephone operators paid by the Bell Telephone Company. The largest, most influential and richest corporation in the world pays beginning operators \$11 a week. At the end of a year these operators receive \$15.50 a week. At the end of five years, they receive \$20.50 a week. Supervisors receive \$25 a week. The hours of labor are usually 48 hours a week.

In view of the fact that telephone operation is taxing, demanding strength of nerve and muscle, and in view of the fact that it at times calls for courage, self-sacrifice and intelligence, and in view of the fact that at all times it requires courtesy, special training, vocal charm, and tact, the greatest corporation can hardly be called a philanthropist. We suppose this unregulated public utility justifies its pauper pay by the fact that hiring in the open market permits such wages due to the operation of the sacred law of supply and demand. But, of course, it suspends the law in behalf of itself.

Defeat Law, Lower Standards The federal prevailing rate of wage law was undoubtedly passed to set up standards in a field hitherto left to chaos. These standards were dual. First, in regard to workmanship; secondly in regard to welfare of workers and their families. However distasteful it is to say so, it has been almost a failure, largely due to the fact that it is left to enforce itself. It is as if materials prescribed by the U. S. Bureau of Standards were left optional to government purchasing agents to choose. Materials are not, but wage rates are.

The federal prevailing rate of wage law has been defeated on many fronts in two ways: By letting contracts to non-union contractors, mostly from the south where wage standards—many of them—are far below a decent rate. Secondly, by allowing self-elected civic groups to make mythical surveys and come back with wage rates far below standard.

This record stands in contrast to what has happened in New York, Minnesota, Pennsylvania and Wisconsin—where State laws protect wage standards, or the state executives protect them.

The very active police force in the administration of the federal law has been the unions, and their representative in the U. S. Department of Labor. The Secretary of Labor

deserves credit for his consistent stand. But when such men as Secretary of the Interior Wilbur fail to harmonize his views with the law in such a huge project as Boulder Dam, it is likely to leave the people, cynical, distrustful and a little angry.

Note: Union representatives can aid in enforcing the above law by notifying the International Office in detail of its infractions on government jobs.

Mustard Gas Civilization Newspapers with the mental age of babies are rejoicing that the U. S. Chemical Warfare Service apparently stands first in the development of mustard gas. A device on an airplane has been invented that will enable a pilot to fly low over a neighborhood and spray the invisible, tasteless, odorless poison everywhere. It manifests its presence by tearing open lungs, and burning the skin. Whole populations can easily be wiped out. It is persistent. Gas sprayed two years ago still lingers over fields to spread its deadly fumes. Confidently officers in the chemical service predict that the next war will be a mustard gas war. This particularly civilized product has not been outlawed by nations.

As in the case of many other modern inventions, mustard gas is not an instrument of gallantry. It is a sneaky, underhanded method of killing. No savage ever waylaid a victim, and clubbed him to death with as much absence of bravery. Yet it is pushed forward with the cold complacency of a monster.

These newspaper reports only serve to sketch clearly the next warfare. They suggest the utter absence of civilized virtues. They should warn any decent person to shun war as he would shun loathsome disease. Believe it or not, this nation and every other western nation will perish in the inhuman ordeal.

Rail Labor Speaks Intelligent and diplomatic (in a sense far beyond the usual meaning of being merely clever) is the statement issued by the rail labor executives, following their meeting at Washington. They deplored the attempted injection of wage controversy into the railroads' move for higher freight rates. They once again exploded the myth of high wages.

"Between 1923 and 1929 the revenues of the railways per employee increased over \$400, and the compensation paid increased less than \$100, leaving a net gain to the owners of \$300 per employee. This gave the owners approximately \$500,000,000 a year additional profit made out of the employees, or enough to pay six per cent interest on \$8,333,000,000 of additional investment.

"The railroads reported an increased investment in this same period of only \$4,093,000,000. Thus it is proved that the roads were getting out of increased labor efficiency in 1929 an increased annual profit of over \$250,000,000 in excess of a fair return on their additional investment. Wages could have been increased, but there is no justification for reducing wages when every employee is producing a larger profit for the employer than ever before."



WOMAN'S WORK



UNLOADING THE WIRES

"Grandma, can you remember when houses were first lighted with electricity?"

"Yes, indeed, Emma, we were very excited. Being a prominent and wealthy family in the village we had one light for each room. The light, quite unshaded, hung from the ceiling in the middle of the room about six feet from the floor, so we could reach up and turn it on, and many a time I've groped in the dark with the light bumping and swinging around out of reach."

The grope and grab problem has vanished with modern lighting, with the control switch mounted in a handy position at the doorway of each room, but in grandma's day at least they didn't have to stumble down the basement stairs by the aid of a flickering match to replace a burnt-out fuse. Overloading a circuit was virtually unknown when there was only one light to a room and no appliances to plug in.

The fuse was devised as a protection against fire from overheated wires. It consists of an insulated container inclosing a short stretch of lead wire smaller in size than that used in the regular circuit. Thus, if dangerous heat, due to overload developed in the wiring, the smaller wire would fuse, or melt, and break the circuit before serious damage could develop. The fuse serves as a warning signal. If you plug in so much as a curling iron on a circuit already loaded to the limit, or allow your appliance cords to become worn so that a short circuit develops, the fuse melts immediately, and you have to pay for your carelessness by retrieving your error, finding a new fuse, and installing it.

You can have a good many lights for each room without putting a strain on the wiring. But when you add appliances, a new one additional each year, as many families do, circuits can hardly bear up under the load and fuses blow with monotonous regularity. Particularly heavy is the strain caused by heat-producing appliances, such as the electric iron, heater, toaster, waffle iron, curling iron, range, heating pad, and others, of which almost all of us have one or more.

Putting a penny in place of the fuse is a dangerous emergency measure, for if the wires get hot enough to melt in the fuse, they could, if you continue to overload them, get hot enough to melt inside the walls of your house. Many fires have been caused in this way. It is very foolish to risk your home and

your life by disregarding the warning of the fuse.

Rather, try to use it as an indication of where the trouble lies, and remedy the fault without delay. If an appliance cord gives off a shower of sparks immediately before the lights go off, you know you have a damaged cord. Repairing this is an easy matter and if your husband is too busy you can learn how to do it yourself. Being disconnected the cord is perfectly safe to handle. But don't do as one college girl I know did, twist both wires together, or your fuse won't last a moment. It is a good idea to check over your appliance cords at regular intervals. The popular metal bridge lamps where the wire passes through a hole in the metal, are very apt to fray the cord, which will cause a short circuit when the wire comes in contact with the lamp standard. Electric iron cords get strenuous wear because of all the jerking and pulling they are subject to. They can give you a nasty shock if you happen to touch the bare wire, too. Any cord that is frequently plugged in and pulled out is apt to show wear where it enters the plug. Look them over, fix up the ones that need it, and if any are badly worn in several places—well, new cords are not so horribly expensive.

This eliminates one source of fuse trouble.

If you have several circuits in your lighting system you will probably be having difficulty in only one or two of them. The greatest problem is the kitchen circuit, for it is here that the appliances are centered. Oh, how we love to keep house by electricity! It's not unusual to find the electric toaster, the electric fruit juice extractor, the percolator, the refrigerator, all going at once as the family gets ready for breakfast. Then sister wants to press a dress to wear, plugs in the electric iron, and zowie! another fuse gone.

The best way to remedy this situation and still be able to use the appliances, is to have the kitchen wired for power. In this way you can get your heaviest load onto wires that are strong enough to take care of it. A heavier wire is used for power to take care of the increased load.

Power wiring costs more than installing an extra lighting circuit would, because a larger service wire, another meter box and fuse box are necessary, but it will give you wiring adequate to carry quite a good many appliances in a trouble-free manner. In addition to this, in most localities there is a special

low rate for current delivered over the power meter. Of course the lighting cannot be put on this circuit, but you will probably find that at least three quarters of your heavy load-producing appliances are used in the kitchen. Your electric refrigerator, electric range, toaster, percolator, waffle iron, electric iron, washing machine, juice extractor, food mixer, etc., all the delightful household machines you own or hope some day to possess, will be plugged in on the kitchen circuit. Even the vacuum cleaner, with the aid of a long extension cord, may be connected here, and unless you have a special sewing room you may find the kitchen a convenient place to use your electric sewing machine.

If you get your power at half the lighting rate you will find that you are running your home at a bargain price, indeed. Where there are several appliances in frequent use the current used for lighting may be only one-third or less of the total kilowatt hours you pay for. Eventually, it is safe to assume, with the present increase in the use of appliances and the many wonderful new ones coming on the market, every truly modern home will be wired for power. If your kitchen circuit is overloaded, do, by all means, install power wiring for this room with plenty of convenience outlets. The saving in your electric bill will pay for the extra cost of putting in the heavier circuit.

Although it will not eliminate the causes that make our fuses melt away, a new device has been placed on the market that at least eliminates the fuse itself. Also, it's much more ornamental than the clumsy old fuse box.

This is a combined switch and circuit-breaker. If any overloading of a wiring circuit occurs, the circuit breaker breaks the circuit, and the current is cut off. Then you figure out where the overloading occurs, disconnect one of the appliances, go to your circuit breaker, flip the toggle-switch and back comes the current. But as long as the wrong condition in the circuit persists, the little switch will automatically snap back as you snap it on. It is not possible to hold the switch on if the circuit is definitely overloaded, as the switch is automatic within itself and cannot be tampered with.

The circuit breaker is said to be inexpensive. Besides eliminating the frantic hunt for a new fuse, it has other advantages. The circuit breakers, one for each circuit in the house, are com-

(Continued on page 446)

DAY AND DARK



The suit, of white oxford shirting, is set off with brilliant red striped accents.

RF

Point d'esprit in black is posed over pink for a sophisticated evening gown.



COURTESY—
Cotton Textile Inst.

419-414

CONSTRUCTIVE HINTS

Reaming Holes

A rat tail file makes a good reamer in an emergency. Put the file into a bit brace and operate the brace backwards.

Soldering Ladle

A three-eighths-inch gas cap with a handle on it makes a valuable solder ladle for soldering in close places.

Stranded Cable

A file card, a form of a flat wire brush used to clean files, is a handy tool to clean insulation from stranded cable.

Plumber's Chain

A piece of plumber's chain is valuable when used on the end of a fish wire. This makes it possible for the helper to hook into the chain from the other end saving much time.

Job Terminals

Copper tubing of different sizes is a handy material to have in the electrician's tool chest. With this tubing emergency wire terminals can be made to fit a particular wire connection.

Fixture Hanging Art

The speed and thoroughness in which massive office and hotel buildings are equipped with fixtures are a remarkable tribute to the modern art of fixture hanging. A floor of rooms without fixtures this morning and completely equipped tonight is the way the fixture hanger writes his daily story.

Fixture Hanging

A fixture hanger should carry an assortment of short three-eighths-inch nipples, couplings and male and female couplings. With this assortment it is possible to build out outlets which have been over-plastered.

Cleaning Wall Paper

On old house work an assortment of erasers comes in handy for cleaning marks made upon wall paper. A lead pencil eraser, an ink eraser and a piece of art gum will remove many marks which if left would reflect upon the mechanic's ability.

Plane Blade

A carpenter's plane blade is a handy tool for removing old floors. The thin plane blade can be used to cut the tongue and groove of the flooring and thereby expedite the floor board removal.

Sawing Laths

When sawing laths for an outlet hole the plaster sometimes threatens to fall. In a case of this kind a hacksaw blade substituted for the compass saw can be used successfully.

Fixture Wiring

In pulling wires into arms of electric fixtures soapstone comes in handy on hard pulls. By rubbing a little soapstone on the wire the friction of the pull is cut down allowing the wires to slide through without tearing the insulation.

Wood Screws

In driving wood screws into hard wood a lubricant makes the job easier. A little machine oil, axle grease, or yellow soap on the thread of the screw saves the strength and patience of the mechanic. Linemen will save the twisting off of lag screw heads by using one of these lubricants.

Oil Rings

A substitute for a metal oil ring for bearings can be made by using a piece of stout window cord neatly spliced to the proper size. The cord will soak oil and distribute it to the bearing top efficiently.

The Annunciator

The annunciator is one of the oldest of electrical devices. It is used for summoning servants, signaling to elevator operators, and, in short, for any service that requires transmission of a single signal between two points, not far apart but inaccessible for direct communication by means of speech or manual signals.

Friction Load Tests

Friction load tests can be determined during the noon hour or when the operators are not using the machinery for manufacturing purposes.

For manufacturing plants which are in continual operation inspections should be made weekly or even daily. Complete tests made monthly will usually be sufficient for the most severe cases.

Varying Speed Motor

A motor in which the speed varies with the load, ordinarily decreasing as the load increases; for example, a series motor, compound motor, or series shunt motor is called a varying speed motor. An induction motor with a high resistance rotor is also a varying speed motor.

Variable Speed Motor

A variable speed motor is one which can be operated at various speeds, and is usually under control at all times. Railway motors, crane motors and hoist motors are often of this type. Wound rotor induction motors are variable speed motors and, with proper control equipment, any direct current motor may be a variable speed machine.

Male and Female Couplings

A stock of combination male and female couplings prove to be a valuable part of a fixture hanger's kit. With these fittings, outlets which are not flush can be built out in regards to the fixture hickey with ample allowance for fixture connections.

Fixture Design Trends

The day of extremely heavy fixtures has gone. Smaller fixtures and more of them for a given place is the demand. Uniform lighting all over a room of a determined candlepower is required and delivered. The day of one large fixture in the center and many large shadows in the sides has, or is, going.

Electric Range Repairs

Electricians repairing ranges should keep a supply of mica on hand to insulate places where the heat would burn other insulators.

Motor and Generator Repairs

The maintenance of electrical machinery covers little points of systematic care which if followed keep the pulleys turning without much trouble.

1. Systematic oiling.
2. Systematic cleaning.
3. Care of d. c. commutators.
4. Care of d. c. brushes.
5. Care of d. c. starting device.
6. Care of a. c. slip rings.
7. Care of a. c. commutator rings.
8. Care of a. c. starting device.
9. Care of proper size fuse.
10. General checking of schedule.

Practical Lighting Notes

Very injurious effects are charged to improper lighting effects. When the illumination is unsteady or in other words the lights flicker, the pupil of the eye is constantly in motion, with the result that it soon begins to pain and grow weary.

The quantity of light should be suited to the needs of the person using it. This not only must vary with the nature of the work done, but also with the condition of the eyes of the user.

The source of light should never be visible to the user; if it is impossible to place lights out of the ordinary range of vision, they should be enclosed in globes or shades. The more the intrinsic brilliancy is reduced the better will be the illumination.

Where work requiring bright light is done, the lighting should be so arranged that the light falling upon the work is the brightest in the room. When looking up the eye should obtain some relief from the bright intensity and not be called upon to face a still greater intensity.

The illumination should be steady (not flicker) and there should be no streaks such as are often obtained from smooth reflectors.

The light should be preferably over the right or left shoulder, depending upon whether the user is right or left handed. If the source of light is in front of the user, the glare coming from bright objects is very uncomfortable.

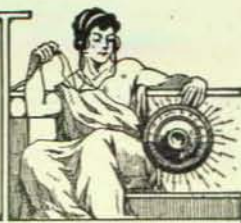
We distinguish objects either through their outline, relief, color or perspective.

Outline and relief require some shadows to be easily noticeable. Colors require attention in so far that many of the artificial illuminants produce great distortion in values of color.

The use of lamps having a high brilliancy in the ordinary line of vision produces the effect commonly known as glare. The brilliancy of a source of light that can be placed in the ordinary line of vision without causing eye strain varies with different conditions and is less for a lamp having a large, luminous surface than for a smaller one. Even a secondary source of light of comparatively low intensity, such as a wall or ceiling, if continually in the line of vision, may become disagreeable, especially if there is much contrast in the intensity of illumination.



RADIO



THE INDIVIDUAL RADIO SET

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

In Which the Radio Art Returns to the Old Head-Phone Days For the Solution of a Present-Day Problem in Many Homes

HHEAD-PHONES—are they really obsolete? We used to wear them back in the early days of broadcasting. In fact, the earliest broadcasting problem was one of providing enough head-phones for the family and guests, so as not to be accused of supreme selfishness. Fortunately, however, the loud-speaker came along in due course, bringing radio to the entire family circle in the most comfortable manner. And now, after half a dozen years of the loud-speaker radio, it seems as though the head-phones are coming back in style. Why?

Just so long as radio programs were of a very general nature, appealing to every member of the family, a single radio set proved ample for the requirements of the average household. Today, with a wide array of programs, many of which have special appeal to certain members of the household, a single radio set may no longer answer the requirements. Thus there are differences in radio tastes based on age, sex, intellectual standards and purpose of the programs. The adults are not interested particularly in a bed-time story for the little ones, while the little ones are not going to listen to an address on international affairs delivered by some prominent diplomat. While the ladies may prefer to tune in on a cooking recipe, the male members of the family may prefer a sporting event. And so it goes. Quite obviously, a single receiving set cannot supply simultaneously programs of diversified appeals for every member of the family, hence the need for a plurality of receivers. Also, to avoid the bedlam that would result from the simultaneous operation of radio sets tuned to different programs, it is necessary to make the reception of each program a more or less private matter, which leads us back to the head-phone idea.

During the past few months, a number of individual radio sets have appeared. These sets differ from the standard sets and midget sets in that they make use of head-phones rather than loud-speakers. Indeed, their purpose is

quite the opposite of the usual set: privacy rather than general entertainment being the prerequisite.

The use of head-phones in place of a loud-speaker makes for a simple and inexpensive receiver. The usual offering includes two 27 heater-type tubes, one serving as a detector and the other as a rectifier, for operation on 110 volts a. c. The detector is of the regenerative type for maximum efficiency. Either a ground or an antenna may be employed, the antenna providing the better results. Three binding posts are provided for the choice of antenna or ground connections, these being labeled "Broad," "Sharp" and "Local," indicating the types of tuning or reception that an average sized antenna will afford. The tuning comprises a control for selectivity and the other for regeneration or sensitivity.

So popular has the individual receiver be-

come that more elaborate types are about to appear. The newer offerings are designed to operate on a. c. or d. c. lighting circuits, and also on dry batteries. Some are fitted with interchangeable coils so as to tune in short-wave signals quite as well as the usual broadcasting.

Aside from meeting the requirements of the average household for a second set and more, the personal radio set has many obvious applications. In the hospital, for instance, the standard loud-speaker set is decidedly out of place. Nevertheless, the patient may find no end of mental comfort in having an individual radio set with head-phones, which will not disturb other patients in the least.

The traveler who is a confirmed radio addict may want to have his radio features wherever he goes. Here again there is need for the individual radio set in highly portable form and requiring a minimum of installation.

The boy or girl at school or college may find much use for an individual radio set, not only for entertainment purposes but even more along the lines of enlightenment. The usual radio set, whether it be of the console, midget or table type, may prove unsuitable in the dormitory.

On vacation there is need for the individual radio set. Particularly is this true of the business man who desires to keep in touch with the market quotations, with important business talks, and with other features of such importance that they cannot be left behind even during the vacation period.

Finally, the business or professional man may find it essential to listen in on important broadcast features during office hours. The radio broadcasting service of late has assumed an importance approaching that of the stock quotation ticker. A standard radio set in an office is just about as welcome as the proverbial bull in a china shop. Hence the need for an individual radio set.

Individual or private radio reception is a return to the headphone idea, but in modernized form. It permits the radio listener to shut himself or herself off from the surroundings, enjoying a selected program without imposing it upon others.

With a cost of \$25 or less for the complete individual (Continued on page 448)



The Individual Radio Set in Use—a New Conception of Radio Entertainment, Whereby the Listener May Select a Program and Concentrate Attention on That Program, Without Annoying Others.

SUCCOR—BUT IT'S LOADED

Drawn especially for Electrical Workers Journal by Harrie S. Goodwin



ON EVERY JOB *There's a Laugh & Two*

Not a Single Laugh—the Joke's On Us

Our column this month may sound like news from the battlefield. The shells are striking close to home. But let's keep cheerful, or we'll scare ourselves to death.

That's Where We'd Like to Have It!

Foreseeing another bumper wheat crop, with elevators already crammed with last year's production, the Department of Agriculture urges that the old wheat be removed from producing centers to make room for new, in a recent press release. The headline writer expressed it: "Storage of Wheat in Interior Urged." *It isn't the wheat, it's the cupidity.*

New Member Has Right Idea!

A new electrical worker, reports the Chattanooga Labor News, arrived recently at the home of Grady McArthur, member of L. U. No. 175. It is said that the young man's first remark was, "Now, dad, I'm going to need plenty of attention during the next 20 years or so, so don't you stand for any of these punk arguments about wage cuts."

Abe Glick, of No. 3, our New York correspondent, reports that a starving woman was found eating grass in Central Park. He comments in his usual ironic fashion:

The Grass Diet

Come hither, all ye starving, destitute and needy
And do heed this generous offer;
It will make your recovery speedy,
And those pangs of hunger you'll no longer suffer.

There's nature's very own food
In the parks, meadows and lanes;
That green grass is so refreshing and good,
And so easily obtainable without trouble and pains!

While it may be a bit hard to digest,
'Tis, nevertheless, nature's greatest gift;
Of all the tonics it's the very best,
And above all—it encourages thrift!

Masterson, always generous, has a kind word for Abe Glick.

My Best

Abe, I like the way you sing,
You sure toe the scratch;
I've read hope and everything
You sent in that batch.

Your pen is ready, prompt to aid
This page with some gag;
I like to see you make the grade
Because you never brag.

Abe, your verse is full of hope;
You must have a good nature;
And a friendly muse like Pope
To write such literature.

Dear Abe, you get in circulation
Because you've got the knack

Of finding a new creation
The boss can not send back.

You will always get across
If you keep your head.
Now, Abe, here's luck to you—
I am going to bed.

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

If you can get a laugh out of this you're a hyena, but Brother Pope marked it "For the Fun Page", so here it is!

Better Days Are Coming, By and By!

Wife, to husband reading paper: "Dear, what does the paper say?"

Husband: "Oh, I don't know, something about Hoover says better business is around the corner."

Wife: "Oh, sweetheart, is that all the paper says?"

Husband: "Uh-huh, it does go on to say something about unemployment relief or insurance for unemployed, or something to that effect."

Wife (Looking over his shoulder): "Oh, darling, that's one of last year's papers."

Husband: "What difference does it make? They are all alike for the past two years. Unemployment relief! Extra session of Congress! Hoover plans meeting with industrial heads to try to relieve situation! Better business around the corner, Hoover says! Blah! Leave me alone; I'm trying to think."

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

Tennessee Electric Power company has applied for injunctions against "jitney" operators, claiming exclusive right to operate over local streets. Now just suppose these wage-cutters force our pay down to where we are unable to stand the exorbitant prices which that concern taxes us for our lights. Would the lighting of an old kerosene lamp in our homes be an invasion of the corporation's sacred rights?—*Chattanooga Labor World.*

JOSEPHINE, THIS EXTRAVAGANCE MUST STOP! LOOKY—YOU LEFT HALF A SARDINE IN THIS CAN WHEN YOU THREW IT IN TH' GARBAGE!!



Most People Are Auditing Their Own Garbage These Days Before They Set It Out in the Alley, Says Hi Hurdle in the Railway Clerk

Just to bust up the gloom we have a communication from the "Duke".

An Answer to Tommy Meech

So many men are worrying,
Over small trifles of the day,
And just the simplest little things.
That, after all, doesn't pay.

So many men take for granted
That the world is always wrong;
Sadness never denotes happiness.
No, indeed, it's always song.

A man may have great worries;
It is true things may be bad;
And yet it may be nothing
Compared to the troubles others had.

Life may be at its darkest,
While you talk of all your woe;
But, how about the listeners?
They have troubles, too, you know.

Perhaps you haven't a job right now,
But yet you have your health.
In health you can be wealthy
Although not a cent in wealth.

Wealth doesn't always mean a bankroll
Or a dollar within your reach;
For proof of what I'm saying, friends,
Think of our friend, Tommy Meech.

He doesn't think in terms of dollars,
When thinking of his health.
For months now he has gambled
Everything he owns—his health.

He staked his life, took a gambler's chance,
And won it slow but sure.
A banker with all his assets
Couldn't have effected such a cure.

When his life was at its darkest
Did he grumble, curse and growl?
Did he greet his nurse and doctor
With a kind word or a howl?

You can bet your bottom dollar
'Twas kindness made his care worth while;
So let us all be like old Tommy
And cash in on that smile.
THE "DUKE."

Hendricks at least is cheerful, although unemployed.

The Optimist

The "Lights of Hope" are shining,
For now my job is done;
But what's the use of pining,
I'll find another one!

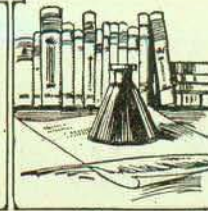
WALTER H. HENDRICK,
L. U. No. 7.

But Will It Make Him Wise?

Hungry to bed, and hungry to rise,
Makes a man listen to communists' lies.



CORRESPONDENCE



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

Editor:

Well, here we are, going into the month of August, still waiting for that wonderful thing, prosperity, until the Brothers cannot wait any longer, for the butcher and the baker cannot wait, and the boys are hard put.

We had a meeting the first Monday and the boys sure were fighting mad to find some way to help the Brothers who are on their last legs and we talked pro and con and one Brother, who has been working, even went so far as to offer 10 per cent of his salary to help the cause, and another Brother was talking about running a dance or a smoker. Another said to have each member who is working take a day off a week and have a member who is not working take his place for that day. It surely is a tough proposition to figure out a way to beat the depression with so many members out of work.

We had our president appoint a committee to look the situation over and bring in a report at our next meeting.

Here it is almost two full years since we have entered into this depression and we have been promised day by day that things would change for the better. We hear the old slogan about prosperity being just around the corner, but we don't seem to be able to find the right corner.

The dangers of the present unemployment conditions are evident to all. It needs only the inflammatory gesture of some rank injustice to spread chaos over the country, yet the leaders are silent, even though uneasy.

Something definite must be planned by our International Office and steps taken to carry out the order of things, for it is all right to tell members not to go into business, but they see small jobs that they can get by being in business that they would not get otherwise and it gives them money for the groceries and there must be some way to keep these Brothers in our ranks, for when you are hard put for the dollar you are liable to do anything.

ED. MULLARKEY.

L. U. NO. 8, TOLEDO, OHIO

Editor:

Local No. 8 held its election of officers in July, and the results are as follows: President, William Limpf; vice president, Frank Fisher; recording secretary, Harry Van Fleet; financial secretary, Charles C. Potts; treasurer, Art. Lang; executive board, H. E. McGinnis, Clarence Bremer, Paul Maher, Ross Kittle, and Jimmy Maher. Brothers Jack Lynes and John Clement were appointed foremen.

Owing to the great expense of holding our annual picnic, the local decided not to hold a picnic this year. However, the Toledo Electrical Contractors' Association is holding a picnic at Locust Point Beach on August 1, 1931, and we have been invited to attend, so that everyone should have just as good a time as if we were holding a picnic of our own.

The depression is still with us and work is not very plentiful here at present, but we are holding our own very nicely and hope to continue along those lines.

HARRY B. VAN FLEET.

READ

Moratorium on Joblessness needed, by L. U. No. 349.

Menace of Jobber-Contractor, by L. U. No. 226.

Real figures on railroad business, by L. U. No. 214.

Outlook in Hamilton, by L. U. No. 648.

Hot comments from L. U. No. 298.

Full cooperation of management, by L. U. No. 1099.

Competency in Cincinnati, by L. U. No. 212.

Hot weather cannot stale the interest, nor depression dampen the ardor of our writers.

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

Editor:

Summer in southern California and with it comes the warmth, but the business of Local No. 18 must be carried on in the usual business-like manner. Our members are lax in attending our regular meetings, but nevertheless we have a semi-monthly attendance of some 150 loyal members.

That in itself speaks well for our co-operative spirit, the same which seems to predominate at all times.

Our organizing committee is still alive and functioning. As we have completed a successful campaign as regards to councilmen, we have thanked and discharged the political committee.

We, the members of Local No. 18, are truly proud of our accomplishments in the recent municipal election due to the fact we succeeded in electing 10 councilmen out of 15 endorsed. Our success was due largely to the concentrated efforts of our political committee working in harmony with other civic bodies that were intent on keeping the Bureau of Power and Light the going business that it is.

To overlook the fact of our International assistance would be indeed a grave injustice to the men who assisted so nobly in our success recently. One especially stands out as a leader, a progressive with the interests of the organized electrical movement truly at heart, namely, Charles Feider, International Representative on the Pacific Coast covering the Boulder Dam project. Local No. 18 as a body and numerous civic groups join in thanking the International and Charles Feider, its representative, for the splendid co-operation and political strategy which were so aptly applied at our recent election.

Brother H. M. Williams has been selected to fill the office of business manager to take up the duties of running our business. He replaces Roy Sisson, who resigned to continue in his former capacity of district foreman for the Bureau of Power and Light, he having been granted a leave of absence by the Civil Service Commission to act as our business manager. I hope the entire membership concurs in the executive board's selection of Brother Williams and gets be-

hind him with the undivided support he so justly deserves; that he has picked out no soft job I am sure we all agree.

I would like very much to know the true facts concerning the Seattle city-owned power department, as regards to union labor. Having recently read in the local papers of the recall of Mayor Edwards, due to his unfriendly attitude towards that city's power and light project. An omen of bad luck seems to have swept the entire Pacific Coast in so far as the enemies of public ownership are concerned, which all speaks well for organized labor, which in my opinion is just beginning to realize its responsibilities to the communities and themselves.

Some months ago I mentioned in this column or allotted space, that one of our members, R. P. Andrews, had invented and perfected a safety-pickup jumper. I have since that time observed a complete model which, in the estimation of the writer, is the acme of perfection in so far as the jumper is concerned. As it is convertible, it embodies the features of utility plus the maximum of safety. This particular jumper can be used as a temporary jumper to cut over bad corners, tight places in vaults or pick up loads with the assurance that the operator will be protected at all times, which is indeed a feature that has been lacking in so far as I know. "Perry" Andrews has gone so far as to supply plans and specifications detailing the principles outlined and that, in itself, bears out the contention that "the repression is over." Brother Andrews can be reached, if interested parties will but drop a card to the recording secretary of this local. So far as I know, the idea has always been that it requires a technician with a test laboratory to develop ideas. To perfect them was an art, to patent the idea was in itself a task not easily accomplished by the ordinary journeyman, but in this particular instance we find in our midst a man who has equaled, if not broken all conventions to accomplish a purpose that will benefit his fellowmen.

Another invention to date is one by S. H. "Whitney" Hindman. It, too, is a jumper idea. I have no detailed knowledge to date, as I have seen it only once and am not entirely familiar with its workings, other than that it is an adaptable appliance that will in any event surpass our old method of jumpering which consisted entirely of varnished cambrie wire, which had to be wrapped and taped.

RAY A. MANGAN.

In our last contribution to the JOURNAL Brother Mangan told of the results of the primary election and dealt at some length with the electro-political situation in this city. Well, the June election has come and gone, the smoke of battle has now cleared away, tons of political literature have found their way to the incinerator and throughout the city numbers of shredded and dilapidated political signs stand like the last poppies of the season, faded and forlorn. Political theorists can now reconcile fact with fancy, provided they have recovered consciousness.

The meat of the whole situation is, that in these two elections an awakened and em-

battled citizenry, led by Local Union No. 18 and other progressive organizations, accomplished the wreck of the power trust machine that sought to ruin our municipal Bureau of Power and Light. Out of a total of 15 we secured a majority of 10 on the city council. The victory is even greater than would appear from the above statement, for, of these 10 councilmen, six were elected for the first time. In addition to this we succeeded in defeating still another incumbent, though we failed by a narrow margin to elect his successor, our candidate being a write-in, in a three-cornered race. However, in the councilmanic districts which we did not carry, we yet piled up a vote of sufficient magnitude to make the remaining reactionaries watch their "P's" and "Q's".

On the night of Thursday, June 25, we held a very enthusiastic meeting. Attendance was good and we had as guests officials of various city and suburban I. B. E. W. locals, who pledged their support in a united front movement of all I. B. E. W. unions in the vicinity. The Hon. Milton K. Young, prominent in political affairs in California, appeared and gave an interesting talk on political conditions. International Representative Feider made an inspiring and informative address on the economic political situation in Los Angeles and, at the conclusion of his talk, called for contributions to an organizing fund, which call met with hearty and instantaneous response.

Yes, Brothers, the depression is still with us, but we have built Local Union No. 18 into a powerful fighting force and depression, or no depression, we are going ahead on all fronts!

"SKORGY."

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

Editor:

Time and tide wait for no man, and this also takes in the scribes of this periodical in its wide scope. Hence we must exert a little effort to get in our monthly quota of news or near news to inform the world that L. U. No. 28 still exists, though rather roughly used by the present economic stress prevalent nation wide.

There has been a little silver added to our dark cloud lately. Owing to the fact that the railroad is putting in air cooling equipment in its cars, a number of men long on the unemployed list were given a chance for temporary employment. This is of some help even though the boys work but four days per week and at the regular railroad scale.

This little spurt could not, of course, care for all unemployed, but took in the longest out.

We took note of the timely article in the JOURNAL on the activities of the wage cutters and how organized labor exerts its efforts in opposing these moves on the part of the short sighted employers. Here we have concrete examples of efforts being made to prolong the depression instead of doing all possible to bring back conditions to normal.

Terrible indeed must be the lot of the unorganized who have no organization to back them, no officers to inspire and aid them, no one whom they can consult with and discuss labor conditions, education, insurance, pension, sick benefit, etc. It certainly is a strain on the imagination to try to figure out how any one in these highly organized times can for one moment consider going out and getting for himself, single handed, any kind of working conditions and wages. By organized we, of course, refer to business organizations. It is really pathetic to think of the lot of the unemployed, unorganized worker. We can't think of a worse condition for the worker.

We note where Brother W. A. Lobbey, of

Local No. 113, advocates charging the Brotherhood's insurance company for space used in advertising its business in the JOURNAL. Possibly that may be a good idea in raising additional revenue for conducting the business of this magazine. Also another source of profit might be had from a very select clientele of advertisers carefully chosen.

Now for a bit of personal news. One of the Brothers, Jack Rolly, is going around very proud and highly elated in spite of the times, and we feel that we should let all in on the bit of good news so that all may share in his joy and congratulate him. After 14 years of married life, Jack is now the proud father of an only child, a daughter. He informs us that now that he is blessed he feels that life holds something worth while. He feels that he now has something to really work and strive for. Someone to cheer him along the path of life in this cold, gray, drab world. We really and sincerely feel that the Brother is truly blessed and we offer him our heartiest congratulations to be shared with the little one and his wife.

Meetings are always well-attended and interesting though the weather is hot. The business manager and his assistant manage to render interesting reports.

Our relief committee, established to aid the unemployed, is still functioning in the same satisfactory manner.

The baseball team is doing good work for the glory of L. U. No. 28, in the building trades league.

As for the educational program, the regular, purely electrical classes for journeymen and helpers and apprentices, are closed for the summer. The welding and cable splicing classes are open for practice for the students—those who wish to keep in trim till the regular season opens again.

There is whales of room for improvement in the working opportunity situation. No improvement whatever is in sight at present.

R. S. ROSEMAN.

L. U. NO. 60, SAN ANTONIO, TEXAS

Editor:

Surprising to see a letter in this JOURNAL eh, Brothers? Well, I have been promising some of you that I would have a word or two in the July issue, so here goes.

The first thing I want to say is all of you loafing Brothers can come to San Antonio now, I know we will be able to take care of you. The business agent told me that a contract was let for a nice job, just outside the city limits. Yes, sir, Brothers, a very nice job; a four-room house to be wired, knob and tube, tap system, so all you Brothers who want a job, just step up and sound your horn.

That is the first job to get started here in the last three months, and you should have seen the members here grab for it.

Local No. 60 had the election of officers last meeting night; sorry I could not get there as I was locked in a jury room, but was told later that the same men were elected for office. More power to them.

I just want to say a word at this time, maybe it will not seem so pleasant, maybe it hits you and maybe it does not, but if the shoe fits, wear it and if you have anything to say, see me.

You fellows that are running after your job had better watch your step because there are a few union men left in No. 60 that will prefer charges and what I mean they will not be dropped, after they are passed on by the executive board.

You can remember charges can be appealed to Brother Tracy then to higher courts if desired.

Brothers, we all have to get down to business and cut out this humbug stuff, it is getting us nowhere fast.

Brothers, you know we have a new contract with the contractors and it is a cinch that they want to live up to it, so if each and every one of you will do your part we will all get along fine.

Hello Brother Monsive, why don't you answer my last letter? Address me 439 So. Presa St. Would like to hear from you.

Brother Yeager was telling me he was going to leave town. Well, I don't see any need for that. I noticed Brother Yeager has fixed his car over. He has put a good truck bed on it. He said he sure could haul a lot of tools and material. He also told me that just as soon as he could get hold of a few dollars he was going to have pipe racks put on. No, no, Brother, you should not leave town.

JIMMIE DEHART.

The membership of this local seems to be well satisfied with the results they have been getting from their officers for the past several years, as they reelected the entire staff for two years at the first meeting in July.

Following is the list of victims at headquarters: President, Ed. Eiffler; vice president, Max. Niedorf; financial secretary, H. M. Downham; recording secretary and business manager, W. R. Williams; treasurer, John H. Anderson; executive board and examining board (combined), O. G. Carter, H. M. Downham, J. E. Gill, Max. Niedorf and R. V. Patton.

Most of the Brothers probably have radios so they know all about the wonderful climate and opportunities down here. So come right on down, you are all welcome. Do not bother to bring travelers, as the county does not insist on them—they will let you make little ones out of big ones without a card.

The way it looks now that will be about the best opening down here this winter; as we have had a large number of Brothers on the waiting list a long time.

WM. L. CANZE.

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

Editor:

We are still having trouble getting some of the City Light and P. S. P. & L. Co. men to join up with us. Some carry a deep grudge against us and the I. B. E. W. generally and quite a few still believe they are getting the scale because the city fathers want to give it to them. They don't seem to think that quite some time ago the locals were the ones who wrote in the city charter that electrical workers and all other skilled tradesmen should get the prevailing and existing union wage scale. Those are the birds who are riding on the band wagon and will not get down and help us push it along.

Another thing, these fellows are generally the ones who are continually handshaking their way into the good graces of the foremen or departmental heads and when someone of the Brothers tries to go to work on a job they find one of these birds making things hard for him. The foremen generally let things go and don't say anything with the result that we still have a lot of slack or loose motion in our ranks. If we have a Brotherhood, let us have a Brotherhood and



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

not just a lot of ideals and phrases that mean nothing when it comes to living them down to our mutual benefit. We fight like the dickens to get new members in our ranks and after we get them in it we fight them by not giving them a break. This is meant in the interest of our new members and not the members who have let their cards drop several times, and rejoin us when some good job comes up, just to go to work.

I contend that every foreman on every job should insist that every man carry a card. He is in a position to lay off or fire any man and as soon as a new man gets into a gang he should be asked for his card and if he refuses to have or get one the gang should make it tough for him. If we insist we will get them in. Last year the writer was shop steward on the 26-mile transmission line from Yelm to Centralia, Wash. We hired every lineman in the country who packed a card and we didn't have grunts enough to go around so we had to hire building laborers, and longshoremens from Olympia and Tacoma. We even had several union waiters. When the unions could not supply any more men we insisted on a union card of some kind, and let me say this, to my knowledge there were no men working on that job without a union card paid up. In several of the towns we worked out of we insisted on the

restaurant men getting cards and they got them. They also stocked Clown cigarettes or they would not be patronized. We made no hard feelings and everybody was happy. Nuff sed on that subject.

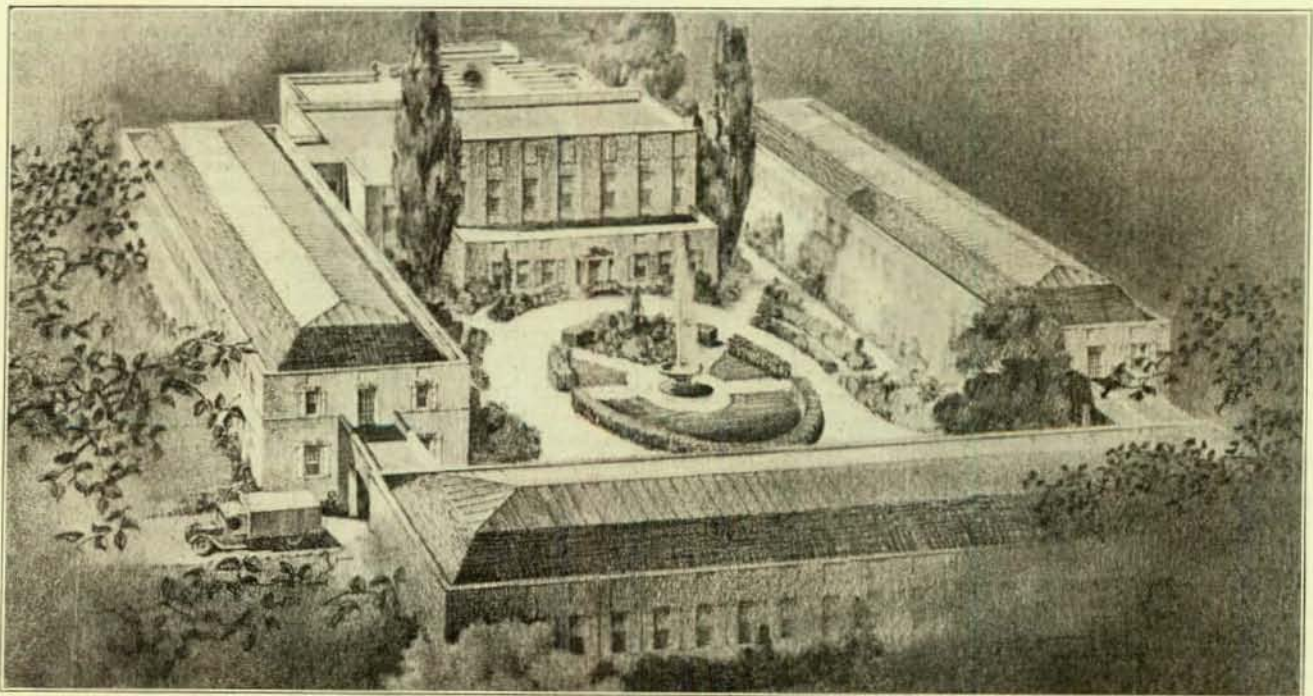
Just now we have the national convention of the B. P. O. Elks in Seattle and, boys, let me tell you it makes me feel good to see a lot of those bucks really spreading optimism, cheer and hope among the people out here. They are, as Amos 'n' Andy says, "Sho down in the dumps," and to see them cutting capers and making whoopie is like taking a mental shot in the arm and feeling good over it. We only wish that we had a couple hundred cart wheels, so we could help them paint the town cream and purple, for they are the boys who know how.

Uncle Sam sent a large portion of the Pacific fleet in the harbor for the July 4 celebration, and with the Elks' convention and several thousand gobs all pleasure bent, it should be a little stimulus to the people of this glorious northwest. Of course, the gobs will stay here until this fall and then go south for winter maneuvers.

This scribe has been laboring under the impression for the last year or more, that if we Brothers don't get onto ourselves we will be beaten out of a lot of work that rightfully belongs to the I. B. E. W. For the last

six months or so I have been personally asking each Brother that I come in contact with, what would be his opinion should the iron workers suddenly come forward and demand all steel town construction work throughout the U. S. A. and Canada? Particularly in this locality. They all give vague answers, some saying it's in our city charter for us, others saying that it's ours because it says so in the new constitution; still others admit that it should rightfully be ours, but no ruling has been given from the International Office, etc., etc., etc. Now summing it all up, I've come to the conclusion that we are all as yet "fast asleep at the switch." The time to act on this thing is now. Just two months ago Local No. 125 in Portland took a good one on the chin from the iron workers on the construction of two 300-foot radio towers. I want the boys who read this to please refer to their June issue of the WORKER for full details of this Portland affair.

In about 60 days we will have the same thing right here in Seattle with the iron workers. The city is planning to build 25 miles of steel towers by contract, and then to string the wire themselves. Now that will place the contractor in the same place as the one was in in Portland. The iron workers here state that steel tower work is theirs and they mean to have it foul or fair and



THE GOVERNOR EMMERSON BUILDING

New Home of the Illinois State Fair School of Domestic Science, at Springfield, Ill.

We are indebted to Mr. Stuart E. Pierson, director of agriculture, and Mr. Milton E. Jones, general manager, of the Illinois State Fair Association, for their co-operation in furnishing us with the information and picture of this beautiful and modern building.

The girls' school is held here during fair week, where all the arts of domestic science are taught. It is the most up-to-date building of its kind in the United States. The kitchen is a model one; every appliance that is made for kitchen use will be found here, and all are operated by electricity. The other departments are as fully equipped for the respective service they operate.

The Henry Newgard Electric Company, of Chicago, Ill., were the electrical contractors.

Brother Jennings, of L. U. No. 601, had charge of the work.

Director Pierson and Manager Jones are perhaps the best qualified gentlemen for their respective positions, as they have given the state of Illinois the best fair in the United States and from all appearances this year's fair will surpass all other years.

This year the fair will be held from August 22 to August 29, so come, one and all. The race track is the fastest in the United States and the best horses have been here and have lowered their time, so it must be fast.

The prize stock parade is a beautiful sight to behold; animals are seen in this parade from all parts of the United States and Canada.

The same may be said of the night horse show, which is the society event for the lovers of horses. Here may be seen all sizes, types and color of the horse family.

The buildings and grounds are beautifully and well lighted, and a crew of L. U. No. 193 are always on the ground to take care of and see that the electric work is well kept up. For the past six years union electricians have been employed on all the work and we are proud to say that the fair managers are well pleased with our work, and we hope to be able to continue our work in the future.

HERMAN R. ARMBRUSTER,
L. U. No. 193,
Springfield, Ill.

I happen to know they mean business. Times are tough and they are out to get that work or any other kind that is anywhere related to their line. If the line should happen to be steel they are going to insist on that, too.

In Portland, they actually ran our men off of the job by threatening to pull a strike on a couple of other jobs the contractor was doing at that time. They have a ruling from their international that steel tower work for electrical transmission is in their jurisdiction. We respectfully request Brother Broach to get a decision from President Green, of the A. F. of L., for once and for all time, on the jurisdiction of this tower work. To my way of thinking they have no more right to this work than a plumber has in wiping a joint for a cable splicer. Don't forget, fellows, the longer that we stall this off, the harder it will be to get in the future.

J. D. Ross, the former superintendent of light and power of the city of Seattle, recently returned from New York, where he was a consulting engineer for the power commission for the state of New York. He stated that all the transmission lines from the St. Lawrence River powerhouses would be steel towers. That means hundreds of miles of steel towers that are to be constructed. All of us realize that to erect a steel tower for a transmission line takes considerably more time than to raise a large pole of the same length.

We also want to take into consideration some other things. We have a ruling that all poles 80 feet or over pay double time, that means from the top of the pole to the ground and not the overall length of a pole. We also know that the iron workers will work to any height for straight time. Now I conscientiously believe that that ruling was put in to mean for poles only and was not meant for steel towers, and I would appreciate very much if Brother Broach would clarify this point. If that ruling means for all structures (outdoor) above 80 feet, then we have tied another anchor around our necks, because contractors cannot bid in our favor with such prohibitive demands by us.

Please note L. U. No. 125's article of the June issue. The contractor did not want to tackle the job until Brothers Clayton and Scott Milne guaranteed him a certain figure for labor; evidently the boys were willing to make a few concessions to the contractors, otherwise they would not have held out so long in our favor. If any of the good Brothers who read this care to comment on the above, I would appreciate it very much if you would send it to the WORKER for publication so we all can get the benefit of this discussion.

In conclusion, Brothers, let me repeat what our wise old sage, Benjamin Franklin, once said, "If we do not hang together, we shall certainly hang separately."

FRANK R. WALD.

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

Editor:

In keeping with our new constitution, we held our election of officers, for a two-year period, Friday, June 26. The following officers were elected: President, Roy Conheady; vice president, Alfred Steigman; treasurer, Fred Seimes; financial secretary, Andrew Knaut; recording secretary, John McKie; business manager, Arthur Bruczicki; examining board, Edward Connell, Edward Hayden, Edward Bullinger; executive council, Roy Gorman, George Schnurr, Clarence Archer, William McCarthy and Edward Langschwager.

We sincerely wish all these new officers every measure of success in the carrying out of their duties and we hope that with their efforts and the co-operation of the

members, to build a bigger and better Local 86.

The depression is still with us. Statistics show that the average duration for these times is 18 months. The turning point should have been noticed around May of this year, but there is no noticeable turn for the better as yet and there will not be any until all employers of labor realize fully that this depression is totally unlike any other preceding one.

I have continually stated that this depression has been brought about by the increased use of machines, and in my last letter I quoted the figures from the U. S. Department of Labor relative to the "increase of efficiency or productivity" of the worker.

Men have been displaced from industry who can never hope to be replaced under our present order of business methods.

New industries entering the industrial field can never absorb the idle labor.

The same conditions will apply to these new industries as to the old and the only "new" industries that are apparent at the present time are the increased manufacturing of airplanes and television, which is coming to production very, very slowly.

Also, do not lose track of the fact that there is a virtual "dead line" drawn on the male worker after he attains the age of 45, and that thousands of potential workers enter the field at the end of each June and January school semesters.

In studying over this depression from all angles and from reading the theories and opinions of many brilliant minds, in my own humble opinion I can see only one solution, that is this—*the time has come when man is to enjoy more fully the fruits of his labor; the machines are here to be a blessing to mankind, not the curse that they are now. To accomplish this the hours of labor must be shortened and the wages must be increased so as to give substantial buying power to all working people.* Putting men back to work on "full time" (eight and a half to nine hours a day) and paying them anywhere from 10 to 30 per cent less than before their lay-off is entirely wrong. These men have lost a great deal of their "buying power." The cost of living has only dropped from six to 10 per cent. You just read to what per cent the wages have been slashed and every working man knows from experience that the cost of living has always been higher than his income. So figure it out for yourself. In a few months we will be back again in a throes of depression worse than at present. (It would be worth any man's time to read the article on page 365 of the July WORKER and think it over deeply.)

It is time that the employers of labor, especially the large corporations employing thousands of workers, to use humanitarian and common sense methods in dealing with these new problems of machines and the worker's efficiency (both are relative) and to forget the old dogmas of "over production," "gold scarcity" and "excess inventory."

I see in the July WORKER that the newly-formed Local 11 elected their new officers and that my old friend, Myron C. Lansing, was elected to the executive council. Congratulations, Myron. Remember me, and that goes for the rest of our boys who were there, to all the boys I met while in Utica a year ago—Homer Poupoit, Delois Welch, John Milligan and "Buck;" wish we could all get together again.

CARLTON E. MEADE.

A man without mirth is like a wagon without springs, in which one is caused disagreeably to jolt by every pebble over which it runs.—Henry Ward Beecher.

L. U. NO. 104, BOSTON, MASS.

Editor:

Local Union No. 104 has made quite a few changes in the last three months, namely, we moved from the Paine Memorial Building to Room 503 in Tremont Temple, on Tremont Street. We meet once a month, the third Thursday. Our business manager has gone back to work for the time being, but anyone wishing to talk with him can call Somerset 8310 between 5 and 6:30 p. m.

Ever since our strike in 1926 there has been a great deal of misunderstanding which finally brought about two active factions in the local each with the sole purpose of downing the other. This state of affairs carried on for three years and a half till we were about down and out. Month after month motions were made to do this and do that but nothing was done, so finally the executive board took advantage of the new constitution and made some drastic changes. Brother Charles Keaveney, our International Vice President, came to our assistance, right in the middle of the mud slinging, and saved the day. He is still in our midst. I know we will be a healthier outfit by the time he has dug out all the dirt, and told everyone where they head in.

The members were grieved over the death of our late friend and Brother, Martin Joyce. He had many friends in our local and will be missed. The business manager and several of the members attended the funeral.

H. FITZGERALD.

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

Editor:

Local No. 113 had its biennial election on June 17, and the following Brothers were elected and at the next meeting installed:

Joe Kampling, president; Charlie Brown, vice president; Art Stanton, treasurer; Thomas Mackie, financial secretary; Frank Burford, recording secretary; Abie Lagergren, Frank Burford, Charlie Brown (inside), and Joe Kampling, Harry Schroeder and Roy Hull (outside), on the executive board.

Our old standby, Brother Cameron, absolutely did "not choose to run." He gave some sizzling reasons which caused some discussion. Well, we all need a bawling out once in a while, especially when it can be tendered without personalities.

We have a tri-city conference twice a year, between the Denver, Pueblo and Colorado Springs locals. The last one was well attended and from all reports was not so full of brotherly love as some. However, some few difficulties were ironed out, mainly those pertaining to journeymen from Locals No. 12 and No. 68 working in our jurisdiction without reporting and without permits. This was another case where Brother Cameron did "not choose to run"; he stood his ground as did the other boys. Agreements are far better for every one concerned than hard feeling left to simmer and come to a boil (on the neck).

Before long the auxiliaries of Locals No. 12 and No. 113 will get together in a picnic at Pueblo. Judging by our past combined blowouts, and the present weather, this one should be a sizzler.

We had a little flurry this spring, when all the members were working; but that didn't last long; and things don't look any better for work this winter than they did last fall.

Surely hot lately, but here's something to be thankful for: It's cool as soon as the sun crawls behind the mountains, and when

we're not working we can go fishing where it's cool—even down to 59 degrees. Pretty good old world (in spots) after all.

Here's the end of the paper, so, so-long.
O. F. WILLIS.

L. U. NO. 120, LONDON, ONT., CAN.

Editor:

We have had to send for help and lots of it. We are looking forward to better times again. Not enough folks attending meetings, losing all interest in workings, and when a crimp comes along, why, they just look to the real standbys to see that everything is put in top notch condition again for them. We have had a lot of members dropping out, going the full three months behind in their dues and saying that they have not got the money to pay it up. You know the old alibi.

The ones that have done the most beefing about "can't pay" are the ones that have and get all the overtime, and lots of it, and yet they yell about "can't pay," and when they read this I hope they know that I am bawling them out, for I sure mean them to get this.

We had Brother Noble in for a few days and he went around and saw a lot of the boys, and they promised to come to an open meeting, but only a couple came up, so you know what we are up against. Well, he is coming up again next month, and going to get a dragnet out for them, and we wish him luck, as we have done a lot of talking but got no results, so I hope he gets a lot out to the next open meeting.

We are getting along pretty fair here, but no new building going up and a couple of the boys doing the heel and toe dance up and down—you know how it goes. I think that things are going to get better here and I hope so, soon. I will ring off for this time, hoping to have something good by next meeting night, and to have Brother Noble have his wish that he could get every lineman in here by the next couple of months. Good luck to you, Brother Noble, until we meet again.

ROY SERVICE.

L. U. NO. 125, PORTLAND, ORE.

Editor:

Want to thank you for completing my quotation in the June issue. I was so full of sealing wax, and cabbages, and kings, that I could not remember the ships and shoes. I have not figured out yet just where the ships come in, but the shoes!—Ah, yes—the shoes. Figuratively speaking, I have been deeply impressed with the application of the shoes. Deeply so. There is, of course, your own lusty two-fisted—I mean two-footed—kick appended to the end of my letter. And also I have received several from the I. O. They of the I. O. also use both feet. Ah me!

I am enclosing a copy of my reply to the kick from the I. O. Not that I expect you to publish it. You probably have not the space, even though you might have the inclination. It is just that I want you, Mr. Editor, to know how I felt about it. In discussions of this nature one doesn't expect to have the last word—does one? You will note that the crown of thorns was lifted from the sacrificial brow of Brother Clayton by the vote of approval of Local Union No. 125. That is because they understand what the conditions were here. As I state in the letter referred to, my letter to the JOURNAL was not a detailed report, but just a recital of the high lights (with no explanation or attempt to condemn or excuse either way), to bring attention to a controversy which has long existed. I mean the

controversy between the iron workers and electrical workers. Hereafter I shall be more explicit and treat my subjects in exhaustive detail—if I have time. Why, even yourself, Mr. Editor, misunderstood me shamefully! You say that I stated that the work was begun by electrical workers. But I didn't. I did say that "work was begun." But this particular contractor doesn't build his towers on the shifting sands that characterize that locality. He did begin the preliminary work, such as is performed by common labor. There was no argument about that. But when it came to the actual tower construction, work was held up, and the Electrical Workers Union and the Iron Workers Union made faces and thumbed noses at each other while a union employer fussed at a contractor who employs only union labor to proceed with a job which didn't know who it belonged to. We knew, of course—and likewise the iron workers thought they knew. But in the end the fact stands out that if we don't get hired we don't work. And union men are not going to continue to be hired if they continue to let their personal differences of opinion penalize the firms that are otherwise favorably disposed toward them.

There are numbers of steel towers in these western states that were built by iron workers for the sole purpose of supporting electrical equipment. There is one transmission line at least upon which it is reliably reported that the iron workers strung and tied in the transmission cable. The iron workers built great structures, some 40, some 60 and some 100 feet high—and then good union, "narrow backs" docilely climb up and affix curlikews of neon tubing, the only reason for the existence of the steel work. But no press secretary objects to it, so no controversy arises. And the electrical workers are losing more and more as the use of structural steel increases in the electrical field. The underlying purpose of my June letter was to indicate that this question can not be settled locally, after a job starts. It cannot be settled by any one international organization or trades council. As stated in my letter to the I. O., if there be any justification whatsoever for the existence of an American Federation of Labor, it most assuredly lies primarily in the adjusting and avoiding of such jurisdictional disputes, to the end that labor may present a united front to the opposition and refrain from placing any obstacle in the way of employing union labor at all times on all jobs. You say "the strength of this international is only the strength of its local unions." Very true. And without international affiliation local unions are but weak things.

They will probably continue to be weak things so long as more or less insignificant press secretaries tread (intentionally or otherwise) upon tender toes, and cause men of "more pith and moment" to turn aside from the pursuit of greater game to tack the hides of said secretaries upon the barn door. Personally, I'm going to try not to do it any more—for the good of the cause.

I would, however, add one note of criticism (the constructive kind, which I am assured is relished by editors and international officers). When some luckless secretary does offend, and it seems necessary to utter words of admonition, don't make them too harsh. Otherwise the hoipolloi may say, as did Othello, "Methinks the damsel doth protest too vehemently"—or as the thought is expressed in the Persian proverb, "The dog that is hit, yelps." Take myself, for instance. In the 12 or 15 years that I have been a union member, I have probably given much more of time, thought and substance to the organization than the average. My contributions to your pages, Mr. Editor,

would seem to indicate deep interest and sympathy with the aims and ideals of our common cause. One would think that, like the ordinary dog, I should be entitled to one bite before being condemned. Yet at the first inadvertent showing of teeth I hear loud and angry voices. Putting the extreme construction upon your comment—(as was done with my letter)—you infer that I am an indecent liar. Well, call me an indecent liar if you must, Mr. Editor, but do it gracefully. Say that I'm an unmitigated prevaricator, devoid of a conception of the amenities of polite usage—or sumpin'. Do it gracefully.

Now that we aren't mad at each other any more, there is something more pleasant that I must mention. I commented in my June letter upon the proposal of the Portland General Electric Company to cut wages 10 per cent. You will be pleased to learn that they didn't do it. They only cut us 7½ per cent (ain't dat sumpin'?).

As stated in my previous letter, we put the negotiations entirely in the hands of International Representative Milne and Business Manager Clayton. And if ever two men did yeoman service in an effort to stave off the seeming inevitable, they did. No stone was left unturned, and no possible move overlooked in an effort to bring about a satisfactory settlement. As a last resort they succeeded in getting the president of the company to agree to lay the case in private hearing before a referee, both sides to abide by his decision. Before the hearing, however, our closed shop agreement was signed up for a year, as of July 1, to continue in full force and effect thereafter unless terminated by 60 days' notice in writing from either party to the other. All working conditions continue as heretofore.

Portland has 300,311 inhabitants, and I inferred from Brother Clayton and Milne's report that they were somewhere in the last 311 names before a mutually acceptable referee was chosen. He is the manager of the principal local newspaper. We were well satisfied with the choice as that paper has strongly endorsed Mr. Hoover's program all along, and had published many strong editorials and cartoons condemning wage cutting. Trouble is, we picked the manager instead of the editor. It seems that editors don't always print what managers think, or vice versa. This one felt, after giving the subject grave consideration, that we should accept the same 7½ per cent cut that other employees of the company had suffered, as per my last letter.

I want to state that our case was splendidly presented before the referee by Brother Milne. I doubt if it could have been placed in more capable hands, for Brother Milne is thoroughly conversant with the entire situation, and his argument was analyzed and summed up in a masterly manner. But to no avail. It seems that there is not only "a Divinity that shapes our ends," but also a diabolical influence that sometimes distorts them. And, Brother Milne, whatever else his good qualities may be, does not possess supernatural powers. So we "took the cut."

And if no cataclysm of un'oward events culminates in the interim, I'll have more pleasant subjects for discussion next time.

Yours in rare good humor,

DALE B. SIGLER.

L. U. NO. 180, VALLEJO, CALIF.

Editor:

After receiving the criticism offered by some of the Brothers of Local No. 180, mostly because I did not mention their names in my last article, it has taken me some time to rake up courage enough to continue with another.

However, I believe every local should have a press agent and that agent should keep up a correspondence with the WORKER, advising our membership of conditions in every jurisdiction of all locals in our Brotherhood; that it might save many of our Brothers from chasing rainbows after reading some newspaper article.

Local No. 340, of Sacramento, should have a good article in the WORKER every month giving out the general conditions in and around our capital city. Speaking to one of the Brothers of Local No. 340 a week or so ago on this matter, he told me conditions had been so bad in that jurisdiction that they could not afford a press agent at a salary of only "thank you".

As I see conditions in and around the bay district, they are much improved during the past two months. About one-fourth of the Brothers are working five days a week while half are possibly getting in one-half the time and the other one-fourth are still wondering.

Conditions in the jurisdiction of Local No. 180 as far as the marine workers are concerned are bad, very bad. From 30 to 40 marine electricians are working two weeks on and two weeks off, and many others laid off indefinitely. Among other crafts this number can be multiplied by about six on Mare Island.

The narrowbacks on the Vallejo side of the channel seem to be holding their own now, although we have from two to three Brothers out most of the time, and I may add that the outlook for the future here is not so bright. But regardless of all the depression here Local No. 180 has not yet lost a member.

Brother Bittenback has just been installed president of Local No. 180, to complete the unexpired term of Brother Melvin Larson. Brother Funkhouser was installed as vice president. Brother E. E. Reed, our old reliable financial secretary, is still holding down that office.

Past President Melvin Larson is back on the job again after a two weeks' vacation.

The Cruiser Chicago is back in the yard again, after her two months' shakedown trip to the Hawaiian Islands for minor repairs, which has meant much to our local members who have been off two to four weeks without pay.

Our new by-laws have just arrived after being approved by the International and perhaps in my next article I may be able to tell you what they mean to our local. Since those Brothers who have always used their own buggy wagons to carry material to and from the job will have to cut the practice out in order to comply with the new by-laws, I feel it is going to work an awful hardship upon our largest electrical contractors and a few of our local members.

J. W. CARRICO.

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

Editor:

This is the first letter from No. 193 since the amalgamation with No. 427, on July 8. The following officers were installed: President, Russell W. Hawkins; vice president, N. C. Ashlock; recording secretary, Henry Bogaske; treasurer, Fred Volle; financial secretary, Fred C. Huse; business manager, Herman R. Armbruster. Brother E. J. ("Boomer") Davis, of the I. O., was the installing officer, and those who know Brother Davis can just imagine how well this was done, as he is a stickler for having things done right and no time lost. After the installation we were informed that the entertainment committee had put on a feed, and the large attendance fell to, as there was enough to eat, drink and smoke for a small army,

but the men all were in the best of spirits and a good time was had. We are now on the road to a better and larger local and we expect to be heard from in the near future.

We believe we have taken the right step, as the larger banks, factories, etc., are doing the same thing. Merging to cut expenses, but not losing any ground. One business manager to carry on the work for both branches of the trade. We notice L. U. No. 11 has been formed into a larger local, so the words of our president have been heeded by some L. U.'s.

Local Union No. 193 has withdrawn from the building trades. As we could not give them our moral support, we thought it folly to pay into an organization unless we could give it our full co-operation.

We read with great pleasure of the co-operative agreement by and between four of the largest labor unions in the U. S., and the time is not far distant when some of the other crafts will follow.

Magazine Chat. (Does this magazine value contributions from its readers?) The writer would say yes. If you will read the WORKER you will find that most of the articles are answered in some way by our I. O. This WORKER that we get every month is our mouthpiece, so if we read it from cover to cover, we might be able to answer some question that will enlighten the writer, for this local has been rewarded on two occasions, once in the WORKER and another time from a member in Goshen, Ark. We thank the Brothers for their information, as we have profited by it.

In looking over the map and reports of the local unions of the I. B. E. W., making the largest income returns, we see that there is a great field for us to work on. No doubt there will be plenty of work within the next 12 months, and we should put our shoulder to the wheel and see if we cannot increase the membership in some of the states, and try to get more work for the Brotherhood. We as individuals should go out and sell ourselves to the builders of industry. All large undertakings are brought about by small beginnings. There is not one of us, if we would use our influence, but what would bring results. We all have friends, and now is when we most need them. The butcher, the baker, the candlestick maker and a host of other business firms that we deal with have some work done at all times. Go talk to them; tell them that the work should be done by members of the Brotherhood.

Do not put everything up to the I. O. and say, "Let George do the work, he gets paid for it." This remark has been made and you know it. Just try to see how good a salesman you are. If we cannot sell our ideas to the public in general, to whom do you think we can sell them?

Babson, the business wizard, has informed us that business has picked up wonderfully since President Hoover's moratorium plan has gone into effect, to forego the payment of honest debts by the foreign countries for a year. If this is the CURE, why not cancel all debts and start with a clean slate?

The banks and big interests have all the money—there is no demand for money just now—and they are taking advantage of this situation and are gouging each and every one of us. Here in this city you must have a monthly balance of \$100 or pay \$1 per month for service. You are allowed 15 checks, and three cents per check over 15. Well, I presume we will have to go back to the old sock, for how many of us have the \$100 at all times? Read the July American Federationist and you will get some valuable information pertaining to labor and its problems, and what some of

the big men of the country are doing. If the politicians have their way we will have all the work we can do by the time they get their men picked out for office, and we will all have a full DINNER PAIL and forget that we ever had a depression. And when the officers are elected, all will be over as far as good times are concerned.

As has been said, the three most pressing problems we face today are the peace problem, the race problem and the economic problem. To solve these problems, then, we must become seekers after justice. If we know what justice is, this should not be hard. According to Aristotle, justice is the practice of JUST-NESS toward others. Plato conceives it to be the principle of rectitude and fair dealing, to be obtained by perfect harmony in beneficent activities.

HERMAN ARMBRUSTER.

L. U. NO. 212, CINCINNATI, OHIO

Editor:

Having recently been placed in a position whereby I have reached many of the most remote "corners" in our fair city and suburbs, I am obliged to agree with Roseman, of L. U. No. 28, regarding prosperity. If it is lurking behind a corner I, personally, have failed to experience any heart attack by its sudden appearance. Although it might not be O. K'd by organized labor in general to deal with secret service, I might suggest that we resort to that method and, at least, employ them for a period of time necessary to point out to us just what "corner" prosperity lurks behind. I am positive that at the present meeting we can produce a standing army in Local No. 212 who could handle the old fellow in a commendable manner, were they to suddenly come in contact with him.

To the Brother who has taken to the road, I wish to say that we electrical workers here in Cincinnati are certainly being held down by the hand of this nationwide depression. They call it depression, or dullness of trade, but that, I presume, is only to quiet the real sentiment the average worker has at this time, but even I have seen and passed through periods not nearly so rough as this one which were openly known and discussed as panics. But as Dukeshire puts it, perhaps panics are reserved for Democratic administrations.

We have, at present, at least one-half and, until recently, about two-thirds of our good paid-up members out of employment, and I do not overrate them by saying that in this bunch are some of the best mechanics that the trade produces anywhere in the country. So, if you happen to be strolling and we are in your path don't sidestep us, but drop in; we can, at least exchange greetings; but, for Heaven's sake, don't ask us to take your card; it would be unfair to you if we did, as we have nothing to offer you in return.

The Amalgamated Garment Workers are still on strike at the Davis Plant. The local's office and recreation rooms adjoin ours in the Brotherhood Building. Quite a large force gather every day, which combined with our outfit create considerable activity, such as passing in and out of the building, using the elevators, etc. All this to the stranger might leave the impression that at least here is a spot where business is normal, but if I understand the word "normal" correctly it is anything but that. Around it all, however, a spirit of optimism prevails. Let us hope it is well founded.

That no depression is being felt by a certain part of our membership is brought out by the report that in some cases the installing of 1,000 feet of B. X. will constitute an average day's work for one jour-

neyman, and the feat is being accomplished. Now, fellows, that surely can't help this unemployed situation; it may solidify your particular job and move the other fellow out, but when that's said it's all said.

M. E. Tracy says: "Life was much simpler when men ground grain with their teeth, or by pounding it on a rock, but now we are facing the machine age." I fail to know the solution to the coming machine age but my guess is that if we were to couple it with antics similar to the one above we will soon be destined to nothing short of destruction.

However, it is becoming more apparent every day that speed is the leading factor when one wishes to qualify as being able to compete, even for a mere existence. This was clearly demonstrated to four Brother members and myself when we were called in on a civil service examination a few weeks past. We were given several printed pages clipped together, which contained as a whole 300 electrical questions, covering mostly every phase of the game. Very few of the questions were difficult and the commission had been very considerate in its method of asking them. Following each question were two or more answers, only one of which was correct. It was the duty of the applicant to answer each question by indicating with an X mark directly in front of the answer which he assumed was correct. With a reasonable allowance of time this would have been a fairly simple examination. Instead we were given the large sum and total of 75 minutes to complete the work which means four answers per minute.

To date none of us have received a report from the commission, but I am of the firm belief that if there are any failures it was due entirely to the unreasonable time allowed to answer the questions. Perhaps when the machine age is fully developed it will provide other ways of handling even a problem of this kind without any physical or mental effort on our part whatever. If so, I am for it.

THE COPYIST.

L. U. NO. 214, CHICAGO, ILL.

Editor:

Station identification: L. U. No. 214, Chicago, Ill.—C. & N. W. Railroad. Meets every first and third Friday nights of each month. Officers (newly elected): President, "Jack" Helander; vice president, R. O'Donnell; business manager and recording secretary, Joseph Wright; financial secretary, J. A. Cruise; treasurer, Leo Stamm.

Now that our identification has been given we shall proceed with the next order of business. Our last three meetings were from an enthusiastic and attendance point of view very successful. On Friday, June 5, our nomination was on in full swing; many were called but few were chosen. (Those chosen are outlined above.) Many were in attendance and the evening was practically given over to nominations. Friday night, June 19, those of us who ran were there with others to hear the verdict of the electorate. Right here and now, those of us who are "has-rans" wish to state emphatically that we are fully 100 per cent behind those who were elected to carry on. It is only through the efforts of all of us that we can fully enjoy the benefits that come with organization.

Now here comes the rub. In the past history of our local, nomination night has always been set aside for a general get-together night. Inasmuch as we had requested the presence of one of our members, who now is putting forth his best efforts to organize others on the railroads in the east, who could not be present we postponed the

"blowout" until installation night, July 3.

Brother Westgard, formerly our efficient business agent, who is now connected with the International in the capacity of organizer, was with us this night. A couple of gifts voluntarily subscribed were given to Brother Westgard in appreciation of his past efforts on behalf of our members. We feel that we have lost and the International has gained a very valuable worker, one who gave his all in all his endeavors to better the plane of our membership. Westgard, in a few well-chosen remarks, answered the introduction of Past President Stamm by attempting to give a word picture of the efforts that are being made to organize all of the electrical workers that are now working on the railroads throughout the country. His remarks were very well received as evidenced by the applause at the end of his talk.

Now, Brothers, a word or two to attempt if possible to show the interests you have in attending meetings. You are aware that efforts in the next few years to consolidate railroads will be much greater than in the past. You also know that every effort at consolidating any kind of an industry means that more efficiency is to be introduced, less jobs, etc.

According to figures of the I. C. C. released recently through the press in the efforts of the railroads to increase their rates we find that in 1920 2,032,832 was the average number of employees on railroads in class I; in 1930, there were 1,487,730, a decrease of over 545,000 workers in 10 years. In 1920 your average wages were \$1,820; in 1930 the average was \$1,714, while in 1920 only 57 per cent of all capital stock was paying dividends; in 1929 it had raised to 76 per cent. Oh, yes, and this same stock has increased its dividend rate from 6.52 per cent to 7.47 per cent in this same period. Another noteworthy item is the amount of dividends. In 1920 the dividends were \$331,000,000; in 1929 these had increased to \$560,000,000 or an increase of close to 70 per cent.

Do these figures mean anything to you? To anyone interested they must mean a lot. First of all it means that if the present trend of reducing employment continues, every fourth man now working on railroads will lose his job by 1940; your wages will have been reduced over \$100 per year. Not only will you lose the \$100 but you will be asked to contribute to your fellow worker who shall have lost his job by this time.

There is, however, one hope for us and that is through organization. And after doing so, attend your meetings, take an active interest in our local, exchange your ideas with us, for if we don't hang together, as sure as the sun sets we shall hang separately.

A. M. CORAZZA.

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

Editor:

The farmer State of Kansas is doing some deep thinking in an endeavor to find out just what reason if any the present administration had in bringing to life the farm board and relief program other than to silence the farmers and get them to vote right. With wheat selling as low as 25 cents it's safe to say that the farmers in Kansas are losing faith and some patience.

Brother Ingram has come and gone and we have a new agreement, and hope it will be a benefit to us.

It will be much harder for a union man out of a job to start up for himself and just as easy for a rat. It will mean an increase of non-union shops. We already have two union shops gone bad, but all that is

our battle and we do not blame the International Office.

One of the worst menaces to our business in Kansas is the jobber-contractor. The regular legitimate contractor can't compete with him, as he is privileged to purchase his material at wholesale prices and sell them any way he chooses to the consumer.

One way to curb this fellow would be to not buy from him, but our contractors are too poorly organized and too averse to group action to do anything concertedly. Each contractor examines his own interests alone and governs himself accordingly. He is truly the individualist we have been hearing so much about.

Unequal distribution of wealth or we had better say, incomes, is accredited to be the primary cause of the present depression rather than the ancient silly one of "over-production", for it was this unequal distribution which caused the overproduction. Now the only way to correct this cause is a more general organization of labor. If all working people would organize and refuse to work for less than a prescribed wage scale, wage cutting and long hours would be a thing of the past and universal prosperity for all who would work would be and stay with us.

Mass production with the aid of machinery has made even high-priced labor cheap and incidentally increased overproducing power to such a degree that in order to keep production up, all our people must become better consumers of all our products, which means higher wages. The rich man usually is selfish and hates to see his employer enjoying the same grade of clothing and cars he enjoys. It hurts his vanity, which, by the way, is his highest developed characteristic, but like it or not he can no longer depend on foreign trade and will have to submit to prosperity among working people if he expects to keep his factories running.

How many automobile factories would be in operation now if only the rich bought cars?

We notice Brother Mullarkey, of Local No. 7, is proud of the fact that he has been a good press secretary for one year. Well, we, on our twenty-fifth anniversary as press secretary for Local No. 226, send you greetings and hope you are still batting 99 per cent perfect 24 years hence.

At this time, when work is scarce, we are feeling most deeply the competition of the ever-increasing number of handy men and maintenance men. It's not up to the city inspector or the officers of the union to handle this situation alone; we all should watch these birds and help to enforce the law.

Stock exchange operators are still using artificial means to lower or raise the price of certain standard commodities on which the health and happiness of the rest of us depend, for their personal gains, but the powers that be at Washington refused to allow any curb to be placed on stock market gambling. This evil must be stopped; this pyramiding profits without adding any real value to the commodity is always bound to cause a crash sooner or later.

Regardless of whether the writer likes it or not we are to have a picnic next month to use up some of our surplus cash.

This seems rather a cantankerous letter but don't forget few of us in Topeka are on assured salaries and, therefore, are feeling the well-known and much-advertised depression, and it reflects itself in our thinking.

J. R. WOODHULL.

Never leave that till tomorrow which you can do today—Franklin.

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

Editor:

Our JOURNAL has long been a consistent advocate for the maintenance of high wages and shorter hours and at the beginning of the present depression this attitude aroused a violent antagonism among certain blind and arrogant captains of industry yet it is curious to note the gradual veering around of opinion in influential circles to the fact that the most effectual means of curing our present evil condition is to stabilize or raise wages, furnish employment and bring back prosperity to the worker. There are still some wealthy, would-be dictators who advocate wage slashing. Read what the Vancouver Sun has to say in answer to one of these:

A Symptom, Not a Cure

"Sir Joseph Flavelle, former leading industrialist, now retired, advocates cutting wages as a solution to the depression. Leading economists vigorously oppose this proposal as no solution.

"Dr. Julius Klein, Assistant Secretary of Commerce for the United States, laid before a New York business men's club the other day a statistical demonstration that a 10 per cent cut in wages would mean a saving of only 1.6 per cent to the average manufacturer. He argued also that if put into effect generally, the cut would frighten wage earners into reducing their purchases to a degree far in excess of their loss of pay.

"Economists in England, where the enormous public debt is a paramount consideration, say that wage and price reductions automatically increase debt. They do not dispute that some wage reductions may be compelled, just as commodity prices have been forced down. But they do argue that this is a tendency to be fought, rather than a policy to encourage.

"The relation of wages to debt is illustrated by personal application. Take a family man with an income of \$1,500 and a mortgage on his home of \$2,000. His interest at 7 per cent is \$140. Prices may come down, his wages may be cut, but the \$140 interest is unchanged. One need be no wizard to understand that this man's mortgage becomes a greater load for him to carry, if his wages are reduced to \$1,200 a year.

"The same argument applies to public debt, the interest which is paid by individual citizens through taxes. A general wage reduction means an increase in public debt, a heavier burden on the taxpayers. Sir Joseph Flavelle and those who agree with him should show what value Canada is to get in return for increasing its national debt by wage reductions.

"Canada is launched upon a high tariff policy. High tariffs mean high prices. To pay high prices there must be high wages, and so Canada must pursue one policy or the other. Protected high prices are no good if wages are so low people can't pay them. The present government is committed to high tariffs. So long as that policy is pursued, consistency and logic demand that high wages go with it.

"It is, of course, folly to deny that sheer necessity may compel some wage reductions before the wheels of progress are again turning at full speed. But, as Canada is presently situated, these are merely a symptom of the disease, not a cure."

The fishing season is in full swing and there are the usual stories of wonderful catches being made, but among those who ought to know, one frequently hears the assertion that "fishin' ain't what it used to

be." I was visiting an old, retired friend of mine and he made that very statement, and proceeded to prove it. He said, "When I was a young feller I was very fond of fishin.' I had heard stories of great catches being made at a place called Yale on the banks of the Frazier River. So being a great lover of truth, I said to myself, Walter, it's up to you to verify the truth of these stories. So one fine morning I caught the boat to the mainland, boarded the train, and eventually reached my destination. Going up to the only hotel in the place, I went in to the bar and invited the genial proprietor to join me in a drink of the excellent liquid provided for the washing of dust down one's throat, after which I stated the object of my journey. He said, 'If it's fishin' you want, yuh shure come to the right place! Just engage "half breed" Charley! He'll take yuh to the right spot and furnish the bait and equipment and it won't cost you much! You'll find him around his shack on the river bank and you'll know him by his thick shock of coarse, black hair! He never wears a cap!' I thanked him and then rounded up Charley and struck a bargain with him. He picked out a rod and line from several he had in his shack and then paddled me across the river in his dugout.

"When we landed he said, wait a minute and disappeared in the bushes. He was gone quite a long time, but finally returned with a three-pound lard tin full of worms. I said, 'Charley, why all the worms?' He only said, 'wait and see!' He placed me on a large, smooth rock at the river side and then measured out the line to reach a hollow just back of me where he sat down. He said, 'Now I'll bait the line, you cast it, and when you hook a fish just throw it back to me, I'll take it off, put another bait on and that's all you have to do!'

"So we started. I made the first cast and my hook hardly touched the water before a nice trout caught it. I threw it back to Charley and in a moment I heard him call, 'all right!' I cast again with the same result and say! I kept that up until my arms got so weary that I could hardly use them. I was just about ready to call a halt when I heard him shout, 'all through!'

"I looked back and there sat Charley in the center of a great mound of slippery, wriggling fish which reached right up under his arm pits, and he was perfectly bald. Not a hair on his head! It appears that when he ran out of worms he started picking a single hair out of his head which he wrapped around the hook to take the place of the worms and the fish never knew the difference, and there he was with a head like a billiard ball!"

"Walter!" said I, reproachfully. "No," said Walter as he blew a ring of smoke in the air from pipe and watched it reflectively. "No! fishin' ain't what it used to be." As I wended my way homeward, I pondered long and deeply on the old proverb, "Truth is stranger than fiction." Next!

SHAPPIE.

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

Editor:

For many years labor organizations, in their conflicts and controversies with organized capital, have found themselves at rather serious disadvantages, due largely to certain conditions that have prevailed in the labor organizations themselves and their relation to more advantageous conditions that have prevailed in the ranks of organized capital. Chief among these, of course, is the differ-

ence in financial resources. While at times this is a serious disadvantage, yet it is really not as serious as, at first glance, would appear; for the controversy is never actually a financial battle, not such as is waged by one corporation against another for control of properties or markets, where the major factor in deciding the outcome is the financial strength of the contesting parties. A labor organization is not a business and yet its success and even its existence depends on its successful negotiations with organizations that are of a strictly business character and, therefore, strict business methods in these negotiations are indispensable that the necessary equipment in executive, legal and negotiative talent in accurate information and in sufficient prestige to command respect be available when required makes the need for a certain amount of financial strength imperative. A labor organization cannot be run on a shoe string.

Labor organizations have long been hampered with the lack of many of the factors that go to make up the proper equipment for dealing in a practical and successful manner with organized capital and the I. B. E. W. has been no exception to the rest though, under the new constitution and in pursuance of the present policies of the International Office, this condition in our own Brotherhood seems in a fair way to being materially remedied.

Superior financial strength is not organized capital's only advantage. It has placed power, freedom of action and responsibility in the hands of a few and picked those few from the standpoint of recognized intelligence, ability and dependability. Labor has frequently picked its leaders because they were good drinkers, smooth talkers or good mixers without any regard to their qualifications (or the lack thereof) for the positions they filled. Again each unit of organized capital is a homogeneous unit with a unanimity of policy and a consistency of action toward definite ends that produce practical results; whereas the efforts of labor organizations have frequently been frustrated by the results of a heterogeneous mass of conflicting opinions and policies and a disorganizing inconsistency of action that was abortive of results. Some of this is due to lack of discipline, but much more is it due to method or rather lack of proper method, for each individual attempts to have a hand in all the activities of his organization and tries to run it in accordance with his particular pet theories and tries to exercise all the legislative, executive and judicial functions in the doing thereof. On the other hand, they wish to restrict the leaders and officers of the organization to the status of office boys. Instead of endowing them with the necessary power and responsibility and leaving them free to formulate and mould the policies and handle the important affairs of the local union, they hamper them (first) by this very restricted authority and (second) by demanding that they distract their attention and efforts and fritter away their time and energy in the attempt to reconcile or settle a mass of minor grievances and petty matters that should be taken care of either by the members themselves or by shop committees or stewards.

All this makes for a vacillating policy on the part of the local union in its dealings with the employers and with the general public. This, in turn, engenders a lack of confidence that reacts very detrimentally to the interests of the local union.

Now all that, in the above, applies to a local union and its members, applies almost equally to the Brotherhood and its various local unions and the members thereof.

There are many other matters in the affairs of labor organizations of a kindred

nature in their effect that are of practically equal importance, but a delineation of which requires too much space to be given here.

However, the crux of the whole matter is that it is our opinion that under the new constitution and the influence and action of the present policies of the International Office many of the conditions causing this disparaging inadequacy of tactics and method on the part of the Brotherhood will be remedied in so far as it can be remedied under the existing circumstances. Greater success would undoubtedly attend this program were it not for the unfortunate circumstance of the terribly hampering influences of the present unemployment calamity. Nevertheless, let us not forget that inopportune as the present deplorable unemployment condition is for the complete success of these policies, yet if the International Office's program is able to weather this storm, it will be all the greater justification for the institution of that program. Let us all hope this will be the case. The one thing that will most aid in the bringing about of this very desirable consummation is a unanimous co-operation with, and an unrestricted loyalty to Brother Broach and the rest of the International Officers in the putting of this program into effective operation. So come on, Brothers, let's all line up and play the game. The medicine won't kill us if it doesn't cure us. It's what the doctor orders and the directions say "take it." So let's give it a fair trial.

W. WAPLES.

L. U. NO. 298, MICHIGAN CITY, IND.

Editor:

There was a time when the two events that brought out the members of Local No. 298 were the annual banquet and the election of officers. Since the vast International economy program began the annual banquets have been called off. They will soon become just a memory of the good old days. Now it seems as though the election is becoming an uninteresting affair. It was nearly a case of the members present drawing straws for the offices this time. Yet should any of the Brothers who had to take these jobs, make a mistake or displease someone during the coming two years, our hall would not be big enough to hold the growlers. Well, perhaps it will be O. K. If things go wrong they can always blame President Hoover. Perhaps they turned out to vote for him.

The local chapter of the American Red Cross recently gave a series of lectures on safety and first aid in our town. The lectures were given by a prominent surgeon and were said to have been very instructive. Our members were invited to attend but the classes were held at 11 o'clock a. m. They probably supposed that we were at leisure these days but it so happened that most of us either had odd jobs to do or were hunting something for lunch. Nevertheless it gave us an idea.

If space could be had in the JOURNAL for a "Safety Hint" page, the contributions from the various safety organizations and from the wide experience of our many Brothers would surely be as interesting as some of the gloomy columns of comment on the depression. Most public service companies and some construction companies instruct their linemen along these lines as a part of their work but few and far away are the wiremen who know what to do in case of serious accident. The Union Cooperative Insurance Association has paid many a claim because someone lacked this knowledge. Seeing safety suggestions in our JOURNAL monthly would keep such subjects fresh in our minds. Delay sometimes means death. For instance, thus:

He watched his buddy burn a while,
And looked around for his pliers.
The best thing he could think of
Was to start in slashing wires.
He knew those little amperes
Had caused many human wrecks.
He had a print, knew where to look
But couldn't find his specks.
So when he finally found them
And got the job all planned,
His buddy didn't need him,
He was in the Promised Land.

PHIL CALLAHAN.

L. U. NO. 305, AKRON, OHIO

Editor:

President Hoover has repeatedly declared that the American standard of living must be maintained.

An Akron jurist, in the pseudo-privacy of his club, has just informed his colleagues that "it ain't no such thing." "The American standard is too high; it cannot be maintained in the face of falling markets," declared this colossus of thought. "Labor is entirely too high. It must adjust itself to new conditions. Wages must come down."

This same jurist, who, unfortunately, must remain anonymous, was a member of a group which, over a year ago, sought an increase in salary from the state legislature. The increase was not granted.

Since the judge has so forcefully stated that "wages must come down," we dare to suggest that he take the financial pill he so ardently advocates for the "hired hands."

THE SHADOW.

L. U. NO. 347, DES MOINES, IOWA

Editor:

We haven't been heard from for some time so will try to get our number in the WORKER again. I believe I was our last press secretary and after a vacation of several months, I'll try to be somewhere near regular with our contributions.

We had our election June 17 and nearly cleaned house. I guess most of the boys thought we had a change coming. As usual, there were some who weren't satisfied, but I believe we have a very able bunch to run our local for the next two years.

Work here has been about up to par so far this summer, nearly all the boys have a pay day each week. With a lot of work on our unfair shops and maintenance jobs locally and throughout the state, there should be considerable difference in our employment problem during the next two years. We have a very able state association that has done very much to better work and conditions and with the proper support from all locals interested should accomplish a great deal.

Have just really got a start on the new alliance between the bricklayers and carpenters organizations in Des Moines and they, as well as L. U. No. 347, are very enthusiastic and anxious to get some real action. It's a very progressive move and should pay good dividends and be a real success. Hope the other crafts will see the light and join us.

Well, I realize this isn't a very long letter but to save space for our more able correspondents will close till next month.

W. R. BURROWS.

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

Editor:

With apologies to our regular scribe, Brother Bob Colvin, and offering as an excuse for usurping his domain, the fact that practically all of the business managers of locals in Florida have recently contrib-

uted, coupled with the fact that I am in receipt of a letter from my good friend, Walter Abell, in which he enclosed a copy of an excellent article which he is sending for the next issue of the WORKER (watch out for it!), here goes from the southernmost point of the mainland of the United States, Local No. 349.

We have, in common with all sections of the country, suffered from, and still have the spectre of unemployment stalking in our midst.

Racing has been legalized in the state of Florida during the present session of legislature, over the executive veto. This fact has improved the morale of all South Floridians, and will no doubt result in some building. We have thousands of unemployed and can offer no encouragement to one desiring to come to Miami in quest of employment.

Local No. 349 has recently negotiated an agreement with our employers, and in accordance with International policy, we have liberalized our "B" classification, to the extent of allowing three new outlets to be installed on existing installations, in an effort to regain lost jobbing work.

Local No. 349 is one of the best locals in Miami. We have no factions, and very little if any internal strife. We have an efficient trade school, holding classes three nights a week in the public schools of the county.

The Central Labor Union, at the behest of President Green of the A. F. of L., organized politically about one and one-half years ago, and have had some remarkable results. We have achieved results that would have been utterly impossible, but for political activity.

Labor's citizenship committee, the name of our political organization, holds open forum every Wednesday night throughout the year. Matters of current interest are discussed. The best speaking talent have been glad to co-operate, from bench, bar, literary, civic and business organizations.

I was disappointed to read in our last issue, a statement, which might lead the uninitiated to believe that President Broach was guilty of neglect in the conduct of his office. It is unfortunate that all matters called to attention of our International Officers could not be taken care of personally, but it is entirely out of the question. It is to our regret that any of the earnest men who assist our International Officers should be referred to in the vernacular of the lineman, as a "grunt."

I have recently had considerable correspondence in regard to jurisdictional disputes, federal construction jobs, etc., many of which were, indeed, complicated. The unfailing courtesy, intelligent and prompt assistance given to me, prompts me to resent even an implication that these matters are being neglected.

The most beautiful and touching tribute I have ever known of one man giving to another, was contained in a letter, found after the unfortunate happening that caused the death of our late Vice President Wilson. I can understand that it was entirely too personal for President Broach to have printed with other letters. I believe that I am one of the very few who read this message. It said in part, "Please forgive me for falling down on you and the Brotherhood. You are a wonderful man and have been a real friend. May God spare you to your work."

Of course, we fully realize that our International Officers are not greatly affected by either praise or condemnation. If they were they would not have had the qualities necessary to have reached their present

positions. I am writing this with the hope of being able to convince some members in locals who are not familiar with International affairs, as to the manner of men we have as leaders in the International Brotherhood of Electrical Workers. I hope that I will not be misunderstood.

FRANK G. ROCHE.

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

Editor:

After a two months' vacation spent in fishing among the keys, your humble press secretary has reported at the office to learn of conditions as they are at present, and the prospects for the future in order that we can pass them on to the 900 odd ex-members of Local Union No. 349, who are always interested in our welfare. Upon visiting the card room I was greeted by the same old bunch still playing "Rummy". The only change noticeable was the absence of nickels, and all the games were run on an I. O. U. basis. Still there was the same enthusiasm in the game as when they were on a cash basis. Business Manager Roche reports eight or 10 members have been getting in broken time in addition to five or six men who have made nearly full time. By this time the whole world knows that Florida has a pari-mutuel law, and at present there are applications for 21 horse tracks and 30 dog tracks in the state. This is a local option law, and, of course, many of these will be eliminated in the elections to be held two months from now. In our county we have three dog tracks all finished and in operation. One horse track where some improvements are going on, and another proposed horse track which at present is just bay bottom. In other words they will have to pump in the dirt and build an island in Biscayne Bay before we can think of building on it. So don't be misled by the press as to the amount of work on the tracks. We will no doubt have the usual amount of repair work during December, but prospects are very poor until then, and when that time comes the "rummy" players have agreed to stop and help Business Manager Roche with any rush he may have. We expect to have a new postoffice also, but at their present rate of speed it will be a year before there are any electricians on the job.

Nearly half of our members seem to have declared a moratorium, and the load is getting very heavy on those fortunate enough to be working. The reports of conditions in other locals which we hear from indicate that conditions are about the same all over the country. So it seems the only thing to do is to sit tight and wait for conditions to get better. And by no means consider traveling to Florida, for every local in the state is in the same fix that we are, and it is doubtful if all our members will get work at any time this winter. Of course, if any Brother is still able to come as a bona-fide tourist, we will be glad to have him visit us, but since being caught in two banks, losing all our cash, it is impossible for us to help the traveling Brothers as we used to do.

Organized labor has a livewire political organization and since we have just had an election we expect to place several additional union men on the city payroll. While it takes a lot of time and hard work to perfect such an organization and keep it functioning we feel that the results obtained justify the effort it takes, and urge all locals not active politically to get busy and try it and we feel sure you will be surprised and pleased at the results obtained.

R. H. COLVIN.

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

Editor:
Splendid summer weather we are having up here. Boys from south of the line are dropping in regularly. They report our cooling beverages as absolutely perfect and the fishing is more than wonderful.

Brother Bill Hill, fresh from his duties at the Empire State building in New York, dropped in to see us last week. As he is one of our real old-timers, Cecil and I had a great two hours with him, making way for more important deputation after that time.

There is only one good job breaking here within the next few months. The new Maple Leaf Gardens will be let before this goes to press. I know it will fall into good hands, for those are the only kind that have been permitted to estimate on same. Hope the successful bidder gives the out-of-work boys a break.

We are having an informal provincial conference at the King Edward Hotel in Toronto during September. The idea is to talk about the welfare of the Brotherhood. Crying towels will not be permitted at any of the meetings.

We note that our premier is asking for a free hand in dealing with the unemployed this coming winter. He should be given a big stick and a free hand to deal with some of our banks and power companies instead, and every knock-out should be credited as a home run.

Those of our boys who are working are scattered around the city doing small jobs, many of them lasting only two or three days. It would be amusing to think of this condition if the results were not so tragic.

Last night Brother Shaw and I heard that two of our members had gone in business and were taking jobs at half the estimated price of their former employer. Since said employer maintains that he has lost money on every job during the last year, one can figure how long the new company will last.

Brothers J. T. Nutland, Bob Bowie, Malcolm Pollock and others report additions to their family during the past month. If we were not a sociable crowd up here in the sticks, our advice would be stay away from Toronto.

FRANK J. SELKE.

L. U. NO. 413, SANTA BARBARA, CALIF.

Editor:

Having been appointed press secretary on July 10, by our very efficient president, R. A. Brockman, the fact has finally penetrated the usual halo of gloom in which I am customarily enshrouded, that I had better dip my typewriter into the ink and get busy, ere August 1 finds me delinquent.

In mentioning Brother Brockman as "our very efficient president," it now occurs to me that that single phrase does not adequately set forth his worth to this local. President Brockman is not only very efficient, but, in addition, very thorough and reliable, demanding that the attention of all members present be given to the business brought before the organization, and no "monkey business." Many have been the visitors to our meetings during the past year, and not one thus far has failed to remark upon the snap, attention, and dispatch with which our meetings are carried on. Perhaps some feel that a visitor's statement to the above effect is simply a gesture toward courtesy. Perhaps, and properly so, but it does not apply to Local 413. In justification of this statement I offer the indisputable fact that all of our members consider President Brockman as one of the best chairmen any local union could wish

for, and accredit him the respect that a good president deserves but seldom enjoys.

For the locals afflicted with long drawn undisciplined meetings there is probably no shorter cut to progressiveness within your organization, than the selection of an efficient, business-like, reliable and capable member for the highest office of your local union. Try it, and marvel at the results.

"HULSH."

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

The enclosed pamphlet may be of interest to you. The municipal plant employs union labor throughout, and we, as members of L. U. No. 193, are very proud to be classed as employees of such a plant. [Enclosed pamphlet of Springfield City light department.]

The sub station pictured on the last page was put up by union labor and all electric work was installed by members of the craft, and it is one of the most up-to-date stations in operation.

The state of Illinois has granted the cities



NEW AUTOMATIC SUBSTATION LOCATED AT FIRST AND CORNELL STREETS

the right to build and operate utilities but very few cities have their own plants.

The Illinois Power Company have a large plant here, but since the city plant has been in operation the rates have been lowered, and now we enjoy the lowest rate in the state and perhaps in the United States and union employees with better wages and conditions throughout are maintained by the city plant. Utilities as a whole do not employ union labor, that is because we have not been successful in selling our ideas to them. The time is not far distant when we shall see our men employed by most of the larger operating companies in the United States, but it will take time and hard work.

HERMAN R. ARMBRUSTER.

L. U. NO. 444, PONCA CITY, OKLA.

Editor:

We are a small local union and live in a small town, but we have wired our town and one of its refineries with union electricians. We point with pride to the Continental Refinery, once the old Marland Oils, and are pleased to remind the Brothers that the kilowatts that pull the many machines over at the Conoco plant are kept coming along by union maintenance electricians, under union conditions.

Many of our men are idle all or part time. New building does not exist. Prospects for the winter are very poor.

Our members here read with much interest the letters in the WORKER. We watch with much interest the developments in the policy and program of the International Office.

Brothers, I have not always blindly and meekly approved the acts of the International Office. On one occasion I was the victim of a very arbitrary decision which is now clearly prohibited, since then, by the new constitution. We sometimes can't have our own way, you see.

But we must have leaders, and they must have authority. I believe we have not only honest, but able leaders, far above those of any other building craft. If they are ably followed and supported by a membership worthy of a card we will flourish in the face of any foe. All our local unions are hurt worse by members, for whose unworthy showing we are brought to shame and grief, than by the man who won't join the union. Nothing cuts me worse on a trouble call than to find an unworthy piece of workmanship by a member of the union and then get caught finding it by a disgruntled citizen.

If I escape the wastebasket I'll try again, soon.

JASPER E. COBB.

L. U. NO. 492, MONTREAL, CANADA

Editor:

Since our last letter to the JOURNAL election and installation of officers have taken place and, while attendance was poor, elections were closely contested.

Alvin Hatcher was elected treasurer by the small majority of one vote and between meetings he reconsidered and declined the position. The executive board elected George Eaton in his place, which was in accordance with the constitution. This means Brother Eaton has held this position for 13 years, which is a splendid record.

The full slate of officers for the next two years is as follows: President, H. M. Nevison; vice president, J. Stoker; financial secretary, C. Hadgkiss; recording secretary, C. Good; treasurer, G. Eaton. The executive board consists of Brothers Nevison, Stoker, Hadgkiss, Good and H. P. Green. The auditing committee are: A. Hatcher, F. I. Geary, and H. P. Green. Inspectors are N. Dilallo and F. Dixon. The foremen are P. Fernandez, H. Davies and G. McOrmond. With the above set of officers, this local should look forward with optimism and it is expected the members will attend meetings regularly and thereby show their appreciation and interest in their local and its work.

It is gratifying to see the interest shown by some of the younger members in the educational trips the local union ran by auto bus to the Cedar Rapids powerhouse recently, and the friendly spirit shown by the Montreal Light, Heat and Power Consolidated, in providing a lunch at their clubhouse at Cedars was greatly appreciated.

The 50-odd members who visited the plant were very much interested in the various mechanical and electrical mechanisms to be seen and kept their guides busy answering questions regarding the water control, turbines, bus bars, transformers and even the transmission lines. Nothing was omitted from a thorough inspection and the committee which had charge of the trips, felt repaid for their trouble when they saw how educational the trips were to many members who had never seen a generating station, although they had worked around substations for years. Trips to other plants will be arranged with the arrival of cooler weather and as the number who can go is limited to the seating capacity of the bus, send in your name to the committee at once, whenever you are notified arrangements are complete. If the members show sufficient interest in educational trips they will be followed up by lectures given in our meeting hall on electrical and allied subjects which should be of real interest to us all and enable us to become more competent in our line of work.

Remember, Brethren, the objects of our organization: To organize all electrical workers into local unions, to develop and to maintain a higher standard of skill, to encourage the formation of schools of instruction for

teaching the practical application of electricity and for trade education generally, to cultivate feelings of friendship among those of our craft, to settle all disputes between employers and employees by arbitration (if possible), to assist each other in sickness or distress, to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, and by legal and proper means to elevate the moral, intellectual and social conditions of our members, their families and dependents, in the interests of a higher standard of citizenship. Surely objects such as these are an inspiration to us all and prove to us it is no mean organization of which we are a part, but a Brotherhood of men bound together with high ideals set before us, yet thoroughly practical in facing the problems in this great game of life.

As this letter is from Montreal it is within its province to write up any news of the vicinity, even though it emanates from other locals and the following news item will be of interest to the baseball fans, although it was cribbed from under the nose of Local No. 568, of Montreal, and records the important baseball game which took place at the Atwater Stadium, between the "Bedard Redskins" and the "Girard Sluggers." This hard fought contest resulted in a win for the Sluggers by the close score of 13 to 12. The umpire, after some raw decisions, was only saved from being strung up to the nearest 132,000 volt tower by the whistle blowing for the resumption of work, amidst threats of what might happen on the morrow. The Redskins consisted of "Baldy" Yardley, "Curly" Dumont, "Bob" Allen, "Flying" Mossy, Truelove, "Cowboy" Collier, "Spike" Hebert, "Hairy" Lepine, and Petit Noel. For the sluggers the players were "Nosey" Cribb, "Horse-thief" Donavon, "Blackey" Lefleur, "Hansome" Paul Thoun, "Blondy" Paquet, "Tailspin" Aviator, E. Perfect, "De Nu" Guy (timekeeper), and the umpire was the great curly haired "Bill" Cahil, who got most of his experience with the codhaulers of Newfoundland. Mayor Allen, of Verdun, tossed the first ball.

The above players are all members of Local Union No. 568 who are working on the addition to the Atwater outdoor substation of the Montreal Light, Heat and Power Consolidated.

It happened the press secretary of Local 492 had a reporter on the job who passed along this news item and that he will be forgiven by the scribe of Local 568 is the wish of yours truly.

H. M. NEVISON.

L. U. NO. 502, ST. JOHN, N. B.

Editor:

This is Local No. 502, St. John, New Brunswick again saying hello! As press agent for the local, I am rather perturbed by a feeling that I have left myself wide open to a deserved criticism by the local, namely, my negligence in not having a letter in the correspondence columns of our JOURNAL in the past two or three months.

I have no defense; my only plea for clemency is: "Wonderful weather, wonderful people, wonderful town", which has kept my thoughts from forming word battalions with some iota of interest in them to other locals, and my own. But I have not broken faith for all time, at least, here I am again.

Of news around the "Loyalist City" there is very little to be said. You have, no doubt, read of the conflagration on the west side of St. John, which was the scene of one devastating blow to our winter trade, when the flames swept to destruction all the sheds owned by the Dominion government. However, I am glad to report that said government has gone after the rebuilding

with commendable speed. Local No. 502 will not benefit for a few months yet, when some of the sheds by then will be rebuilt.

We are looking through the haze of unemployment with hopeful hearts, praying that the day is not far distant when all will be working full time.

I wish to extend congratulations to Brother W. Perrett, our genial financial secretary, upon the arrival of a baby girl, incidentally the third girl in his family. I have one regret, though, that a boy has not yet arrived, who could carry on the noble work his dad is doing in our union. But, "Wally", there is still time.

And that's that.

PRESS SECRETARY.

L. U. NO. 567, PORTLAND, ME.

Editor:

Grasping my somewhat rusty pen firmly with both hands, I sit down determined to devote perhaps a few hours to the duty of keeping Local 567 represented in the JOURNAL. But as I get under full steam I wonder whatever gave me the idea it would take a few hours of my at present none too valuable time, for there appears before me a vast review of nothing of interest, since when Old Man Depression stepped on the country, he seems to have ground his heel with special violence on this section, and about put the electrical worker out of commission.

Our new five-day week schedule is four and a half days too long now, and while the wage scale remains at \$1.12½ per hour, there are only a few who derive any actual benefit and many of the boys are on other work, if possible.

Even at the L. W. Cleveland Automotive Service Station, where five of the boys work, this strange condition is felt, and, where Saturday morning has always been a very busy one, now two or three stockmen and as many service men are all that are required to meet the demand of the autoist, and with the largest registration Maine has ever known.

What's the answer? I'll offer my testimony right out in meeting—I couldn't get mine fixed if it did break down.

Yet, right here in the same city and under existing conditions, the Cleveland Co. has been able to sell this year considerably over a thousand high grade radio sets. So there must be money in circulation.

As a contrast I'm submitting a few samples of absolute inactivity in the local's ranks, taken at random and with no attempt to list them all.

Bob Leahy is selling radios and refrigerators for a year, possibly from choice, and since he is rated as a salesman of high pressure caliber, he has done better than he would have as an electrician.

John Meserve is selling radios, etc.

Fred Waterman is working for the Lock Joint Pipe Co. at 40c per hour, and 150 men lining up every morning looking for work.

C. A. Smith has been busily occupied doing nothing but hunt for work, and at present is working at the T. A. Huston Biscuit Co., while President Chas. Ribbentrop has apparently retired to his vast farm at Westbrook.

Charlie did gain a little notoriety recently when he occupied the spotlight of the municipal court, not from choice, but making his debut there because the cop admitted positively that Charlie was exceeding the speed limit—for autos.

What Charlie told the judge is what I'm not going to repeat. I don't know if the judge saw the car or heard it, or whether Charlie has influence in judicial circles; anyway, he didn't have to ante, but he is a

little skeptical about future appearances there. Maybe that's why he hasn't left Rudy Vallee's home town, Westbrook, for two weeks.

For 10 years Local No. 567 has been accustomed to hold its meeting on Monday night, but when the revision of the constitution ordained that we should meet twice a month, for good and various reasons we reversed the polarity of the week and met on the second and fourth Fridays. Then when the five-day week program entered the picture and the boys wanted to go away Friday nights, we again reversed our fields and have pronounced the second and fourth Mondays as better to do our business. Some of the boys are still confused and judging by what I did last week, it includes me.

M. M. MCKENNEY.

L. U. NO. 603, KITTANNING, PA.

Editor:

Hello, everybody! Our first attempt and, for the love of Mike, do not fall over in a faint when you see the numeral 603 connected with a line from Kittanning, Pa. No. 603 is only a small local but what it lacks in numbers it makes up in spirit and optimism.

With our members working only part time and with nothing in sight in the immediate future, we are holding our heads up and waiting for the end of the depression, as Andy says. Not a single member of our local has said he was regusted. For the benefit of our Brothers in far off states and countries, I will give a brief description of our little city. Kittanning, Armstrong County, Pa., is situated on the famous Alleghany River, located between majestic hills covered with beautiful foliage at the present time. Population of Kittanning last census, 7,810. Its hills abound in mineral wealth and with the river slack watered to a point 15 miles beyond Kittanning we have river transportation as well as the Pennsylvania Railroad, also the Pittsburgh Shamut and Northern, so, with our fine highways, north, east, south and west, Kittanning is well situated to go forward along with other places of similar opportunities.

So much for that and to get down to brass tacks I will tell of a nice weiner roast L. U. No. 603 held at Cooks Park, Tuesday evening, July 14. Now, boys, this was not a stag party—Oh, no siree!—it included all members and families. And did they enjoy themselves? Well, I should say! All there had a swell time, and why not?

R. H. Kunkle, Milton McKeen and E. L. Mechling put on a one-act play, entitled "Who has the Weiner?" Kunkle came out winner with the weiner down his back. Better luck next time, old boy. We now give you a list of those who were present:

Mr. and Mrs. R. H. Kunkle and daughter, Caroline; Mr. and Mrs. J. E. Faust, sons, Dale and Jack, and daughter, Betty; L. E. George and daughters, Ruth and Dorothy, and Miss Strobert as guest; Mr. and Mrs. Ward H. Fullerton and daughter, Jane, and Mr. J. M. Fullerton as guest; Mr. Walter S. Wick; Mr. and Mrs. M. W. McKeen, sons, Russell, William and Jack, and daughter, Rosanna; Mr. and Mrs. E. L. Mechling and daughter, Betty; Mr. and Mrs. F. V. Myers and son, Malcolm; Mr. and Mrs. J. S. Spence, daughters, Gertrude, Dorothy and Lucille, and sons, Gilbert and Wilfred; Mr. F. E. Delong with Miss Jane Jack as guest; Mr. and Mrs. E. E. McCafferty and son, Albert. That is the list of L. U. No. 603 members, families and friends who partook of the world renowned bowwows minus license tags and all surplus hair.

We are looking forward to the time when roasting ears will be prime and hope to have a corn roast at same place.

I will blow a fuse before some one gets a gun, so, so-long for this time. If this escapes the waste basket I will be surprised and may come again at some future time, but will not wait 12 years for next agony sheet.

E. E. MCCAFFERTY.

L. U. NO. 640, PHOENIX, ARIZ.

Editor:

I am once more appointed scribe for Local Union No. 640.

We have just had election of officers. The Brothers elected are, E. C. Gracy, president; Roy Conger, vice president; C. W. Holmes, recording secretary; C. B. Fallis, financial secretary, and Henry Vaness, treasurer.

There is a little work going on which keeps first one Brother and then another busy once in a while.

There is quite a lot of house wiring that we don't get. In fact, it is surprising to go around and see the number of new homes being built, and then see the number of wire jerkers out of work.

We are working toward seeing things better soon.

Have you ever heard one working man say of another, "I hope to see that man starving and begging for bread"? I have. I have heard both union and non-union men say just that.

Poor fools! Do they not realize that what hardships might befall others also might befall them? Do they not realize that as long as they were able to make a good living that the other fellow had the same chance, and a foolish wish would not harm him.

One day two more men and myself were sitting in front of a fan enjoying its breeze. Another man came in and sat down and started to read the paper, but the breeze from the fan kept blowing the paper about, which made him very angry. He turned off the fan and when the room became stuffy he cursed the discomfort of the place and left, grumbling and cursing the world. Can a man like that be depended upon to help better our conditions?

Most of Local No. 640 boys are idle and there isn't much in sight; not only that, but we still don't believe there is a Santa Claus.

LEROY R. POPE.

L. U. NO. 648, HAMILTON, OHIO

Editor:

Well, as far as I am able to remember, this is the first time you readers have seen this heading in this section of the WORKER, and I suppose I am to blame for it being here.

We held our election, of course, in June, and after it was over and the new officers were installed, I made a request that our local should have a press secretary, as I have always wanted to see L. U. No. 648 represented. I don't know what the new president had against you readers, but he proceeded to appoint yours truly. I tried to get out of it by telling them I did not have enough of a line, but there was no use, so here I am trying to do my duty.

Possibly you would like to know who our officers are for the next two years (except the business manager, whose term expires next June, he having been elected a year ago last June for a term of two years). They are as follows: President, Carl Schaeffer; vice president, Ed. Furgison; treasurer, William Atchison; financial secretary, Frank Vidourick; recording secretary, John Wanamaker. H. McCredie, J. Barry, and C. Murray are additional members of the executive board. C. S. Bowers is business manager.

We are very proud of our new officers and promise to back them to the best of our ability.

There is not much use to say anything about the depression for I think we are all pretty well supplied with it by this time. However, L. U. No. 648 is fighting to hold its head above water and so far has been successful.

Business here is very bad. We have several little jobs which will soon be under way that will help our boys out some.

Several years ago the members got busy and helped put over a drive to build a new municipal light plant. Of course at that time we were criticised to a great extent as some of our large local financiers were stockholders in the Columbia Gas and Electric Company, which wanted to furnish the city with power. We, the citizens of Hamilton, put it over and it certainly has been one wonderful success. It not only has made money for the city, but has cut the consumers' rate so low that it is in direct line with water power generation, if you know what I mean.

The contract has just been let for a new substation which went to the Collins Construction Company, of Cleveland. It will all be underground and oil-cooled. This, of course, will help out our local as it will be all Hamilton labor.

The small postoffice job is still pending (that is the electrical contract) but this also will be local labor.

Our city is very proud of a rigid license law which has been in operation for several years. In fact it has been so successful that Cincinnati is now working on one and hopes to have it in operation soon. However, the board has decided to improve on it and write a new local code. The board will consist of men from the contractors' organization, Local 648, the fire chief, city inspector (who is from the state inspection bureau) and several non-interested parties. We wish them great success as we claim to have the most rigid code and inspection east of Los Angeles.

We are getting ready for our big annual Labor Day picnic, given by the trades council, which promises to be one of the largest ever. I think this locality is just about flooded with tickets on the grand prizes, so if some of them come your way don't hesitate to take all you can, for they are surely worth while, ranging all the way from a Ford deluxe sedan, Norge electric refrigerator, a set of golf clubs and bag, a Westinghouse radio, a standard gas range, a G. E. washer, an electric sweeper and many other things. If you want to have a good time just come over to Hamilton that day and you shall have it.

Well, I don't know much more to say at this time other than we are contesting the sale of Majestic radios and refrigerators, both teeth and toenail.

Something about Middletown next time.

MARION CUMMINS.

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

Editor:

Business is picking up. On June 18 two new members, Brothers Shumate and Peters, were initiated. In June a daughter, Jaqueline Lewis, was born to Brother and Mrs. J. L. Harrell, and this month a son was born to Brother and Mrs. Boyd L. Williams.

At the last meeting of June officers for the next two years, President, O. T. Ayers; recording secretary, Jerome E. Hawkins; financial secretary, J. Fred Cherry, and treasurer, Joe Rossanno, were installed by Past President Sauvan. This ceremony was followed by music, refreshments and smokes.

Plans are going forward for another Labor Day outing, sponsored by the Norfolk and Portsmouth Central Labor Unions. This year the excursion will be on the steamer Mayflower and will be at Jamestown Island. Tickets for this outing will be \$1 for adults and 50 cents for children.

The article, "Wage Cutters Meet With Stern Resistance" in the July issue, is very instructive and interesting. The following, quoted from the New York News, of July 19, has some very significant points:

"More than 10,000 workers found their earnings reduced, although their wage scale was not technically cut, when the B. M. T. announced shorter hours and a decreased bonus rate for conductors and trainmen yesterday.

"The basic pay of 60 cents an hour for subway trainmen and 55 cents for surface car conductors was not affected but these men, instead of getting a two-cent-per-hour bonus, will get one cent."

The change does not apply to motormen who are organized. The B. M. T., it is estimated, will save \$700,000 yearly.

The new system will become effective August 1. SAUVAN.

L. U. NO. 743, READING, PA.

Editor:

Well I guess you think we are an awful bunch of spark plugs from this neck of the woods where sauerkraut and pork is king. Say, fellows, I don't know what makes it but I must admit that I have been a least bit dormant in not forwarding any letters to our WORKER.

We are working along as best can be expected at this time and a million k-w thanks to our good business manager, A. P. "Casey" Benner. He is some hustler.

We just had our usual election of officers and just made one change, that being our president. Here's hoping we have good luck for the next two years and thereafter.

Fellows, take notice: Don't rely on Reading for work, as we have a large number of our men out of work. We had a good job this last spring. It was a million dollar theatre, known as the Embassy. Enclosed you will find two photos, one exterior and one interior. It surely is some house. There were 16 I. B. E. W. men on the job, thanks to the contractor which is a 100 per cent company. Just that much that they had union fixtures to hand, some weighing 350 pounds and of the modernistic idea. We had good luck. We have six closed shops in this town and will have more shortly on account of a new county courthouse costing \$1,500,000.

Well, sparkers, here is some news for you. Local No. 743 is going to try to make history for the organizations in and around Reading. We are forming a minstrel troupe to go on the road in and around Reading. We have a lively bunch of Pennsylvania Dutchmen around here.

We have good and very interesting meetings. We run an educational program, having a speaker the fore part of every month. Also an electrical class twice a month. This is compulsory. We are formulating plans for a very studious fall and winter. Here's hoping you will publish the photos, and about the letter, I will do better next month and tell the boys at the International Office "Hello."
MARK ED. SELTZER.

L. U. NO. 770, ALBANY, N. Y.

Editor:

Well, this local breaks the ice in its membership drive, one new member recently admitted and two applications pending, with a substantial deposit on each when they

signed on the dotted line. The opportunity is taken to thank both Brothers Roberts and Townsend for their co-operation at the Selkirk Engine Terminal. It is appreciated that due to the periodic shutdowns the securing of new members is going to require considerable effort, yet good results can be accomplished regardless of "Old Man Depression" by sticking to it.

A recent discussion on the best way to handle the unorganized workers in the shops brought out a diversity of opinions, some contending that by placing these workers under obligation, by rendering a little assistance when the occasion arises, and tactfully following up, should bring them in line. The more experienced heads were totally opposed to such a policy, having tried it without the desired results, since this discussion. Wiser counsel to the contrary, the former policy, if properly handled, rather than the cold shoulder, will bring these workers out of their lethargy and also awaken their sense of obligation.

I take this opportunity to thank the Brothers for the honor of selecting the writer as their president. I am duly appreciative and will handle this office to the best of my ability, and my first efforts will be directed towards organizing Local No. 770 as near 100 per cent as possible in the territory we cover.

A word in regard to our retiring president, Brother Deveneau is entitled to our unrestricted praise, and too much recognition cannot be given him for the efforts put forth in behalf of this local. As its president for many years he has served faithfully and to the credit of the I. B. E. W. and has at all

times displayed unusually good judgment and tact, giving a square deal all around, and in this, our official JOURNAL, seems the proper place to acknowledge our indebtedness to Brother Deveneau for what he has done for this local, and I know his interest will be just as keen and his counsel always available to guide a novice over the rough spots.

O. E. LENT.

L. U. NO. 912, CLEVELAND, OHIO

Editor:

I will start this article with the hope that this won't be the only railroad local represented in the WORKER. We are interested in the happenings on the B. and O., the Erie, the C. and O., and all the other organized roads. Get busy, ye scribes. What happened to Local 854?

Our new officers have been installed and we are ready to carry on for a two-year term. We hope that conditions will grow better than they have been for the past year. We have some new blood on the executive board, so let's put our shoulders to the wheel and make L. U. No. 912 the best railroad local in the U. S. A.

When you buy clothing, hats and shoes, look for that union label. It is your best insurance against wage cuts and lowered living standards. Union label goods are made by intelligent people who pay their bit to maintain decent working conditions and merit your support.

Brother Ira Townsley is a proud daddy. Congratulations! We are now installed in our new hall in the I. O. O. F. Temple, E.



THIS BEAUTIFUL EDIFICE SPEAKS FOR ITSELF

123rd Street, and Superior Avenue, and welcome all visiting Brothers.

BILL BLAKE.

L. U. NO. 995, BATON ROUGE, LA.

Editor:

Since my last writing to the JOURNAL, the jobs that are under construction here are advancing very rapidly. We have been very fortunate to keep our membership employed. I do not know of a time that we could appreciate employment any more than at the present. This so-called depression sure left a lot of us boys here down in the mouth.

This local union has had new officers elected and installed since the last JOURNAL went to press. I will not take up space here to introduce them for the International Office will make you acquainted with them in the next quarterly directory.

We have some few men from Local Union No. 130, New Orleans, employed on the state house. As you know or should know Local No. 130 was given jurisdiction over this one particular job. Brother Eddie Hartley, of Local No. 130, made a flying trip to New Orleans last week, returning a few days later with a brand new bride. All of us here like Eddie and wish him all of the success in the world in his matrimonial venture.

Po.

L. U. NO. 1099, OIL CITY, PA.

Editor:

Wage agreements were signed after many meetings but now more difficulties have appeared on the scene. On July 22 the carpenters and bricklayers were locked out. The carpenters were asked to cut their wages from \$1.10 to 95 cents, and the bricklayers from \$1.62½ to \$1.25. We are backing them 100 per cent and sure hope to stop any future cuts.

But, Brothers, the underlying reason for my writing is to tell what I think of our International Office compared to other international offices.

For instance, we sent for an International Representative, July 18, to be in Oil City on July 21 to meet with the carpenters and bricklayers International men, who were to be here. International Vice President Bennett arrived July 20, the bricklayers International Representative July 22 and the carpenters' representative finally arrived July 25.

What does this show you? To me it shows full co-operation and efficiency of management.

When we are on a job (if one is lucky enough to have such a thing) we get overtime and double time for work, but our International Office seems to be meant to be on the job all the 24 hours. President Broach received our message either Saturday evening or Sunday morning and at once notified Vice President Bennett.

So far our trouble has been handled very efficiently by Vice President Bennett, and we would like to see him often.

P. S. From above you can see conditions are not so hot for even our own men.

JOHNNY.

Women's Auxiliary

WOMEN'S AUXILIARY L. U. NO. 46 AND 77, SEATTLE, WASH.

Editor:

Station Watt (What), Seattle, Wash., on the air.

Goodness! Things are getting to be just too much. If men are going to turn up to take one to the beach in their green or pink pajamas, I know I never will feel just right about it. Beaches speak of summer time, so what more delightful week-end pastime is there than a trip to Camano Island as guest of Mr. and Mrs. Elmer Hubbard? Just lazily sail along on a summer's day until finally our reverie is broken by vigorous demands of "When do we eat?" issued by Mr. and Mrs. Ed. Scheib.

When twilight came and the gas lamp was lit who should come breezing into the family circle to talk of the possibilities of the coming morrow, but Brother Walter Grobe and his wife.

With our capable program chairman, Mrs. Nygard, our calender is chuck full of activities. Mrs. E. Scheib was committee chairman, with Mesdames Henry, Olson and Simpson assisting for our mystery excursion party. A caravan of cars was escorted by Mr. Olson and Mrs. Scheib to a rendezvous by a lake, miles and miles away from home. We entered into a typical wild western bar room, with a bar, a bar maid and bartender (Mr. and Mrs. Henry), who served beverages over the bar. Everything was in keeping with the setting. The old time fiddler was there to keep time for the old-fashioned dances and games. Then the ladies brought out the pretty box lunches and chose their partners. Little Miss Goodson tapped two numbers and more fun and dancing continued far into the night.

Following our mystery party was the progressive party. First we journeyed to Hawaii (the home of Mrs. Henry). Hula hula girls and palms with appropriate Hawaiian dishes bespoke of tropical suns. From Hawaii we journeyed to colorful China (Mrs. Leaf's home). The charming Chinese waitresses in their Chinese costumes served real chop suey and big money was placed on the lottery wheel. Fu Chang (Mr. Harry Hilpert) operated the gambling den. Then the party sojourned to Iceland (Mrs. Zeiseniss' residence), the land of ice and snow. Ice cream and cake were served in the proper setting with lots of fun. This ended the pleasant journeying to far away places.

Mr. and Mrs. Bill Harroun and Mr. and Mrs. Jack Jewitt have taken possession of Juanita Point on beautiful Lake Washington. A large dance pavilion, picnic grounds, bath house, restaurant and cabins are on the grounds. Next time you plan an outing go to Juanita Beach, most wonderful beach I know of.

Mrs. Hubbard acted as president at our last meeting as Mr. and Mrs. Olson were visiting in Portland, Oreg. Mr. and Mrs. Cress have left for their summer home at Yarrow, Wash.

We wish to extend our heartfelt sympathy to our Sister and Brother Hahnemon in the great loss of their mother who passed on two weeks ago. Also regret very much to report the illness of Mrs. Zeiseniss. She suffered injuries received from an automobile accident. Hope she soon will be well and back with us at our next meeting.

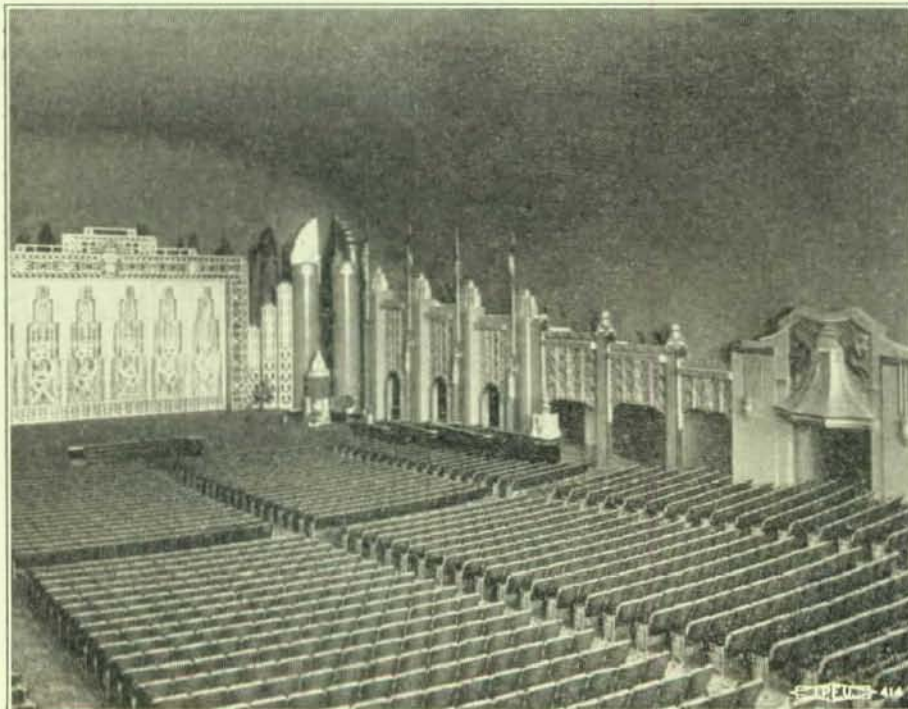
It is sometimes said that we cannot judge others without assuming that we are better than they are. If we are no better than those we judge, what right have we to throw stones at them? Are we free from this form of hypocrisy?

At our regular meeting we have taken up the study of parliamentary law with Mrs. Thomas as instructor. I am sure that each and everyone of us can benefit by this course of study.

We feel we are rewarded for our efforts in the membership drive. Mesdames Ruel, McCain, Zeiseniss, Scheib have joined since my last letter.

All wives, sisters or mothers of electrical workers are eligible for membership, so if you care to join us get in touch with Mrs. Oscar Olson, our president, and we will be glad to welcome you into our auxiliary.

Mrs. R. C. SIMPSON.



UNUSUAL INTERIOR

**WOMEN'S AUXILIARY L. U. NO. 308,
ST. PETERSBURG, FLA.**

Editor:

Au revoir, everybody. I suppose I'll have to say good bye to all my fellow scribblers, since my husband has gone into the electrical business—besides resignations are in order. Good luck and the best of times to all auxiliaries.

MRS. MALCOLM MARKS.
1424 7th Ave., South.

**WOMAN'S AUXILIARY L. U. NOS. 84,
613 AND 632, ATLANTA, GA.**

Editor:

After quite an absence Atlanta Auxiliary greets you again. We hope all the auxiliaries are progressing.

Our meetings have not been so well attended lately, owing to hot weather and absences from the city. Our last meeting showed some improvement, however, in attendance.

Nothing in the way of entertainment has been attempted this summer, but we have done considerable relief work. We are glad we worked hard in the past, and saved our money; it has been of much help to the unemployed of our locals.

The strike is still on against the power company. The locals still have the men who were union at heart, all the rest were scabs at heart; this strike just gave them a chance to show their true color.

"Good riddance of bad rubbish."

We wonder if the taunts of former associates and even little children can possibly penetrate their yellow hides!

When Gabriel blows his trumpet he will need a two-way road. An unobstructed, double-width decline for scabs!

Every one is glad that Brother Dewey Johnson, the new president of Local No. 613, has entirely recovered from his recent illness and is on the job.

Brother and Mrs. Dan W. Boone have the sympathy of the auxiliary in the loss of their infant daughter, Katherine, and rejoice with them in the recovery of little "Danny".

Mrs. William Nessler's letter of July, from the auxiliary of Minneapolis, was lovely. Thanks for the invitation. The writer would like to start in time for that picnic of July 26.

Atlanta again extends a most cordial invitation to auxiliary members and their men folks to visit us.

MRS. CHARLIE BOONE.

**GREAT TERMINAL'S TECHNICAL
FACILITIES**

(Continued from page 415)

plate is inverted from that of ordinary meters.

During calibration the meters are supported on wood brackets so that the plane of the scale is at the same angle with horizontal that it is when installed on the locomotive. This is usually either 60 or 90 degrees.

Automatic Train Control

The automatic train control system, as installed on the electric locomotives, is that of the intermittent inductive permissive type operating on 32 volts direct current. Like all intermittent types, this system depends on a differentiation of a magnetic flux for operation of the system. The flux is produced by what is known as a receiver mounted on the R-2 leading truck journal box on

either end of the locomotive. The receiver consists of an inverted "U" shaped laminated iron core with large pole pieces, and two coils namely, primary and secondary. The primary coils are wound with 1,700 turns of number 15 B. & S. gauge D. C. C. copper wire. It produces a strong magnetic field with the north pole at the bottom of the coil.

A normal current of 3-amperes flows in this coil, producing $1,700 \times 3 = 5,100$ ampere-turns. The primary circuit starts at the positive side of the primary coil through the automatic current regulator, number three directional switch contacts, and R-3 relay coils to common, as shown on diagram Figure 2.

The secondary consists of 4,300 turns of number 20 B. & S. gauge D. C. C. copper wire, producing a weaker field flux by a normal current of 20 milliamperes, and $4,300 \times 0.020 = 86$ ampere-turns, the polarity of which is the same as that of the primary. The current is regulated by the voltage drop across the R-3 relay coils, and is adjusted by the jumper or test strap placed between the terminals marked "Out" and "Tap" which places the two coils in series. The R-3 relay coils each have a resistance of 0.384 ohm with a tap at 0.328 ohm.

This circuit starts at the right hand side of the R-3 relay coils, to "P" terminal on terminal board, to number two contacts at directional switch, to receiver secondary, R-1 relay coils, and through de-energized closed contacts of R-2 relay, then to common. After the R-1 relay armature is picked-up the circuit goes to common through its left hand contact.

In resetting, or energizing the system, the directional switch handle is placed on the reset position that in turn closes contacts number two and number three; this closes the primary and secondary circuits, acknowledging contacts "X" and "Y" are closed momentarily to energize the R-2 relay, that has a "stick" or holding contact that holds the relay energized.

The R-4 relay has a 16-ohms pick-up coil that is energized when the acknowledging contacts "X" are closed, the circuit continues through a centrifugal type mercury reset governor. This relay is held energized by a stick contact and a 390-ohm holding coil that is energized from the stick contact of R-2 relay.

A wayside inductor consisting of "U" shaped laminated iron core wound with a choke coil that is opened with the caution and stop indications of wayside signals and closed at clear or proceed indications. When an energized receiver passes over an inductor at a caution or stop signal, the choke coil is open, and permits the flux produced by the primary coil to "buck" or back down the secondary flux to a value low enough to cause the R-1, R-2 and R-4 relays to open. When the R-4 relay opens, the electro-pneumatic valve becomes de-energized causing the brake applying apparatus on the automatic brake valve to function, causing an automatic brake application. This differentiation of magnetic flux is produced by the ability of the primary to overcome the weak secondary flux by the addition of the laminated inductor in the magnetic circuit that practically closes less one and one-half (1½) inch air-gap between receiver and inductor. When an energized receiver passes over an inductor with the above mentioned characteristics, a brake application is forestalled by what is termed acknowledging, that in turn closes contacts "X" and "Y" that holds the R-4 relay closed and picks-up R-2 after R-1 picks-up. Acknowledging contacts "Z" in series with the electro-pneumatic valve circuit, is connected to a 15 seconds time element that causes contacts to open at the expiration of 15 seconds time period. This time period starts when contacts "X" and "Y" are closed.

When a receiver passes over a closed inductor, the magnetic flux is prevented from traversing the full length of the

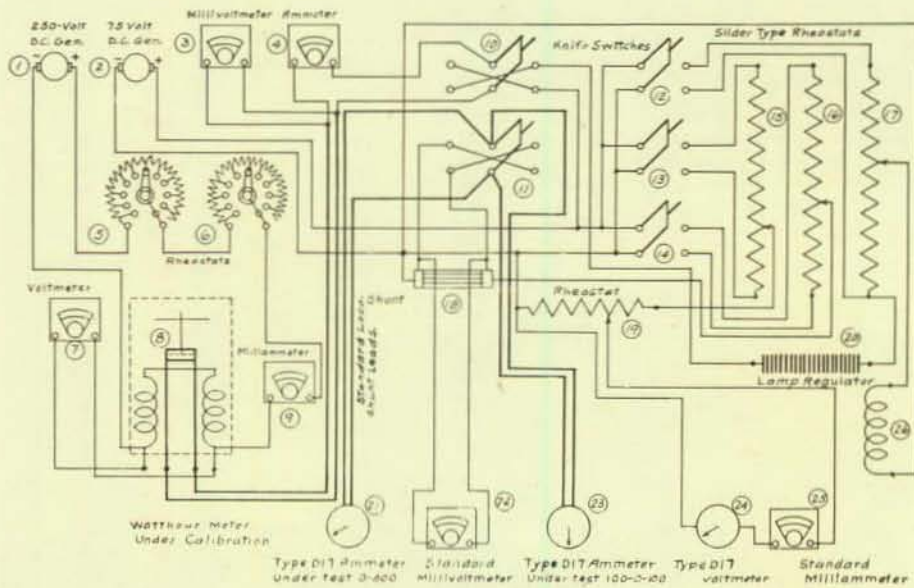


Fig. 1. Typical Wiring Diagram Of Meter Testing Table

EW Mach 2-23-31

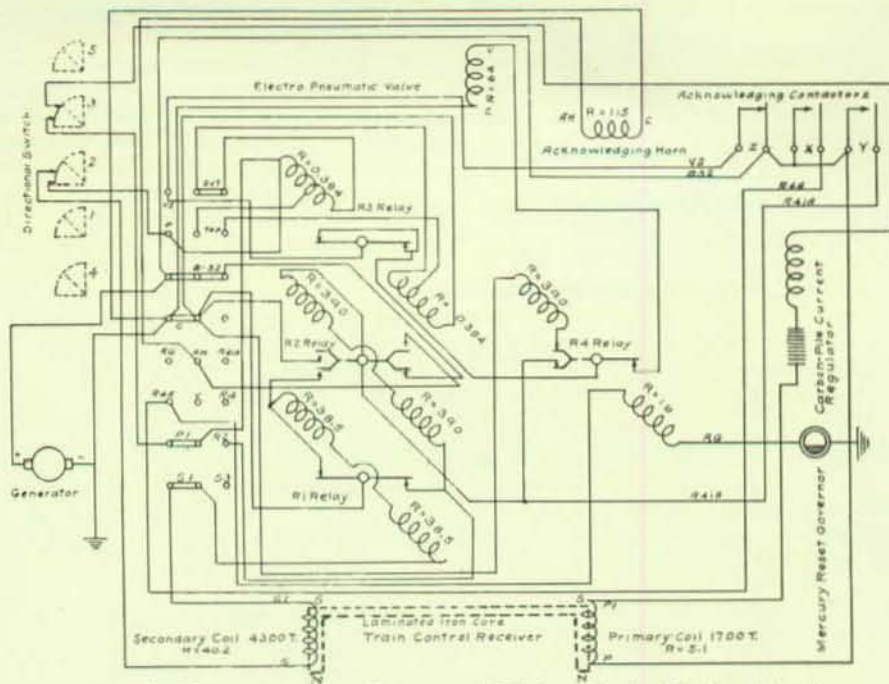


Fig. 2 Typical Wiring Diagram of Train Control Testing Panel *E.W. Nash 9/31*

magnetic circuit by the choke coil and no action of the relays take place.

The automatic carbon-pile current regulator is adjusted to maintain a constant current of from 2.9 to 3.1 amperes in a range of 26 to 42 volts.

The procedure for taking the pick-up and drop-away of the relays are as follows:

For R-1 Relay—Remove the test strap at "S1," place a 10-ohm, 3.5 ampere slider type potentiometer across "B-32" and "Common," place another 45-ohm, 2.2 ampere slider type potentiometer in parallel with the slider and either end of 10-ohm potentiometer, place the slider of 45-ohm potentiometer in series with milliammeter and R-1 relay coils. Adjust slider of 10-ohm potentiometer for about 0.03, to 0.05 ampere, then move slider of 45-ohm for pick-up and drop-away.

For R-2 Relay—Open test strap at "B-32" terminals to open "stick contact" circuit, with the potentiometers connected as for R-1 relay, place the slider in series with R-2 relay coils at the "R-41A" terminal, then place a jumper from "R-2" terminal to common. Place a voltmeter across "R-41A" and R-2 terminals, then move slider of 45-ohm potentiometer for pick-up and drop-away.

For R-3 Relay—Remove "P" wire from terminal and with the 10-ohm slider in series with relay coils at "P" terminal, adjust slider for pick-up and drop-away. (A ammeter is in series with slider and "P" terminal.)

For R-4 Relay—Place a jumper from the "RG" to "Common" terminal, and with potentiometer set as for R-3 relay, place slider and ammeter in series with "R-4A" terminal and move slider for pick-up and drop-away.

For Electro-pneumatic Valve—With the potentiometer set as for R-3 and

R-4 relays, remove wire from "V" terminal and attach slider of 10-ohm potentiometer to wire, proceed the same as for pick-up and drop-away of relays.

For Acknowledging Horn—Remove wire on "AH" terminal and attach slider to wire the same as for electro-pneumatic valve.

The pick-up and drop-away values are as follows:

R-1 Relay—pick-up 0.0115 to 0.013 ampere, or 11½ to 13 milliamperes, drop-away 0.005 to 0.007 ampere, or five to seven milliamperes.

R-2 Relay—pick-up not over 19 volts, drop-away not less than seven volts.

R-3 Relay—not over 2.3 amperes, pick-up current, not less than 1.15 amperes, drop-away current.

R-4 Relay—pick-up current 0.8 to 0.95 ampere.

Electro-pneumatic Valve—pick-up not over 23 volts, drop-away not under 10 volts.

Acknowledging Horn—pick-up current from 0.4 to 0.6 ampere.

LABOR TURNS SURPLUS INTO AID OF NEEDY

(Continued from page 403)

additional supplies. The distribution has also included supplies of beans, carrots, beets, onions and corn, and a careful check has been made and will continue to be made as to the need of the applicants; names and addresses with complete data are being filed."

This work is going to carry on until the supply is exhausted. It is not a question of a shortage, as there is plenty of produce there, but the planting season is over; it is getting it before it spoils. Organized labor is extremely grateful

to the people of the Everglades for their liberal co-operation, for if it had not been for them this good work could not carry on.

There is probably no other reason why West Palm Beach and vicinity are always spoken of as a 100% organized section, than because of the activity of the local unions and the calibre of the men at the head of all of the organized units in the city. At the present time there is very little work in all trades, about only 20% of the members in all crafts is the average of those working; the outlook for the future work is very poor, and the conditions which we have gone through have placed many in dire need, but the men who keep locals together have put their shoulder to the wheel and done their part in making it possible for a great many people, black and white, union or non-union men and their families, to get a good supply of vegetables by coming to the Labor Temple and asking for them. The only question asked has been: "Are you in need?"

UNION INSURANCE PERMITTED IN WISCONSIN

(Continued from page 404)

iums when his earning capacity had been reduced because of incapacity actively to follow his trade. Thus he would drop his insurance and the life insurance company that had carried his coverage and received his premiums during his active days would profit by the lapse feature. The only liberal feature in connection with such conversion privilege is that the risk may do so without further evidence of insurability.

"Removal of these restrictions would encourage labor organizations in the state of Wisconsin to protect their members with group insurance. We appreciate the fact that corporate interests are not in sympathy with liberalizing group insurance laws because they recognize the fact that if labor unions can provide group life insurance to their members from a legal reserve life insurance company, it may weaken their control over their employees through employers' group life insurance. The labor movement does not object to employers covering their employees with group life insurance protection, but progressive labor unions do believe they should have the privilege of covering the members of the union by the same group process, and without discrimination against the older members, who for some reason or another are not following their usual vocation.

"Experience shows there are thousands of members of labor organizations who continue their identity with the union even though their activities are in some other line. Members occupying such status would be required to either

drop their group insurance or convert it into an individual policy."

Four men are given credit for the liberalizing of Wisconsin's law, Judge Joseph A. Padway, general counsel, Wisconsin State Federation of Labor; Edward J. Brown, special representative of 494, Milwaukee Electrical Workers' Union; Charles Thurber, business manager, 494; Hartzheim, legislative representative of railroad unions.

Padway Has Notable Record

Judge Joseph A. Padway has been general counsel for the Wisconsin State Federation of Labor for 14 years. During this period he has been instrumental in framing and piloting through the Wisconsin legislature so many beneficial laws on behalf of labor, that it is well for our members to know something about Judge Padway and some of the Wisconsin legislation he has drafted.

Judge Padway was born in Leeds, England, 41 years ago. His preliminary education was had in England and he came to America in 1905. He graduated from the Marquette University Law School in 1912 and was admitted to the bar in the same year. He has served as executive counsel for Mayor D. W. Hoan of Milwaukee, and is the general counsel for the Milwaukee Federation Trades Council, the Building Trades Council, Carpenters District Council, the City and County Civil Service Employees Union, and all unions affiliated with these organizations. He has represented the labor unions in all of the large strikes in recent years in the state of Wisconsin such as the Cudahy Packing Company strike, the cigarmakers strike, leather workers strike, steel strike, the railway shop crafts strike, the Allen A. strike, etc. He is considered the outstanding authority on labor law in Wisconsin.

In 1924 at the request of the State Federation of Labor he ran for the state senate and was elected to represent the sixth senatorial district. Before his term expired Governor Blaine, appointed him judge of the civil court of Milwaukee County. After his appointment he was elected without opposition for six years but resigned after being on the bench one year. As he has stated, the bench is not a position for a young, active lawyer. As judge he was unable to counsel the Federation of Labor or participate in private work and this, of course, was one of the big factors in inducing him to resign from the bench.

Some of the outstanding labor legislation prepared by Judge Padway for the legislative committee of the Wisconsin State Federation of Labor and which that committee, consisting of the officers of the Federation of Labor and others together with Mr. Padway, succeeded in enacting into law the following:

PRIVATE DETECTIVE AGENCY LAW: The Private Detective Agency Law, which requires the licensing of all private detectives, guards and inside

shop operators. This law has a great tendency to reduce labor trouble and Wisconsin is the only state which has this law. The enactment of this measure resulted in a great deal of litigation in that private detective agencies attacked it on the grounds of unconstitutionality. It was appealed to the United States Supreme Court and the law was sustained.

ANTI-FRAUDULENT ADVERTISING LAW: This law compels all employers whose employees are on strike or lockout to state in any advertisement for help that a strike or lockout exists. This prevents the influx of hordes of scabs and strike breakers.

DEFINITION OF STRIKE AND LOCKOUT: By this law a strike or lockout exists as long as the union declares it to exist. Before this law an employer who was able to get a sufficient number of employees so as not to curtail his production, could declare the strike off and the court would issue an injunction restraining strike activities. This law prevents this.

JURY TRIAL IN CONTEMPT CASES: The Wisconsin law is much broader than the Federal law in that it is not restricted to criminal contempts only. It applies to civil contempts as well. Because of this law employers and their attorneys knowing the effect of acquittals by juries, do not rush into court on every slight pretext asking punishments for alleged contempts.

ANTI-YELLOW DOG CONTRACT LAW: This law was submitted to the 1927 legislature and includes farmers, co-operatives as well as labor organizations. It was passed overwhelmingly. Wisconsin, therefore, stands in the forefront with respect to anti-yellow dog legislation.

FORTY-EIGHT HOUR NOTICE LAW: By this act no injunction may be issued by any court in a labor dispute unless 48 hours notice is given the union that an injunction is being applied for.

There are many other laws which Wisconsin labor has secured but they are too numerous to set forth in this article.

The master stroke of labor legislation, however, was achieved at the last legislature in securing the adoption of the labor code known as the substitute Shipstead Bill. The American Civil Liberties Union has propagandized for the adoption of the bill submitted by United States Senators Norris, Walsh and Blaine after the injunction hearings recently held by the judiciary committee of the United States Senate. The United States has not adopted this bill nor has any other state adopted it.

Judge Padway last fall took the bill, redrafted it to suit the needs of Wisconsin and then submitted it to Governor-elect LaFollette for his consideration. The governor made the bill part of his legislative message and charged the administration with responsibility for its passage. It was bitterly fought as the employers did not wish Wisconsin or any other state to adopt this bill and thereby make a start for this new com-

prehensive labor code. Judge Padway, however, appeared on numerous occasions before the committees arguing for and defending the bill. It was passed by both houses of the legislature, signed by the governor and is now the law. This labor code is perhaps the most liberal law dealing with the rights of workers that is to be found anywhere in this or any other country. It is hoped that legislatures of other states will now be persuaded to adopt the act.

The foregoing laws have been greatly instrumental in lessening the injunction abuse in Wisconsin.

Not only is Judge Padway an able lawyer but he has a genial personality, mixes with the "labor boys" and is always ready to respond to any call labor may make upon him. In the state of Wisconsin he is known to every union man as plain "Joe," and a mutual admiration of the workers for Joe and Joe for the workers has been productive of great good for the labor movement of the state of Wisconsin.

It is not amiss for our organization to state in passing, that when it was found advisable to amend the insurance laws of the state of Wisconsin so as to provide a greater field for our policy holders our officials at Milwaukee informed Judge Padway what they wanted. Immediately he undertook to draft the legislation, obtained members who would submit it to the legislature and its passage was secured without delay.

We wish it were possible for every state federation of labor to secure the services of a general counsel with the aptitude, willingness and ability of Judge Padway.

New "Perpetual Motion" Dynamo Shown in Germany

A new electric dynamo which either is a fake or is the most revolutionary electric discovery of a generation is attracting attention in Germany. Probably it is a fake, like the famous Keely motor and hundreds of others, for it apparently produces more power than is supplied to it, which amounts to perpetual motion and is contrary to all accepted theories of power and energy.

Invented by Herr Paul Hoffmann, of Steglitz, the new dynamo has been tested, it is claimed by the inventor, by engineers of the larger German electrical companies, by university professors and by engineers in Sweden and Denmark. All agree, the claim is, that the power generated is 120 to 125 per cent of the power that is put in; which means, in engineering terms, an efficiency of 120 to 125 per cent. One hundred per cent efficiency, on the other hand, is regarded as the limit of perfection. Actual dynamos always have smaller efficiencies, ranging from 75 to 90 per cent.

The performance of the new machine is not ascribed by its inventor to actual perpetual motion; everyone knows better nowadays than to deny the firmly established scientific principle that this is impossible. Herr Hoffmann suggests, on the other hand, that his device taps some source of energy hitherto unknown. Engineering skeptics probably will wait for someone to discover the actual source of power, fed secretly into the machine.

IN MEMORIAM

William T. Zeiter, L. U. No. 42

It is with deep regret and sorrow that Local No. 42, I. B. E. W., records the passing into the Great Beyond of our worthy Brother, William T. Zeiter; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family; and be it further

Resolved, That a copy of these resolutions be sent to the family of the deceased, a copy be forwarded to the Worker for publication and a copy be spread upon our minutes; and be it further

Resolved, That our charter be draped for a period of 30 days.

ALBERT LEHMAN,
ADAM SMITH,
HARRY ALLMAN,
Committee.

Claude Kurtz, L. U. No. 110

Whereas the members of Local Union No. 110, International Brotherhood of Electrical Workers, sincerely and deeply regret the untimely death of our beloved and esteemed Brother, Claude Kurtz; therefore be it

Resolved, That we extend our sincere sympathy and condolence to his bereaved wife and children 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 Mrs. Kurtz, a copy to the official Journal, and a copy spread on the minutes of Local Union No. 110, International Brotherhood of Electrical Workers.

GEORGE DEMPSEY,
JOHN HOY,
LAURENCE DUFFY,
Committee.

W. E. Kempe, L. U. No. 110

Whereas it has been the will of Almighty God to take from our midst Brother W. E. Kempe, for many years a true and loyal member of the International Brotherhood of Electrical Workers and Local Union No. 110 has lost a highly respected member; therefore be it

Resolved, That our charter be draped in mourning for a period of 30 days; that a copy of this resolution be sent to his bereaved widow, a copy to our International Journal for publication and a copy be spread on the minutes of our local union.

GEORGE DEMPSEY,
JOHN HOY,
LAURENCE DUFFY,
Committee.

Alton Tryon, L. U. No. 1154

Whereas in His infinite wisdom It has pleased the Almighty God to call from our midst a true and loyal Brother, Alton Tryon; and

Whereas we, the members of Local No. 1154, desire to express our deepest regret and sympathy to those who remain to mourn his loss; be it

Resolved, That a copy of this resolution be sent to his bereaved family, a copy to our International Journal for publication, and a copy be spread on the minutes of this local union; be it further

Resolved, That our charter be draped for a period of 30 days in his honor.

GEORGE WILDE,
Recording Secretary.

J. P. Kelly, L. U. No. 508

It is with deep sorrow that we, the members of Local Union No. 508, I. B. E. W., mourn the loss of our esteemed Brother and friend, J. P. Kelly. His principles and honest efforts to better the condition of his fellow Brothers will long be remembered by all who knew him; therefore be it

Resolved, That Local Union No. 508, of Savannah, Ga., extend to the family of our late Brother, J. P. Kelly, our heartfelt sympathy; and be it further

Resolved, That our charter be draped for a period of thirty days, and that a copy of these resolutions be sent to the family of Brother Kelly, a copy to the official Journal and that a copy be spread on our minutes.

A. W. THRIFT,
S. A. SULLIVAN,
J. T. HILL,
Committee.

International Vice President A. Wilson, L. U. No. 508

Whereas the death of International Vice President A. Wilson has cast sadness upon the members of Local Union No. 508, I. B. E. W.; and

Whereas we, the members of Local Union No. 508, knew Brother Wilson to be a man of high moral character, also one who put his best efforts into whatever task he was called upon to do. Likewise, his sincerity of purpose and his efforts to assist all with whom he came in contact will always be remembered by those who knew him. It can truly be said that those who knew him best loved him best. His kind deeds, and the worthy inspirations that he instilled in others will live although he is no longer with us; therefore be it

Resolved, That Local Union No. 508, of Savannah, in recognition of the great loss we and the entire Brotherhood have suffered in the death of Vice President Wilson, drape our charter for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be sent to the family of Brother Wilson, a copy to the official Journal and a copy be spread on our minutes.

A. W. THRIFT,
S. A. SULLIVAN,
J. T. HILL,
Committee.

Benjamin Sheridan, L. U. No. 377

Whereas it has been the will of Almighty God to take from our midst Brother Benjamin Sheridan, many years a true and loyal member of the I. B. E. W., and Local Union No. 377 has lost a highly respected and useful member; therefore be it

Resolved, That our charter be draped in mourning for a period of 30 days, and a copy of this resolution be sent to his bereaved family, a copy to our International Journal for publication, and a copy be spread on the minutes of this meeting.

D. H. PENDLETON,
C. E. ROBERTS,
E. A. McNERNEY,
Resolution Committee.

Hugh Garfield Savage, L. U. No. 102

The members of L. U. No. 102 unite in sympathy with the family of Brother Hugh Garfield Savage in their bereavement. We knew Brother Savage as an honest and faithful friend, which is the highest tribute one man can pay to another. His loyalty and noble qualities will always be remembered with deep affection by those who knew him best; therefore be it further

Resolved, That we extend our sincere sympathy and condolence to his bereaved wife and relatives in their hours 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. Savage, a copy to the official Journal and a copy be spread on the minutes of our local union.

V. SIMONTON,
SAMUEL MOSKOWITZ,
ROBERT KENNEDY,
Committee.

Frank D. McClintock, L. U. No. 794

Whereas Local No. 794 has been called upon to pay the last tribute of respect to the memory of one of its worthy members, Brother Frank D. McClintock, who died June 24, 1931; therefore be it

Resolved, That our sincere sympathy be extended to the bereaved family; and be it further

Resolved, That a copy of these resolutions be sent to the family, copy forwarded to the Worker for publication, and copy be spread upon the minutes of Local No. 794; and be it further

Resolved, That our charter be draped for a period of 30 days and that we, the members of Local No. 794, I. B. E. W., being lawfully assembled, stand in silence for one minute in further tribute to his memory.

C. A. LATHAM,
J. J. BOYLE,
H. D. PARKER,
Committee.

James L. Eychaner, L. U. No. 465

Whereas we, the members of Local Union No. 465, I. B. E. W., mourn the passing of our esteemed Brother, James L. Eychaner; 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 widow, a copy spread upon our minutes and a copy be sent to the Electrical Workers Journal; and be it further

Resolved, That we drape our charter for a period of 30 days.

DON T. PENCIL,
GEO. P. DAIGLE,
O. M. WARNER,
Committee.

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 departing 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.

DALE B. SIGLER,
MERLE D'A CARR,
R. I. CLAYTON,
Committee.

Adopted by Local Union No. 125, May 22, 1931.

William G. Lynn, L. U. No. 141

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst Brother William G. Lynn; and

Whereas we, the members of Local Union No. 141, desire to express our deepest regret and sympathy to those he left to mourn his loss; be it

Resolved, That in this solemn moment we send a copy of this token of esteem to his son, a copy to our official Journal and a copy be spread upon our minutes and that our charter be draped for a period of 30 days.

S. S. GOULD,
WILLIAM B. BROOKS,
McCLURE HAYLETTS,
Committee.

George Elf, L. U. No. 20

It is with profound sorrow that we, the members of Local No. 20, I. B. E. W., mourn the loss of our friend and Brother, George Elf.

Brother Elf was a real, practical trade unionist whose devotion to the cause was a source of admiration to those who knew him best. Respected and admired by employers, friends and Brother members his passing leaves a vacancy which never can be filled; therefore be it

Resolved, by Local No. 20, I. B. E. W., That our heartfelt sympathy be extended to the bereaved family of our departed Brother, George Elf; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved family, a copy sent to the official Journal for publication and a copy spread upon the minutes of our local union; and be it further

Resolved, That our charter be draped for a period of 30 days in sacred memory of our departed Brother.

E. J. FOLEY,
D. J. TRAINOR,
E. L. HICKS,
Committee.

A. W. Allen, L. U. No. 213

Whereas the officers and members of Local No. 213 deeply regret the untimely death of Brother A. W. Allen; and

Whereas our sympathy goes out to his loved ones, to whom we extend our deepest sympathy and condolence; and

Whereas the union movement has lost a loyal and kindly member; therefore be it

Resolved, That we drape our charter for 30 days and spread this resolution upon the minutes of this meeting, send a copy to our official Journal and to his bereaved family.

D. S. PALLER,
E. H. MORRISON,
H. W. WATTS,
Committee.

Chas. F. Kane, L. U. No. 922

Again the hand of fate has cast its shadow of death over our roll and has taken from amongst us our dearly beloved brother, "Dick" Kane, who was a member in good standing and loyalty.

Brother Kane merits the deepest respect and regret from the Brothers of his Local Union No. 922, who mourn his loss and all who knew him as a truly respected Brother of the I. B. E. W., whom we shall sadly miss; therefore be it

Resolved, That Local Union No. 922 extends its sincere sympathy to Brother Kane's family in their sorrow; and be it further

Resolved, That the charter of the local be draped to the memory of Brother Kane for 30 days, and a copy of these resolutions be forwarded to his bereaved family; also a copy be recorded in the minutes of Local Union No. 922 and one be sent to the official Journal of our Brotherhood for publication.

THOMAS KING,
President,
ALONZO R. POST,
Recording Secretary.

John Schamana, L. U. No. 53

Whereas it has pleased Almighty God, in His wisdom, to remove from our midst our esteemed friend and Brother, John Schamana;

Whereas we, the members of L. U. No. 53, express our deepest sympathy to his bereaved family; be it

Resolved, That the charter of L. U. No. 53, I. B. E. W., be draped for a period of 30 days; be it further

Resolved, That a copy of these resolutions be spread on our minutes, a copy sent the official Journal for publication and a copy sent to the bereaved family of our late Brother.

JOE CLOUGHLEY,
WILLIAM BURKREY,
THOMAS MCGURN,
Committee.

Oliver L. Minge, L. U. No. 40

With a sincere feeling of sorrow and regret over the loss and passing of our Brother, Oliver L. Minge, it is the desire of this local union to express our sympathies in a humble way; therefore be it

Resolved, That the condolence of this organization be extended to the family and friends of Brother Minge; and be it further

Resolved, That our charter be draped for a period of 30 days, in respect and memory to our departed Brother; and also be it further

Resolved, That a copy of these resolutions be recorded in our minutes, a copy be sent to the Journal for official publication and a copy be sent to the bereaved family of our departed Brother.

EXECUTIVE BOARD OF LOCAL UNION
No. 40, I. B. E. W.
A. P. SPEEDE,
Recording Secretary.

Bobby Morris, L. U. No. 40

With a sincere feeling of sorrow and regret over the loss and passing of our Brother, Bobby Morris, it is the desire of this local union to express our sympathy in a humble way; therefore be it

Resolved, That the condolence of this organization be extended to the family and friends of Brother Morris; and be it further

Resolved, That our charter be draped for a period of 30 days, in respect and memory to our departed Brother; and also be it further

Resolved, That a copy of these resolutions be recorded in our minutes, a copy be sent to the Journal for official publication and a copy be sent to the bereaved family of our departed Brother.

EXECUTIVE BOARD OF LOCAL UNION
No. 40, I. B. E. W.
A. P. SPEEDE,
Recording Secretary.

Joseph Vecellio, Local Union No. 139

It is with great sorrow and deep regret we, the members of Local No. 139, feel the loss of Brother Joseph Vecellio, one of the youngest and most loyal of our organization; therefore be it

Resolved, That we, the members of Local No. 139, extend our deepest sympathy to the family of the deceased in their bereavement.

Our charter be draped for a period of 30 days to show our respect for the deceased, a true friend and a loyal Brother.

A copy of these resolutions be sent to the family of the deceased, a copy be sent to the Journal of Electrical Workers for publication, a copy to be spread on the minutes of this meeting.

C. E. WOODHOUSE,
I. E. JENSEN,
Committee.

William Martin, L. U. No. 1024

Whereas it is with deep sympathy and sorrow that Local Union No. 1024, I. B. E. W., records the passing into the Great Beyond of our worthy Brother, William Martin; and Whereas our sincere sympathy be extended to the bereaved family; therefore be it

Resolved, That a copy of these resolutions be sent to the family of the deceased, a copy be forwarded to the Worker for publication and a copy be spread on the minutes; and be it further

Resolved, That our charter be draped for a period of 30 days and that the members of Local Union No. 1024, I. B. E. W., being lawfully assembled, stand in silence for one minute in further tribute to his memory.

ROBERT E. BAIN,
CHARLES D. ERNEST,
BENJAMIN McMILLEN,
Committee.

E. A. FISHER,
Recording Secretary,
Adopted July 10, 1931.

Dennis Shea, L. U. No. 664

At a regular meeting of the members of Local Union No. 664, International Brotherhood of Electrical Workers, held on June 6, 1931, the following resolution was adopted:

Whereas the members of Local Union No. 664, International Brotherhood of Electrical Workers, sincerely and deeply regret the death of our beloved Brother, Dennis Shea; therefore be it

Resolved, That we extend our sincere sympathy and condolence to his bereaved wife 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 this resolution be sent to his bereaved family, a copy to the official Journal and a copy spread on the minutes of Local Union No. 664, International Brotherhood of Electrical Workers.

EUGENE MAGUIRE,
JOHN W. SKELTON,
JOSEPH N. MARIN,
Committee.

Wilford Bouts, L. U. No. 575

Whereas death has again entered our organization and removed from our midst our worthy Brother, Wilford Bouts; therefore be it

Resolved, That in the passing of Brother Bouts, Local No. 575 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. 575, 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 for publication 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.

LOUIS DRENNIN,
E. S. PATTERSON,
Committee.

Leon W. Tyler, L. U. No. 231

Tyler passes on. Local No. 231 loses a real friend and Brother. While at work on the incoming 33,000-volt line at the Sioux City Gas and Electric Company, Leon W. Tyler, by some unknown means, came in contact with the hot side of an open disconnect. Standing on an iron framework, his body formed a path to the ground and in a split second he was a charred and twisted being. Three hours later he passed away at the St. Vincent Hospital, leaving his many friends and relatives to mourn his loss. Leon was the second member of Local No. 231 to leave us this year. His brother, Harry, passed away a few short months before, and but a short time later he buried his father. Not only does Local No. 231 lose a true friend and counselor, but the community and the company, by whom he was employed, suffer an irreparable loss.

Leon was not alone a real mechanic. There are but few who have a greater knowledge of the technical side of electricity than he had. Always a deep student, he had delved into the different phases of the intimate associates who knew what a deep student and thinker he really was.

But the Almighty God has called him from our midst, and we (the members of Local No. 231) can only bow our heads in grief and extend our deepest sympathy to the bereaved wife and son. We, therefore

Resolve, That a copy of this letter be mailed to his family, a copy be sent to the official

Journal for publication and a copy be spread upon the minutes of the local and the charter draped for a period of 30 days.

HUGO J. LOETZ,
J. L. PETERSON,
WM. P. GREGOIRE,
Committee.

DEATH CLAIMS PAID FROM JULY 1 INCLUDING JULY 31, 1931

L. L. No.	Name	Amount
3	A. Zintel	\$1,000.00
I. O.	J. L. Parlow	1,000.00
125	E. Heffron	650.00
3	E. A. Gilbert	1,000.00
134	William O'Day	1,000.00
I. O.	Chas. Schoennagel, Jr.	825.00
134	H. Mitzlaff	1,000.00
110	W. H. Kempe	1,000.00
134	Alex Goldschmidt	1,000.00
134	E. Grant	1,000.00
20	George V. Elf	1,000.00
88	Albert Wilson	1,000.00
134	Ed. Williams	1,000.00
9	Louis J. Bergeron	1,000.00
1024	William Martin	1,000.00
141	W. G. Lynn	475.00
575	W. Bouts	1,000.00
151	James Burch	1,000.00
210	John O'Leary	825.00
134	T. E. Lerner	1,000.00
48	G. I. Brander	1,000.00
40	O. L. Minge	650.00
279	F. D. Moran	650.00
139	Jos. F. Vecellio	825.00
465	Jas. L. Eychaner	1,000.00
3	A. J. McKeon	1,000.00
134	Adolph Perlis (part payment)	750.00
702	Roe Blue	475.00
817	S. J. Feingold	1,000.00
3	A. Briethoff	1,000.00
3	Ernest Steiner	825.00
9	Harry B. Slagle	1,000.00
3	Leo Jacobson	475.00
2	J. O. Utley	1,000.00
23	Eugene Cranford	1,000.00

\$31,425.00
Total claims paid from July 1, including July 31, 1931..... \$31,425.00
Total claims previously paid... 2,357,811.10
Total claims paid..... \$2,389,236.10

Scott Breeden Dies

Scott Breeden, who was well known as a political and fraternal worker, as well as for his union activities, died June 11, 1931, after a brief illness of pneumonia. Mr. Breeden enjoyed the respect and association of a large circle of friends, having been a resident of Chicago for 40 years. He also, was a charter member of the Strangers Club, the Old Settlers Club, held a lifetime membership in North Star Lodge No. 1, F. & A. M.; a member of Local Union No. 134, I. B. E. W., and a member of the International Office of the International Brotherhood of Electrical Workers.

Pity the Poor Farmer

Contemplating the low price of wheat, E. J. Garner, magazine publisher, has figured out these commentaries:

A bushel of wheat at the price now paid in Kansas will buy only three loaves of bread, but it will produce 65 loaves.

A bushel of wheat won't bring enough money to buy a hair cut.

It takes a pound of wheat to buy a pound of ice.

It would take 250,000 bushels of wheat to pay President Hoover's salary for one year.

He says he had fun taking these pictures—

Brother J. J. Mullen has 12 members of his family insured in the Family Group. We wanted a picture of them, but here's his own story of it:

Dear Mr. Bugniazet:

You requested a snapshot of the Mullen family and I am sorry I couldn't comply with your request sooner. I will give you a few of the reasons.

First, my Mrs. was in Ireland. Then four more in New Hampshire; then when I did get them together some of them had to go and get burned up with the sun and had to stay in bed for a few days. When I did get a picture half the gang was either looking cock-eyed or the kids pushing or jabbing each other in the ribs. There would be another scramble to get the gang together again—result more funny pictures—some with no heads—some with no legs and others with their faces all twisted up.

Then I tried to divide them into groups—I had a lot of fun—just try it sometime if you have the blues. Get 12 together (count 'em) and have four or five youngsters and see what happens.

But anyhow, here they are Mr. Bugniazet, with my permission to publish them—I know I enjoyed taking the pictures.

Sincerely,

J. J. MULLEN.

Local No. 3, New York.

Introducing
the
Mullen
Family



All members
of the
Family
Group

except, of course,
Brother Mullen
himself



This big family includes—
Wife---three daughters—
three granddaughters—



One son-in-law—
one daughter-in-law—
two sons --- and
one grandson!

And are we proud of them? We think the result was well worth the trouble the Brother took in getting them.

* * *

Congratulations, Brother Mullen, on your fine family.

* * *

We believe this member holds the record for the most members in one family insured in the Family Group—but if any Brother thinks he can better it we'd like to see the applications. Send 'em in.

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.

(Family Group Policy—Application Copyright, 1928, J. R. Biggs)



Cut Here

Check Prompts Song

On receiving a letter from Tom J. Fagen with check enclosed for wages collected. Brother Hendrick had requested that this money, when collected be placed in Local No. 28's relief fund, but the local felt that Hendrick should have it.

**ATTENTION: TOM J. FAGEN,
L. U. NO. 28**

This is to Brother Fagen and the boys in Baltimore. I was glad to get that letter and hear from you once more. You sent it the first of April and it came the last of June; the contents which I found in it, gave me this happy tune!

'Twas forwarded from place to place, in cities most a score; some of the names had been erased, to make room for more. It had been opened by mistake and officially sealed; then sent upon its way again; it found me in Springfield.

The envelope was a bad wreck, as bad as it could be; but still within reposed your check, which you had sent to me. I could scarcely believe my eyes, but checks we don't refuse. That credit due was a surprise. I went to pay my dues.

You trust that I am strong and well, since I fell on the floor. With gratitude and truth I tell, I'm better than before. Give my regards to all the boys, the ones that I know best. Perchance some day they'll share my joys, and follow me out west.

But for the present I am glad, with the job I have found, and my home town is not half bad, until things get more sound. In conclusion let me thank you, for the favors rendered me; that is the best I now can do, for your hospitality!

Sincerely,

WALTER H. HENDRICK,
Local No. 7,
Springfield, Mass.

WORLD NOTICE TAKEN OF ELECTRICAL PLAN

(Continued from page 413)

Detroit. It involved at once the question of wage cuts which meant lower standards of living for the workers. Get the picture. This demand of the employers that hourly wages in Detroit be reduced from \$1.25 to \$1.00 came in the midst of the great anti-union drive of 1921.

It came in the midst of panic, of business depression, and if this council were to justify itself during the coming years it could not be swayed by temporary expedients. So the council refused to cut the wages of the Detroit workers. It decided the case on the basis of a study of the cost of living and the standard of living of the men involved. It said:

"A fair wage, in the opinion of the council, is one which upon assumption based on statistics as to the duration of employment will satisfy as nearly as possible all the workers' needs. The adequacy of the wage to satisfy all of the workers' needs is regulated by the cost of living and will vary with the fluctuating purchasing power of the dollar. Embodied in that statement is the principle upon which the council has reached its decision on the Detroit dispute."

In its very first decision the council refused to be swayed by anti-union slogans, mass violence, or passing events. The council refused to do what many less scientific groups had done—and time has proved this action of 10 years ago was wise and proper.

The machinery of this national council is simple. If at any time the employer or

the union—at any local point—fail of agreement, then they may agree to submit their dispute to the national council.

In the last year the International Office of the union has been inserting a clause in certain local agreements which requires that any disputes—not settled locally—must be sent to the national council for settlement. This is done in accord with authority granted in the constitution of the International Union.

Disputes are submitted on certain forms. Each side agrees in advance to abide by any decision rendered. There is no disturbance. Matters go on as usual. The national council sets a date for a hearing.

Both sides—locally—prepare written briefs containing their contentions. Both sides—locally—also often send representatives to be heard. But more often they let the case rest on their written statements.

One marked effect of this plan upon our industry has been the creation of a standard agreement to be used by the union and the employers. I have been engaged the past year in re-shaping the structure of our organization to more nearly meet present day industrial needs. We have swept out of our constitution much of the old deadwood that confused men and impeded progress. I have personally overseen every set of local by-laws that govern the actions of our local units, and I can honestly say that we have made great progress toward fusing our widely separated groups into one great International organization.

In the past year our employers have believed that by founding their own national organization—comprising only those who employ our union members—they could better face their problems, advance the welfare of the industry and work out some of the industrial conceptions employed in the present plan. They have therefore set up the Electrical Guild of North America. This Guild stresses rationalistic aims.

Great Tradition Advanced

In its very name it touches hands with the far past, remembering that the medieval guilds were made up of persons engaged in kindred pursuits for mutual protection. The Guild states directly that it is organized to "promote industrial co-operation" on a scale hitherto unknown and untried in the building industry. It is significant that it frankly states—in America, the open shop paradise—that:

"The organization and personnel of the firms and corporations, members of the Guild, coupled with the mechanical skill of the members of the International Brotherhood of Electrical Workers, exclusively employed by them, makes for a combination of effort superior to any other now existing. The knowledge of business organization possessed by members of the Guild, coupled with the training, knowledge and skill of their employees, both staff and mechanical, more than compensates for the higher wages usually paid to union labor."

From time to time I have taken this position:

"Our industry must come first. It's as much ours as the employers'. Its ups and downs, its good and bad practices, affect us more than anyone else. We must develop complete and accurate facts about every phase of it. There must be better business, more business, and business on a more profitable basis.

"You cannot 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 try to bring the cheating, anti-

social, stubborn, stupid boss to his senses.

"We have long passed the stage where wages, conditions and hours are our sole concern. The life of the electrical industry is our concern. When depression strikes it, tools get a rest. But our members suffer immediately. The employer can offset the bad year with a good one, but when the worker loses time, it is gone forever. This industry is just as much ours as the private investors. While he invests money, we invest labor and life. Without our industry we have no job, and without jobs we have no life.

"When we injure our industry, we injure our jobs, and ourselves. That's why we must look to its health. It must come first, and this implies training of men for leadership of labor policy in all our unions.

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

"We must urge our employers at every chance to put their part of the business on a higher plane, to clean their house of burdensome, ungentlemanly and unbusiness-like practices and to have as their representatives competent, honest-minded men."

A little over four months ago, I addressed the annual meeting of the Guild and stated that:

"The ideal union must be thoroughly organized to strike when necessary, but the goal will be to make strikes unnecessary. The cherished dream of a strikeless electrical industry is about to become an actuality, by standardizing wages and working agreements and by applying rational constructive methods to the adjustment of any differences."

I have said very little about industrial democracy during this address. I have consciously avoided using this phrase. I believe it is carried over from old industries, and does not belong to the rationalized scientific industry which we are now engaged in building. When a labor union is intelligent, competent, well-managed—when it applies rationalistic and scientific principles to its own conduct—then it will become strong enough to take its rightful place in industry.

This program will make a valuable contribution to any industry. It is one that might well be adopted by other branches of the electrical industry—and not simply by the building construction branch. It so happens that abroad you know more of the other unorganized branches of the electrical industry.

The construction branch is hardly an international industry, but the electrical power, radio, telephone, and electrical cable are international businesses. Through them you are coming into an understanding of what the Americanized industrial system is. It will be a pity if Europeans accept American industry with its modern technological development—and with its medieval industrial relations.



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**

HOW TO BE HAPPY THOUGH A HOME-OWNER

(Continued from page 410)

storm windows are also described. This is a very valuable portion of the book.

The householder is very properly warned against tampering with electrical wiring. Only the most minor repairs may be made by a unskilled person, he is told.

Gives Sane Instructions

"Do not touch or disturb any electric wiring or appliances, except such as are intended to be handled. In handling electrical devices, use the insulated handles provided. Never touch interior live metal parts of sockets, plugs, or receptacles which are used to carry current without first cutting off the current at the main switch," it is stated.

"Never touch any part of an electric cord, or fixture, even though it is apparently a nonconductor, with wet hands, or while any part of the person is in water. In bathrooms, kitchens, laundries, basements, garages or other rooms where floors may be damp, avoid touching any metal part of lamp sockets, fixtures, or other electric devices; do not touch any of these while also touching a water pipe, plumbing fixture, radiator, stove or heater. There is danger of shock by the passage of electricity from an ungrounded electric fixture through the body to the water or grounded metal."

The booklet includes this important statement:

"Only minor repairs to the electrical system and equipment of a house should be undertaken by the home repairman. These may include such tasks as replacing a blown-out fuse, overhauling an electric-bell system, or repairing broken appliance cords. He should not attempt to disturb the permanent wiring or make extensions thereto, even though he may be familiar with such work. Work of this nature should be done by an experienced electrician in accordance with local regulations or the provisions of the latest edition of the National Electrical Code." Accordingly, the minor repairs mentioned above are the only electrical repairs described.

Our members who own homes should be able to make good use of such a manual, for in addition to possessing skill in handling tools they understand construction in general well enough to recognize the cause of any trouble which may make itself felt, and by following instructions will be able to remedy it, or call someone else in for more extensive repairs.

WOMAN'S WORK

(Continued from page 418)

pletely inclosed and sealed. They fit behind a neat panel and may be located within the thickness of an ordinary frame-house wall. They are safe, out of the way, and the switch panel is flat against the wall and no more conspicuous than any other large switch plate.

And this does away with stumbling down the basement stairs, because the circuit breakers may be conveniently located in the kitchen.

Many people do not realize that a home is no more modern than its wiring system. Electrical workers' wives should try to correct that impression wherever they are able to do so. Nothing adds more to the pleasure and ease of our home life than electric equipment and the correct wiring that makes it possible for us to use it safely.

WHAT THE NATION IS THINKING ABOUT

(Continued from page 401)

not be marketed. He saw hardware men selling hardware to brewers, lumber men selling lumber for kegs, glass-blowers given new work to do, building tradesmen put to work building breweries and distilleries, and a regime of better feeling and higher moral decency being ushered in. Whether he is looking at the liquor question through rose colored glasses is not the point. More people are impatient with the present hypocritical method of distributing liquor.

* * *

The remarkable thing about the informal trip I made through the industrial section of the United States is that

everybody is thinking about economic problems. It is not what congress is going to do, or even what the president is trying to do, but what we, as a nation, are going to do about unemployment, the depression, and the ill-distribution of the world's goods under our democracy. If this is true of the common people, it must also be true of those responsible for industry and government at the top. These, we may expect, also are giving hours of thought to what lies before the greatest capitalistic country in the world. Whether this thought will in time work out fundamental changes remains to be seen. It is likely true that changes already have taken place and are on the way that would make the business man of yesterday gasp with amazement if he could see them as a whole and in perspective.

Motoring season has commenced. Why not adorn your car with a handsome I. B. E. W. Emblem—\$1.50?

WHAT EVERY ELECTRICIAN WANTS TO KNOW!
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ADDRESS, G. M. BUGIAZET, I. S.

LOCAL UNION OFFICIAL RECEIPTS FROM JUNE 11 TO JULY 10, 1931

Table with 10 columns of receipt data. Each column is headed 'L. U. NUMBERS' and contains two columns of numbers. The data is organized into 10 vertical columns, each representing a different local union's receipts.

L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS		
565	902906	902935	668	74507	74527	819	656822	656838	1087	19531	19538
567	10531	10540	669	241540	241550	820	50470	50480	1091	40550	40570
567	118976	119090	672	670737	670745	832	677963	677969	1095	4104	4122
569	21644	21645	673	13871	13891	835	80185	80141	1099	787553	787568
569	136266	136331	675	2506	2516	838	681147	681168	1101	341641	341655
569	23409		675	177877	177932	840	664820	664832	1118	1500	
570	16030	16043	675	27301		849	623507	623512	1118	7501	7529
571	32461	32475	677	20114	20119	850	746185	746194	1131	38444	38451
572	263209	263213	677	122616	122625	854	205023	205053	1141	155401	155507
574	24011		681	458133	458155	855	153304	153306	1141	44821	44880
574	928784	928813	683	5066	5100	855	4059	4073	1141	20592	20700
575	9760	9783	683	16535	16538	857	683734	683744	1144	533942	533946
581	252821	252910	684	538823	538842	858	139735	139800	1147	31094	31116
581	83701	83722	685	41479	41497	862	11829	11859	1151	459898	459899
583	30709	30737	686	30896	30900	863	46227	46245	1154	40265	40286
584	201924	202025	686	71701		864	242393	242450	1154	30923	30925
584	57797	57850	686	177001	177004	865	114615	114717	1156	131812	131888
585	721358	721364	688	18596	18602	865	10210	10213			
586	683459	683491	694	315751	315817	869	546690	546702			
586	84601	84605	695	717267	717290	870	202701	202744			
588	179392	179435	699	42025	42031	873	364315	364326			
591	695731	695745	702	208786	209019	875	625319	625326			
592	263744	263748	704	212470	212491	885	796	817			
593	2778	2794	707	195893	195921	886	280567	280590			
594	691603	691606	710	611402	611422	890	706413	706414			
595	23431	23434	711	291832	291905	892	35488	35507			
595	197653	197789	712	497899	497923	900	597727	597730			
595	45918	45921	713	3071	3074	902	31685	31717			
596	440536	440546	713	301041	301236	907	61507	61510			
598	664499	664506	713	61101	61150	912	122841	122945			
599	924693	924706	716	26413	26416	912	6089	6092			
599	37802	37804	716	125631	125850	914	169644	169663			
600	1596	1604	716	1671	1690	915	971379	971380			
601	37920	37942	717	222725	222750	918	704882	704900			
601	148519	148521	717	250501	250533	919	59327	59328			
602	27711	27726	717	9685	9688	922	21628	21635			
603	620811	620819	719	63331	63353	937	15448	15469			
607	600924	600933	722	15997	16012	937	84003				
611	142711	142742	723	278383	278428	940	217954	217955			
613	277736	277815	725	231790	231821	940	669654	669659			
617	100029	100060	728	949491	949500	948	13065	13101			
619	675433	675440	728	66001	66004	948	31547	31550			
623	90193	90223	731	460331	460351	948	188456	188530			
625	36727	36760	732	125801	125838	953	36368	36378			
629	14803	14809	732	1815	1816	956	632942	632946			
629	210204	210240	734	182030	182128	958	657307	657313			
630	334341	334363	735	670975	670985	963	38644	38654			
631	7802		747	263520	263524	968	9328	9336			
631	941990	945013	757	31992	32012	969	634180	634186			
636	123298	123330	759	262550	262552	971	443103	443107			
640	33731	33750	760	603407	603417	972	665127	665133			
640	334501	334515	762	9176	9198	978	326174	326207			
642	142023	142037	765	38114	38118	982	439175	439187			
646	47407	47411	771	330591	330594	991	677101	677113			
649	217162	217200	772	702311	702316	996	626435	626440			
651	711227	711232	773	21320	21363	1002	59969	60000			
654	2458	2466	774	799664	799684	1021	970752	970761			
655	13283	13290	784	32898	32927	1024	118403	118466			
656	17481	17520	787	916274	916287	1025	973093	973098			
658	39333	39338	792	707117	707127	1029	789845	789865			
660	20317	20364	798	954570	954583	1032	768048	768064			
661	205719	205758	802	674835	674848	1036	446037	446066			
664	10871	10895	809	644573	644596	1037	276291	276425			
665	55847	55854	811	64515	64518	1047	168967	169000			
665	80	107	817	127559	127575	1054	37239	37247			
666	106144	106193	817	270181	270425	1057	482437	482443			
666	65114	65116	818	694660	694665	1072	858576	858588			

MISSING

1	300541-550.
57	172739-740.
62	664044.
64	43170.
138	786348.
155	299791-793.
246	194703-704, 706.
258	63906.
262	164611-620.
465	55503.
564	740767.
584	201966-970.
595	23430.
672	676736, 739.
713	3067-3070.

VOID

1	132824.
2	298163.
5	252658, 317333.
9	142593, 143137.
11	196509, 598-600.
11	248154.
35	33018.
40	273689.
48	228975, 229070, 120, 190.
51	923497.
52	96498, 96640, 40350-40351.
64	62724, 43002, 43054.
64	683294, 43170, 43238.
65	275115.
82	200930, 937, 950.
103	92798.
116	91173.
124	225370, 541-550.
130	289780.
136	307541, 28926, 132741.
164	42244, 8805.
191	259993.
211	133159, 208-210.
223	27626.

PREVIOUSLY LISTED MISSING—RECEIVED

11	196501-540.
94	690631-636.
201	18025.
247	604430.
324	199977.
473	621056-058.
497	204076.
504	63007.
672	676734.
683	16530.

BLANK

43	186950.
54	618150.
64	62728-730.
130	289970.
164	182406-410.
191	260000.
211	41488-41490.
321	706908-910.
581	83720, 252908-910.

RADIO

(Continued from page 421)

radio set, this idea is bound to become popular. It is possible that there may be attractive variations of the head-phone in the form of pillow receivers for use in the hospital or sick room. Some of the individual receivers are already beginning to feature small loud-speakers of limited volume, although here is marked danger of getting right back into standard radio practice.

INSIDE STORY OF NON-UNION INDUSTRY

(Continued from page 407)

first glance, the amount taken in on the long trip to Augusta may seem to be sufficient, there are at least three meals to be eaten after the train leaves Washington, and even if most of the food is brought from home, there is a cost somewhere for it. This is the only trip on the Southern Railway that nets any appreciable amount, and yet for hours spent the income is minute. The manager at the office will repeatedly tell the agent that he should not figure the income by the hours spent, but rather by the trips. They are very sure at the office in telling the agent that they

know many trips are no good, and that he must expect about three poor ones till he arrives on a good train, about once a week. This "good" train will barely pay the expenses for that single trip, always a loss for the other trips.

One of the best illustrative examples of the inconsideration of the company is the following: The agent will arrive in Washington in the morning, and is to leave at 11:55 p. m. However, he must report at the office at 8:00 or 8:30 for his goods. This gives him three to four hours to waste before the train leaves. This is most disgusting to the agent, considering the fact that this train is the poorest of the lot.

MASSACHUSETTS LICENSE LAW WORKS

(Continued from page 411)

with the able assistance of International Vice President Keaveney and the support of all local unions in the state are trying to amend this so as to apply to all phases of installation, and have great hopes for the passing of amendments this next meeting of the legislature.

If the law is of interest to any of the readers, they can obtain copies free of charge by writing the "State Examiners of Electricians, Room 180, State House, Boston."

Fraternally yours,
ELLIS L. LEWIS,
Executive Secretary

FERTILE MIND OF ELECTRICIAN COMBATS PANIC

(Continued from page 402)

consideration you need or desire, and then you can register what you are willing to swap in return, etc. See the point?

Folks, it's a real thought. Let's make it work.

Note: This plan was unanimously and enthusiastically adopted at last week's regular session of the Pasadena Building Trades Council. A committee of three was appointed to put the plan into action. Brother Hunevan is chairman.

Motoring season has commenced. Why not adorn your car with a handsome I. B. E. W. Emblem—\$1.50?

Next Winter



¶ In August, 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 August, 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 August 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



“THE forces that have made for the collapse of markets, the retardation of economic enterprise, and the unsettlement of mass confidence in current leadership are today challenging the worth and the workability of the western economic order.”

—GLENN FRANK, *American Educator*.

* * *

“THE most important thing to realize about unemployment is that it is not really curable or preventable by anything short of a complete reconstruction of Society and our industrial system. Unemployment is inherent in the system upon which industry is carried on in this country and in other industrial countries.”

—SIR WILLIAM BEVERIDGE, *British Economist*.

