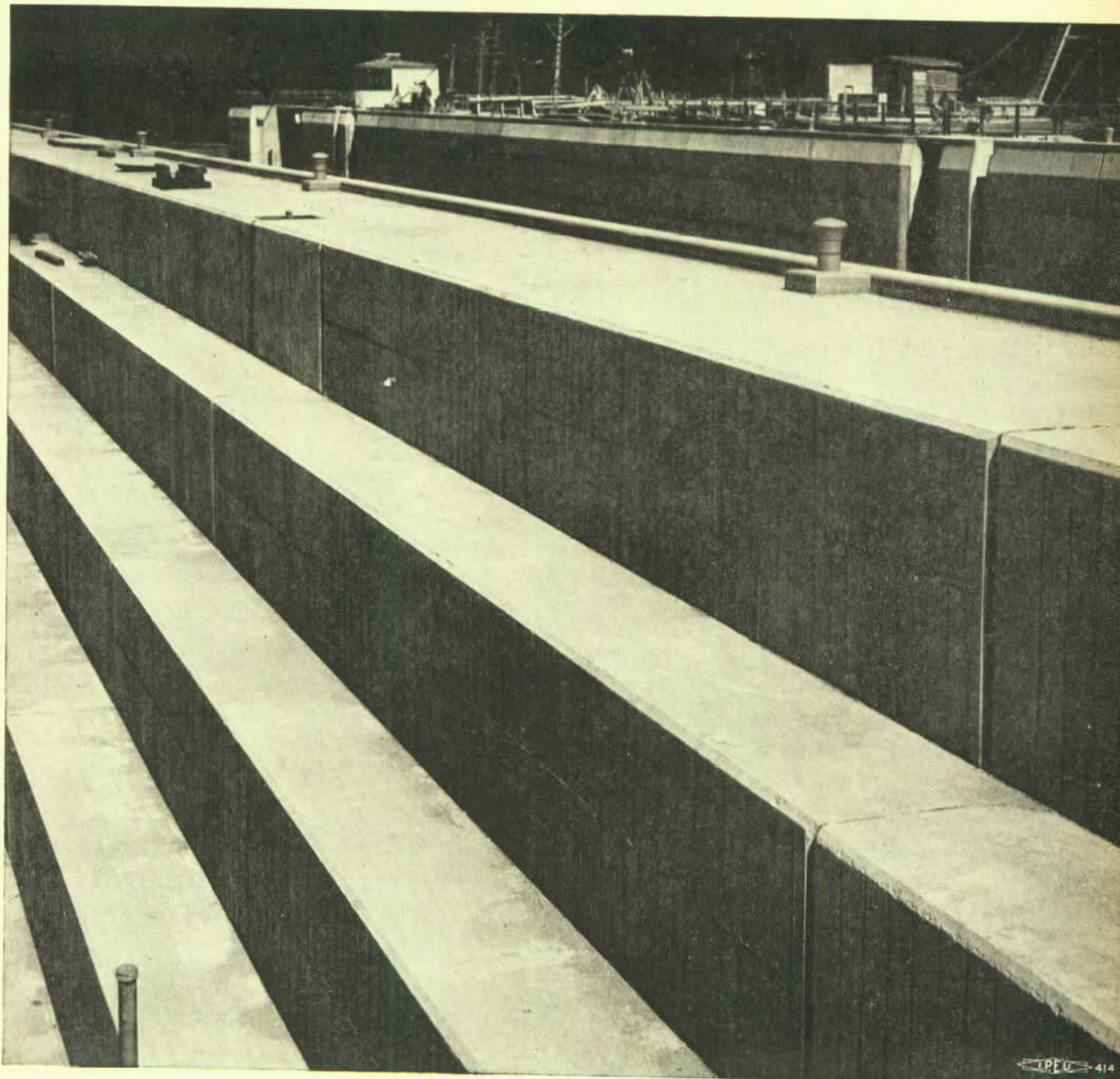
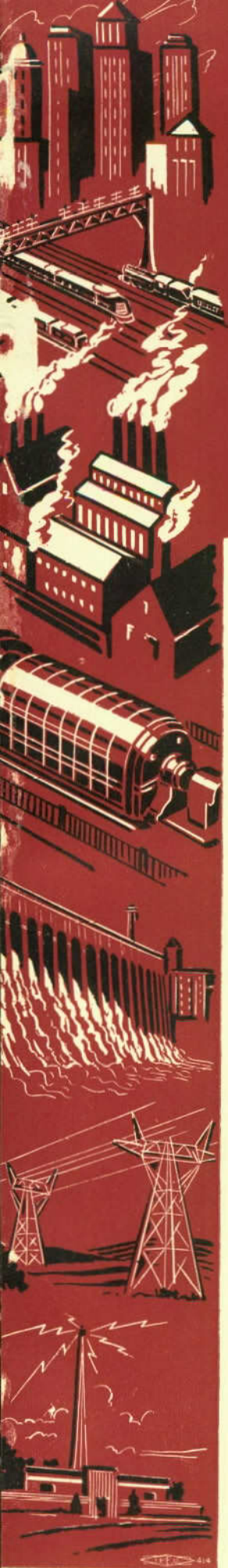


# THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS



VOL. XXXVI

WASHINGTON, D. C. DECEMBER, 1937

NO. 12

RECORDING • THE • ELECTRICAL • ERA



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A Christmas of Good Cheer  
and a  
New Year filled with Happiness  
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OFFICIAL ORGAN OF THE  
**INTERNATIONAL  
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**Magazine Chat**

Months slip by very rapidly at this end of the Journal chain. The first of the month is very close to the end of the month. And the months weave themselves into years cunningly and even astoundingly.

This is to remind our loyal readers and our many friends throughout the United States and Canada at this Christmas time that it has been more than 10 years since the Electrical Workers Journal appeared in new dress and started on its recent career of giving its thousands of readers a modern labor magazine. Few of our readers who have followed us with much consistency will believe that so much of life has slipped by since we made our first modern appearance in January, 1926.

We have prepared, therefore, a sort of Christmas present to ourselves and to our 500,000 readers in the way of a new cover design. It records the progress of this organization in its wide ramifications during the last few years. It presents a panorama of the widespread activities of the union in every branch of the great electrical industry. It becomes also a fitting portal to the up-to-date contents of the publication.

One of the pitfalls of editing is complacency. Editing is a good deal like the job of a baseball pitcher in one respect. He must win every time. He cannot rest upon past victories. He must make good every game. This is no easy task for the editor because in the hurly-burly of getting copy for the magazine he is likely to forget the framework into which it goes.

We hope our membership will let this new cover tell its full story of progress and friendship.

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# Democracy

*A mile away a train bends by. In  
every car*

*Strangers are travelling, each with  
particular*

*And unkind preference like ours, with  
privacy*

*Of understanding, with especial joy*

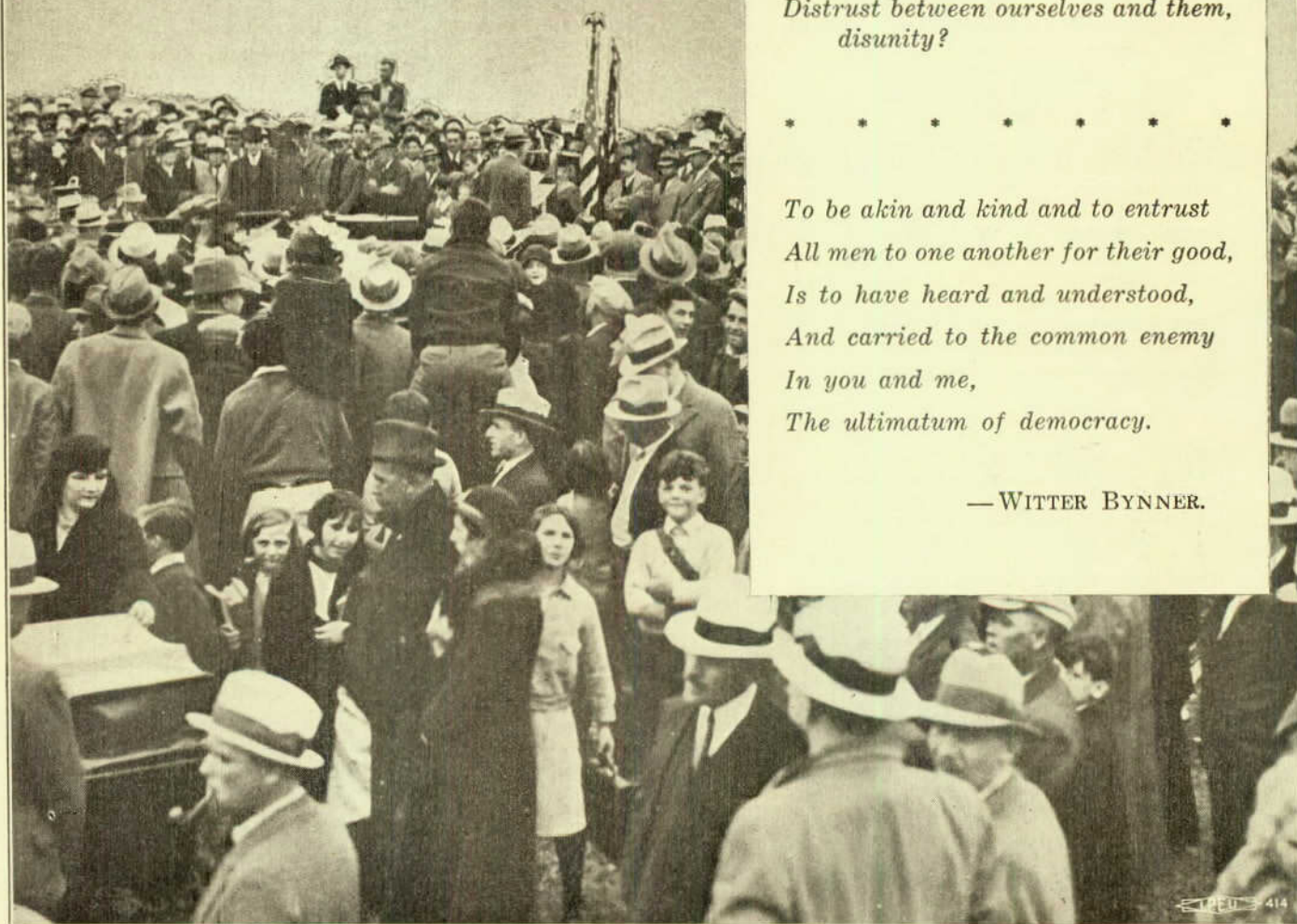
*Like ours. Celia, Celia, why should  
there be*

*Distrust between ourselves and them,  
disunity?*

\* \* \* \* \*

*To be akin and kind and to entrust  
All men to one another for their good,  
Is to have heard and understood,  
And carried to the common enemy  
In you and me,  
The ultimatum of democracy.*

—WITTER BYNNER.







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NO. 12

## What Kind of Democracy Do You Want?

**“W**HEN you have been in a country where people are permitted to know only what a dictator wants them to know, where growing boys and girls are being warped mentally so they will think only as the dictator wants them to think, where the human mind has been degraded, imprisoned, ground under a tyrant's heel, you begin to understand how priceless a possession free speech is.

“And you know that as long as America has that, it has everything.”

These are the remarks of Raymond Clapper, a reporter for the Scripps-Howard newspapers who has recently made an extended tour of Russia, Germany and other countries of Europe.

Perhaps it would have little significance if it did not represent pretty closely the impression of every labor leader who has gone to Europe in the last three years to attend conferences of the International Labour Conference. At these conferences American labor leaders have had opportunity to mingle with labor leaders from all over the world and see through their eyes the ebb and flow of the labor movement of particular countries. They have been able to get the feel of those workers' institutions in the respective nations and to understand them better. American labor leaders have traveled, too, rather widely in other countries than Switzerland and have been able to see a good deal of the life of the workers within their respective unions, and the impact of those unions upon national life.

Lumped into one phrase, certain countries are democratic. And democracy implies free speech, free assembly and free press. It implies something beyond these in that it allows for innovations, not only in government, but in industry; innovations that rise from the collective life of the workers themselves and allow for experimentation.

### AGE OF LUNACY

Democracy is a broad term and a careful student dislikes to use it because so many scoundrels and tyrants are hidden behind the word. Yet this is no reason why the great democratic tradition should not be defended and fought for, and this is more necessary in an age of intellectual confusion and lunacy such as ours is.

When a man is well, he seldom, if ever, thinks about health. He breathes in good air, eats three square meals a day if he can get them, lives, loves and works with no thought of the environment in which he has his being. But let these

---

Freedom, like health, is not appreciated until lost. Good sense would seem to dictate hanging on to it. However, what responsibilities does it entail?

---

values disappear, let him get a pain in midriff, or let a slow malady get a grip upon him, and at once he knows that the most valuable and basic thing he has is his health. Not even money has any value when health is gone.

Like health, however, freedom or democracy, little appreciated when present, may not be recovered at all, even though one makes strenuous attempts at recovery.

It would seem, then, a matter of good, hard sense to appreciate the values when one has them, and try to conserve them, and not lose them through indifference or ignorance. Democracy may be as clear-cut a concept of society as any other type. It is not always conceived as such. Let us examine some of the concepts of democracy. In the main, there are four:

1. Hypocritical democracy.
2. Sentimental democracy.
3. Political democracy.
4. Economic democracy.

We have an excellent example of hypocritical democracy in Germany and Italy. Mussolini says: “The greatest and soundest democracies that exist today are Italy and Germany.”

### POPULAR CRAVING FOR DEMOCRACY

This, of course, is mere publicity. It is a kind of unscrupulous propaganda that the fascist countries have repeatedly indulged in, but behind it, of course, is a thorough-going respect for democracy and the understanding that democracy has a potent appeal for every population. Mussolini would not try to conceal his tyrannous and despotic government behind the word “democracy” if he did not feel that everywhere there is an elemental and basic craving on the part of citizens for that democratic form of society.

Sentimental democracy is what most people mean by democracy; that is, a frothy emotionalism about the brotherhood of man and the need for sweet relationships between men.

Sentimental democracy is usually an individualistic conception of government and society. The rugged individualists are democrats in this sense. Labor has never meant by democracy the sentimental sort of thing. Labor has tried to do hard thinking, and by hard thinking to create democratic institutions and enterprises which will form a hard substantial basis in society itself, so that sentimental democracy may become reality.

The rebellion in fascist countries against so-called democracy has been directed chiefly against the failures, the tardiness of parliaments; in other words, against political democracy. There is little doubt that the parliament of Italy in 1919 developed largely into a debating society, unable to reach an agreement when dire economic problems faced Italy. This do-nothing-ness on the part of elected representatives of the people set a perfect stage for Mussolini's march on Rome. Parliamentary law and parliamentary custom open a thousand ways to prevent action on important matters. Obstruction—filibustering—become the tools of stupid and selfish men, to prevent much needed solutions of national problems.

All over the world, it is believed that the American New Deal has been an answer to this fascist charge against parliamentary forms of government. The executive branch in America has been given emergency powers which have enabled this democracy to meet its problems in the midst of crisis. There is little doubt also that the central or federal government can be strengthened in this manner without the loss of the democratic principle, but this depends a great deal upon the tolerance and intelligence of the people and the swift course of public opinion.

The fact is that parliamentary government is nothing unless it dovetails more or less accurately with the economic set-up underneath. If we are to maintain a parliamentary democracy, we must have the firm outlines of economic democracy below. It is this economic democracy that labor has struggled to create, but the course is long and difficult. There are no short cuts.

### ECONOMIC DEMOCRACY BASIC

Economic democracy can be considered to have three different branches. These are consumers' democracy resting upon co-operatives, democratically organized and democratically controlled; industrial



democracy which rests upon universal unionization, the right of collective bargaining and a system of sane industrial relations; and administrative democracy which means the following of democratic procedures in all branches of the federal government. This means all commissions and all boards.

When boards exceed the law formulated by the parliament, such boards are violating good administrative policy and procedure, and are doing a marked disservice to democracy.

This represents a simple outline of the course of modern democracy. There, of course, will be setbacks. There will be pockets of failure where consumers' co-operatives have not been at all successful, where unionization has failed to penetrate, where employers strenuously resist good industrial relations. These pockets of failure can be attacked and cleared up, but this of course must be done, not either in madness and violence, but with the force of public opinion, the aid of law and by the collective pressure of the

## FOR AN AGE OF CONFUSION

In time of confusion such as this, it is well to hold fast to that which is tested and true:

1. Industrial democracy—unionization.
2. But not without responsibility in keeping sacredly all agreements, and in practicing sound co-operative relations with management.
3. Election of honest men, but men truly representational of workers' aspirations.
4. Promotion of competency in industry and public office.
5. Support of co-operatives, consumers and producers, such support not to be sentimental but practical with emphasis on technical achievement.
6. Promotion of a sound system of workers' education, not for a catastrophic revolution, but to fit workers to become labor technicians, to man their unions more intelligently, to understand the industry from which they get their living, and to hold public office.
7. Promotion continually of a higher standard of living, but not without knowledge of what the economic system is, how it works, and its limitations on distribution.
8. Emphasis upon research methods and data as tools in group effort with thoroughgoing allegiance to conference methods.
9. Holding fast always to a co-operative constructive purpose, rather than to a destructive aim.
10. Extension of goodwill everywhere.

workers in the underlying population. Such a picture of modern democracy lies in outline already before us. It merely needs to be filled out, but it cannot be filled out by violence and dictatorial methods. When these are undertaken, the cause of democracy is set back by the very methods used.

The whole structure of democracy rests upon sound information. In marked contrast, the structure of every fascist and dictatorial state rests upon propaganda and misinformation. The most important departments of government among the

Nazis, Fascists and Communists are the departments of propaganda. These grind out lies continuously to confuse and mislead the people, and the public press becomes nothing more nor less than a lying adjunct of the state. The schools, too, are penetrated by the official propaganda, and become cruel instruments of repression and forceful tools to shape young minds.

There can be no difference of opinion in the totalitarian state. There can be no correction of the mis-

takes of the official class. Indeed, the clash between the dictatorial and the democratic types of society is such that one can say without exaggeration that the pawn at stake is humanity itself. The contest is over the underlying population. Who will own and control it? There is no idea that the underlying population belongs to itself, has a right to expand and grow to produce its own ideas which in turn shall affect the executive branch.

Labor has a remarkable role to play in this world contest for the high stakes

(Continued on page 583)





# Arbitration on Consolidated Edison Opens

**T**HE International organization, in co-operation with the several local unions on the Consolidated Edison properties, New York City, has invoked the arbitration machinery under the contracts and is now engaged in arbitration with the company to settle a policy on lay-offs.

The arbitration proceedings started on November 26, and are now continuing

**Dr. John A. Lapp sits as third member. Council of 21 takes active part. President Tracy presents case. Policy on lay-offs sought. Unions charge violation of agreement.**



DR. JOHN A. LAPP

Noted arbitrator sits in Consolidated Edison case.

lated the terms of the agreement, inasmuch as many of these men were employees of long standing, who had seniority rights which were violated.

The contracts provide that the company may not increase or decrease its forces without attention to length of continuous service; knowledge, training, ability, skill, and efficiency of the employees; physical fitness of the employees, and family status of employees.

President Tracy said in his opening statement:

"We are going to base our analysis and argument before this board upon the phrase in paragraph 10 in Article VII, namely 'for sufficient and reasonable cause,' and upon a phrase in Article IX, namely 'because of lack of work.'

"It is the contention of the International Brotherhood of Electrical Workers that the company has made these lay-offs without 'sufficient and reasonable cause' and that the union cannot accept, except on the surface, the cause, as lack of work.

"We wish to present our analysis and argument of this personnel problem under five heads:

"1. The history of contractual relations between the employees and the company implies stipulations as binding as the agreement itself.

"2. The manner in which the lay-offs was executed violated not only these tacit stipulations, but provisions of the agreements themselves. Moreover the manner in which the lay-offs was executed violated sound industrial and personnel practices.

"3. The plea 'lack of work' should be examined not only in its immediate aspects, but against the larger economic and industrial background.

"4. The finances of the company are such as to admit of a more scientific procedure in relation to lay-offs.

"5. The humanitarian and moral obligations of the company to its working force should certainly be made part of the lay-off picture."

President Tracy went on to point out, as did members of the Council of 21, that the company was following a policy that appeared to be contrary to the terms of the agreement. Mr. Tracy pointed out:

"Members believed that the Brooklyn Company in laying off employees of the construction company has seriously impaired its capacity to provide adequate and continuous service.

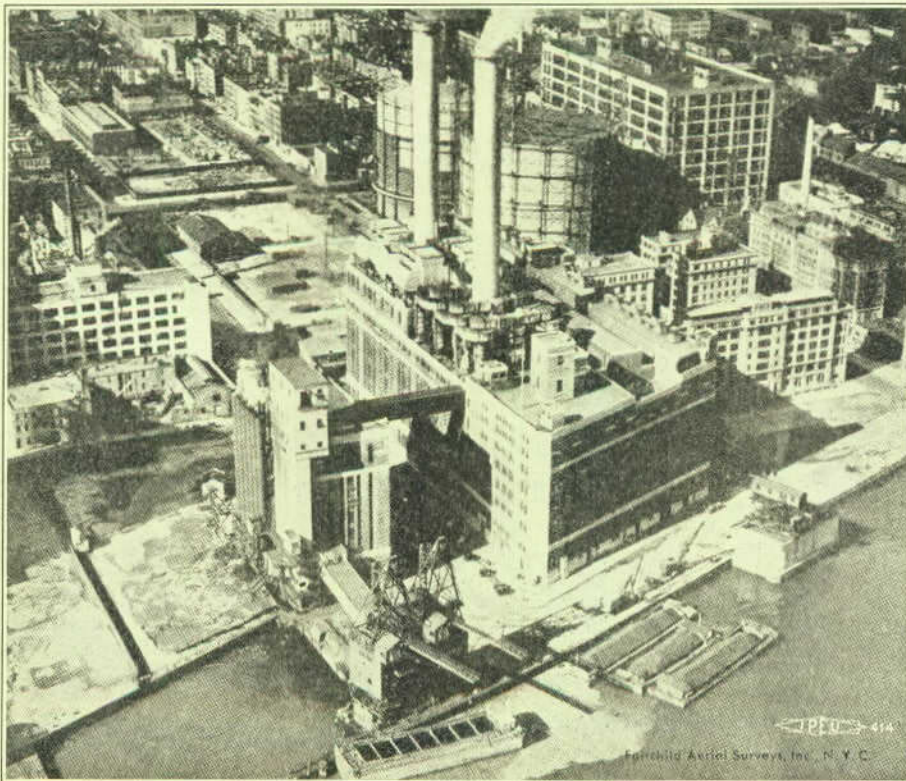
"Also certain key members of the union performing important functions were let out. Members pointed out that by this lay-off the company has embarked upon a policy of eliminating higher salaried employees and filling these jobs within the given classification with lower salaried employees."

(Continued on page 582)

at the Hotel Roosevelt, where an arbitration board, set up under the terms of the contract, and the laws of the state of New York, is hearing the case. The board is composed of Dr. John A. Lapp, noted arbitrator, chairman; Floyd L. Carlisle, chairman of the board of the Consolidated Edison Company, representing management, and M. H. Hedges, director of research, International Brotherhood of Electrical Workers, representing the union. Mr. Hedges is also secretary-treasurer of the board.

Dan W. Tracy, president of the International Brotherhood of Electrical Workers, is personally presenting the case, with the co-operation of the Council of 21, representing the several local unions. Four key men are directly assisting President Tracy in the presenting of the case. These men are John F. Corrigan, representing Local Union No. B-825; Patrick McGrath, representing Local Union No. B-829; Joseph Fisher, chairman, Council of 21, representing Local Union No. B-830, and James Meenahan, representing Local Union No. B-839.

The company began laying off men in early October, reaching a climax in these lay-offs on October 22. The total number of men laid off is 759. In its formal brief, presented by President Tracy, the union charges that the company has vio-



ONE OF THE TOWERING PLANTS OF THE GREAT UTILITY



# Union States Case to New York Public

On November 14, 1937, the following half-page advertisement appeared in the *New York Times*, and on November 15 in the *New York Herald-Tribune*.

## STATING AN IMPORTANT ISSUE

To all Employees, and Members of the International Brotherhood of Electrical Workers on Consolidated Edison Properties, New York City:

A CONTRACT is in effect between 30,000 of the 40,000 employees and the Consolidated Edison Company. This contract has been in effect nearly six months. It was entered into in good faith by the local unions of the International Brotherhood of Electrical Workers and the management of the Consolidated Edison properties. That contract guarantees certain definite benefits to you. These benefits are protected by the contract under the law and under custom and exist until they are declared invalid by the courts of the land. They represent your stake in the industry. They represent your bread and butter and those other values that you believe in and fight for for your families.

The situation has now arisen in which you must decide as to whether you are to permit these benefits to be taken away or whether you are to protect your interests in them through the proper and legal channels by the force of your co-operative effort through our international organization.

The National Labor Relations Board has illegally declared this contract invalid. Your International Organization is preparing to fight this extra-legal order of the National Labor Relations Board in the courts. It is our opinion there can be but one outcome under the laws of the land, and that is that the court will adjudge the contract valid and guarantee to you all the benefits under the contract.

This contract was entered into in good faith between the International Brotherhood of Electrical Workers and the Consolidated Edison management, and guarantees you an eight-hour working day and a 40-hour working week. It guarantees you time and one-half shall be paid for all overtime in excess of eight hours on any day and in excess of 40 hours in any one week. It guarantees you a living wage in excess of the average pay by other similar sections of the electrical industry. In addition, it grants to you two weeks' vacation with pay. These are benefits that were granted the working force of the Consolidated Edison prior to the unionization of the properties by the International Brotherhood of Electrical Workers now fully guaranteed by the contract and the contract alone. In addition, the contract signed about six months ago grants you an increase of 5 per cent in wages over the scale when it was in effect before unionization took place. At the same time the simple but efficient system of arbitration is guaranteed you under the contract, which grants you swift

**Buys space in New York Times and Herald-Tribune. Advertisement attracts nation-wide attention.**

adjustment of grievances and full protection under the agreement. In addition, there is protection in regard to lay-offs, promotions and demotions and protection on the job to make the job safe and to advance the health of the employees. These benefits represent your bargaining power under the guidance of 46 years of experience of the International Brotherhood of Electrical Workers. They are not to be surrendered lightly because if the contract is permitted to be abrogated by the illegal authority of the National Labor Relations Board, nothing need prevent management from wiping out all the gains not only of the last six months but of the years prior to unionization.

The International Brotherhood of Electrical Workers considers the contract valid. The Consolidated Edison management considers the contract valid. We are confident that the courts will consider the contract valid inasmuch as we have already secured a decision in a similar case from the Federal Court in Pennsylvania.

The National Labor Relations Act was never intended either as an instrument for settling jurisdictional disputes between labor organizations or as an instrument for destroying legal contracts. You should realize fully your interests and rights within this situation. You can rest assured that your international organization and the American Federation of Labor are going to use every ounce of moral and financial strength to give you full protection within this situation. This can be done with your co-operation and with your calm and cool assistance in keeping the letter and spirit of the contract that now exists.

Now, then, under terms of this contract, your local unions have been able to stop lay-offs on the company's properties. The arbitration machinery has been set in motion, in terms of this contract, and will go forward irrespective of the illegal order of the board. All other matters of grievance may be properly brought before this board of arbitration, and will be in due course, if necessary.

## TO CONSUMERS OF ELECTRICITY, NEW YORK CITY

Consumers of electricity in New York City are well aware of the importance of electricity to their daily lives. Elevators cannot run in apartments. Lights cannot burn in hospitals. The ordinary pursuits in the home and in the office cannot go forward without electricity. It is no exaggeration to say that electricity is the lifeblood of the city. Courts have ruled over and over again that electricity is touched with public significance.

The President of the United States recently stated emphatically that government employees, because their work is touched with public significance, shall not strike. He said:

"It is inconceivable that a government established for all the people and interested in the welfare of all employees should be subjected to demands by organized minorities.

"It is equally unbelievable that strikes against public agencies, whose uninterrupted operation is necessary, should be permitted. But as the law now stands no matter what the President's attitude may be there is no general federal statute which specifically forbids strikes against or picketing of government agencies."

For a long time the International Brotherhood of Electrical Workers has taken the position that the public should not be penalized by disputes either between management and labor or between labor unions. It believes that strikes on public utilities fall in approximately the same category as strikes on public enterprises and in government departments. It is not signing away its right to strike on Consolidated Edison properties but it has taken the civilized view that there will be no need for strike if management and labor agree upon setting up proper machinery for taking care of grievances and arbitrating differences. Such machinery of arbitration has been set up on the properties of Consolidated Edison by agreement between the International Brotherhood of Electrical Workers and management. Even now this arbitral machinery has been invoked to settle questions of lay-offs on these properties. An orderly and civilized process is being followed.

It is unthinkable that you as consumers of electricity believe that you have no stake in this contract. It guarantees you protection from the inconveniences of strike. It is an effort of the electrical workers bound into an agreement with the Consolidated Edison management to fully protect the public. We do not believe that any strike is warranted on the properties of the Consolidated Edison and we hereby warn you that if the present agreement under which arbitration is guaranteed is wiped out by order of the National Labor Relations Board, that arbitral machinery will also be eliminated and the way will be open for unwarranted strikes. There is no need for such a situation to arise though the National Labor Relations Board without warrant or authority has issued an order calling the contract invalid.

The International Brotherhood of Electrical Workers is preparing to protect its rights, the rights of its members and the rights of the consumers of electricity in New York by testing the authority—illegally assumed by the National Labor Relations Board in the courts. Until that case is settled we will oppose the abrogation of the contract and disobey the order of the National Labor Relations Board.

(Continued on page 584)



# I. B. E. W. Wins Stay Against Labor Board

ONE day late in November, Mrs. Elinore Herrick, director of the regional office of the National Labor Relations Board, received a visit from the United States marshal. This official served upon Mrs. Herrick a certified copy and order to show cause affidavit halting an order promulgated by the National Labor Relations Board invalidating an agreement signed in good faith by the International Brotherhood of Electrical Workers and its seven local unions on the Consolidated Edison properties.

The case is to be heard in the Circuit Court of Appeals, New York City, December 6, 1937. The order to show cause was signed by Judge Martin T. Manton, presiding judge of the second circuit.

The contract signed with the International Brotherhood of Electrical Workers is six months old. It bears the signature of Dan W. Tracy and the officials of the local unions. The ruling of the Board seeking to invalidate this contract came as a result of an inquiry made by Mrs. Herrick at the behest of six members of a C. I. O. dual union. The C. I. O. dual union has no members on the property of the Consolidated Edison Company. The International Brotherhood of Electrical Workers has 30,000 of the 40,000 employees organized. These members are paying dues.

The petition of the International Brotherhood of Electrical Workers be-

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**New York Circuit Court of Appeals orders Board to answer December 6. Mrs. Elinore Herrick receives visit from U. S. marshal.**

---

fore the Circuit Court of Appeals reviewed the case thus:

"In fine, your Petitioners respectfully represent that, the said order destroying as aforesaid the property, contracts and personal rights of your Petitioners presents to this Honorable Court the bald spectacle of an administrative tribunal suspending the Constitution of the United States, the Common Law of the Land, the principles of natural justice and the rights and immunities of American citizens, and overturning every landmark of liberty ordered and guarded by law.

"Fifteenth: Your Petitioners, moreover, respectfully show that said hearing of said cause before said Regional Director and Trial Examiner on behalf of said National Labor Relations Board was not a fair and lawful one in that almost every variety of unlawful testimony, including hearsay, rumor, remote and secondary reports and conversations, not constituting in any established or recognized sense, legal evidence, was admitted against said Respondent Companies, and also, in the view of said Final Order of

said Board, against the valuable and substantial personal and property rights of your Petitioners omitted as legal defendants, although, by law and constitutional guarantee, indispensable parties to any proceeding to deny and destroy their said personal and property rights.

"Sixteenth: Your Petitioners respectfully represent that the said Final Order of said National Labor Relations Board passed and entered on November 10, 1937, is illegal, unconstitutional and void for the following reasons:

"A. The said National Labor Relations Board was without jurisdiction, power or authority under the Constitution of the United States and under said National Labor Relations Act to pass or enter said Order, because the Respondent Companies in said proceeding and Case C-245, and your Petitioners as their employees as aforesaid, were not engaged in interstate or foreign commerce, but only in intra-state commerce, within the meaning of the Commerce Clause of the Constitution of the United States and of the term 'commerce' in said National Relations Act and, therefore, had no jurisdiction, power or authority over the Complainant, Amended Complaint and Charge, aforesaid, in Proceeding and Case C-245, or the parties or such matters, things, actions and alleged practices therein mentioned and referred to or over your Petitioners as employees of said Respondent Companies or their

(Continued on page 583)



BEHIND NEW YORK'S MAGNIFICENT SKYLINE, MANY A DRAMATIC STRUGGLE SWEEPS TO AN END—AS THIS BETWEEN I. B. E. W. AND N. L. R. B.



# World Views Hall of Labor at Paris Fair

In 1939 two world fairs will open in the United States, one at New York City and one at San Francisco. Though most fairs in the United States have operated, as far as construction and maintenance go, on a union basis, none of the most recent expositions have presented exhibits peculiarly representative of labor and the labor world.

In contrast, the World Exposition now in progress in Paris, France, has set aside a Hall of Labor which has attracted wide attention in Europe, and has brought thousands of visitors from every country of the world to view the labor panorama. In co-operation with the International Federation of Trade Unions, the ELECTRICAL WORKERS' JOURNAL presents a description of the "House of Work" at the Paris Exposition.

IN an exhibition of "Art and Technique in Modern Life," the crafts must, of course, not be omitted. The development of technology, the basis of modern industrial capitalism, was the beginning of the development of crafts as the active fighting units of the modern industrial proletariat. The material and spiritual development of the workers was the aim of these crafts in order to give them the opportunity of enjoying the blessings of that technology which was and still is the cause of such great misery to them. The artistic development of the masses in matters of the home, theater, music, literature was also the aim of these crafts.

Therefore the "House of Work" in the Exhibition of 1937 in Paris was to represent on the one hand the strength of the fighting power of the unions, on the other hand it was to represent as well their demands for the beauty and grace of living. This the House of Work has accomplished. It is the result of the work of the Architect Herz as well as the work of the "Producing Craft of Technicians." It is located beautifully on the Seine with its principal facade facing a shaded avenue of trees and the rear of the building extending to the river. The outer walls are ornamented with a frieze depicting the workers in the various crafts. Above are the words *Freedom, Well Being, and Peace*. Above

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**First "House of Work" to Appear at any exposition. Paris fair closes in November to re-open next year.**

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this are terraces with a restaurant. Below is a waterfall tumbling down to the Seine. At one side is a large chart showing the spread of crafts in France.

Near to the House of Work is the Quai d'Orsay, the French Department of State, as though by its proximity it were to symbolize the influence of the international brotherhood of workers upon world relationships. A little beyond is the French Parliament—who can dispute the importance of the C. G. T. upon the internal affairs of France? Across the way is the Transportation Building, across from it the Marine Building, diagonally across from it on the other side of the Seine the Radio Building. In fact, the House of Work is surrounded by the exhibits of technology. No wonder that it is the Mecca of millions who come to Paris to see the exhibition.

## TIES THAT BIND

The House of Work has purposely been designed to emphasize the bonds that bind the workers of the world. At the main entrance are placed two enormous figures of workers who could conceivably be of any nationality, French, German, Italian, English, American or Russian. In the entrance hall are frescoes of workers, between these a coat of arms on which are the words, Peace, Bread, and Freedom. The modern workers' movement brings freedom from slavery even to the Colonials. From the entrance hall one catches a glimpse of the large central hall which is shut off by an enormous statue of a woman 16 meters high who holds in one hand a palm leaf and in the other a dove. At her feet the inscription: "Declaration of the rights of man—August, 1789. Declaration of the rights of the workers—July, 1937."

The hall itself—it is called the Hall of Peace—dominated as it is by the statue of Peace, is used not only for purposes of exhibition, but also as a hall of meeting. Here was held the last meeting of the national council of the C. G. T. From here, too, was broadcast an artists' concert to all of France. So the House of Work typifies the fulfillment of two purposes, that of struggle and that of the artistic development of the workers.

## DANCE AND PLAY STRESSED

The two long walls of the Peace Hall are ornamented by large frescoes; at the left the serfs in olden days, the builders of the cathedrals in mediaeval times dragging mighty blocks of stone—and the modern worker of the machine age using the means of modern technology; at the right the C. G. T. in old age, depicting the sorrows of the workers who throughout their lives have groaned in the service of Capitalism. Two others, C. G. T. and Work, and C. G. T. and Youth, showing young people enjoying themselves in dance and play.

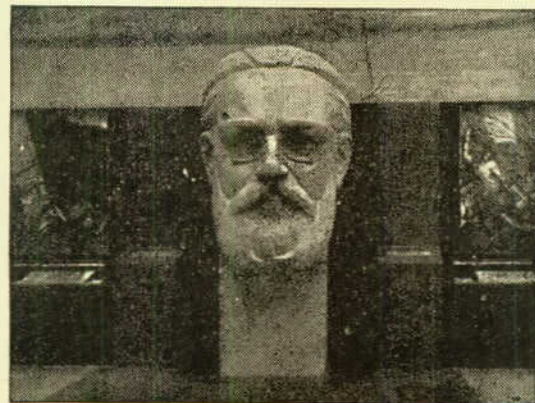
Under these frescoes on the left wall are six paintings depicting episodes in the struggle of the French crafts—(1) the strike at Lyons in 1831 (the silk factories were unwilling to pay the tariff which they were supposed to; the workers of Lyons staged a demonstration under banners inscribed "Let us live and work or die fighting"); (2) the barricades in June, 1840, with the inscription "Bread or Death"; (3) the commune of 1871; (4) the birth of the C. G. T., showing a pyramid of workers upon which the world rests; (5) the May demonstration of 1906, bearing the inscription "From May 1, 1906, we will not work more than eight hours"; (6) the Congress of 1936, showing the mass of workers with red flags.

Beneath this huge fresco and the six paintings there are numerous charts of facts and figures assembled by the I. L. O. in Geneva, which is the spearhead of the movement for the freedom of the worker and the peace of the world. Here more than anywhere else in the building one feels the unity of the workers of the world, one sees their common aims and desires. A study of all this is both instructive and inspiring.

There is here a map of the world showing the supremacy of the workers. In Europe there is only one placed marked with yellow as outside the pale—Hitler Germany. In Asia only one, Arabia. Germany, a leader of Kultur, arm in arm with Arabia! Under this chart social justice comes through the protection of the worker. There are 62 countries that belong (to the I. L. O.).



PROUDHON

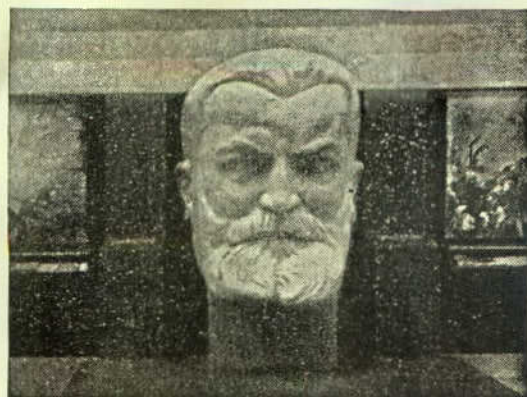


ALBERT THOMAS (1878-1932)





FERNAND PELLUTIER (1867-1907)



JEAN JAURES (1859-1914)

monetary help; 35 countries give her two and one-half hours a day off for nursing her child.

Some more statistics: 30 countries with 100 millions of inhabitants, guarantee sickness insurance and motherhood insurance; 30 countries with 146 million inhabitants have old age and accident insurance. Other charts show the work of the I. L. O. in social hygiene and also of unemployment.

#### MURALS ARE STRIKING

On the right side of the hall there are niches somewhat like small rooms, which show the various branches of the organization of French workers' movement. These are decorated with murals depicting the various kinds of work — ceramics, precision instrument workers, metal workers, lamp, mountain workers, etc. There are also charts here (more charts!) showing the curves of the membership of the organizations. In 1919 the C. G. T. had 95,000 building workers, in 1921 only 4,500; in 1936, 35,000 and in 1937, after the June strikes of the previous year, 520,000.

The workers in ceramics in 1921 had 8,000 members, two years later 3,000; in 1935 4,000, but in 1937, 35,000.

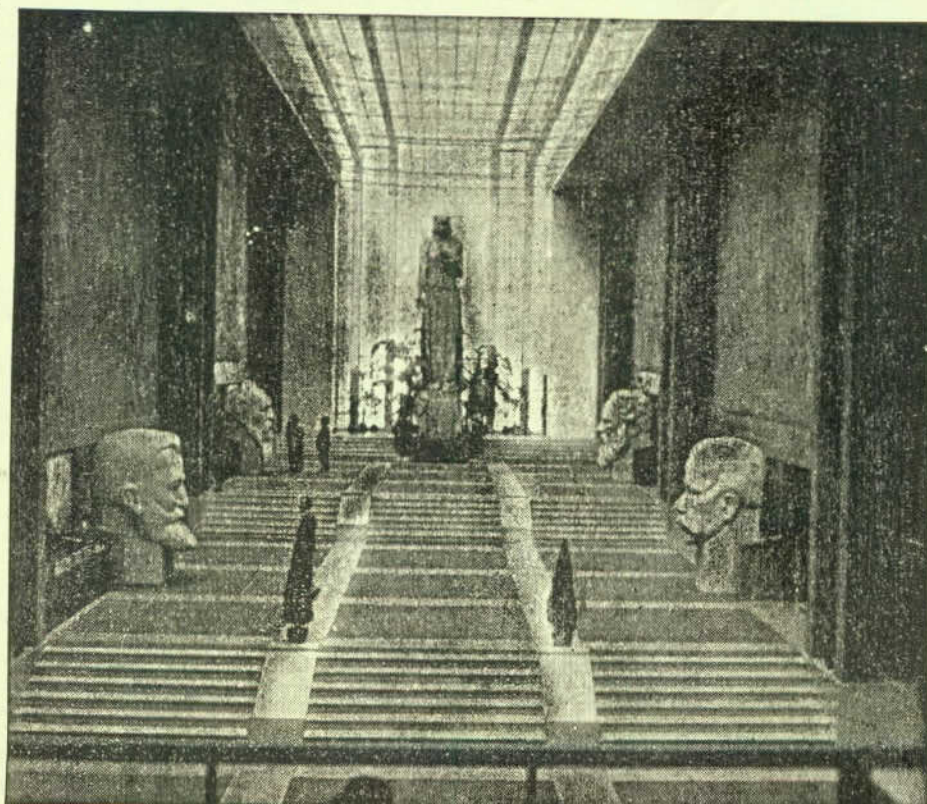
The wood workers in 1908 had 4,000; in 1929, 8,000; 1935, 4,000; 1937, 80,000. Transport workers in 1935, 37,000; in 1937, 145,000. Railroad workers, 1935, 135,000; in 1937, 320,000. Metal workers, 1920, 220,000; 1921, 60,000; in 1936, 600,000, and today, 800,000.

But who were the founders of the workers' movement in France? Their

busts, larger than life size, six in all, are in the hall of peace. Here is Eugene Varlin, a bookbinder, born in 1839, died in 1879. He founded the bookbinders' union in 1857. Fought in the Commune in 1871. Jules Guesde, born in 1845, was a teacher among the Socialists and finally a leader of the Socialist Party. Fernand Pellutier founded a union of workers bureau. He died in 1901. Proudhon, born in 1809, died in 1865, was one of the founders of scientific socialism. He is especially famous for his words: "Ownership is theft." He fought through his papers, books and speeches. Also Jaures, the martyr to his pacifistic ideas, now the symbol of freedom in the eyes of the workers. He was shot in 1914. And finally, Albert Thomas, born 1878, died 1932, editor of "Humanity," the former central organ of the French Socialist Party, was active in politics, leader of the workers and the head of the unions. To him is due the main credit for workers' legislation. The quotation under his bust is, "The highest duty of humanity is to reach peace."

In comparison to the Hall of Peace, everything else in the House of Work pales.

At night the house covered with light shows plainly the insignia of the C. G. T., two clasped hands with the words "Security and Freedom." It is for this that the unions are struggling. Round about the exposition of 1937 glitters the Radio Building, the building of the Merchant Marine, the Ice Pavilion and the broad bridge over the Seine are especially effective. The light of the House of Work is, however, not always shining in the brilliance of these surrounding lights, just as the working classes no



HALL DE LA PAIX (Maison du Travail)

And the results of this movement (I. L. O.) one can find these results depicted on other charts, how many treaties for the good of the workers have been ratified by the various countries. One notices sadly that not the so-called "leading powers" are the leaders in the movement, but that lesser countries like Chile and Spain with 34 ratifications, Hungary and Bulgaria with a few less, while Sweden with only 19, Finland with 16, Denmark with 11, stay pretty well in the rear. One can see how little has been done to lessen child labor, only 22 countries have ratified the convention not to employ children under 14 years of age; among those that have not ratified are Finland and Sweden. Only 31 countries forbid night work for youths under 18. Thirty-three countries no longer allow the employment of children under 14 on ships. Only 21 countries insist on sending to school children that are working at agriculture. Finland and Sweden not among those present. Thirty-three countries do not allow any under 18 to be stokers on ships (no trace of Finland and Sweden here), and only six countries forbid children under 14 from working in other ways than in factories. Among these six are Spain, Belgium, Austria and Holland.

Here are also rules giving the employment of the ladies. "When questions are considered at the conference in which the condition of women employees is concerned, at least one woman representative must be at the conference." Twenty-seven countries have ratified the provision for the protection of mothers giving a pregnant woman 12 weeks' vacation; 38 countries guarantee her her job; 32 countries give her

(Continued on page 588)



# Worker and Owner Look at Housing Snarl

By Our Housing Authority

Can residential building be put on a mass production basis?

Can sufficient economies be effected thereby to create a big market for new housing, owned or rented?

How can the home construction industry be brought back to its rightful place in the national economy?

THESE were the questions being asked as experts on housing, whether publicly or privately built, went into their separate and combined huddles in Washington this past month. Home building, which was on a steadily rising curve at the beginning of 1937, did not continue its upward progress. It hit one of those inexplicable slumps. Even at the top of the curve it had reached only about one-third of the 1929 level. In the meantime there has been created—theoretically—a tremendous and increasing reservoir of potential demand. What is it that prevents the building industry, suffering from its seven lean years, from tapping this reservoir of employment and profit?

Early in November President Roosevelt named a committee to make recommendations of what could be done to stimulate a tremendous home building program carried on—not by government—but by private capital. This committee included eminent industrialists, bankers, and government officials—Marriner S. Eccles, of the Federal Reserve System; Gerard Swope, of General Electric; Henry C. Turner, president of the Turner Construction Co.; J. M. Daiger, financial advisor to the FHA; S. Sloan Colt, president of the Bankers Trust Co., New York; Isador Lubin, Federal Commissioner of Labor Statistics; Edward McGrady, former Assistant Secretary of Labor, and now in an important post with the Radio Corporation of America; Robert E. Wood, president of the big mail order house of Sears, Roebuck & Co.

These men spent many hours in conference with the President, mapping out a program for whatever action is necessary by Congress. Unfortunately, one of the first suggestions, receiving a great deal of newspaper publicity, was the old, old proposal—"Building trades wages are too high. Let labor take a cut in return for more steady work." Thus the inference was made that building trades wage scales are a major deterrent to building; that they have a strong effect on the price of homes; and the blame for the building slump was laid on the doorstep of the building trades unions, where it certainly has no business to be.

Building trades are ready to take sensible course, but actual conditions in construction not amenable to easy blue printing.

On November 29 the President summed up the residential building situation thus, in his message to Congress:

"It is estimated that an average of 600,000 to 800,000 dwelling units ought to be built annually over the next five years to overcome the accumulated shortage and to meet the normal growth in number of families. In other words, we could build over the next five years 3,000,000 or 4,000,000 housing units, which, at a moderate estimate of \$4,000 per unit would mean spending from \$12,000,000,000 to \$16,000,000,000, without creating a surplus of housing accommodations, and consequently without impairing the value of existing housing that is fit for decent human occupancy."

## ACCUMULATED SAVINGS GONE

In his proposals President Roosevelt recognized one very serious bar to home ownership that affects many people of moderate income—that is the lack of accumulated savings. Bank failures, periods of unemployment, and other results of the depression, have left many families

with savings depleted, although they may now have an income sufficient to meet monthly payments on a home—may, indeed be paying more for rent than they would pay for purchase of a home under a long-time amortization.

The President therefore asked Congress to amend the National Housing Act, under which the Federal Housing Administration was set up, allowing the insurance of mortgages covering up to 90 per cent of the value of the property, instead of the present 80 per cent. This would apply only to loans on homes costing \$6,000 or less. Theoretically, at least, it would allow low-priced homes to be sold with a 10 per cent down payment, the balance being financed by a 90 per cent amortizing first trust.

Further amendments asked are:

To reduce interest rates on such mortgages from 5½ per cent, the present rate, to 5 per cent.

To reduce the FHA insurance charge (which insures the repayment of the loan to the lending institution) to "One-half of 1 per cent on the diminishing balance of an insured mortgage instead of on the original face amount, as now required by the act." This would reduce the cost of this item by half. "Further, as a means of giving special encouragement to the construction of small, moderately priced houses, I would ask Congress to authorize the Federal Housing administrator to fix the mortgage insurance premium as low as one-fourth of 1 per cent on the diminishing balance of an insured mortgage in cases where the estimated value of the property to be built does not exceed \$6,000, and where the mortgage is insured prior to July 1, 1939."

To facilitate the building of large-scale rental developments:

1. By extending the FHA insurance provisions to cover them.

2. By chartering big mortgage-finance concerns and allowing them to sell securities based on mortgages.

3. By making available, to get such companies started, \$50,000,000 in funds of the Reconstruction Finance Corporation.

Also, to re-enact the provisions of the act which provided for repair and modernization loans.

Finally, in addition to legislative aids, the President expects to call together leaders of labor and of the construction industry to work out some method of reducing costs of construction.

It is also hoped to promote a hook-up between big contractors and big manufac-

## ACTUAL COST OF A HOME

(These costs are recorded on the ledger of a reputable Washington contract builder on a home built by him on a customer's lot located in nearby suburbs. With a FHA commitment he obtained a loan of \$6,400 from a bank. The financing and other non-construction costs are regarded as typical.)

### FINANCING, INSURANCE AND LEGAL FEES

Deed of trust.....	\$10.50
Commission on \$6,400 loan at 2½ per cent....	160.00
FHA insurance .....	34.67
Fire and tornado insurance.....	108.28
Taxes .....	5.76
Interest on construction loan.....	123.24
FHA appraisal fee.....	12.50
Title company's fee for recording papers, stamps, etc. ....	31.00
Title search .....	35.00
	<hr/>
	\$520.95

### CONSTRUCTION, ARCHITECTURAL AND SELLING COSTS

Plans .....	\$3.60
Miscellaneous expense, including water tap, survey, salesman's commission.....	400.00
Materials .....	4,747.00
Labor on job.....	2,346.85
Contractor's profit.....	589.31
	<hr/>
	\$8,086.76



turers of building materials for large scale developments. It is interesting to note the presence on the President's committee, which framed this program, of General Wood, president of Sears, Roebuck and Co., and to recall Sears' "factory to consumer" home building service which was dropped three or four years ago because it was going heavily in the red. Sears manufactured building materials, operated its home building service on a national scale, with stock plans, construction and financing—yet the plan was scrapped because the overhead was too high.

Incidentally, very little is being said now about pre-fabricated houses, which were ballyhooed to revolutionize the home building industry and bring the completed product to the customer at a price everyone could pay. This kind of mass-production housing, it is privately admitted, was just a beautiful dream. Since this Journal took the lead in baring the flaws of the pre-fabricated house, we would like to take time here to quote from a speech of F. T. Lewellyn, research engineer of the United States Steel Corporation, at the annual convention of the American Institute of Steel Construction, this autumn. He said:

"Extreme caution is urged in assuming that a large group of houses can be constructed by multiple production methods as cheaply as can the same number of automobiles. In some cases the individual parts of a house could be thus produced at the factory, provided they were suitably designed, but in all cases the relative cost of distribution, supervision and financing per finished house *will be much greater.*" (Italics ours.)

The urge now is for more co-operation between capital and labor in the construction industry, and the suggestion is made that building trades unions accept a 20 per cent cut in hourly wage scale in return for 40 weeks guaranteed employment per year. Now if this could be made an actuality and the thousands of building trades workers who have been suffering for years from intermittent employment could sign contracts guaranteeing them a stated yearly income, which



Courtesy PWA.

Building is a job calling for a high degree of skill and co-ordination. Workmen installing steel and wire net fireproof partitions preparatory to plastering, at the Williamsburg Houses, New York, a PWA slum clearance project.

would absolutely be paid whether they worked or not, the unions could not possibly bar the way. But as yet no individual contractor has put a plan so ambitious into effect.

The only such arrangement we have been able to find in our records calls for a guarantee of 10 hours work a week, and included an increase of wages instead of a decrease. This was signed by the licensed electrical contractors of Sioux City, Iowa, July 1, 1937. Hourly wage rates for journeymen were \$1 an hour in 1935. At the signing of this agreement the hourly rate was advanced to \$1.12½. The section dealing with guar-

anteed hours of work reads as follows:

"Sec. 2. Electrical contractors eligible to sign this agreement must guarantee a minimum payroll of ten (10) manhours per week to journeymen members of L. U. No. 231 when employed regularly by them. Hours in excess of minimum stated above shall not apply on payroll of any other week."

The Council on Industrial Relations for the Electrical Construction Industry, a co-operative council representing employers and the I. B. E. W. unions, has been in operation for the past 17 years. The proposal for a lower hourly scale, in return for an annual wage, has been discussed many times. Even the biggest of these contractors, who maintain crews employing the same men continuously year after year, do not feel sufficiently confident of their ability to furnish steady work to offer these men an annual wage.

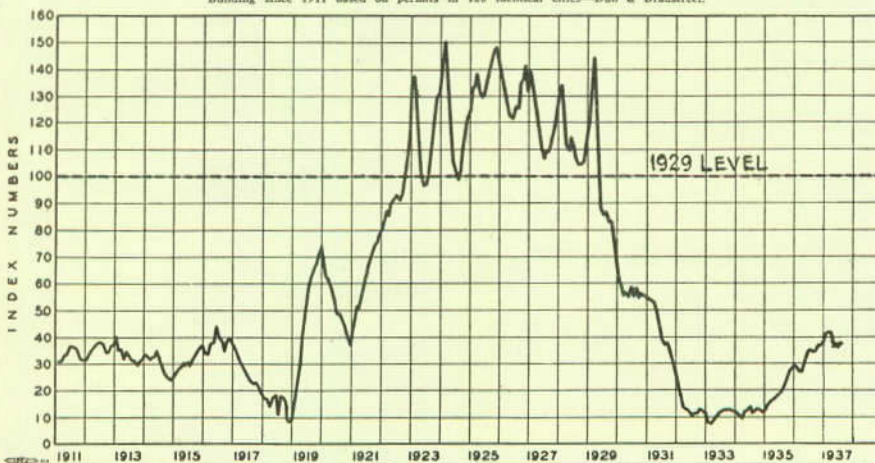
When William Green, president of the American Federation of Labor, said such a plan was "impractical," it does not mean that the plan is arbitrarily dismissed from further consideration but it does mean that building trades unions will protect their membership and their wage scales from experimentation.

We believe that economies can be made in the cost of individual houses built in a large scale development but rather by efficient construction management than by buying materials by the train-load and bricklayers by the year. Anyone who has had actual experience running construction knows this. When a house is being built it is not a product identical with thousands of others, turned out under the roof of a factory. It is a product made to

(Continued on page 581)

### HOME BUILDING HAS JUST BEGUN TO RECOVER—STILL ABOUT ONE-THIRD OF 1929 LEVEL

Building since 1911 based on permits in 120 identical cities—Dun & Bradstreet.



Courtesy The American Builder.

The dips and peaks of home building for 26 years indicate how difficult it is going to be to stabilize this important industry.



# TVA Unions Meet Management on Wages

**S**EVENTY-FIVE representatives of union organizations met TVA management in Knoxville, Tenn., November 16, and presented requests for revisions of wage scales ranging from 12½ to 25 cents per hour increases.

Twelve organizations—namely, plumbers, iron workers, machinists, blacksmiths, plasterers, teamsters, engineers, bricklayers, painters, sheet metal workers, boiler makers, and electrical workers, co-operated in presenting a general brief to management outlining the economic sanctions for such an increase.

Gordon M. Freeman, international representative of the electrical workers, stationed at Chattanooga, who is secretary of the Trades and Labor Council of TVA, presented the brief with the assistance of the research department of the International Brotherhood of Electrical Workers.

Subcommittees were appointed at the conference, and these subcommittees are now meeting to examine all the evidence presented in the extensive hearings, and a second conference is scheduled for the middle of December, at which a decision is to be rendered.

The co-operating unions presented their case this year, based upon the following points:

1. A new national economy is in the making, the outlines of which have become visibly clearer during the past year. The Tennessee Valley Authority is an integral part of this national economy, therefore, it has a responsibility in formulating regional policies in accord with this national economy.

2. The standard of life of the workers immediately connected with the Tennessee Valley Authority and of the workers within the entire region is of the utmost

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**Conferences began November 16. Resume middle of December. Unions present common brief.**

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significance in the adjustment of wage scales. The Tennessee Valley Authority set up six general objectives, the climactic one being "the economic and social well-being of the people living in said river basin." If labor has one duty in reference to this project, it is to keep before management this accepted goal of the Tennessee Valley Act.

3. Closely related to the question of the standard of life is the question of the cost of living not as an index of the amount of wages to be granted but as an index of the standard of life achieved.

4. The general up-sweep of wages which was just beginning in November last year has been continuing throughout the present year and has reached this region. The application of the yardstick principle, therefore, as applied to wages would indicate the necessity of a rise in wages.

5. The Tennessee Valley Authority it would seem is in a better position this year than last to allocate more funds to the wage bill.

6. There should eventually materialize out of these annual wage conferences a certain definite policy in wages in reference to certain definite wage principles. As this policy eventuates, it is hoped that the psychology of workers will be considered as important a factor as economics.

The brief also presented this point of view in regard to relationships of the TVA:

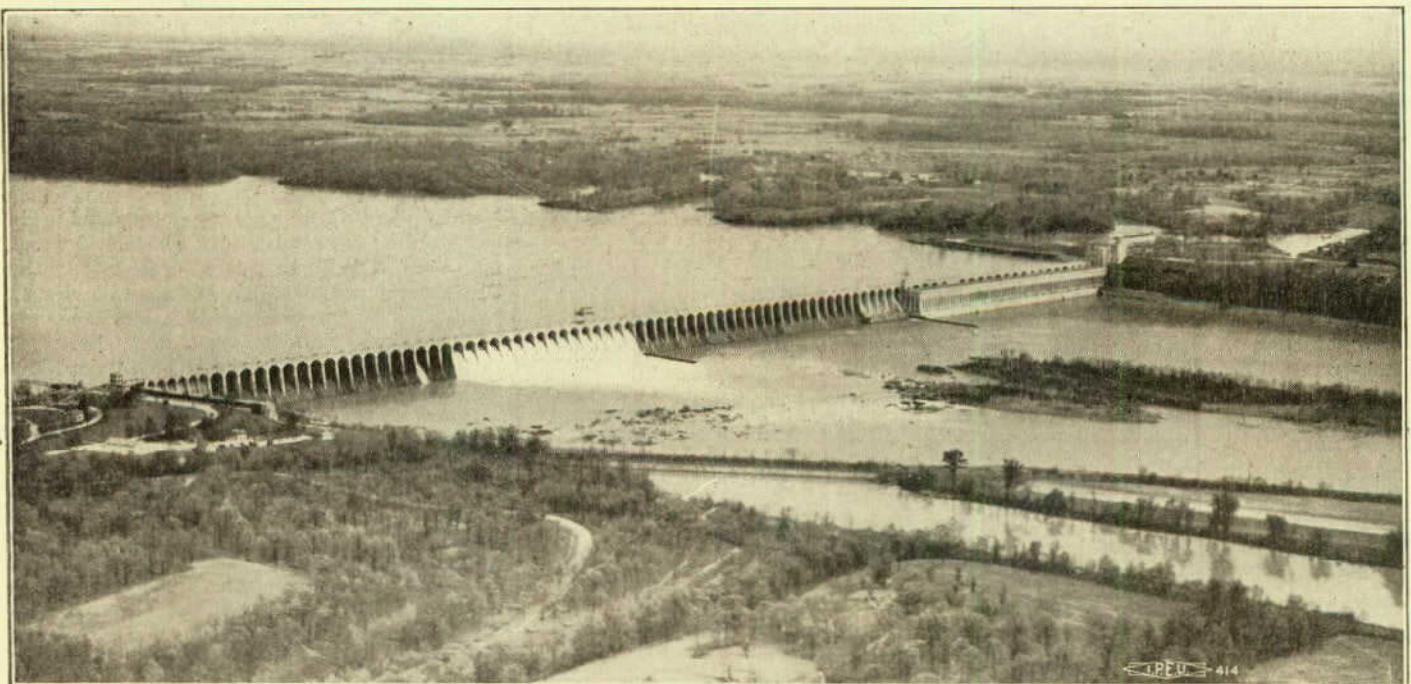
"This is the third annual wage conference between the management of the Tennessee Valley Authority and the worker held under the employee relationship policy. These annual gatherings offer an opportunity for a kind of inventory of labor relations during the past year. Last year the unions made a start toward co-operation in a presentation of a common brief which later eventuated in the formation of a formal organization involving the separate labor organizations.

"This council has grown in efficiency during the year and has been helpful in the shaping up of the material that is now being presented to your committee. We can report that virtually all of the union organizations involved in the Tennessee Valley project have put their names upon this common brief and believe that it is an indication of the growing spirit of co-operation between the organizations. We can report also that during the past year there has been no untoward event marring the co-operative set-up in this region. We believe that this means not only intelligent handling of the situation by management but an intelligent understanding on the part of labor as to its relationships to this government enterprise."

"Last year labor rested its case upon two principal arguments:

- "1. The Tennessee Valley Authority was brought into existence to supply the yardstick not only of power and power costs but of a standard of life in the great region involving seven of the states of the union. Labor said it was willing

(Continued on page 588)



MAKING A POWERFUL RIVER MORE MAGNIFICENT



# Bedaux, Stop Watch in Hand, Stopped in U. S.

THE recent on-again, off again, proposed tour of the United States by the Duke and Duchess of Windsor brought to public attention the name of a certain Frenchman, long a familiar figure in our country, Mr. Charles E. Bedaux. Mr. Bedaux was making the arrangement for his friend's American visit. It was at his palatial home in Monts, France, that the history-making wedding ceremony of the Duke and Duchess was performed.

Unfortunately for the scheduled tour, the sound of the name Bedaux to the American workingman has the same effect as the proverbial waving of a red flag before a bull. The bull charged. Because of their proximity and the suddenness of the situation, the Duke and Duchess, like a great many other people, mistook the object of the charge, Bedaux, for themselves and the consequential rout was more complete than was intended.

Mr. Bedaux is an efficiency engineer. During the years preceding the World War he developed a system for lowering the industrial costs of production—particularly labor costs. When the war came, with its resulting labor shortages, the Bedaux system spread like wild-fire, both in America and abroad. It has continued to spread ever since and is said to be by far the most successful of all the efficiency schemes proposed to industrial managements. Certainly the idea has been successful from the standpoint of its originator, Mr. Bedaux.

The Bedaux system is especially applicable to large scale production industries in which workers are required to repeat the same operations at fairly regular and frequent intervals.

On the basis of stop-watch observations of the workers in a given plant, the Bedaux system breaks down the minute into so many seconds of productive work and so many seconds of "rest." In other words, it finds for each separate task the ratio which actual productive working time bears to the total working period.

A Bedaux unit, or "B," as it is termed, has been established to measure the relative "effort values" of different tasks. According to the literature of the Bedaux Company, a "B" is a "fraction of a minute of work and a fraction of a minute of rest, always aggregating unity, but varying in proportion to the nature of the strain. . . . By means of this unit it is possible to combine given expenditures of effort with their corresponding relaxation allowance and arrive at figures that are directly comparable."

**Originator of split-second speed-up system finds that American workers do not forget. System described. Not scientific.**

## WORK, REST, WORK, REST

A "B" is thus "not a minute of working time, but a minute in which work and compensating relaxation are combined in proper proportions. In one extreme case

After the Bedaux investigators have discovered the number of pieces which a worker produces in an hour while under observation, and the portion of that hour which could be charged up as actual productive work, the Bedaux men then compute the number of pieces which the worker might theoretically be able to turn out if he remained continuously at his task, acting with machine-like precision and without even the slightest interruptions for relief from monotony, relaxation or other reasons whatsoever. The managers of the plant under investigation are told what this maximum output per worker could be, and informed that if the maximum is not achieved it is because the effective effort of the worker has been "either misdirected or unexpended."

The worker is then simply required to speed up his production. He is told that hereafter the "normal" output per hour to be expected of him will be considerably greater than formerly—the new "normal" being arbitrarily set anywhere between the lower limit established by the previous average output per worker (a 60-"B" hour) and the upper limit indicated by the maximum output which might conceivably be expected.

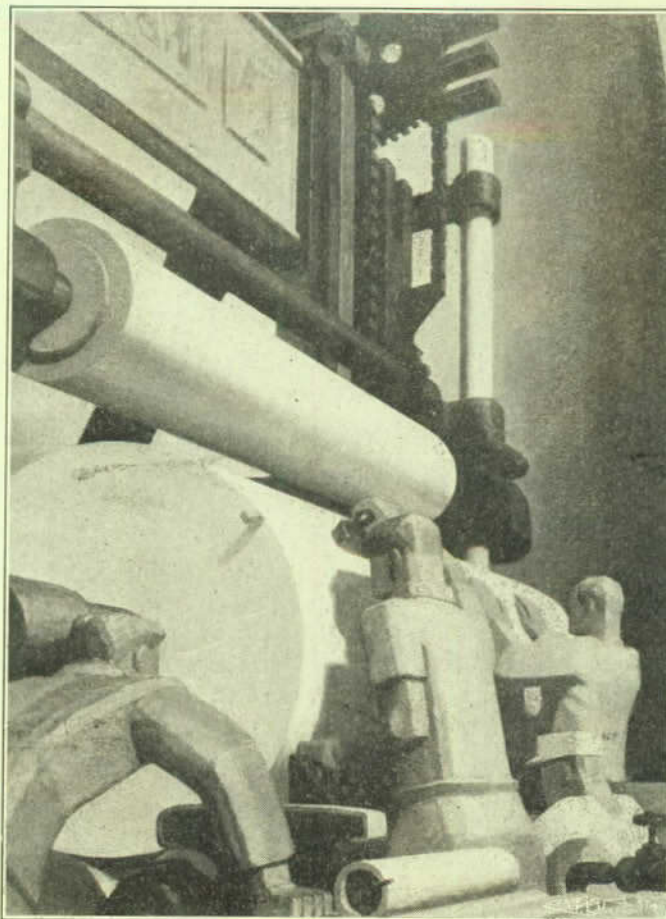
The worker is guaranteed a minimum basic wage for making his former 60 "B's" per hour—a rate somewhat less than he received for an hour's output before the Bedaux investigators arrived on the scene. For any output above the 60 "B's" per hour he is credited with "premium B's" and paid for at a rate equal to 75 per cent of the guaranteed rate for his first 60 "B's."

## CONTINUAL BREAK-NECK PACE

In other words, in addition to having the base rate for his first 60 "B's" cut below the previous rate, he receives only 75 per cent of the new low rate when applied to output in excess of the first 60 "B's"—whereas, before the Bedaux system he received more for the customary 60 "B's" per hour and full pay for all the pieces he produced in addition, without trying to maintain a continual break-neck pace, detrimental to both his health and his sanity.

Because of the combined cuts in pay, the worker is forced to work faster in order to maintain his earnings. But that is not the worst of the system. We stated that the worker receives only 75 per cent of the low basic rate of pay for any products completed beyond the standard of 60 "B's" an hour. The remaining 25 per cent, which he formerly received himself while working at his accustomed speed, goes not to his em-

(Continued on page 581)



FOR EFFICIENCY  
—But Not for Degradation of Man-Power.

it may be one-third of a minute of work and two-thirds of a minute of rest, and in another case nine-tenths of a minute of work and one-tenth of a minute of rest, but the amount of effective effort is the same." (Italics ours.)

The average hourly output of the group of workers is then said to be equal to 60 "B's," or to represent a 60-"B" hour. With obscure phraseology and complicated formulae for computing "B's," the Bedaux Company sets forth the workings of its system and the gains which may be expected therefrom. Stripped of its complexity, the system is readily seen to have nothing scientific about it at all—stop-watches, formulae, investigations and "B's" notwithstanding.



# Committee on Apprentice Training Named

**J**OHAN P. FREY, president, Metal Trades Department of the American Federation of Labor, represents workers on the new Federal Committee on Apprentice training. The other members are: Mrs. Clara M. Beyer, assistant director, Division of Labor Standards, U. S. Department of Labor, who also acts as chairman; C. R. Dooley, manager of industrial relations, Socony-Vacuum Oil Company, representing employers; Dr. John W. Studebaker, Commissioner of Education, U. S. Department of the Interior; and Mary H. S. Hays, director of Guidance and Placement, National Youth Administration, represents that agency.

The committee was appointed in accordance with the Fitzgerald Act passed by the last session of Congress. It was signed by the President on August 15, 1937.

This bill has well-defined purposes:

"Before 1934 there had been no national approach toward having labor standards of apprenticeship accepted. The Federal Committee on Apprentice Training has established a workable approach, has brought together national trade associations and labor organizations to formulate apprenticeship programs acceptable to both groups, has co-operated with state and local groups interested in apprenticeship, and has served in an advisory capacity to both employers and employees in setting up practical programs for training skilled workers. The bill (H. R. 6205) permits the continuance of the work which is now being done by the Federal Committee on Apprentice Training and which has proved of great value to industry, labor, and young people.

"The committee is of the opinion that the development of an adequate apprenticeship system is not an emergency program. There is constant need for some federal agency to bring employers and employees together in the formulation of national programs of apprenticeship and to attempt to adjust the supply of skilled workers to the demands of industry. This is a logical function of the United States Department of Labor.

## MENTIONS SHORTAGE

"The forces which give rise to the prediction of a shortage of skilled workers in some trades were not set in motion by the depression alone. Because of the inadequacy of American apprenticeship, a large part of the supply of skilled labor came from abroad. The setting up of immigration bars dried up this source of supply. The effect of the immigration laws on the supply of skilled labor, however, was discounted because of the fact that it was erroneously believed the automatic machine was rapidly making the all-around skilled workmen unnecessary; and because it was expected that technical schools could provide all the training required for skilled work. Another cause was the failure to emphasize the attractiveness to youth of work in the trades.

## President of Metal Trades Department represents labor.

The depression, it is true, has aggravated the situation by terminating such apprenticeship programs as were being conducted. During the last five years there has also been a natural shrinkage in the ranks of skilled workers. The records of the United States Employment Service show that a skilled labor shortage is evi-



JOHN P. FREY  
President Metal Trades Department,  
A. F. of L.

denced when a trade reaches 75 to 80 per cent of normal. So, with increasing business activity, this problem of shortage of craftsmen will become more acute.

"The important bearing that the training of skilled workers has upon our social structure, especially with respect to relief, security, citizenship, crime, and national defense, was clearly indicated to the committee. Because of the nature of the problem, it is of vital importance that Congress take cognizance of it and take action to strengthen the remedial measures which have been inaugurated by the Federal Committee on Apprentice Training.

## JOINT RESPONSIBILITY OF MANAGEMENT AND LABOR

"Both employers and labor heartily approved the work which is being done by the Federal Committee on Apprentice Training and recommended that it be continued under the Department of Labor. The agency dealing with labor standards

in apprenticeship must have the confidence of labor and of employers, for their whole-hearted support and co-operation must be secured before constructive action can be started. The employer supplies the job and the facilities for training. The workers have the skill and do the actual imparting of skills to the apprentices. There is a mutual interest between the employer and the workers in proper standards for apprenticeship. Distrust and suspicion often develop when either one or the other undertakes the training program alone. It was pointed out to the committee by employers and employees that industry and labor are being brought together by the Federal Committee on Apprentice Training in a most effective manner to work out and administer apprentice programs, and that young people are being assisted thereby to secure training which fits them for profitable employment and responsible citizenship. The experience of this close co-operation between management and labor on questions of apprenticeship may be expected to influence beneficially other negotiations between management and labor, with consequent benefits to the whole nation.

"Both the employer and employee representatives before the committee expressed themselves to the effect that the appropriation which has been requested for this work was inadequate. There was unanimous agreement, however, that the bill should be passed. The National Youth Administration and the United States Office of Education also endorsed the measure. No opposition was registered with the committee."

The committee has issued a booklet addressed to prospective apprentices. It instructs them as to what course they should take if they wish to enter the trades and join a craft:

## TO FUTURE APPRENTICES

You may be considering apprenticeship. If so, you have discussed the matter with your parents and teachers. Try-out courses through the school shops may have given you an inkling of the things you can do best, and you may have tentatively decided on a trade. Or, the trade you had thought of may be overcrowded; it may be declining, and likely to demand fewer skilled workers by the time your apprenticeship is over. This will mean deciding on another trade requiring many of the same aptitudes. You are now ready to take one or all of the following steps:

1. Consult with the placement and guidance department of your public school or with the director of vocational education in your city;
2. Consult with the local joint trade apprenticeship committee, or write the director of apprenticeship, if there is such an officer in your state;
3. Ask the advice of and register for openings as an apprentice with the public employment service in your city, many of which have separate junior placement di-

(Continued on page 583)



# Unique Plaque To Retiring Representative

Too seldom do local unions express their appreciation of faithful service of local officials. There is little doubt that this appreciation is present and that lasting esteem is expressed individually by members for faithful service.

One local union, however, believes that such service should have collective appreciation. So when Robert I. Clayton, business manager of L. U. No. 125, resigned on November 1, 1937, his friends in and outside of the local union gave him a farewell party and presented to him at that party the beautiful plaque bearing an insignia emblematic of the lineman's job.

"A rose to the living is more  
Than sumptuous wreaths to the dead."

SOMETIMES, in the course of our lives, there are occasions of outstanding significance or of more than usual noteworthiness. Such an event was enjoyed by Local Union No. 125 on the evening of October 29, last, when the membership with their families gathered in meeting extraordinary to express a small measure of their appreciation for the long and faithful service of our retiring business manager, Robert I. ("Bob") Clayton. The word "retiring" is used advisedly, to indicate that Bob was "quitting the job"—and not as implying one of his personal characteristics.

Nearly 12 years ago Brother Clayton was elected business manager of L. U. No. 125. He has kept the wheel over one of the most trying periods that the local has passed through. He has guided its destiny when conditions were the most favorable for years. The fact that he relinquished the position over the protest of fellow members, and just after receiving a generous increase in salary, speaks volumes for the satisfactory manner in which he has discharged his duties. We would not imply, of course, that Bob pleased everybody all of the time. Even the Carpenter of Nazareth did not succeed in that. But he brought to the job a deeply sympathetic nature, an understanding of the problems of his fellow workers, and a conception of the greatest good to the greatest number that has left a record of accomplishment which will long be outstanding in the annals of union progress. The administration of his office in fairness and justice to all, without fear or favor, was his rule of conduct. The esteem in which he is held, and the reluctance of the members to accept his resignation are testimony that he was true to this ideal. That he has reached a period where consideration of his own health must be placed before service to his fellows, is a loss to the entire labor movement, for his activities were by no means limited to his own local union. He has been outstanding in the Central Labor Council and intimately connected with the Labor Temple management. He has been a strong influence for sane, progressive unionism in the Oregon State Federation of Labor.

**Local Union No. 125, Portland,  
honors R. I. Clayton, resigned business manager.**

## GOES BACK TO PRIVATE RANKS

While Brother Clayton has laid down the mantle of office, with its added burdens of care and responsibility, he has served notice that he is in no sense through with union activities, but, as a "private" in the ranks, he intends to carry on until his card is removed from the "active" file and placed with those whose insurance benefits have been paid.

So, as a testimonial in appreciation of the sterling qualities briefly noted in the foregoing, the membership gathered in a little party in Bob's honor—making certain that "Mother" Clayton, a near-widow for the past 12 years, was also in attendance.

The meeting was opened by the introduction of a very capable vaudeville troupe, who put on an hour's splendid entertainment. This was followed by several exceptionally good amateur numbers rendered by some of the younger

generation of the local family. Then our own International Vice President obliged with a couple of old songs—and hearing Scotty's voice was like old times, before they spoiled a good singer to make an I. V. P. With these preliminaries out of the way, Brother Clayton was urgently required to come "front and center," and was presented with a huge "Bob Clayton Special." (The "Bob Clayton Special," for your information, has grown to be a Portland Labor Temple tradition—a big bowl of freshly frozen ice cream, filled so that it runs down the sides.) And the one that was presented to Bob on this occasion was a foot across and 10 inches deep. (He didn't eat it all, though a pretty waitress fed him.)

While still up in front, and under the influence of the "special," Brother Clayton was presented with a splendid floor lamp, with the hope that he might spend many hours in comfort beneath its mellow glow, as a recompense for the all too many hours that he has been called upon to spend in the service of others. And then the crowning tribute—a bronze plaque with a suitable design and inscription commemorating his years as business manager for L. U. No. 125, was placed in his hands.

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# University of Michigan Requests Correction

*Editor's note: In July we published a review of "WAGE DETERMINATION," a publication of the Bureau of Industrial Relations, University of Michigan. We entitled this review: "Commodity Theory of Labor Bobs Up Again: University of Michigan Department sets seal upon out-moded labor stuff. Wants service sold like eggs. Big corporation behind report." Now John W. Riegel, director of the Department of Industrial Relations, addresses a letter to this Journal. We are glad to supplement our review with his statement.*

**W**E recently noted a comment in your JOURNAL (page 300 of the July issue) on our publication "Wage Determination." The article insinuates that the companies that collaborated in this study paid this bureau for making it. This statement should be corrected. This bureau is supported by university funds. It received no financial aid from the companies whose practices are reviewed nor from any other companies.

Furthermore, the companies that requested the report were not the ones whose practices were reviewed. The list of the companies which furnished information to us, which list appears in an appendix to the report, is intended to acknowledge the help we received from those companies. The list does not mean that the companies mentioned endorse our report. The conclusions offered in the final chapter, which you quote, are the author's conclusions and not necessarily those of the companies which placed their practices and procedures before him for examination. His conclusions may be mistaken, but they are not for sale.

While there is no objection to your quoting from the report and making comments, we do object to several unwarranted statements in the article which you published. Particularly do we hold that nothing in the book warrants the statement published in your JOURNAL that the book advocates the payment of wages that "will just keep bodies and souls together."

On the contrary, the book (pp. 128-9) states: "Although many American wage earners are enjoying a higher standard of living than is enjoyed by the workers of any other country, the nation properly seeks to elevate still further the standard of living of its working population, and to elevate particularly the standard of living of the less fortunate groups. . . . Rising standards of living are promoted by strength at the bases of the economic system, and by the better adjustment of its integral parts to each other. Increased productivity, the immediate source of economic welfare, depends, in an industrialized society, not only on physical and human factors, but also on an increasingly favorable relationship between money incomes on the one hand and unit costs and prices on the other."

**Suggests that our review of study entitled "WAGE DETERMINATION" was unfair. First correction requested in 14 years.**

Contrary to the article in your JOURNAL, the book does not advocate that the government standardize wage rates. It advocates more complete and prompt reporting of wage rates by government agencies to reduce possibilities of exploitation. On page 123 is expressed the idea that "Depressed wage rates (given publicity) would become the focus of organized corrective action." Careful reading of this section of the book will show that the standardization referred to is the standardization of job titles so that wage quotations will have definite reference to specific types of work.

How the writer of the article in your JOURNAL could conclude that the "Wage Determination" report advocates wage fixing is beyond our understanding. The report (pages 123-128) warns against that very thing and suggests that wage terms in collective agreements be fixed for no longer than one year, and then be subject to review. In case of serious emergencies, however, such as we went through in 1929-32, the report suggests the possibility of wage controls by gov-

ernment as emergency measures to prevent an undue demoralization of wage standards.

This bureau was established as a non-partisan center of information for employers and employees, and it has in fact co-operated with representatives of both groups. Our conclusions on a controversial issue may not be entirely satisfactory to either employers or employees, but our purpose is to provide factual information and independent comment based thereon.

Nine of the chapters of the report on "Wage Determination" present ideas growing out of many years of experience in adjusting wage rates. Our thought was that the report would be useful not only to employers, but also to labor unions. For labor unions also face a serious problem in determining rates to compensate their members for degrees of skill and responsibility required by their employments.

The article in your JOURNAL concentrates fire upon less than one page of the 130 pages of "Wage Determination;" it, therefore, does not fairly reflect the book as a whole.

We would appreciate your publishing this statement in your JOURNAL.

Very truly yours,

JOHN W. RIEGEL,  
Director.



JOSEPH D. KEENAN, L. U. NO. 134,  
Newly elected Secretary to the Chicago  
Federation of Labor, to succeed the late  
Edward N. Nockels



# Swank Waldorf-Astoria Picketed by L.U. 3

By HAROLD K. WHITFORD, Local Union No. 3

THE Waldorf-Astoria Hotel, the swank rendezvous for the idle rich, the home of Oscar, the famous chef, is getting free adverse advertisement these days by militant members of L. U. No. 3, the construction branch of the International Brotherhood of Electrical Workers at New York City. Every day pickets who parade in front of the palatial hostelry inform the public that the Waldorf-Astoria is unfair.

This is part of the campaign of Local No. 3 to make electric maintenance work

**Pickets tell public it has stake in sound hotel maintenance work. Other hotels feel impact.**

Summer or winter, night or day, members report for picket duty and they "hit the line hard" serving anywhere from one to six hours. Rain, snow or sleet fail in

through work after 3 p. m. report to the picket captains and are assigned usually for two hours to all the entrances of the particular hotel.

Last summer in the shadow of General Sherman's statue in one of the most important hotel centers of the city—Fiftyninth Street and Fifth Avenue—this hotel picketing began in earnest. The following hotels which are among the outstanding hostelries of the world came in for their share of picket attention: Hotel



The Park Avenue Boys swing into action.



Orderly picketing—no interference with arriving guests.

in hotels union. Local Union No. 3 believes that the public has a stake in this effort inasmuch as the electrical work in hotels, when not properly performed by capable workmen, often kicks back against the hotel visitor in inconvenience and even danger to life.

## ORDERLY PICKETING

Picketing, orderly picketing, has been a successful weapon during the past few years in the electrical industry in New York City. Members of Local Union No. 3 have responded to this duty in a manner that has been the talk of other members of the building trades of the city.

many instances to dent the zeal and ardor of the members who know that it will take a lot to halt them from trying to secure just recognition and decent, livable conditions.

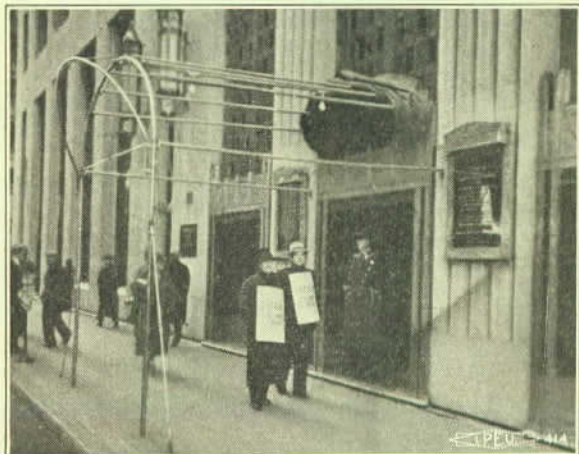
Right now under the supervision of Business Agent John J. Sullivan, who has among many other responsibilities the organization of the hotel maintenance work, the pickets are concentrating their efforts in this direction. Every day members appointed as picket captains organize headquarters in a given locality and from almost dawn to well past sunset members not working and those who get

Plaza, Hotel Savoy-Plaza, Hotel Netherland and the Hotel Pierre.

## WALDORF-ASTORIA HOLDS OUT

A suitable understanding has been arrived at with these establishments, but the world-famous Waldorf-Astoria, located on the entire block from Fortyninth Street to Fiftieth Street and from Lexington Avenue to Park Avenue, has not at this writing seen the situation as the other hotels have. Therefore, all efforts are now centered on the Waldorf-Astoria so far as hotel picketing is concerned.

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Covering the Lexington Avenue main entrance are Brothers George Somers and Edward Elliott



Picket Captain John Bauer (left) signs in Brothers Edward Kobbe, Morris Friedman, Harry Movve and Charles Gold for picket duty.



# JOURNAL OF ELECTRICAL WORKERS

Official Publication International Brotherhood of Electrical Workers

Devoted  
to the  
Cause



of  
Organized  
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No. 12

**Do You Want This to Happen?** The National Labor Relations Board is on dangerous ground.

Assuming the dubious position that labor law is what the board says it is the board has passed from one extreme to another. It is now being carried on by events, and by fatal logic to where, if it is to save its face, and bolster up its precarious stand, it is about to designate established unions, company unions.

Had the New York Circuit Court of Appeals not issued a stay against the board's order invalidating the Brotherhood's contract with the Consolidated Edison Company, we have every reason to believe the board would have taken this suicidal course. Though the C. I. O. has virtually no organization on the Consolidated Edison properties, the New York Regional Labor Office has worked hand-in-glove with half a dozen members of the dual union.

The board is attempting to substitute a new questionable system of industrial relations for an established system. The board is a standard-making agency. It is in effect saying that a union is an approved union only when

1. It enters an industry by the disruptive route, with violent oratory, and inflammatory tactics.

2. It attacks management without due regard to conference method and facts.

3. It carries on costly strikes.

Under the established system of industrial relations, usually known as union co-operative management relations, the standards set up for unions are:

1. A union uses strikes only as a last resort.

2. It substitutes conference and negotiation for the costly strike.

3. The union accepts responsibility. It believes collective bargaining is indeed give-and-take, and that an agreement must be sacredly kept.

4. It prepares to participate in management with suggestions for improvement of industrial relations.

The National Labor Relations Act was enacted into law to effect industrial peace. The very proof that the National Labor Relations Board is mis-administering the act, is that industrial war, and not peace, has

resulted. Indeed, if the board succeeds in substituting its new standards of unionism for the established, we may expect to see class warfare institutionalized in industry.

**Invidious Comparison** To Mr. J. Warren Madden and his associates of the National Labor Relations Board, we recommend for attention the recent announcement of the New York State Labor Board. Here is an honest attempt to effect industrial peace by realistic thinking and impartial reasoning. The New York State Labor Board, in its order of November 29:

1. Permits employers to ask for a poll of their plants.

2. When a majority of members of a given craft petition, they may have their craft designated as the appropriate bargaining unit.

3. Stops guerilla warfare by making a certified unit remain an appropriate bargaining unit for at least a year.

Perhaps it is too much to hope that members of the National Labor Relations Board, with their habit of injecting personal feeling, individual philosophy, and bias into decisions, will heed this sign-post, but they should, or public opinion will sweep not only them, but the entire Wagner Act into the limbo of forgotten things.

**They Forgot To Say** The statistics of the National Labor Relations Board are almost as bad as its law.

During the controversy with the Brotherhood in New York City, the board issued figures purporting to show that it had been unbiased in its dealings as between the A. F. of L. and the C. I. O. The figures merely showed that the A. F. of L. had petitioned the board several hundred times and the C. I. O. several hundred times. The figures did not show—and these figures only would have been conclusive—how many times the board ruled in either favor when there was an actual contest between them. As a matter of fact the board has seldom, if ever, ruled in the favor of the A. F. of L., when there has been an actual contest. The charge that the board has been an "affiliate of the C. I. O." is not extreme.

**Letter to Governor Earle** Dear Governor Earle, according to the press, you are on your way to Sweden. We hope you will have an opportunity to see something of the Swedish labor unions. The Swedish unions are not eaten up with power complex. They are not out to get something all the time, but try to give service. When Krueger's card-house tumbled down and brought stark tragedy into nearly every home in Sweden, labor could have ridden into power and taken over the government. It



refused. It did not want to ride in on the wings of disaster. Rather bourgeois of the unions, Governor Earle.

Some years ago the Swedish unions told the Russians, they would have relations with them when the Russians did two things: (1) assure the Swedish unions that democracy exists in Russia; (2) quit spending money in other countries for Russian propaganda.

To this day, the split exists.

We think the Swedish union movement represents the best example of economic democracy in the world. It fosters strong co-operatives. Industrial unions exist alongside of craft unions. They have industrial peace. Rather bourgeois of them, Governor Earle.

**Turmoil In Detroit** What is taking place in the automobile union should be of the most fundamental interest to every labor man. Homer Martin's struggle to build a union is typical of every other leader's struggle, and his attempt to purge his organization of communists will have to be made by every C. I. O. union—if it succeeds. The communists are after their pound of flesh. Homer Martin accepted their aid. He welcomed their money, their newspaper support, their libelous attacks on the A. F. of L., and their shock troops. Now they want to collect. But Martin can't pay, that is, if he keeps his contracts with the automobile employers, and builds a union.

Shallow persons think that trade unionists are against communists because they are communists. This is untrue. Trade unionists are against communists because they are **not** trade unionists. The issue is clear, precise, and factual.

Communists view a union as a political instrument. That is, a weapon in the class war. A union must be embattled all the time, and it must go after the boss all the time. It must **cripple** production.

Every union leader who fails to hew to the party line is a skunk. And they are out to break him. They are out to break Martin. They call him the leaping parson and ex-preacher. Martin will need the triple armor of the saints.

Now trade unionists know that a union is not a political body, but a tool of production. It must protect the lives of the workers, but it must advance production and protect the industry from which the workers get their existence. Communists do not like this philosophy. They call it middleclass bunk.

It is interesting to note that the Flint local of the U. A. W. has been run by imported communist office workers from New York. This is good stuff, of course, as party-line tactics, but it does not build automobiles; and Homer Martin has to build automobiles, not a political party.

The whole fiasco reveals the weakness of industrial unionism. The idea that a stenographer can run an automobile union is theoretically fine, but typewriters differ technically from motors.

**Place in The Sun** Business men want a place in the sun. And for their disinheritance they are blaming everybody, but themselves.

American business men have never been animated by a social philosophy, even a conservative philosophy. They have been practical, politic, and predatory. They have opposed every social reform proposed, however conservative. Only the other day, Congressman Bruce Barton, de luxe advertising man, white hope of the Republicans, announced that he was a New Dealer in two respects: (a) he believed that the government should be on top; (b) and he believed in social security. Truly revolutionary, as far as business is concerned.

But will he carry business with him? Business has always been for "business in government, no government in business." And it has opposed social security.

We hope a new day in American business has arrived, and we hope a new crop of American business men appear.

What America needs is not a good five-cent cigar, but a conservative party with some intelligence and some social idealism.

**Letter to Dear John** Dear John. I see by the newspapers that you have discovered a great new idea, low-cost housing. That's swell, John. I am glad that the program of the building trades for the last six years has finally been wafted over to you. I see that your palsy-walsy, Dave Stern, gave you a seven-column scarehead to the effect that you "believe in the co-operation of labor and employers." Swell again, John. May we now expect that your newspaper friends are going to paint you not in the accustomed roaring role of man-eater, but as a sheep. Come out from behind that lambs-wool, John, we know you: you're just a big bad wolf.

ELECTRIC SAM.

The usual propaganda of communists, and communist sympathizers against those who are not communists is: if you are not communist, you are fascist. This is facile, but inaccurate. If one is a Democrat, and believes in democratic procedure, he is against communism. Communism has degenerated into Stalinism, the program and tactics of a cruel and narrow bureaucracy.





# WOMAN'S WORK



## WOMEN—A COMMODITY IN THE LABOR MARKET

By A WORKER'S WIFE

**T**HE business and industry of the United States could not be carried on without women workers, and the working girl is here to stay. That is the inescapable conclusion to be drawn from the most complete set of statistics ever gathered on the subject of employed women. The Women's Bureau of the United States Department of Labor has been engaged since its inception in making studies, from census material and from special surveys, about us female toilers. Their latest publication, "Women in the Economy of the United States," is a grand assembly job, bringing together information from their surveys, new material from the 1930 census, and adding pertinent data gathered from the U. S. Bureau of Labor Statistics. And if any working girl wants to see where she stands in the national economy, this book is the place to find out.

The 1930 census shows 10 and three-quarters million women employed outside their homes. This is about one-fifth of all the women in our population, and while there are still three and a half times as many men employed as there are women workers, it does mean that women are an important part of the labor market.

Unfortunately, we are still fighting against tradition. The Women's Bureau finds that there are six times as many women gainfully employed now as there were in 1870 and that their ratio to the number of men workers has about doubled in the last 50 years—yet even in our own minds we are still influenced by the romantic ideals of the past. Even in modern fiction, the most popular ending for the story of the poor working girl is to have her marry a rich man. Meanwhile the girl who never gets within hailing distance of a rich man, who contributes her bit each week to the family income, who must make her many little economies to keep herself neatly dressed, and whose most pressing ambition is to get a better job, is an unsung heroine. Her motivation is economic, not romantic. Scarlett O'Hara was rewarded with the disapproval of her townsfolk when she had the courage to face her own problems.

And in our relation to the labor market we have suffered from the romantic ideal. The mid-Victorian concept that every woman had some male relative who was obligated to support her also inferred that it was neither nice nor necessary for a woman to go out to work.

Those who did so must, therefore, be inferior creatures. Inferior creatures do not merit a high rate of pay. The male creature, however, has dependents to support and he is also a superior creature compared to woman, and therefore should have higher pay.

This is the myth, and the Woman's Bureau surveys show that this is still the reality. Though wages for men are in many instances too low to support families, wages for women are generally lower. They would be even lower than they are if in many states a bottom limit had not been set in the form of a minimum wage.

The woman worker is a lower-priced commodity. This is true throughout industry, business, the professions, in practically every line of endeavor. Not only is it true that the woman worker receives a lower wage than the man when she is employed at the same type of work, but the wage rates for men in industries where a large number of women are employed are decidedly lower than in industries predominantly male.

Electrical manufacturing is listed under the head of a woman-employing industry, and as the Brotherhood's membership in this field grows, including both men and women members to our union, we are going to have to take an increasing interest in the problems of these women workers. Their wage rates affect the wage rates of the male workers, although they are usually not employed on the same operation, as well as the average wage in the industry.

### ELECTRICAL MANUFACTURING PAYS WELL

According to the Women's Bureau survey, electrical manufacturing is one of the best-paid of women's factory employments. In Illinois and Ohio, for instance, women's earnings in electrical manufacturing were the highest of all wages cited for women employed in manufacturing—higher even than in men's and women's clothing, which is generally regarded as a highly skilled trade. In Illinois the average weekly earnings of women employed in manufacture of electrical apparatus, in 1936, was \$17.50. In Ohio for the same year they were \$17.56. Wages of men working in the same industry were \$28.08 for Illinois and \$25.25 for Ohio.

While this is shown to be high compared with other industries which employ

many women, it is certainly not a wage ideal for a high standard of living. The difference brought about through I. B. E. W. organization in electrical manufacturing is shown by union agreements, which have already had the effect of providing a wage 15 to 25 per cent higher than this average.

Taking up the signed agreement of L. U. No. B-713, of Chicago, with a big manufacturer there, we find Class A women operators getting \$21.56 for a 44-hour week, while Class B women operators would make \$20.24 for 44 hours, and supervisors receive \$25.52. There is also a provision for time and one-half for overtime and double time after two hours' overtime, and double time for holidays. Thus earnings will go up very fast in rush periods.

The effect of organization is to increase wages and to set a minimum base rate. Getting a signed agreement with an electrical manufacturer in Indiana recently, the Brotherhood secured a raise of 8 cents an hour in the hourly pay of women workers, 10 cents an hour for men workers, setting minimums of 45 cents an hour for women and 55 cents an hour for men.

Union organization is not a magic wand that will make everything different in the twinkling of an eye, of course. The employer cannot be forced all at once to provide pay and conditions ideal from the worker's standpoint. It must always be remembered that he is in competition with other manufacturers, some of whom are not organized. But the I. B. E. W. organization is spreading rapidly in this field and the future looks ever brighter for these workers.

The union does more than simply to raise wages. It writes into its agreements various rules of industrial justice—a 40 or 44 hour work week, that makes for steadier employment; seniority in promotions, and in retaining or rehiring workers; controls over changing piece rates and processes. It protects the workers by banding them together. And in dealing with the employer, the Brotherhood provides a research service and a corps of skilled negotiators. The employer cannot bring pressure or influence to bear on these men, because the men work for the union, and their many years of experience in negotiating union agreements makes them particularly valuable to any newly organized group.



## Women's Auxiliary

### WOMEN'S AUXILIARY L. U. NO. 5, PITTSBURGH, PA.

Editor:

First, I would like to comment on the lovely surprise party the ladies' branch of the Electrical Workers' Civic Association, Legislative Districts 1, 3, 6 and 12, gave on November 8, 1937, in honor of our temporary chairman, Brother M. P. Gordan. A vote of thanks is given to Mrs. M. Streetzel, chairman, and her committee, namely, Mrs. Craig, Mrs. Hendrick, Mrs. Volkwein, Mrs. Mary Powers and Mrs. T. Callahan. We must not overlook Mrs. Slattery, of Crafton, considering that she very kindly entertained the women by playing the piano. More than a hundred women participated in helping to make this party one to be remembered.

Our North Side branch, Legislative Districts 7, 8 and 13, held a bingo on November 9, 1937. There were approximately 115 women present. The winners received food prizes. I do want to comment on this attendance, as only 13 women thought the organization worth while at the beginning. You can readily see how the membership has increased.

Mrs. F. McKenna, chairman, and Mrs. Lee Dietrich, secretary, as well as the capable committees that have been selected, deserve praise for their efforts. I believe they must hypnotize their members.

The East Liberty branch, Legislative Districts 2, 4 and 5, is not to be overlooked. They held a card party November 10, 1937. There were 54 present. The weather was bad that evening, which was the reason for the small attendance. All who were present certainly had an enjoyable time.

The members of the Wilkesburg branch met at the home of their president, Mrs. Mabon, where they were very nicely entertained.

MRS. M. JACOBS,

2945 Webster Ave. Secretary.

### WOMEN'S AUXILIARY L. U. NOS. 177 AND 862, JACKSONVILLE, FLA.

Editor:

The year is almost over and the strides made in the work are something to be looked on with pride by every member of an auxiliary and should be looked on with pride by every member of the locals.

To the men, may we ask that you try to realize that you are not fighting for your own working conditions alone, but for the future working conditions of your and your wife's children, and that she is just as concerned over them as you and will be only too glad to sacrifice if she can be made to understand. So be generous and help us to help them to understand why.

To those new auxiliaries especially we are sending our Christmas greetings and wishing for them a very merry Christmas and happy New Year, and hoping that they will double their membership in the year 1938. To the old established organizations, we are asking that you keep sending in letters telling of your progress and giving information that the other women who have just begun the work may follow or at least get leads from you and in this way you can render a great service to us and to the movement.

With sincere greetings to the fine officers and members of the I. B. E. W. and to organized labor in the United States and Canada, we are,

Sincerely and fraternally,

AUXILIARY TO LOCALS NO. 177 AND NO. 862 IN JACKSONVILLE, FLA.

CORA VALENTINE, President.

MILDRED WHITEHOUSE, Secretary.

### WOMEN'S AUXILIARY L. U. NO. 292, MINNEAPOLIS, MINN.

Editor:

Our dance, which I told you about in last month's column, was one of the finest and most successful social affairs ever given by our auxiliary. The rhythm of Dean Nelson's campus swing band gave everyone that old feeling—they wanted to dance.

Our ways and means committee put this gala affair on in such a manner that it broke all attendance records in the history of our auxiliary. A lot of credit is due this committee, because it certainly involves a lot of hard work and worry.

We also owe a vote of thanks to our conscientious Brothers of our local. We always feel free to lean on them when we are in need of assistance. They never fail us and are always on their toes to lend a helping hand wherever needed and stand back of us 100 per cent.

Almost \$50 was turned over to our treasury from the proceeds of this dance after all expenses were paid. The committee con-

sisted of Sisters Mrs. Paul Bartholoma, Mrs. Robert Nelson, Mrs. Harry Taylor and Mrs. Maurice Rice.

Our next social affair is our annual Christmas party for the children. We have a big home talent program with Christmas tree, Santa Claus and all the fixings. Plans are well under way for all the preparations to show the kiddies, big and small, a Merry Christmas. Thanks to Sister Mrs. Walter Hackett, who donated \$10 toward our Christmas party.

Until next year in this column. Happy holidays!

MRS. GEORGE NELSON,

3801 N. Dupont.

President.

### WOMEN'S AUXILIARY L. U. NOS. 765, SHEFFIELD, ALA., AND 558, FLORENCE, ALA.

Editor:

We would like to add our letter to the list of auxiliary letters for December. We are getting in the swing now for the winter (Continued on page 580)



Courtesy Modern Science Institute.

## Holiday Fruit Cake De Luxe

By SALLY LUNN

If you hurry, you'll be able to make some of these delicious and highly ornamental fruit cakes for gifts, and to serve at your winter festivities. These small cakes may be aged quickly—three to five weeks. Baked in candied grapefruit shells, decorated with sections of the candied peel and flowers of candied pineapple with red cinnamon drops for centers, they certainly are attractive in appearance and flavor.

Select large Florida grapefruit of good shape and color. Wash carefully; break the oil cells by grating lightly on a fine grater. Cut a slice from the stem end of the grapefruit; remove the inside, being careful not to break the shell. You will find a sharp paring knife useful in cutting the fruit loose from the rind—remove as much as possible in this manner; then by using a heavy spoon, the remaining membrane and pulp may be scraped from the rind. (Of course you'll find many uses for the grapefruit pulp you have removed, in salads, desserts or breakfast fruit.)

Cover the shell with cold salted water; bring to a boil, cook about 10 minutes. Drain off water. Repeat the process three or four times till as much of the bitter flavor is removed as desired. Cool shell. Put in a syrup made of equal parts of sugar and water. Be sure to use sufficient syrup to float the fruit. Cook till syrup is medium thick (220 degrees F.).

Let fruit stand in syrup 24 hours. Turn several times during this period. Then cook to 228 degrees F. (very thick syrup). Remove from syrup and cool, setting the shell over a glass or small bowl to shape.

### DARK FRUIT CAKE

½ cup shortening	½ cup citron,
½ cup brown sugar	chopped
4 eggs	½ cup candied
½ teaspoon nutmeg	orange peel,
¼ teaspoon cloves	chopped
¼ teaspoon salt	¾ cup walnuts,
2 cups seedless	chopped
raisins	

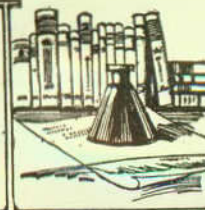
Cream shortening and sugar, add eggs one at a time, beating vigorously after each addition. Mix and sift flour, nutmeg, cloves and salt; add to first mixture. Add raisins, citron, orange peel and walnuts. Fill crystallized grapefruit shell with the fruit cake mixture. Steam one hour; bake in a slow oven (300 degrees F.) about 30 minutes. Roll shell in granulated or powdered sugar. This amount will fill two or three grapefruit shells.

Wrap each cake in a cloth dampened with wine, such as domestic sherry. Wrap again in a dry cloth and wax paper, then store in a dark, cool place. Change the wine cloth two or three times during the aging period, which should be from three to five weeks.





# CORRESPONDENCE



## L. U. NO. B-1, ST. LOUIS, MO.

Editor:

Merry Christmas and a happy New Year to G. M. B., Edith, Doris and everyone.

A thought for the future:

In the fall of 1890 the St. Louis Exposition decided to make electricity its leading feature, and one noon hour a group of electrical workers who were wiring booths, etc., were idly talking and the question of organizing a union was discussed, which finally led to calling a meeting at Stolle Hall (which is still standing) in St. Louis.

Charles Cassel, the organizer for the American Federation of Labor, was called in and arranged a charter and completed the organization. The charter was granted September 20, 1890, and was known as Wiremen's and Linemen's Local No. 5221, A. F. of L.

In September, 1891, the St. Louis union issued a call for a convention to meet in St. Louis, November 21, 1891. The convention was attended by representatives from Chicago, Toledo, Indianapolis and Evansville, Ind. These delegates remained in session for one week organizing the "National Brotherhood of Electrical Workers of America."

The St. Louis union was the first to apply for a charter and was granted No. 1, November 28, 1891.

Milwaukee received No. 2, which was later granted to St. Louis linemen. The following cities were granted charters in consecutive order: Birmingham, Ala., No. 3; New Orleans, La., No. 4; Nashville, Tenn., No. 5; Memphis, Tenn., No. 6; Louisville, Ky., No. 7; Toledo, Ohio, No. 8; Chicago, Ill., No. 9; Indianapolis, Ind., No. 10; Terre Haute, Ind., No. 11; Evansville, Ind., No. 12; Cincinnati, Ohio, No. 13 and No. 14; Columbus, Ohio, No. 15; Cleveland, Ohio, No. 16; Detroit, Mich., No. 17; Kansas City, Mo., No. 18, and Pittsburgh, Pa., No. 19. The writer has no record beyond Local No. 19. Some of these local numbers have been re-assigned and not having a book on the subject I cannot check. However, I notice that Toledo is still No. 8. The first copy of the *ELECTRICAL WORKERS' JOURNAL* was printed in January, 1893. The International Brotherhood of Electrical Workers was established in 1899.

Method to my madness:

We will have completed one-half a century, or 50 years of service, on November 21, 1941, and I propose that the International Brotherhood of Electrical Workers of the A. F. of L., with the help of Local No. 1, prepare a celebration in St. Louis in 1941 celebrating the "Golden Anniversary" of and for the electrical workers.

What is the pleasure of the International Office and all local unions? Address M. A. "Morry" Newman, 6126 Louisiana Avenue, St. Louis, Mo.

Local No. B-1 has working agreements and contracts with all fixture manufacturing companies in the city of St. Louis, calling for a 100 per cent closed shop. This includes all persons employed in the manufacturing of the fixtures in its entirety. All fixtures shipped from these concerns will bear the label of the International Brotherhood of Electrical Workers, with the notation

## READ

We can protest against war, by L. U. No. 245.

Do you remember, away back when? by L. U. No. 16.

News of the Tennessee Valley, by L. U. No. 558.

Putting the I. B. E. W. label on lighting fixtures, by L. U. No. B-1050.

Membership increased 1,000 per cent, by L. U. No. B-292.

Neon tubing also has the union label, by L. U. No. 32.

Nothing comic about little Rhody's comic opera, by L. U. No. 99.

About labor in politics, by L. U. No. B-86.

Newman proposes Golden Anniversary celebration in St. Louis, by L. U. No. B-1.

Buffalo treated us fine, by L. U. No. 103.

News of splendid progress, organization, and the greetings of electrical workers to their thousands of Brothers and Sisters.

To all press correspondents this *Journal* expresses its hearty thanks and cordial good wishes for the holiday season.

whether or not these fixtures have also been wired by members of this local. We would appreciate it if all locals handling St. Louis-made fixtures would look for this label.

## Electrical Workers' Club

Local No. B-1 now has a club where members and their friends may enjoy an evening of pleasure at moderate prices—good bar, excellent food, dancing to a union orchestra—and give their young-uns a chance to participate in the floor show. See the beauty spot in mid-St. Louis where our families may spend a wholesome evening.

M. A. "MORRY" NEWMAN,  
A Lover of "Light" Work.

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

Editor:

Another year is gradually passing away from us and we hate to see it go, as it sure has been a wonderful year for the boys in regard to working conditions. If the New Year coming in is any way like this one, we sure will feel happy, and all prospects look forward to a good start of the New Year.

But all the talk of factories closing down and big layoffs in the factories will stop the spending of the people, but we will let nature take its course and hope for the best.

Springfield is just finishing up on its decorations for Christmas, and Main Street and some of the cross streets in the business section are well illuminated and it sure will be a pretty sight. Every year there seems

to be more buildings decorated, following in the Christmas cheer.

The boys made a good job of it and it kept quite a few of them busy for a couple of weeks. The M. L. Schmitt Electric Co. has been doing the work for the last couple of years and they have it down to a system, having all the material to do a job like that with. The boys were lucky this year to have such good weather to work, for last year at this time it was raining and freezing weather and the boys lost time doing the work.

The weather man predicts mild, open weather into January and I hope the open work will extend until then, for January and February sure have been hard months for outside work.

The Central Labor Union of Springfield is looking forward to its fiftieth anniversary and they are gradually getting together all the old-timers around Springfield and have a big supper. It feels good to see an organization like that having a golden jubilee, for it sure must have been hard sledding for the boys in the early days to organize, especially in New England, for even today in plenty of the towns and cities the workingman would not dare mention union, especially an outside union, but company unions would be O. K. So I wish them all the success on their get-together affair.

I will close now, wishing all the members of our great organization a merry Christmas and a prosperous and happy New Year.

E. MULLARKEY.

## L. U. NO. 8, TOLEDO, OHIO

Editor:

It is with deep regret that we record the untimely death of our good friend and loyal Brother, Louis J. Dunn. Brother Dunn was working on a crane and in some unknown manner lost his footing and fell to the floor, suffering injuries from which he passed on shortly after. He had been a loyal member for a period of 20 years and he will be sadly missed. It is our earnest wish that when he reaches that bourne from which no traveler has ever returned, he will be rewarded with eternal peace and happiness.

Old 1937 is swiftly passing into memory and to most of our members it has been the best year that they have ever had. A large share of them worked steadily through the whole year while the rest of them lost very little time. At this writing things have slacked off a bit, with all of the large construction jobs getting to the finishing-up stage. But all in all, we have plenty to be thankful for. There have been few accidents among our members and fewer deaths. The boys have succeeded in getting out of the hole in which Old Man Depression thought he had them safely buried.

So far as organization work is concerned, this town has done remarkably well. Nearly every union affiliated with the A. F. of L. in the building trades has increased its membership, some of them more than doubling their membership. And Toledo has reached a point where there is very little work being done that hasn't a union label hung up on the premises. It has cost a-plenty of what it takes to secure these almost Utopian conditions and this local has been right in the



first line when financial assistance was requested.

It is a coincidence that just at the time when the government decided to take a real census of the unemployed that nearly every factory in this town saw fit to curtail production, in some cases as much as 50 per cent. It looks as though it was a deliberate attempt to force our old Uncle Samuel to repeal those surplus profits taxes to which the manufacturing interests have taken such a violent dislike. They sure know how to put up a swell argument in favor of repeal. It is next to impossible to read a newspaper that in its editorial columns doesn't have a lengthy article siding in with their views. Which merely goes to show you that the pen is mightier than the sword. And speaking of swords, if our Uncle Samuel doesn't watch his step we are going to find ourselves embroiled in another war to save the dollars of the mighty Standard Oil and a few others. There isn't much logic in killing off a lot of our citizens and spending billions of dollars to protect a foreign trade that only amounts to a few millions in a year's time. They haven't the excuse this time of making the world safe for democracy. There are so few democratic countries left.

It has just come to my mind that this issue of the WORKER will reach the Brothers shortly before Christmas, so I will take this opportunity to wish all the Brothers a merry Christmas and a prosperous New Year. With this much off my chest, I will sign off.

BILL CONWAY.

#### L. U. NO. B-9, CHICAGO, ILL.

Warsaw, Ind., Division

Editor:

In description of the yearly banquet and party put on by good ole L. U. No. B-9, I may say that about 70 members got together from Warsaw, Plymouth, Angola, and Goshen, Ind., at Warsaw, November 12, 1937, in the Moose Hall, for a feed and what have you, and really went to town in a big way, departing at the early hour of 2 a. m., November 13, 1937.

The boys partook of chicken (fried), fish, cheese, rolls, coffee, sugar, cream, butter, dried herrings, celery, cole slaw, Berghoff, Drewrys, Nickel Plate, Centlivre, cigarettes and dice.

Brother John Marx was not present but Brothers Bill Murchie and Stan Evans, of the Northern Indiana Public Service Co., of Warsaw, gave very interesting talks and toasts, well befitting the occasion.

Hoping to see this in the next issue of the electrical magazine for the benefit of good ole B-9, whose boys are up and at 'em, and getting bigger and better every day in every way.

"THE SKINNER."

#### L. U. NO. 16, EVANSVILLE, IND.

Editor:

It has been some time since I have had the pleasure of writing a letter to the WORKER, but as this duty was put on me, I will endeavor to let you have some of the facts concerning conditions as they exist here.

This local was organized on December 13, 1899, by the writer, who was then a member of Local Union No. 9, of Chicago. It has been up and down through all of these 38 years, but is today enjoying its greatest prosperity. Came through the depression without losing a member and now is doing 90 per cent of the contract work in this territory. Spreading out it now holds jurisdiction over 17 counties in southern Indiana, Illinois and western Kentucky. Has complete control of all Neon and tube work and motor shops, and now is making a drive for the radio men, with good results.

On November 2 the local held an anniversary banquet and get-together meeting for the members and their wives with the contractors as our guests. About 120 were present. Next year we hope our out-of-city members will be here in larger numbers than this year. After the banquet we had four speakers, viz.: Brother Joseph J. Scherer, deputy state fire marshal, of Indianapolis; Robert Bennett, representing the National Metal Products Company of Pittsburgh, who told the "Story of Ambridge"; Brother A. L. Wegener, of East St. Louis, representing the I. O., and Walter Nunn, representing the local contractors. It was one of those meetings that make you both proud and glad you are a member of this organization. I often wonder if some of the older members, whose cards date back as far as the writer's, can realize the great gains we have made. Those gains have not been made without sacrifices but those sacrifices were all gladly given as well as the time and money that helped make possible this great militant organization.

Just lately I glanced over one of the directories issued by the I. O. and saw locals numbered up to over 1,100. When I first joined old Lineman's Local No. 10, at Indianapolis, on June 1, 1899, there were, I think, 84 locals, the Atlanta local being the last one chartered. In these years we have been up and down, have staged our own Civil War and came out of it stronger and better for it all, and still able to take care of all comers whoever they may be. This reminds me of a remark I once heard Sam Gompers make at a Labor Day picnic at Pittsburgh years ago. That grand old fellow, in the course of his remarks said, "The recuperative powers of the ordinary local union is the greatest thing in the world," and I can say "Amen" to that, for I have seen it demonstrated time and again.

I think this will be enough for a starter. In some future letters I am going to start a sort of "Do you remember way back when" column. I know some of the other boys can be contributors to such a column and bring back old memories of "The days that were." I think I'll start it right now. "Do you remember way back when" all the linemen in Pittsburgh hung out at Jim Hamilton's boarding house and saloon at Bedford and Washington Streets in Pittsburgh, and John Groves was president of Local Union No. 14? How many remember that?

Thanking you, Mr. Editor, until next month.

E. E. HOSKINSON.

#### L. U. NO. B-18, LOS ANGELES, CALIF.

Editor:

We are still of the opinion that America, and especially the good old U. S. A., is as yet the finest place on earth to live. Pick up your November JOURNAL and read "Russia Gets Hard Knocks From Old Friend," on page 496. This is only one of the thousands that have suffered the same illusion. In reading such articles we, of course, come to the final decision, namely, to fight all "isms" foreign to our present form of government. As bad as I dislike the vigilantes, I feel that not in the too distant future we will have to resort to this means to rid our country of this menace.

There is no use in mincing our words about this subject or trying to belittle it. It is here among us in a big way. Italy, Germany, Russia and Japan, all of them, have their propaganda machines well oiled. We are at this writing suffering the blah, blah from half a dozen high-powered Japs as to why they are at war with China. Their propaganda and the facts are as far apart as the two poles. We hear of the prosperity that Europe is enjoying at the present time, but it is a false prosperity. If this country

should foolishly get the war fever and start in the armament race as the European countries are doing, we would have the same kind of false prosperity.

Then, after we have spent all our resources on armaments, a large army and navy, what then could we look forward to? The answer is simple. The depression that we are at present coming out of would be mild in comparison to what we would suffer. Thanksgiving is almost with us again, and we people in this country have a thousand things to be thankful for. The main one, of course, is that we live in this free and democratic and glorious old U. S. A. Apologies to our Canadian Brothers, but this is my sincere feeling.

Our local is still on an even keel, and we intend keeping it that way for a long time to come. Never again will we let ourselves get in such a rut that had it not been for a few of the more level-headed members we would have sunk in despair. We have a fine bunch of officers at the helm at the present time, and it is going to be our policy to keep the same kind at the head of our organization for a long time to come, as we find that it pays big dividends.

Our attendance has been quite a lot better here of late, due to the question of wage increases. We have a wage committee drawing up a new wage scale that affects each and every classification. We are in hopes that they are successful, as the cost of living has soared upward until it has dissipated our last increase.

Brother P. C. MacKay, the scribe of L. U. No. 526, surely gave us a nice article last month. He hits the disrupters right where it hurts. More power to you, P. C.; come on and give us some more of the same kind.

And now, wishing all the officers and members a merry Christmas and a happy New Year, will try to be back with more news of the Southwest in the month of January.

J. E. HORNE.

#### L. U. NO. 26, WASHINGTON, D. C.

Editor:

My friends, just recently an item published in a well known magazine entitled, "Is Labor Walking Into a Trap?" drew my attention to its important consideration.

In part, the item stated: "When the government is given the right to control the relations of employer and employee, the average worker does not realize that he has turned over to public officials at the same time the right to control labor."

"The Wagner Bill is a one-sided enactment. It is a trap apparently baited with unlimited liberties to workers, but it will mean the beginning of the regimentation of labor as well as employers, and it will rob the workers of their personal freedom."

Well, labor must more or less agree with the writer, but what can labor do in this great democratic country but entrust the integrity and honesty of our representatives in Congress? We must have labor laws.

It does often happen that a business threatens harm to the public, as for instance when factories employ children too young to work. Manufacturers and business men wish laws passed to help their businesses or to prevent foreigners from selling goods cheaper than American goods. Labor may wish cheap foreign labor to be prevented from entering our country, or they desire by law to fix other conditions favorable to labor. These are some of the ways in which laws are forced to interfere with business and this is necessary, as for example, to protect women and children.

But it has been found by experience that it is very harmful to make laws that meddle



with wages and hours. It is also true that trade must be left as free as possible of the latter restrictions. If a law is enacted, without suggestion from labor, to control wages and hours of labor, there always enters in the temptation to employer and employee to get around the law in some way, and therefore makes it harder for those who are naturally honest and obedient.

I believe legislators and Congressmen as a whole are generally wise enough not to meddle with wages and hours. Let capital and labor battle the wage and hour troubles, because, after all, they best understand their own particular needs. Labor has been handling these disputes with capital for many years and can still cope with the situation very successfully. Why bring in outsiders that have never followed labor in their lives to interpret their own opinion to labor about wages and hours?

In the event that Congress is not favorable to labor, labor may retaliate once every two years, due to the fact that a majority representation in Congress must be elected. If in the meanwhile bad labor laws have been enacted, which have proved to be injurious, labor can condemn the bad legislation by refusing to vote again for the men who were responsible and replace these officials with men who will repeal the bad labor laws.

As I stated at the beginning, labor must have labor laws, but hands off in the drawing up of wage and hour laws, unless labor is well represented in the interpretation of said laws.

On the night of November 26, Local Union No. 26 gave one of the best stag parties in many a day. To make it short, there was a large attendance and everybody had a very good time. The party was a great success.

Local Union No. 26 wishes all of you out there a merry, merry Christmas and a jolly, happy New Year.

VICTOR A. GERARDI, SR.

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

Editor:

Reading through these columns we found that L. U. No. 26 has incorporated in its latest agreement a remarkably revolutionary idea, in which the members grown old in the service of the contractors are provided for. For every four members in their employ the contractors must employ one man 55 years of age or older. A truly remarkable idea—progress in the right direction.

Vic gave quite a description of the outing given by L. U. No. 28, which several of the boys of L. U. No. 26 attended. He expressed his gratitude in behalf of his organization at the manner in which the boys were welcomed and entertained and made to feel quite at home. Evidently the spirit shown made an impression in the right direction on all the boys. This is as it should be. Bachie, of L. U. No. 211, even heard about the blowout and was disappointed at hearing about it when

it was all over. We really believe that the veteran scribe could give a good account of himself when placed in front of fried chicken and all the necessary trimmings, plus the side eats and drinks. What does he mean, speaking out loud in public about our used to be three-cornered suit we once wore? So, a friend of Jim O'Malley, eh? This needs a little looking into.



"Cooky," of L. U. No. 28, and his new bride, in proper regalia, and what smiles!

Speaking of blow-outs, H. P. Foley Co. threw one a little while ago for the boys in its employ at Sparrows Point. The executive board was well represented and eats were furnished in generous quantities. The boys must have acquitted themselves quite well for the employer to show his appreciation in so generous a manner.

Seems as though a great many of the once notoriously anti-labor concerns are now safely in the ranks employing members of organized labor. Thanks are due to the vigorous campaigns in the proper direction and, of course, to the proper labor legislation. Daily more concerns are won over and the ranks are swelled.

Our several meetings brought out the fact that great progress was shown in the proper direction. The campaign in the sign field showed good progress. Of course, a few diffi-

culties had to be ironed out but that is to be expected.

Our business manager has had the earnest co-operation of the men on the various jobs that required great tact and skill in handling. As a result the various concerns always known to have been violently anti-labor are now favorably impressed with the quality, quantity and skill of the men. This augurs well for the future.

Incidentally, Brother Sholtz was voted a new car, having worn out the old one.

And now we come to the point where a Brother who hates publicity so violently and to whom all notoriety is so repugnant that he forwards us a clipping from the papers together with a snapshot, all describing a great event in his life. Yes, Millard Anthony Cook, known to us as "Cooky," heard the old yarn, two can live as cheaply as one, and is now going to prove it. He pleaded with us not to publish this news; he just hates to have it known, don't believe us. (Dear Ed, do your worst with this shot but don't stick it down in a corner.) Cooky deserves the good wishes of the boys. He is big and so deserves the big hand. The little lady deserves the bigger hand as she'll have a big job on her hands from now on. Our heartiest congratulations and good wishes.

Love Lynch, of L. U. No. 1163: Parks appreciates your mention in the JOURNAL.

Where did Ollie King get that black eye? Couldn't be that whole chicken you ate at one sitting pecking away at you, could it?

Now, boys, meet our red headed playboy assistant, that fun-loving, mischief-loving son of a member of L. U. No. 28, otherwise known as "Buzz" McCormick, or "Reds." Buzz is not of the bee brand variety (or maybe he is) since he's always buzzing around everywhere but where we want him to be. He is also known to be a great lover. We have a sneaking suspicion he's been listening to the same story that Cooky heard. Maybe the boy wants a family of his own. Who knows?

Local No. 28 wishes to express its appreciation to the various locals which came to its aid and supplied the men when urgently needed. The boys did a swell job and co-operated splendidly.

R. S. ROSEMAN.

#### L. U. NO. 32, LIMA, OHIO

Editor:

In a previous issue of the WORKER there appeared an article by Brother H. J. Bufe, of Local No. 38 (Cleveland, Ohio), concerning the Neon tube industry. In his communication he notifies all locals that No. 38 will not handle glass tubing unless it carries the I. B. E. W. label. We of No. 32 are wholeheartedly behind this movement. We have adopted the same policy here and also have put a few teeth into the resolution by imposing a pretty stiff fine upon any Brother that might lend an ear and fall to the temptations of an oily-tongued per-



That celebrated occasion when L. U. No. 28, Baltimore, entertained.



sonage who has a non-union sign to be hung, serviced or connected.

Your correspondent, being a tube bender, cannot impress strongly enough the possibilities this Neon tube has. To date it has been confined solely to the field of advertising. But what next? Think of your home, or the office buildings, hospitals, schools, of the architectural monuments of tomorrow with their interior lighted by gaseous tubing. As Brother Bufo stated in his article, "Here in Cleveland we have a few concerns that are experimenting with Neon to be used for interior lighting purposes." This is a fact that will shortly become a practical reality. It behooves the locals throughout the country to make a concentrated drive on all Neon shops — a drive not only directed toward the larger plants but to include the smaller one-man shops, thus unionizing the entire Neon industry under the I. B. E. W. banner.

Brother Fred M. Dickinson, of this local, who has been operating an amateur radio station (W8OVR 7147-7140 k.c.) for the past four years, is very desirous of having his name added to the growing "Fraternity of the Air."

We extend our most cordial greetings to the crane operators of the Lima Locomotive Works. They have been granted a charter and henceforth will be known as Local Union No. 999. Welcome and congratulations to you, our new Brothers!

Brother Warren Clemens was seen recently freely passing out cigars and generous portions of an ear-to-ear grin since he is the father of a baby girl. I have noticed for the past few days Brother Vern Rice has been diligently practicing this same grin since he is expecting to be a papa most any day now.

October 22 was a gala day for all the Brothers of L. U. No. 32. The reason—our annual fall jamboree. Funsters, frolickers and pranksters really took over the lodge hall in grand style. I believe the committee in charge of the affair should be congratulated for their work in making this event a huge success.

How about some of you Brothers from neighboring locals dropping us a line here at L. U. No. 32, telling us how you feel about the Neon industry?

C. E. POWERS.

#### L. U. NO. 40, HOLLYWOOD, CALIF.

Editor:

It may be of some interest to the Brothers throughout the country who are not familiar with the motion picture industry, to know something about the work in the studios done by the members of Studio Local No. 40.

I believe it would be well to classify them into groups, such as generator men, construction men, maintenance men, and general service men, and give a brief resume of the duties and work done by each group.

Generator men, as the name implies, maintain and operate the generators for supplying power to the sets for operating the lights, wind machines, elevators, turn tables, or any other electrical device used in the making of a motion picture. There are two groups of generator men in a studio. One group never leaves the lot; they maintain and operate the permanent equipment. The other group main-



L. U. No. 32 has first-hand knowledge of Neon technique and believes in its glorious future. This picture shows electricians' benches in the workshop of the Artkraft Sign Company, Lima, Ohio.

tains and operates the portable equipment, and goes with the company on location to supply the power for exterior shots made away from the studio.

On some locations, the problem of getting the power machines into the location site is quite a task, and requires breaking down the machines, loading them piece by piece onto pack mules, carrying them into the location in this manner, reassembling them for either a day or a month, as the case may be, then breaking the machines down again, loading them and packing out. On locations of this sort, the generator men have a pretty hard time of it, but on other locations easy to reach, the work is a little different. As soon as they have set up their machines, run their cables and are ready to supply the required power, the men just stand by, and sometimes have practically a vacation with pay—sometimes a couple of days or a month or more, depending upon the size of the production and the amount of location shooting necessary.

Maintenance men in the studios cover such a variety of jobs that it would be impossible to enumerate them all, but some of the more important are office maintenance, covering the care of lights, telephones, dictographs, buzzer circuits, electric heaters, electric fans, cigar lighters and practically everything imaginable in electrical appliances. Production maintenance is the repairing of all the various kinds and sizes of lamps used in a production, from a baby spotlight to a 60-inch sun arc; the wind machines, the spiders for extending cables, and the thousands of feet of cable necessary for production, and many other things too numerous to mention. Sound

maintenance is probably the most exacting and particular work, due to the fact that there are so many different circuits involved in a sound recording system. The fact that so many of the circuits are highly amplified makes the maintenance of this system very necessary both night and day, even when the equipment is not in use.

There is also considerable construction work always being done, with new improvements in sound work being made from time to time, as well as changes in parts of the old equipment. This work is also very particular, and requires men who are familiar with the system.

General service men comprise another group required to do so many things it would be impossible to mention them all, such as the maintenance of projection rooms, camera equipment, laboratory equipment, cutting room machines, moviolas, etc.

While I have attempted to describe some of the most important jobs done by our members, I have by no means covered the entire field of work handled by the Brothers of Studio Local No. 40, but I hope I have mentioned enough to give the readers who are interested an idea of what is generally expected of a studio electrician working in the motion picture industry.

BERT THOMAS.

#### L. U. NO. B-77, SEATTLE, WASH.

Editor:

When this letter gets to the membership another year will be on the way to the "Remember back when" land and 1938 will be up to home plate for its turn to knock this old apple around for 365 days. This last year has laid a few nice line drives through the mitts of a lot of us and it will take a few years for us to find out whether our catching score is what it should have been or not.

As I look back it seems to me that Local No. 77 has traveled a long way this last year and it may behoove us to sit back and take a long look at ourselves and find out, if we can, just where we stand as regards the future of this local and the labor movement as a whole. Maybe we could stand a slight change of policy?

One thing seems sure to me is that we let a real deal slip away from us in this city's traction set-up when we didn't go out in face of the opposition of the Central Labor Council and make a real effort to put the deal over as was submitted to the people last spring. Today we have with us a nice bunch of gas busses and a good prospect of having a lot more as time goes on and the powers that be discontinue more and more of the street car lines.

The present street car system is so operated that not only the linemen of the system but station operators for both the City Light and Puget Sound Power and Light Co. will be affected if the present policy of the management towards gasoline busses continues at the expense of electricity, for the companies can, and probably would, install automatic equipment if this traction load is dropped.

I cannot understand just what the whole set-up is, but it does look like a decided lack of consistency on the part of the city fathers of this town to advertise the cheap power rates to attract business and then sit by and



see all the money going out of the state for gasoline and oil when without a doubt trackless trolleys can be operated for less per passenger mile.

Maybe this problem will work out right for the electrical workers but so far we have taken a licking and we can lay, indirectly, the layoff of about 20 or 30 men from the City Light's city crews and more from its Skagit job to this street car deal or the failure of it. On top of this is the pending suit of the P. S. P. & L. Co. with the Old Colony Trust Co. as intervener vs. the Municipal Railway for the nonpayment of interest and installments due.

For Local No. B-18; don't get high hat over the fact that the structural iron workers are trying to get the towers away from you; they even had us declared unfair to (WHAT?) organized labor by the building trades in half the towns in Washington because we claimed jurisdiction over bolted towers and even went so far as to attempt to picket one job of switch racks. The office workers objected to our taking in the office help of the P. S. P. & L. Co. and the technical engineers are in a good place with the City Light to swing in on us as foremen of line-gangs. Maybe Papa Green and the rest of the big leaders of the A. F. of L. had better remember that at a certain convention not so long past the electrical workers were awarded a few things, and, too, maybe this C. I. O. trouble can be classified as an ill wind that may blow some good, if it only clears up this question of when an industry can best be organized industrial or by craft.

Apologies to the girls, Edith and Doris, for not marking last month's copy plainer, but the article by Brother Clyde Stout should have been marked as from the Yakima branch instead of mine.

I am sending to you and all the rest of the officers and members of the I. B. E. W. the best wishes for a merry Christmas and a happy and prosperous New Year from Local No. B-77.

IRVING PATTEE.

#### L. U. NO. B-86, ROCHESTER, N. Y. Editor:

First of all, let's get the picture we took at our clambake and which arrived too late for publication, over with.

The fellow sitting on the step, holding the "cane" is Councilman-at-Large "Bill" Fisher, business manager of Local No. 41, Buffalo. The fellow directly back of him, with his arms folded a la Stanislaus Zbysko, is none other than George Willax, exchequer of Local No. 41. Next to him, with his left hand in his pocket and his right holding a piece of "rope," is just a "lug" from L. U. No. 86, "Butch" Winters, well known football player. It is rumored that a scout from Vassar has been looking him over. On Bill Fisher's right sits Jack Holzer, president of Local No. 41. Next to him, holding a "chapeau," is a former member of L. U. No. 86, but who now hails from San Francisco, Louis Holstein. Next to him is that old labor general and one of the leaders of labor in Rochester, our president, Eddie Connell. On the extreme left of the picture, back row, with the gravy on his necktie, is the "armless wonder," Andrew ("Four-eyes") Knauf, the guy who takes the dough away from us on the first of every month. On the

other end of the lineup, in the polo shirt, although he doesn't play polo or golf either, is our business manager, Art Bruczicki. The fellow standing back of Eddie Connell, with the striped necktie and black hair, is that dynamic leader of labor in Niagara Falls, Harry Jordan. Brother William Wilson, business manager of Local No. 351, Olean, N. Y., was at the bake with some of his boys, but we regret that we couldn't find him when the picture was taken. The chairwarmer you see sitting on the porch, smoking his corn-cob, is old Grandpappy "Skinny" Lynch. He 'lowed as how he et too many of them thar clams and could not be persuaded to sit with the boys. The reason that "Two-Tickets" Epping wasn't in the picture was because we couldn't slow him down enough to register on the film—should have brought along a Graflex.

Last month we informed you that we hoped to tell you of the election of our business manager to the office of councilman-at-large, but it wasn't in the cards, or more truly, the votes.

Rochester voters were confronted with the worst political set-up in a good many years. There were four parties to split up the voters and, believe us, they did. There were the Republicans, Democrats, American Labor and the Citizens Parties. We won't trouble you with the details but suffice it to say that Rochester labor has suffered a set-back, as all of its friends were on the Democrat and A. L. P. party tickets and the irony of the whole thing (in spite of the four parties) was the fact that labor did not support their candidates. It is a tough confession to make but we feel positive that labor will have many chances during the next two years to regret their actions at the polls last November.

As to our business manager, he made a host of new friends. Wherever he spoke he was acclaimed and as we said last month, he ran only on the A. L. P. ticket but he ran away ahead of the other nominees. We feel that he did fine and are just as proud of him as if he had won.

The A. L. P. held a pre-election celebration on the Saturday before election and one of the features was the raffle of a brand new 1938 Chevrolet sedan. Local No. 86 won it. We lost one way, but we won another.

We wish we could set down the motions and the amendments as to the disposition of our old car, but the JOURNAL isn't large enough to print them all, anyway the one that passed was to put every member's name into a hat and the first one out wins the car. The car was won by a Brother of long standing in Local No. 86, Brother Harry Merrill.

We hear on good authority that the Endi-

cott-Johnson Shoe Co., of Binghamton, N. Y., recently shut down, throwing 6,000 persons out of employment, and that the reason for so doing was that they could not compete with a shoe company whose shoes are made in Czecho-Slovakia and sold in this country far below American-made shoes. If this statement is a fact it is time that an end is put to the situation whereby a foreign-made product can have such a result on American labor. We do not believe in putting such a barrier around our shores that no products of foreign labor could be sold here because we realize that we must have foreign outlets for some of our goods, but if the sale of one article can place 6,000 people out of work it is time that the government took steps to protect that industry and those workers.

We hear also that a Czecho-Slovakian manufacturer is planning, or by now building, in the South, an assembly plant for shoes which are partly made in Europe and finished here. The uppers and the soles are made with low paid European labor and shipped here with low duty rates, due to the fact that they are parts and not a finished product, and then finished by exploited southern labor, and they will still sell far below wholly American-made shoes. This also is a situation which is entirely unfair to American manufacturers and American labor alike. How we would like to see American labor stand shoulder to shoulder 100 per cent in a boycott of such products!

We heartily agree with Brother Gerardi, Sr., of Local No. 26, that the outstanding feature of their new agreement was the provision that to every four men employed in any shop, one man 55 years of age or older must be employed. We should like to see such a clause mandatory in every agreement made by local unions throughout the Brotherhood and in sections where necessary the age should read "50 years of age or older." Don't forget that thousands of men at only 45 years of age are finding it hard to keep off of industry's scrap heap.

Swinging back to politics for our closing paragraph we would like to state that one of our former councilmen is trying to put over the proportional representation idea which we understand prevails in New York City. Under that law minority parties would have representation as well as majority parties. In other words, one party could not completely control a city even though their nominees polled more votes than their opponents. As it was explained to us it seems as though it were a forward step toward progress and a better understanding in city government. We would appreciate it very much if the "scribe" of Local No. 3 would tell us how it works out in New York.

Enough for the nonce.  
CARLETON E. MEADE.

#### L. U. NO. 96, WORCES- TER, MASS.

Editor:

The other day I opened the typewriter case and some letters of the alphabet fell on the floor. I stooped to pick them up and to my surprise they were arranged in order and spelled the name of one of our worthy officers, Brother Joseph Jasper. He is our treasurer and is serving his second term as president of the executive board. I could not account for this strange occurrence but when the last issue of the WORKER



Officers of L. U. No. B-86, Rochester, N. Y., and Brother guests at the local's recent clam bake.



arrived it was noted that I had failed to include his name as one of our officers that we had so wisely chosen. In looking over the files I discovered that he was included in the original outline but in "hunting and punching" the final letter it fell by the wayside. I hope I am forgiven for this omission.

The work is still holding up very well in this locality and the outlook seems good. Ground has been broken on a new million dollar addition to the Grafton State Hospital. A community theatre of 900 seating capacity is being built here with one of our contractors doing the job. The Bloomingdale Hospital, of Worcester, which has long been recognized as one of the leading hospitals for the insane, is being rewired and a new power house being built. The job has been in progress on and off for the last two years. Although the contractor on this job is from out of town, it is gratifying to report of the good co-operation that exists between us, and it is a pleasure to do work for a concern of this type. It is reported on good authority that the above-mentioned Brother, Joseph Jasper, who is working on this job, is having some trouble with the female inmates making goo goo eyes at him. On this same job a few of the boys were going from one building to another and in doing so had to pass an enclosure where some women inmates were located. One of the boys was pushing a load of stock on a small wagon when one of the inmates shouted, "Why make the inmates do all the hard work?"

The Brothers have once again done a very good job in lighting up the business section of the city for the holidays. This city for some years has put on a display that has brought much comment from many parts of the country. Christmas Tree Lane, as it is called, is sponsored by the Chamber of Commerce and the affiliated merchants. On Friday following Thanksgiving his honor the mayor officially closed the switch sending the "juice" through nearly 3,000 lamps. These lamps decorate some 200 spruce trees attached on top of 90 trolley support poles. About half of the lamps are the twinkling type, and atop each tree is set a bright star. The bottom of the tree is set in a large red pot. It makes for a very impressive sight. This job amounts to about one month's work for 15 men. Our sign companies are also doing some decorating on the fronts of the larger stores. These displays consist of lamps and Neon tubes.

So, having admitted my error and reported the Christmas spirit that exists in the Heart of the Commonwealth, in this the last letter of the year, Local No. 96 wishes one and all a very merry Christmas and a busy year to come.

HAROLD E. MAGNUSON.

#### L. U. NO. 99, PROVIDENCE, R. I.

Editor:

During the past several years much of interest has taken place in Rhode Island but unhappily Local No. 99, for reasons unexplained, had no press agent to report to the JOURNAL. A month ago the situation was suddenly reversed, Local No. 99 appointed a press agent but there was little of interest to report.

The last statement might be qualified by saying that there was little of interest to the Brotherhood as such. There was, to be sure, much ado in Little Rhody; the Battle of (or for) Narragansett still raged. His excellency, the governor, having perceived a state of insurrection to exist had declared martial law in and around Narragansett race track. The "around" was fixed at one mile originally but later reduced to 500 yards. Such uncanny vision was given only to his excellency, it seems, because no one else, so far as I know,

saw any signs of insurrection. Even "Rebellion" was at another track. But the militia, including some Brown University students, with guns and what not, effectively kept the race track closed. His excellency having business outside of the state over Armistice Day, the lieutenant governor brought the state of siege to an end at noon of November 12. Strangely enough that was day after the license of the race track to operate expired by its own terms.

A short time ago a radio commentator referred to the situation as Rhode Island's comic opera. Well, maybe it was from his point of view, but there was no comedy for the thousands who suffered financially as a result of the track's enforced closing. There was nothing comic about unrestrained charges and countercharges hurled back and forth—charges of graft, corruption and general wrongdoing; nothing comic about the aftermath when the federal grand jury returned indictments against men prominent in political and racing circles in connection with contributions to campaign funds. Where is the comedy in a situation which moved a federal grand jury to report in part as follows: "This grand jury calls public attention to the need for a thoroughgoing investigation by proper state authorities into the conduct and actions of persons holding public positions and accepting funds which have been paid for reasons that are unexplained and not apparent?"

Whatever the merits of the case it was unfortunate that the enormous loss of revenue to the people of this state should have come at this time. Local No. 99 had, of course, enjoyed a brief spell of better times in keeping with the country in general, but in recent months a recession of business had made itself felt. Many of our members have had little work and prospects for the cold weather are not encouraging.

Good times or bad, however, the members of this local are usually on their toes and alert to opportunities. This year saw the return of a voluntary cut taken during depression years, and also a substantial increase to boot. Had it not been for the slowing down of business there would no doubt be another wage increase to report. Organization work has not been neglected, either, as witness a Class B local recently formed here. The members, too, are solidly behind the movement to use union made materials and equipment exclusively on all jobs and hope to report 100 per cent accomplishment in that direction before long. Then again, certain objections having been eliminated, we have re-affiliated with the Building Trades Council and through mutual efforts with other affiliates fully expect to maintain or improve upon prevailing working conditions.

The members of Local No. 99 extend to Brothers everywhere the season's greetings.

JOHN T. H. MCBURNIE.

#### L. U. NO. 103, BOSTON, MASS.

Editor:

On Monday, October 11, the writer, with 52 other wiremen from L. U. No. 103, "shuffled off to Buffalo" upon receipt of a call sent out by Local No. 41, of the above-mentioned city, to work on the new Chevrolet gear and axle plant, being built in the town of Tonawanda, just outside the city limits.

Upon our arrival we proceeded to the Labor Temple and were met by William P. Fisher, business manager, and his assistant, Jack Callahan, receiving a royal welcome, the first of the many which were to follow. Arriving on the job we were again greeted cordially by the steward, George Wicket (pardon if the name is not correctly spelled,

George), and were placed in our respective crews.

Little did we realize that we were about to contact the finest group of sub-foremen ever to be assembled at one time, all working under the direction of General Foreman Frank Mathias, a man's man. All of the Boston men were loud in their praise of their respective foremen and from what the writer could observe they spoke the truth. Below are the names of the foremen: General foreman, Frank Mathias; foremen, President Jack Haltser, Art Fisher, Art Glover, "Whitey," Bert Egleston, McAdams, Bill Bickerstaff.

It was my pleasure to work with many Boston men, under Bill Bickerstaff. Bill certainly knows the business and the proper handling of men. If Bill was ever handed the rawhide he most certainly threw it into the Niagara River upon receipt of same. The boys who worked with you, Bill, send their regards and wish you well.

To all the other foremen, the boys from "Beantown" send their regards and well wishes.

We cannot pass without mentioning the many enjoyable occasions and kindly lifts given us by the lay members of Local No. 41, which we will not soon forget.

The officers and members of Local No. 103 express their thanks and the season's greetings to you and yours and hope that Local No. 41 continues to grow and prosper. Au Revoir, L. U. No. 41, but not good-bye.

To Brother George Oldham, of Local No. 5, Pittsburgh, whom it was my great pleasure to be paired with for a few weeks, I send personal greetings and hope to see you in the not too far distant future.

The members of Local No. 103 were indeed shocked to hear of the untimely deaths of Brothers Jimmy Nichol and Ollie Olson and send their deep regrets to the members of their respective families.

To the entire membership of the Brotherhood, Local No. 103 sends its season's greetings.

With every good wish

For a season that brings

Good times and good cheer

And the best of good things.

JOSEPH A. SLATTERY.

#### L. U. NO. 163, WILKES-BARRE, PA.

Editor:

VERTICAL UNION vs. HORIZONTAL UNION and Contrast of Policies.

Learn your vocational status. Watch out. Vertical (|). Perpendicular to the plane of the horizon. Standing upright (|). The basis of the C. I. O. plan.

Horizontal (—). Level (—). The line straight (—) across the circle of the horizon, which bounds the view of the sky and the earth. A. F. of L. ideal.

Vertical union is a contraption bounding straight up and down (|) within the four walls of a plant. This form of labor union had its inception in Italy, and was first instigated by Mussolini and his cohorts, to bridle, corral and regiment labor into submission. It is a reckless source of encroachment upon craft union and civil liberty, and should not be tolerated in its crude form in industrial pursuits. Its fallacy of so-called freedom and benefactions has proved fatal to industrial life and national liberty in the countries condoning its approval.

Vertical union in its true sense of interpretation is established and confined to a single place of employment, and fails to follow the geographical lines of industrial pursuit or avail continuous membership in the union of your trade. It also blights vocational incentive and means of competent qualifying accomplishments of workers' status.



The membership of a worker starts and automatically finishes in a particular place, according to the period of employment there. If this illusion becomes a surety, workers will become jacks-of-all-trades and masters of none, and craft artisans, a faded picture of the sublime past, tolling the fate of continuous brotherhood association and the destiny of similar institutions, if this comes to pass. The professional as well as the personal rights of a worker are a sacred inheritance and should not be denied. Even the minority in any contingency is entitled to a fair hearing and courteous consideration, and the majority that imposes its will on others must by virtue of the same, assume the responsibility for the welfare of all. However, the vertical union movement, as fostered by the C. I. O., to organize the workers, is generally known as a plant union and is minus craft solidifying facilities or initiative validation. It is also based on the principle of mass organization, to-wit: That all workers within the four walls of a plant or any other place of employment, in a mongrel and aimless fashion, must subscribe to the principle of one union and be governed by majority rule thereof, regardless of vocational status, instead of by trades and vocational vote and representation in the democratic policy.

Horizontal Union. A composure of instrumentality. (—) Straight across the country and the scope of industry, and length and breadth of the territorial jurisdiction of the Brotherhood and other affiliated craft unions, regardless of where you work or reside.

The labor organization policy of the A. F. of L. is an outgrowth of English origin, and was founded in the year of 1886 on the horizontal plan of trade autonomy.

I trust that the confreres of these two squabbling, warring, labor groups, will envoke Divine Guidance and be able to compose and amicably adjust their respective differences, both from a personal and union labor viewpoint, in the same good old fashioned way, and in the good fellowship of yesterday, that adjudicated trade and other vexing problems of the past, with honor and satisfaction to all concerned. It appears to be a good tribunal, but a tough task to solve, and they have, at least, my sympathy and good wishes for a re-uniting of the American Federation of Labor, and progress for the Brotherhood.

#### Local

All members of our local are working and business seems to be thriving. The Building Trades Council of this vicinity is forging ahead in union advancement and worthy of the confidence reposed in trade endeavor. I have not attended a meeting of the Central Labor Union of late, but from all reports and indications, they are making progress in the line of labor strides.

The employees of the Okinite Mill of the Hazard Mfg. Co. here, have disbanded their federal local charter that they have maintained for years, to join the Brotherhood in a newly installed Local Union No. B-1001. The employees of this old time establishment, but very up-to-date wire plant, number 500 in full time capacity. In behalf of our local and Brotherhood, I bid them welcome to our fold and hope and trust that our relations and associations will always be pleasant, and business prosperous. Henceforth, the Hazard Okinite products, wire and cables in all various kinds, will be on the market all over the world with the union label of the Brother-

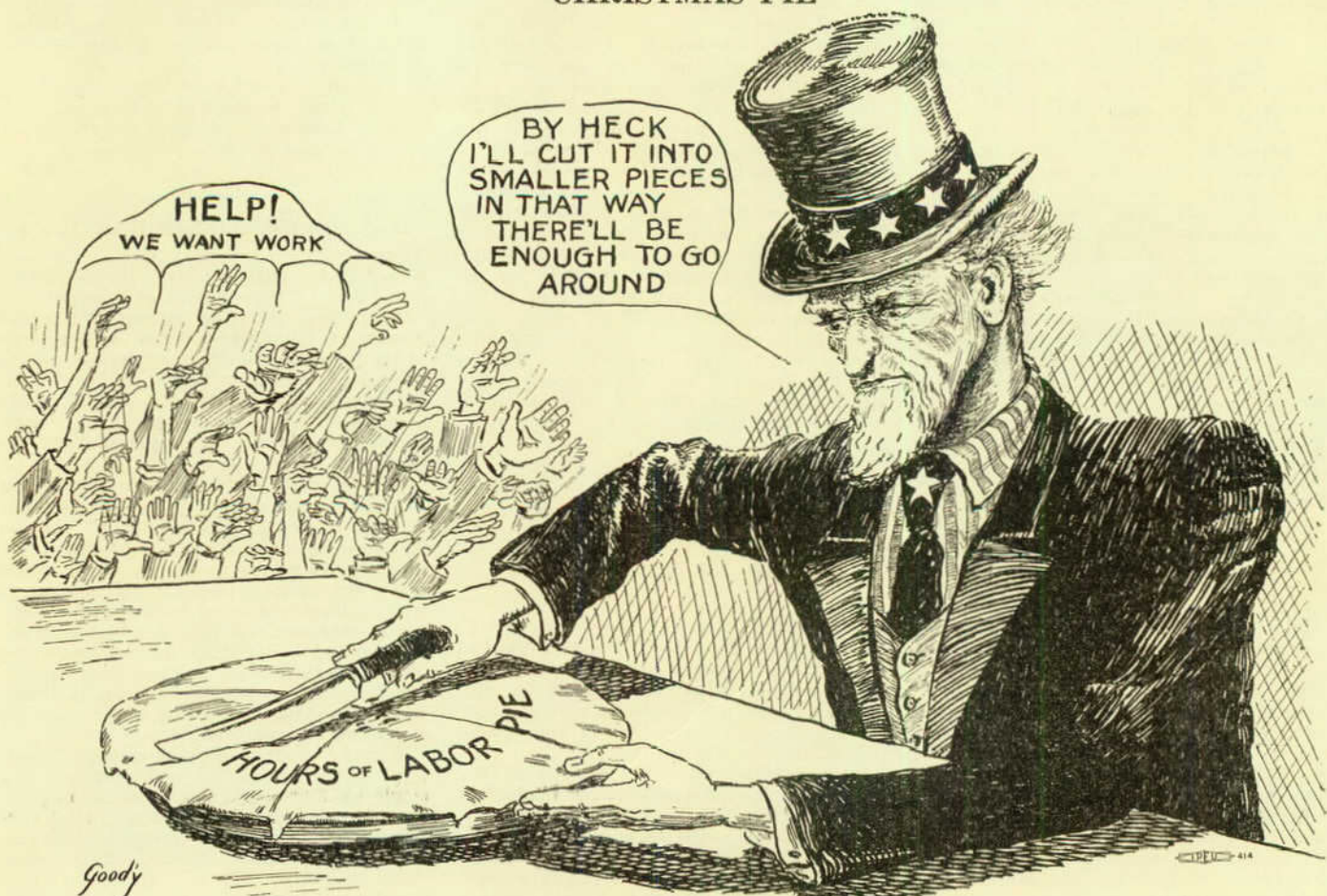
hood. There are none better and few as good. The employees are the best and the company o. k. Boost for the union label!

To date nothing has been done to organize the electric utility employees of this vicinity.

Christmas will be here about the appearance of this issue of the JOURNAL. I hope and trust that it will be a joyous and happy occasion for us all, as intended by our Heavenly Father. I trust that all of our floating Brothers and Sisters, and those of other domains by adoption, will try to arrange their affairs to return and celebrate this blessed occasion with their family circle. Mother, dad and the loved ones—home and friends. This is the season of the year to forget all unpleasant occurrences. Just remember all the good deeds in life all have performed at some time or other. We must all take on new courage and resolve for better. Go forward. Good luck. Get in line, homeward now. If you cannot return home, write a letter, send a card, telephone or telegraph, respond in some way. It will have a consoling effect on all concerned.

I feel greatly indebted to the Editor and his staff who have great patience with me. I congratulate them for the very efficient manner and splendid performance in arranging matters of great interest, information, enlightenment, and for the progressive advancement of the JOURNAL in rendering valuable service to the Brotherhood and the reading public that glance or delve into its pages. I also wish to congratulate the International Officers, both executive and administrative, for the great Brotherhood achievement, 'midst foreign labor entanglement, strife and other unsurmountable obstacles too numerous to mention. Last, but not least, the local faithful scribes who are the real dissemina-

### CHRISTMAS PIE



Drawn especially for Electrical Workers' Journal by Goody



tors of practical information and events of time and jobs. And in addition the citation of President Tracy and Secretary Bugnizet in the last issue is commendable.

With best personal and local good wishes for a merry Christmas and a happy and prosperous New Year, and a long and eventful joyous life, good luck.

ANTHONY LOVE LYNCH.

## L. U. NO. 210, ATLANTIC CITY, N. J.

Editor:

Just a few days left until we hear those familiar chimes. Christmas and then New Years comes.

I guess the newspapers were wrong, as I got it that good times were on their way. Here's hoping that it won't be long coming.

The boys of L. U. No. 211 and No. 210 put the decorations up along the main stem and that really makes us feel like the holidays are near by. Work here is as bad as ever, so don't be misinformed, it is the old story, a bad winter faces us down here by the sea.

One of our members, J. Stanford, just returned from his week's vacation and gave his description of a couple of football games he had seen. It will help him out next year in winning a car as he really tried hard to pick them this year, but it is much better to have seen a game to understand why and how they are tackled. It is understood it is "the Whip's" first game and he had different views on the subject. As a matter of fact he thought when the man was tackled on the 10-yard line he was tagged by the man representing that line. No doubt his mind is clear but, Whip, we really missed you and your line.

Well, fellows, we have gone in for begging the gang to make an appearance at the meetings once in a while. We boast of a membership of close to 300 men and what a turn-out to a meeting! Twenty to 40 men. No doubt readers' understand the type of men we have. But let the committee complete a deal—boy! the union got that. I belong to it. What a cry is set up by these sit-at-home boys.

One of our members reads the WORKER. Local No. 429 had a poem, "Which Are You?" Very good, so it was agreed to get 500 printed, which we did. Here's hoping the desired effect is forthcoming, but my doubts still exist. We can boast of one district where we go. The gang here calls it up in the country. Pitman to be exact. What a turnout! A regular gang is to be had rain or good weather. One can travel those 60 miles to be at a meeting where it is appreciated by the men.

But, fellows, the time may come when one of the fire-siders will need a pinch hitter to see some one for them. I hope not, but there are possibilities. You know what a howl. "Gee, I have been a member; didn't I always send my dues up with someone?" If some of the members wish I will send a card to the little woman stating the facts and on my word will get you home before curfew, so come on out and give your local a break.

Our party went over in grand style considering the broken crockery, etc. Our best and only Brother ("Dutch") Werntz, who runs a line gang, took the prize in the Big Apple contest. He really swings it.

This boy, Cassel, has lost his place on throwing the bull and it is taken up by Brother White, who really can let the gas off. The other night a bunch were returning from up the road and before a few miles were passed yours truly was in slumber land and upon awakening Brother White was still letting off like no one's business.

Brother J. Kralley has just broken a record in the bowling league here and really received quite a lot of head lines in the sports edition. John is rated as one of the best

cable splicers hereabouts; really swings a pair of wiping cloths. More power to our Brother and may he receive membership in the "300 club" real soon.

I hope you have a merry Christmas and a happy New Year, and I do mean you!

"FIDDLER SESS."

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

Editor:

The frost is on the pumpkin  
And the corn is in the shock.  
It's time to get the benny  
And the heavies outta hock.

The reason for that outburst is the temperature unexpectedly dropped down to 25. And me with BVD's—not so hot!

Each year at this time the collegiates are winning their letters for heroic feats on the gridiron. It isn't so very many years ago that men from all walks of life were getting their letters from the old Alma Mater, Uncle Samuel, without any fanfare or hullabuloo. In them thar days the boys got plenty letters without striving for them. Among the most frequent were: "D" for dysentery, "G.B." for gold-bricking, "K.P." "A.W.O.L." and last but not least they all got "H" for the better part of the hitch. Er else had a relative who was a friend of a friend holding down some swivel chair job in the office of the big Brass Hat.

Friend Hess, of L. U. No. 210, has frequently mentioned a "Hot-Wire" Jones and we are wondering if by any chance he refers to our old amigo who for years was called "Cold-Wire" due to his dislike of handling anything hotter than a bell circuit. If such is the case, then the ole saying that "a leopard cannot change his spots" is all shot to pieces. Haven't seen the old boy for nearly two years, since he was transferred to the sticks but know that he can't go wrong while under the supervision of Nemo. No, not far wrong. Ask Elmer Downy; he knows.

When you stop to think it over we do have a heap to be thankful for on this National Turkey Day; forinst.: That we don't live in China; that we don't belong to the C. I. O.; that we have our health; that to date we haven't had to apply for relief; that we were able to get on the outside of a grand feed today without the after pangs of indigestion; last but not least, we have managed to stagger through the first 50 years without loss of limb or life, as of November 28.

And that reminds me: I can't believe the first 50 years are the hardest, despite the popular belief to the contrary. During the past seven we have to admit there have been times that we got jittery and thought we would go completely screwie from enforced idleness and monotony. But on such occasions would go for a long walk, frequently meeting up with some guy who should have furnished crying-towels for his victims. Or else we would see some badly crippled soul who was cheerfully trying to carry on with a smile that would put to shame the Devil. The results of these various contacts were, the glooms or blues were chased away and I was contented with the thoughts that there were many unfortunates in the city who were a damned sight worse off than I. However, I would much prefer to wear out from overwork than to rust out from lack of it. Or am I paxilated?

In a recent article by O. O. McIntyre he mentioned that his father was a hard drinker and smoker until he reached the age of 39 when he stopped suddenly and ever after was very intolerant of those who indulged in either. How different from my Dad, who always had a quart of good liquor in the house and didn't average four drinks a year. In fact, I can truthfully state that I never saw him take a drink of anything intoxicat-

ing, although in his younger days he was "one of the boys." Now, I'll bet I know what you're thinking, eh wot? But the only restrictions placed on me was that bottle had to be replaced immediately, when emptied, with the same brand and quantity. No excuses were accepted.

The drawing in the November JOURNAL, by my young friend down in Fort Worth, is very clever and his talents should be encouraged. We have received several mighty fine letters from the artist, "Reds" Ingram, and enjoyed them muchly. If he keeps up the good work, in time he will become a worthy successor to Harrie Good'y. Enuf sed!

And now for some home truths. The streets are again electrically decorated for the coming holidays and are a very pretty sight for tired optics. The same contractor did the job again this year and used several of our fellas and one hiker from L. U. No. 210. The contractor is an ex-member of L. U. No. 211, "Willie" Braun by name. He and I worked together as linemen for the old Coast Telephone Company in here more than 25 years ago. And that was long before he had enough brains to become a narrowback. And that isn't any reflection on any lineman in the game. Bill was just a kid about 19 then but what a tough, hardheaded bimbo he was. And I might add that he is just as hard-headed today. Ask any scissorbill applicant for an electrical license; he knows.

Here's a piece of tough luck for the book: Eddie Burke, one of the outfit, done got married and a week later his job went hay-wire. He has the congratulations, or should I say sympathy?, of all the boys. Anyway we hope that the Burkes have a long happy life and may it be filled with a large amount of prosperity.

The vast majority of the membership are marking time and hoping for something to break. We are experiencing the slowest times in the last 18 months but I really believe that in a few weeks or so the gang will be working again, if not here, in some other nearby community.

Dropped into the day room this morning and got the usual growl from Frankie MacNeil. Gee, it must be tough to grow old and grouchy, too. Thank heavens every one isn't that way. Take Chambers, for instance; the older he gets the more congenial. And that's something else to give thanks for. Some folks would growl if they were assured of the one-way trip to Heaven on a bed of roses.

We have been fortunate in having no snow to date and with the passing of the recent cold snap the thermometer has climbed back into the fifties. Which is a wonderful break for the poor unfortunates who cannot buy coal. The dealers have this part of the world sewed up and we must pay more for a short ton (2,000 pounds) than our larger neighbors in Pennsylvania and New York do for a long one. The coal men here claim that the difference is caused by the freight rates betwixt here and Philadelphia. But that is the bunk; the real reason is that they have a well organized association and have made their "own rules" and live up to them. The same applies to the medicos, dentists, lawyers, optometrists and other professional men. They surely can take you plenty and make you like it. But they are the first to yell when any mechanic asks for a decent wage.

And so we come to the end of another month with the hopes that the next one will see a revival of big business throughout the country. A very merry Christmas and a happy New Year to you all and extra special greetings to Fuzzy and Mariutch, in Baltimore, as well as "High" Potter, up in Philly.

BACHIE.



## L. U. NO. 212, CINCINNATI, OHIO

To the Officers and Members of

L. U. No. 212,

the Official Body and Employees at  
the I. O.

and

All Affiliated Local Unions and Members

The Wish is Extended

for a

Merry Christmas

and May the New Year

Bring You

Health, Happiness, Cheer and Prosperity.

These are the Sincere Wishes of

THE COPYIST.

## L. U. NO. 245, TOLEDO, OHIO

Editor:

The season is here again, fellows, so with one great big glorious burst of emotion, greetings to all of you both here and far, a merry Christmas and a happy and prosperous New Year!

Hallowe'en is over, now maybe C. I. O. will unmask and quit yelling boo! at the union men. On this day this nation is celebrating Thanksgiving. And for the first year in several it really means more to the laboring man than a mere hollowday. For millions of workers will sit down to a dinner today, bought, paid for and earned by the sweat of their brow, who last year waited patiently to see if some charitable organization would remember them. And while we are peaceably enjoying this feast and this holiday spirit is so evident among our people our nation itself is like a huge Christmas dinner, with one's family surrounding a brilliantly lighted tree. Each one is ready to devour that large bird, to grab themselves a drum stick and then to take whatever the tree has to offer in the way of a prize. That is the picture I get of this country, just a great big Christmas dinner with all the trimmings. But the other countries surrounding it are ready to grab themselves a drum stick and to take whatever lies under the tree for a prize. The low lying clouds here that allow the sunshine to break through occasionally, bringing us peace and happiness, are the same clouds that hover over the war-torn Europe, where innocent mothers with their babes in arms are ruthlessly murdered and who must die wondering what it is all about. Slain without mercy, their bodies are allowed to rot on the battlefield only to fertilize the fields for the coming generations. And while you have your loved ones around you on this glorious occasion of celebrating this coming holiday could you possibly allow yourself to believe that this couldn't happen to you and yours? Those innocent little Chinese and Spanish children were without a doubt gathered around a similar reunion last year enjoying the same peaceful Yuletide that you are this year, with perhaps the same prayer on their lips: Peace on earth, good will toward man. Did you do anything about it last year? Will you next year? How many of you bought Japanese made goods? And in so doing sent more money into the sweat shops of Japan, helping to create a larger fortune to purchase American scrap iron to be melted for the manufacture of munitions to continue the slaughter of the innocent women and children?

Our 5 and 10 cent stores are alive with Japanese made articles, from notions to toys and novelties, including wearing apparel. Each time one of these Japanese made articles is purchased you are sending another bullet to pierce some mother's heart, to wreck some worker's home and burn his all.

An embargo on these goods will end these murders of workers, and the American worker can bring about this embargo easily, first by going through his home and burning every article that bears the "Made in Japan"

stamp. Then through organized channels, boycott every five and ten store or novelty store in your city that displays these articles for sale. There is not an article among them that cannot be had with an American made stamp on them, keeping our own workers at the bench. Resolutions should be placed before every local body, every central body, and each convention, that these places be placed on boycott and be picketed until these articles are not displayed. The worker should then be taught to purchase labeled goods only to avoid any Japanese made goods. If this is done next year you can enjoy your Christmas dinner better, realizing that you have not aided or been instrumental in sending a bullet into the breast of your fellow being. Let us adopt this slogan: "Buy American and save a life." The invasion of Chinese home, the unmerciful killing of these innocent people must be stopped at any cost. We have our own shores to remember. And remember, buy American.

A few of the boys gathered around some of Mother Sweets' pumpkin pies recently to celebrate the big event in the life of Homer Feasel. This sturdy old oak of the last century just turned 71. Yes, sir, turned it right around, now it's 71. And still going strong, but he says he wants to live long enough to enjoy some more of Mrs. Grover Sweets' fried chicken. To show the boys that he was just as active as ever he went out and stumbled, falling on Foreman Charley Neebs' leg, confining Charley to his home for eight weeks with a broken leg. If that old devil isn't scratching someone then he plays rough. But good luck, Charley, and a speedy recovery.

Six weeks ago I asked for some news from the meter department for this issue. The response was so small and of such unimportance that I was forced to postpone it for a while. Next month, January, you will hear from the underground and transformer department.

And again, merry Christmas and a happy New Year!

EDWARD E. DUKESHIRE.

## L. U. NO. B-292, MINNEAPOLIS, MINN.

Editor:

As it is some time since L. U. No. B-292 has had a letter in the JOURNAL and as some of the Brothers have been clamoring for one, it would seem it was time that "we take pen in hand" and perform our duty as press secretary.

Local No. B-292 has certainly been placing itself on the map during the past year. Since the merger of L. U. No. 160 with L. U. No. 292, and the ensuing organization campaign, this local has become a large and flourishing organization and quite a power to reckon with on the industrial field.

At the time of the merger the local consisted of the inside wiremen group of old Local No. 292 and a portion of the employees of the Northern States Power Co.; since then, not only have we taken in practically all of the employees of the power company—with the exception of the sales and clerical departments—but we have also taken in enough shopmen to form a separate shopmen's section. Also, we have organized and taken in the employees of several radio stations, enough to form a radio section. Besides this we have been able to get quite a large number of wiremen, who either had never belonged to the union or had been on the outside for quite some time, to see the light and come into the fold. So today Local No. B-292 has more than 10 times the membership that she had at the depth of the depression.

The local is divided into "sections," which in their respective fields are largely autonomous; but in matters that affect or concern the general local are subject to the govern-

ing influence of the entire organization. At present there are four sections, viz.: Inside section, utility section, shopmen's section, and radio section. Each section meets at least once each month, as a section, having its own chairman, secretary, advisory committee, etc.; then once each month there is a meeting of the entire local union.

Another matter, in which the local has been able to make some vital improvement, is the state electrical law and the state board of electricity. Brother E. M. Stanchfield, as representative in the legislature, was able to put over the new electrical law; and now, with nearly the entire board composed of either active members of the I. B. E. W. or contractors who are friendly to us, with Brother A. H. Urtubees (our former business agent) as secretary of the board, and with Brother Garney (former business agent of L. U. No. 110, St. Paul) as field secretary of the board, that feature of the industry is in the way of being pretty well taken care of.

At the last convention of the Minnesota State Federation of Labor, the electrical delegates got together and organized a state-wide electrical council for the purpose of looking after the welfare of the electrical industry generally throughout the state and particularly to see to the enforcement of the state law relative to the provisions for licensing and inspection and that the code for installation is lived up to.

Along with the other organizational activities of Local No. B-292, we were able to organize quite a fair-sized local of battery workers and start them out as a separate local holding a charter in the I. B. E. W.

Local No. B-292 has a wonderful set of officers, thoroughly competent, and untiring in their efforts, to advance the interests of the labor movement and especially to build a larger and better L. U. No. B-292.

W. WAPLES.

## L. U. NO. 339, PORT ARTHUR AND FORT WILLIAM, ONT.

Editor:

The year 1937 with its record of history-making events almost complete, is rapidly fading into the past, and the dawn of a new year is at hand.

I think I can say in all good faith that our great organization as a whole has had a very prosperous and progressive year, therefore, for one month in the year let us forget the serious side of life and give a little thought to the great festive season of Christmas which we are about to celebrate.

Let us go back to that first sad and desolate Christmas Eve in the long ago, when Mary and Joseph walked the wind-swept streets of Bethlehem seeking a shelter for the Divine Child about to be born. There was no room for them at the inn, thus it came to pass that the King of Kings was born in a lowly stable at Bethlehem, from whence came that great message that has resounded down through the ages, "Peace on earth, good will toward men."

May that same spirited message come upon us all this Christmas season, that those who have, may be compassionate, and share with those who have not; that fathers and mothers may live in peace and love, and that children may be obedient, and enjoy to the utmost the good things that go to make this great festive season happy.

Therefore, it is with the above thought in mind that we, the officers and members of Local No. 339, extend to the officers and members of our entire organization a very merry Christmas and a happy and prosperous New Year.

On behalf of Local No. 339, Mr. Editor, I wish to thank you and your able staff for the many courtesies extended to us throughout



the past year, and take much pleasure in wishing you all a happy Christmas and health and prosperity for the New Year.

We also extend our best wishes and greetings for Christmas and New Years to Brothers Eddie Marriner, of L. U. No. 134, Chicago, and Clarence ("Rabb") Rabideau, of Portland, Oreg.

F. KELLY.

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

Editor:

We are enclosing a snap of the employees of the Canadian Comstock Company, who have been working on the Gair Company job, and we hope the photo-engraver will not ruin all his machinery in trying to reproduce this to be put in the JOURNAL.

Left to right, back row: G. Hiscock, E. Russell, R. Philp, A. Godden, J. Harman, E. Newton, W. Gerrard. Center row: W. Sawdon, E. Curtis, N. Knight, A. Occomore, J. Wiggans, D. Pirrie. Front row: S. Jones, N. McAllister, W. White (foreman).

CECIL M. SHAW.



Members of L. U. No. 353, Toronto, working for Canadian Comstock Company on the Gair Company job.

#### L. U. NO. B-357, LAS VEGAS, NEV.

Editor:

This local union received its class B charter on October 1 and immediately began organizing the refrigeration workers of Las Vegas. The results were 100 per cent and these members were initiated November 4. We are now working on the affiliated lines with the ultimate aim of organizing all local workers in the associated industries in this territory.

On December 10 we will hold our seventh annual electricians' dinner dance at the Meadows Coconut Grove, which is undoubtedly the finest night club in southern Nevada. This will no doubt be a gala affair as it always has been in the past. Through this social function the Brothers seem to gain a better mutual understanding, which seems to eliminate the strain of only casual acquaintance. The feeling of good fellowship is much more apparent after one of these dinners and who will say that this is not important to a better organization?

Getting back to the work-a-day world, there was a representative of the Department of Labor in Boulder City, November 22. It seems that there is a question about the increase of the cost of living in this territory. This is one basis on which an increase of pay is sought for the workmen on the Boulder Canyon project. Along this line there may be a question in the minds of those who do not live here, but there certainly is no question involved for those who have to pay the increased cost. The housewives and merchants seem to agree that the advance has been from 30 to 50 per cent, depending on the particular commodity. So far no definite decision has been reached, but we are bending every effort toward and hoping that the increase will be allowed.

As we gaze out over the desert horizon a new steel tower line is rising into view. On further investigation we find this is to transmit power for the Southern California Edison Company from Boulder Dam to their systems in California. Although we have received no word from Local Union No. 18 we understand that they are furnishing tower mechanics for this job under a contract with Stone and Webster. Surely those much talked about city limits of Los Angeles are creeping up on us.

We now have an agreement with the other local organizations to the effect that no signs are hung unless they bear the union label. A local union sign shop has helped to make this possible. Another step forward has been the use of union made electrical materials, where obtainable, by the local electrical con-

tractors. We can't help but feel that this is in direct co-operation with the wishes and desires of the international vice president of the ninth district, Brother Scott Milne. Brother Betts, our business agent, has been untiring in his efforts to promote all these things and L. U. No. 357 is indeed fortunate in having the services of one so sincere and well adapted to this work.

Brothers Laur and Lawson have finally made arrangements for rooms and instructors for a course in vocational training. They met some time ago with the state director of education and made arrangements for the course. The chief instructor will be C. P. Christensen, an engineer in charge of electrical inspection on the Boulder Canyon project. Mr. Christensen has been in charge of this type of work for many years and we are confident that his knowledge and experience will be a valuable asset to our school.

EARL L. HUMPHREY.

#### L. U. NO. 429, NASHVILLE, TENN.

Editor:

Now to make the report on the party mentioned in the last letter. To say it was a success is to but mention it. Everybody was at ease, and still it was a very well mannered party and dance, thanks to all the good Brothers' co-operation. The women folks all say (so far as we have heard) it was a grand party, and that, after all, was one of the main ideas. The cementing of friendships and restoring of faith in the organization was well worth the effort, besides the real good time everybody had.

L. U. No. 429 appointed an organizing committee to assist Brother Wright. The committee, headed by Brother Loftis includes Brother Peck Knight and our new Brother from the F. P. and Co., Brother "Boots" Robinette.

Work fell off sharply last month. Louisville relayed to us a call for men to go to Cleveland. We deeply appreciate the favor, and the boys the work. "Big business," in its effort to embarrass the administration, however, has sent them all home again. Sissssss! On the quiet. We understand that some con man posing as assistant business manager "took" some of our boys, much to the anger of Brother Joyce, who was in no way at fault. The boys all had letters from Brother Loftis and instructions to deliver them to nobody but the man they were addressed to. They should have known better, but it might have happened to any

of us. It is mentioned as a joke, but it should be a lesson to all who travel, to do business in the Labor Temple and be sure of whom you are doing business with. Impostors do not operate in the office marked "Business Manager, L. U. No. —, I. B. E. W."

Brother Horne's technical news is very interesting each month, and we would do well to read all such letters, because they deal with matters many of us seldom, if ever, see or know about.

Brother A. F. Wright, of the I. O., is working with the Tennessee Power and Light group. The A. F. of L. has assigned several organizers to assist in the district and combat the C. I. O. who are active, but not so successful.

The Third National Bank job is still unfair and what began to look like a break-up turned out to be a blessing in disguise. The whole matter is now in the hands of the various International Offices and they guarantee no local union will be allowed to put men on the job. It is a tough battle, but it is already bringing fruit on other jobs in the city.

We found out at a recent meeting of the executive board that they are commanding the respect of the contractors as well as the men. Let us fervently pray that they will conduct themselves so they will keep that respect and appreciate their position at all times.

Brother Duell Wright brought a 1921 "WORKER" up to the meeting the other night. Boy! What a difference in the 1937 JOURNAL! We noticed in the "list of locals" in the back pages that C. J. Maunsell was R. S. of L. U. No. 226 and J. L. Lewis was F. S. Well, he still is according to the Directory of Local Unions for 1937—"Tramps Guide" to you, you mug.

Several new members have been obligated recently, and some more are due to ride the goat soon.

A few jobs are in prospect, but they will not help at present. One good prospect is the Veterans Hospital at Murfreesboro, on which, we understand, the plans will be out on the first of the year. We intend to control the job, and read your constitution for instructions.

We sincerely trust you all had a very pleasant Thanksgiving, as we did. We are wishing the International Office workers and the membership at large a very merry Christmas and a happy and successful New Year.

CHARLIE MAUNSELL.



## L. U. NO. 492, MONTREAL, QUE.

Editor:

The festive season now at hand reminds us also of the close of the year, and as we, of Local No. 492, look back over the year we find we can be pleased and proud of this year's work.

All in all, we have had a prosperous year, our finances have improved, our membership slightly increased and as regards progress we are ahead of a year ago. Early in the year we negotiated with the Montreal Light, Heat and Power Consolidated for holidays, and we were granted one week's holiday with pay for all hourly paid men. We also obtained satisfaction in adjustments in hourly rates for several men who were not getting our regular union rates.

The New Year is close at hand and new problems will confront us, and the solving of them will only be in proportion to the extent of our own efforts.

In closing I would extend "the compliments of the season" from the officers and members of Local No. 492 to all our Brethren, and I would personally say to the members of Local No. 492: Attend meetings in the coming year and assist in the work of your local, take an active part in discussions, bring forward any ideas you have to make proceedings more interesting, and help build up the organization in every possible way.

H. M. NEVISON.

## L. U. 526, WATSONVILLE, CALIF.

Editor:

It's just like a woman, always wanting a man (the poor sucker) to do as much of her work as she can get him to do, but when two of them at one time start to work on him, what in h— is the poor boob going to do?

Edith, the proofreader, and Doris, the copyreader, have laid down some rules for us scribes to follow, with a special note for the old-timers.

Well, girls, here goes, and we hope you have an easier time of it from now on.

I am afraid to say anything more about you young ladies for fear of having my hair pulled, or something.

It is a fact that most laborers, and the poorest paid, are employed in making the essential products, while others, such as movie actors, who produce the nonessentials, are the highest paid.

This brings up the question as to what is essential, and who is to decide that?

As long as there is a Garbo or Gable, or other popular actor, the people will be willing to pay to see these highly paid people, and the pay of these actors will remain at the high rate it now is.

If the mass of laboring people would quit going to the movies, the actors' high pay would soon stop.

The competitive demand for the product of the low wage worker, in the essentials, is small, and the supply of the workers who want these jobs is large. The market for their services is overstocked and the value per hour of their time is low.

If the wages of this class of labor could be raised to the scale of the movie actor, Industry would have to shut down because the essential, though abundant, could not be sold for enough to pay the labor bill, and labor would beg for a chance to go back to work at the previous wage.

The only way to equalize these things is by collective bargaining, where both the employer and the employee, through representative and responsible agents, can come to a reasonable agreement whereby both sides are able to receive a reasonable compensation for their product.

This means that the worker should belong to a legitimate union, with the backing of a national organization, but not to an illegitimate and irresponsible racket such as the C. I. O.

There is no way to pay high wages as a general policy except where the product is of a high value, such as a professional or highly skilled worker, a trades craftsman, or where the demand for an individual worker's skill places a higher value for his class of work.

Different classes of skilled workmen, surgeons, dentists, engineers, electrical, civil and the like, by reason of their training and knowledge, deserve a higher wage than the next class of trained workers, electricians, carpenters, plumbers and others in that line, who for the same reason as the first named class demand a higher rate of pay than the unskilled worker or laborer, who is in a class by himself and requires no knowledge or training to do as he is told to do by the trained worker.

Doctors, dentists, lawyers, have their unions, though they do not designate them as such, which are as a rule stronger than the unions of the craft trades worker, nor do they let outlaw unions break into their membership.

The worker that cannot produce something that will sell for a higher price than his wage cannot expect to get high wages.

Married women are holding jobs as teachers, in state and other positions, while their husbands are making good wages and are able to support them.

Every year girls are graduating from the schools and colleges to fill places as teachers, and in the other positions, who are unable

to get jobs because these married women will not give up the jobs they do not need.

Chain stores have taken the business of stores that used to employ 250 clerks; now the chain employs 50 clerks and lets the customer wait on himself.

Those willing to work are kept from doing so by age limits and by civil service regulations, and in California persons who are partially crippled are kept out of work by the compensation insurance law.

Yet many of these handicapped people are capable workers and can do good work, but are deprived of a chance to make a living.

Many who are not working are not able to get work for these reasons and many who have a job cannot make a decent living.

To illustrate: A worker makes \$1,000 per year (40 hours a week at 50 cents per hour); his yearly expense, not including food or clothes, is \$504.59, which leaves him a balance of \$495.51.

If he has a family of five it only leaves him \$99.08 per person per year, or 27 cents per day each for food and clothes.

The \$504.59 has to cover his rent, gas and electricity, fuel, insurance premiums, and does not leave him anything in case of sickness, for recreation or any unforeseen occurrence.

The only salvation for this man is more money, but if he is an unskilled worker, how is he to get it?

Answer this if you can. I cannot.

P. C. MACKEY.

## L. U. NO. 558, FLORENCE, ALA.

Editor:

Well, after my month's absence from the JOURNAL will attempt to send some news. To begin with, Local No. 558 wishes you all a merry Christmas and a happy New Year. At this time I am very glad to say we have had very little sickness among our membership; if my memory serves me correctly, we have had two deaths this year, very few accidents causing lost time. Much credit is due to training in first aid furnished by personnel of the TVA.

Since my last article many changes have taken place. First, election of officers. Brother J. G. Daniels, our newly elected president, is doing a grand job. He is a live wire and the membership are supporting him 100 per cent. We are all pleased over his recovery from a recent operation.

Brother Jimmie White defeated Brother Lo Petree for B. A. He is doing a real job, and if anybody thinks he has a soft time of it just try to follow him about 14 hours a day. Personally, I am worried about Jim, he has a new set of store teeth that he wears mostly



This crew, from Local Union No. 558, Florence, Ala., is building a new distribution system for the city of Sheffield. They are employed by the Universal Electric Construction Co. Among those in the picture are Brothers McClain, Barnes, Little Henry Perry, Frank Austin, L. C. Richardson, Wade Pennington, C. E. Dodson, William A. Hilton, and John Graham, all of Local Union No. 558; and General Foreman Monahan of Local Union No. 66, Houston, Tex.



in his back pocket. Should they clamp down on him the results might be fatal.

Brother Lo Petree is with the A. F. of L. under Southern Representative George Gooze as organizer, also Ed Long, of Holt, Ala., and W. E. Cheek, of Nashville. They are doing a swell job. Brother Petree visits us whenever possible and gives us some very interesting information.

At the last session of the Alabama State Federation of Labor Sam E. Roper, of Sheffield, Ala., was elected as president, and he likewise is showing up well. He informed us during a recent conversation that in one month they had issued 20 new charters.

Another one of our members has shown what can be done, this Brother is none other than Joe Power, formerly of Houston, Texas, Local No. 66. Joe, at the last election of officers for the Central Labor Union was elected secretary, and to date has done a wonderful job. The old saying of let George do it is true, let Joe do it and it will be done. He is a credit to the labor movement as a mechanic and lineman. (This will cost Joe something.)

I am very sorry at this time to report a serious accident to Brother Dewey Davis, a former member of L. U. No. 558, and Houston, 66. While attending labor panel meeting at Chattanooga, Tenn., he had the misfortune to slip on stairs of a local hotel, receiving a concussion of the brain. The latest report is he is doing very well. Everybody hopes for a speedy recovery.

We in the Valley are very fortunate in having the services of Brother Freeman, International Representative. He has given us co-operation in every way. We have had many problems to come up, some of which we were handling in the right way, others we were on the wrong track but old Eagle Eye got us right, and don't think he is afraid of anything, even to hurting your feelings. We all look alike to him. He plays no favorite, big or little.

Our Women's Labor League have their sleeves rolled up and are doing business in a big way, and believe me your duds had better have the label on them if you want to get along with them.

Brother W. A. Jones, another good working Brother, has been elected commander of Florence Post No. 11, American Legion. He has the good will of everybody. He also has done great work for L. U. No. 558 for many years.

We have a new agreement with our local shop with an increase. The boys will get a break on the holiday decorations. Tri Cities Electric and Plumbing Co., Dewey Robbins, president, have had plenty of work the past six months. One contract called for 1,500 residential and commercial services, this being brought about by the city of Sheffield, building a new distribution system. This system is being done by the Universal Electric Construction Co., Inc., Pat Hogan, president; general foreman, Monohan, of L. U. No. 66, of Houston, Texas. This project has been 100 per cent union. All common laborers are members of hod carriers local. I am sending picture of the outfit, a credit to organized labor. They have many more projects as soon as the courts make their decisions. The city of Guntersville was granted to them yesterday by the decisions of the courts.

Frank Austin, formerly of L. U. No. 66, foreman (many of your leaders know Frank and what he stands for). Many Texas boys were here during the Sheffield job: Bennie Hamilton, Webb, Davis, Keiler, Shorty Foster, who I understand was killed by accident after leaving here, and others. Some of the local members were Slim Richardson, Penniton, Barnes, Dobtson, Little Henry Perry, Tony Dailey.

Now about your old scribe, I am with Brother John Sharp, general foreman, sub station construction, who has with him as foremen and pushers, W. A. Alexander, J. C. Giles, John Graham, R. L. Heath, Hugh King, M. T. Love, T. D. Spears, D. L. Staley, R. L. Twomey, C. A. Welch, all under H. O. Murphy, principal construction engineer, Chattanooga, Tenn. Right here let me say, and I know it is the sentiment of all concerned, that he is one fine man to be connected with, giving each man under him every consideration due him; as for Brother Sharp we all know the qualities it takes to build men like him. We are working sub stations at the following places: East Florence, Sheffield, Moulton, Athens, Waco, all of which are in Alabama; Memphis, Jackson, Norris, Trenton and Columbia, in Tennessee, and Burnsville, Tupelo, Sardis, Pontotoc and Iuka, in Mississippi.

On the past Labor Day a memorial was erected and dedicated on public property, for the first time in the history of the nation, to the memory of a fellow worker who contributed his life to constructive accomplishments. This memorial was erected in memory of Brother Clair C. Killen, who was director of labor relations for the TVA. This memorial stands for, or represents the many good deeds and accomplishments of Brother Killen for organized labor. Brother Hedges, of the International Office, delivered the address at Norris Dam, and delegates from all over the Tennessee Valley attended the dedication.

During my work at Burnsville I have met many of the boys from L. U. No. 852, Corinth, Miss., maintenance high line crew. W. O. Timmons, foreman; "Red" E. R. Paine, lineman; E. H. Burns, all members of the above lodge. These boys report everything going along fine, gaining membership and a good meeting attendance.

W. A. "Slick" Wages is now general foreman on high lines at Wilson Dam. The last chat I had with him everything was jake. Bob McFerrin is now located at Decatur, Ala. On maintenance with him are Gene Weatherbee, Little Willie Waggoner. They report everything O. K.

Brother Blackie Garrison, my old pole bud-die, is on maintenance with Brother Cooper in the plants.

Brother Couch is in charge of rural maintenance out of Wilson Dam.

"Cowboy" Heflin has been transferred from O. A. Waldrop, general foreman, high line construction, to Mr. Taylor's department. He is doing well, has another member to wear three-cornered pants; he can boast now being one ahead of his buddy, Dr. Farley.

I haven't had much news about Waldrop's crew, but they have been in Pontotoc. It has been my intention to pay them a visit but to date I have been unable to do so. But those boys will get by in any crowd, even to "Big Leaguer" Hargroves. I will be looking for him about Christmas.

We have a new edition of news called the T. V. A. Tabloid, put out by the I. B. E. W. that is fine reading. In the last edition there was a picture of General Foreman Frank Hegler and his crew. I could see old Clyde Christy and McArthur in the front row. Send me word as to the happenings for future use.

Must tell you all some good news. The Tri Cities are to have a new industry, located at Muscle Shoals City. The work is to start within the next 60 days at an expenditure of \$5,000,000. It is to manufacture carbide, and that's news in any language.

Yours through a woodpecker hole.  
JOHN GRAHAM.

## L. U. NO. 561, MONTREAL, QUE.

Editor:

Local No. 561 has just recently received a severe blow in the loss of our president, Brother Thomas Smith, who passed away on November 6 after an illness of three days.

It is impossible to estimate just what his loss will mean to the membership, in particular to those of the Montreal C. N. R. shops, at which point he was employed and where he so ably held the post of local shop chairman and representative to the co-operative committee as well as secretary to the local system federation.

Brother Thomas Smith entered the service of the Grand Trunk Railway in the Point St. Charles shops in August, 1907, and became prominently associated with the trade union movement when the shops were organized, at that time being a member of the B. of R. C. of A. When the electrical workers decided to go over to the I. B. E. W. Brother Smith was right there, being transferred over in September, 1924, and since then taking an active part in the organization.

As local chairman he was known throughout the shops for his fearless and straightforward manner in handling grievances and was greatly respected by both the supervisory staff and fellow workers from all crafts.

As president of the local during the dark days of the depression, his wise counsel and devotion to the interests of the organization were paramount and it is safe to say that the healthy condition of the local today is to a great extent due to his activities.

The esteem with which he was held by his railway associates was exemplified by those present at his funeral. The C. N. R. management was represented by Messrs. J. W. Bailey, superintendent of shops; C. Oliver, N. Todd, electrical foreman; F. Harrison, S. Irwin, P. D. Thompson and others, while Division 4, R. E. D., was represented by President Tallon. C. P. & C. N. System Federations were represented by the officers from both federations, also C. N. R. General Chairman McEwan and C. P. R. General Chairman Russell and a large number of the electrical department from both roads. Floral tributes were received from all the various railway affiliates.

Our deepest sympathy goes out to his widow and two sons, both members of this local, and we trust they will be consoled by the knowledge that he has returned to his Maker to receive those blessings which only one of such high character and ideals as Brother Smith possessed can possibly attain.

R. W. WORRAKER.

## L. U. NO. 632, ATLANTA, GA.

Editor:

Hello, everybody! Back again.

I want to dedicate this piece to the warring factions of the A. F. of L. and C. I. O. in their struggle for supremacy. I say this in good faith, that we all make mistakes and that the labor movement in this country will never progress effectively and fast until our differences are all ironed out. These organizations are preparing to spend huge sums of money in conquering each other. I consider this a very foolish move, inasmuch as we are the organization and are the chief contributors, whereas on the other side, we still have our friends, although they are branded C. I. O. They are not at fault, but the leadership became crumbly and broke down. We need these two organizations back together if our labor and social problems are to be solved. Our political associations in all the legislative branches are between the breach, because they, who are ready to serve us, have their friends on both sides and this is leaving them in a very embarrassing position. We have got to



get together in some form, for our labor movement is in a very precarious position, either to make or break. The capitalistic side takes every advantage of our breaks and broadcasts it in such a manner to the public that it becomes very damaging to our great movement. Like the thief in the dark, they knife us in the back whenever they can. So come on, A. F. L. and C. I. O., let's drop our cudgels and get together.

For a better I. B. E. W.  
THE SENTINEL.

#### L. U. NO. 768, KALISPELL, MONT.

Editor:

Our local here has not been organized long and this is our first correspondence to the JOURNAL. We are happy to announce that we are in receipt of a signed agreement that the Mountain States Power Co. recognizes the union to be the sole bargaining agency for the employees in the Kalispell division, state of Montana (consisting of production, line, meter, service and construction).

We hope in the near future to consummate a satisfactory working agreement.  
ROY A. KOHLER.

#### L. U. NO. 809, OELWEIN, IOWA

Editor:

I am enclosing two pictures that were taken at our picnic, which was held at Backbone State Park in September. They were not so good, but the boys wanted me to send them, anyway.

Names of the men, standing, left to right, are: Joe Miller, Council Bluffs, Iowa; W. H. Payne, Dell Hanson, L. T. Miller, chief electrician, all of Oelwein; Norman Jenkins, Westinghouse Diesel expert; Harold Bielke, Rochester, Minn.; Frank Bahl, Jack Reisner, both of Oelwein; L. J. Murphy, Chicago, Ill.; Ray Roth, St. Paul, Minn.; Richard Knee, Paul Mealey, Howard Duffy, R. L. Brady, foreman, and Ralph Biddinger, all of Oelwein, Iowa.

Some of the ladies present at the picnic were Mrs. Paul Mealey, Mrs. J. F. Reisner, Adeline Sullivan, secretary; Mrs. Albert Werdel, Mrs. L. T. Miller, Mrs. R. L. Brady, Mrs. W. H. Payne, Mrs. Fred Krueger, Mrs. Ralph Biddinger and daughter, Mrs. L. J. Murphy, Mrs. Ivan Older, Mrs. Richard Knee, Mrs. Ray Roth, Patricia Ann Graham, Mrs. Dell Hanson, Mrs. Joe Miller. Unfortunately, their picture was not clear enough to reproduce.

W. H. PAYNE.

#### L. U. NO. 846, CHATTA-NOOGA, TENN.

Editor:

We are pleased to introduce our new Local No. 846 to the ELECTRICAL WORKERS' JOURNAL. This is our first appearance in these columns. This article describes very accurately the position in which Local No. 846 finds itself today.

The foremost reason for this state of affairs is the fact that the United States Government and 19 utilities, one of which is our employer, are now engaged in a bitter court battle over the "government competition-private enterprise" power issue, here in our city of Chattanooga.

Second, and possibly just as important to our interest, is



Looks like a candid camera shot as these healthy Iowans sit down to lunch at L. U. No. 809's picnic.

the effort being put forth by the C. I. O. towards organizing the Tennessee Electric Power Company's properties.

We shall not attempt to dwell upon the merits of the previously mentioned power issue, but will venture to state emphatically that an issue of such magnitude affects many major industries, and the economic welfare of the country should never be decided in favor of any group of persons that have only greed for power and political gain as their motives and desires, whoever they may be.

We shall now give a brief history of our efforts in organizing the men employed by the Tennessee Electric Power Company.

Some time in July, 1937, we had about four power company men in our local; today we have approximately 100 members and applicants combined, with a steady flow coming in from the state-wide crews.

We were advancing nicely when the C. I. O. came in like a storm and signed up a small group of men in one unit of the company and by a slight of hand trick actually got a signed agreement for about 100 employees out of 3,500 now employed by the local company. This move really started our men to work, and now we have the N. L. R. B. preparing to hold an election to determine the bargaining agency for the employees of the company by ballot.

Under the guiding hand of International Representatives O. A. Walker and "Al" Wright, with our very business-like president, H. N. Bell, and the untiring efforts of the executive board, we feel sure that we of the I. B. E. W. will win out in every way.

So, until a later date, we will say, "Watch us win" and so long until next time!

W. N. COOKE.

#### L. U. NO. B-1050, DETROIT, MICH.

Editor:

This letter is intended mostly to thank our Brothers in other locals for their support.

I wish to inform the Brothers, especially in Kansas City, Minneapolis, New Orleans, Cleveland, Chicago, New York, Miami and Los Angeles, that their insistence that all lighting equipment must bear the union label has made many electrical jobbers insist that all merchandise they buy from the manufacturer must bear the union label, so that by their insistence it has made it possible that the employer must pay a union wage and operate under union conditions or go out of business. For that I must say many, many thanks.

I hope the day arrives soon when every legitimate electrical jobber will be forced to refuse to buy any non-union made merchandise. Only by that method can some manufacturers who insist on operating their sweatshops and pay starvation wages, be forced to change those conditions and let their employees become union members and pay them a union scale of wages. Brother "Mal" Harris, our organizer, and the writer are laying the foundation for a drive to unionize all the electrical jobbers in Detroit.

We have a contract now in effect with the Michigan Chandelier Co. and its two Detroit branches, and this contract will be the basic foundation whereby we hope to organize every other jobber, and then we will see what we will do regarding scab made or non-union made products. It has been very unfortunate that business is so poor, especially at a time of the year when generally it is our busiest time. Naturally, hours have been cut and finally members were laid off. I hope that all of our members who are laid off will read this and we still insist that they attend our regular meetings to be held the first Friday in the month in December at the usual place—Lombardi Hall—but starting on the first Friday in January they will be held at the Swiss Hall, located at Benson Street at Gratiot. I feel sure that those members understand that as soon as work increases they will be called back in seniority as per agreement, but things are looking pretty bad. Pessimist?

Well, seeing members laid off with not much hope of working until next February (unless our President wakes somebody up) and knowing the hard time some of them are going to have, you could not expect me to be an optimist, right now, anyway. It only makes me realize the responsibility we have to raise the standards of wages, so that our members are enabled to earn enough to take care of their needs during the slack periods, a condition which will exist, regardless.

Our contract with the Lincoln Manufacturing Co. will expire on December 31. I trust that we may enjoy another year of mutual understanding which has existed between the company and our members.

To the business manager of any local who is organizing any lighting fixture manufacturer, I will be glad to give you all information in regard to hours and wages, especially wages.

To my mind there is no  
(Continued on page 580)



Some of the Brothers and visitors at L. U. No. 809's picnic.



# Co-operating Manufacturers

Gratifying response to idea of unity and co-operation in the electrical industry is revealed. New manufacturers are being added to the list.

THE COMPLETE LIST IS AS FOLLOWS:

## Complete List

### CONDUIT FITTINGS

ARROW CONDUIT & FITTINGS CORP.,  
419 Lafayette St., New York City.

TAPLET MFG. CO., Philadelphia, Pa.

SIMPLET ELECTRIC CO., 5100 North  
Ravenwood Ave., Chicago, Ill.

STEEL CITY ELECTRIC CO., Pittsburgh,  
Pa.

BRIDGEPORT SWITCH CO., Bridgeport,  
Conn.

NATIONAL ELECTRIC PRODUCTS  
CORP., Ambridge, Pa.

THOMAS & BETTS CO., Elizabeth, N. J.

### SWITCHBOARDS, PANEL BOARDS AND ENCLOSED SWITCHES

AUTOMATIC SWITCH CO., 154 Grand St.,  
New York City.

COLE ELECTRIC PRODUCTS CO., 4300  
Crescent St., Long Island City, N. Y.

EMPIRE SWITCHBOARD CO., 810 4th  
Ave., Brooklyn, N. Y.

I. T. FRIEDMAN CO., 53 Mercer St., New  
York City.

FEDERAL ELECTRIC PRODUCTS CO., 14  
Ave. L, Newark, N. J.

LEXINGTON ELECTRIC PRODUCTS CO.,  
103 Park Ave., New York City.

METROPOLITAN ELECTRIC MFG. CO.,  
14th St. & East Ave., Long Island City,  
N. Y.

ROYAL SWITCHBOARD CO., 130 West 3rd  
St., New York City.

WILLIAM WURDACK ELECTRIC MFG.  
CO., St. Louis, Mo.

J. P. MANYPENNY, Philadelphia, Pa.

STANDARD SWITCHBOARD CO., 134 Noll  
St., Brooklyn, N. Y.

COMMERCIAL CONTROL & DEVICE  
CORP., 45 Roebling St., Brooklyn, N. Y.

PENN ELECTRICAL COMPANY, Irwin,  
Pa.

UNIVERSAL SWITCHBOARD CORP., 15  
North 11th St., Brooklyn, N. Y.

SWITCHBOARD APP. CO., 2305 W. Erie  
St., Chicago.

HUBERTZ-ROHS, 408 South Hoyne Ave.,  
Chicago.

BRENK ELECTRIC CO., 549 Fulton St.,  
Chicago.

CHICAGO SWITCHBOARD MFG. CO., 426  
S. Clinton St., Chicago.

PEERLESS ELECTRIC MFG. CO., INC.,  
Philadelphia, Pa.

CREGIER ELECTRIC MFG. CO., 609 W.  
Lake St., Chicago.

ELECTRIC STEEL BOX & MFG. CO., 500  
S. Throop St., Chicago.

REUBEN A. ERICKSON, 3645 Elston Ave.,  
Chicago.

HUB ELECTRIC CORP., 2219-29 West  
Grand Ave., Chicago.

MAJOR EQUIPMENT CO., 4603 Fullerton  
Ave., Chicago.

GUS BERTHOLD ELECTRIC CO., 551 W.  
Monroe St., Chicago.

MARQUETTE ELECTRIC CO., 311 N. Des  
Plaines St., Chicago.

C. J. PETERSON & CO., 725 W. Fulton  
St., Chicago.

FRANK ADAM ELECTRIC CO., St. Louis,  
Mo.

THE PRINGLE ELECTRICAL MFG. CO.,  
Philadelphia, Pa.

### ELECTRIC SIGNAL APPARATUS, TELEPHONES AND TELEPHONE SUPPLIES

AUTH ELECTRICAL SPECIALTY CO.,  
INC., 422 East 53rd St., New York City.

ACME FIRE ALARM CO., 65 Madison  
Ave., New York City.

L. J. LOEFFLER, 351-3 West 41st St., New  
York City.

AUTOMATIC ELECTRIC CO., 1001 W. Van  
Buren St., Chicago, Ill.

### WIRE, CABLE AND CONDUIT

CIRCLE WIRE AND CABLE CORP., Wood-  
ward and Flushing Aves., Brooklyn.

STANDARD ELECTRIC EQUIPMENT  
CORP., 3030 Northern Blvd., Long Island  
City, N. Y.

TRIANGLE CONDUIT & CABLE CO.,  
INC., Dry Harbor Rd. and Cooper Ave.,  
Brooklyn.

COLUMBIA CABLE & ELECTRIC COM-  
PANY, Thompson Ave., Long Island City.

HABIRSHAW CABLE & WIRE CO.,  
Yonkers, N. Y.

COLLYER INSULATED WIRE CO., Paw-  
tucket and Central Falls, R. I.



**WIRE, CABLE AND CONDUIT**

EASTERN TUBE & TOOL COMPANY, INC., 594 Johnson Ave., Brooklyn.

TRIANGLE CONDUIT & CABLE CO., Wheeling, W. Va.

ACORN INSULATED WIRE CO., 225 King St., Brooklyn.

GENERAL CABLE CORP., Pawtucket, R. I.

MISSOURI STEEL & WIRE COMPANY, 1406 N. Broadway, Chicago, Ill.

GARLAND MANUFACTURING CO., Pittsburgh, Pa.

WALKER BROTHERS, Conshohocken, Pa.

ANACONDA WIRE & CABLE CO., Pawtucket, R. I.

ANACONDA WIRE & CABLE CO., Hastings-on-Hudson, N. Y.

PROVIDENCE INSULATED WIRE CO., Providence, R. I.

NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa.

PARANITE WIRE & CABLE CORPORATION, Jonesboro, Ind.

ANACONDA WIRE & CABLE CO., Marion, Ind.

**OUTLET BOXES**

KNIGHT ELECTRICAL PRODUCTS CO., 1357-61 Atlantic Ave., Brooklyn.

TAPLET MFG. CO., Philadelphia, Pa.

NATIONAL ELECTRIC PRODUCTS CORP., Ambridge, Pa.

STANDARD ELEC. EQUIPMENT CORP., Long Island City, N. Y.

JEFFERSON ELECTRIC CO., Bellwood, Ill.

ARROW CONDUIT & FITTINGS CORP., 419 Lafayette St., New York City.

STEEL CITY ELECTRIC CO., Pittsburgh, Pa.

**WIRING DEVICES**

GAYNOR ELECTRIC CO., Bridgeport, Conn.

JOHN I. PAULDING, INC., New Bedford, Mass.

UNITED STATES ELECTRIC MFG. CORP., New York City.

**LUMINOUS TUBE TRANSFORMERS**

RED ARROW ELECTRIC CORPORATION, 100 Coit St., Irvington, N. J.

FRANCE MFG. COMPANY, Cleveland, Ohio.

**LIGHTING FIXTURES AND LIGHTING EQUIPMENT**

KLEMM REFLECTOR CO., Philadelphia, Pa.

VOIGT COMPANY, Philadelphia, Pa.

ALLIED CRAFTS CO., Philadelphia, Pa.

MURLIN MFG. CO., Philadelphia, Pa.

ARTCRAFT MFG. CO., INC., Philadelphia, Pa.

STEINMETZ MFG. CO., Philadelphia, Pa.

CHAS. W. FLOOD, JR., CO., Philadelphia, Pa.

GROSS CHANDLER CO., 2036 Delmar St., St. Louis, Mo.

LOUIS BALDINGER & SONS, INC., 59 Harrison Avenue, Brooklyn, N. Y.

HUB ELECTRIC CORP., 2219-29 West Grand Ave., Chicago.

BAYLEY & SONS, INC., 105 Vandever St., Brooklyn, N. Y.

EDW. F. CALDWELL & CO., INC., 38 West 15th St., New York City.

CASSIDY CO., INC., 36th St. and 43rd Ave., Long Island City.

COLUMBIA-LIGHTCRAFT CORP., 102 Wooster St., New York City.

THOMAS A. CONLAN, 60 West 15th St., New York City.

M. EISENBERG & SON, INC., 224 Centre St., New York City.

FERRO ART CO., INC., 406 West 31st St., New York City.

FRINK-STERLING BRONZE CORP., 23-10 Bridge Plaza S., Long Island City.

A. WARD HENDRICKSON & CO., INC., 337 Adams St., Brooklyn, N. Y.

RAMBUSCH DEC. CO., 332 East 48th St., New York City.

FERD RATH, INC., 335 East 46th St., New York City.

SHAPIRO & ARONSON, INC., 20 Warren St., New York City.

MITCHELL-VANCE CO., 20 Warren St., New York City.

THE SIMES CO., INC., 22 West 15th St., New York City.

G. E. WALTER & SONS, 511 East 72nd St., New York City.

WARMAN & COOK, INC., 205 East 12th St., New York City.

CHAS. J. WEINSTEIN & CO., INC., 2 West 47th St., New York City.

LINCOLN MANUFACTURING COMPANY, 2630 Erskine St., Detroit, Mich.

**RADIO MANUFACTURING**

AIR KING PRODUCTS, Hooper St., Brooklyn, N. Y.

AMPLEX RADIO, 240 W. 23rd St., New York City.

ANSLEY, 240 W. 23rd St., New York City.

DAVID BOGEN, 663 Broadway, New York City.

CONTINENTAL SOUND, 30 W. 15th St., New York City.

DE WALD, 508 6th Ave., New York City.

UNITED SCIENTIFIC LABORATORIES, 508 6th Ave., New York City.

PIERCE ARROW RADIO, 508 6th Ave., New York City.

FADA RADIO AND ELECTRIC, 3020 Thompson Ave., Long Island City.

FERGUSON, 745 Broadway, New York City.

GAROD RADIO, 115 4th Ave., New York City.

ESTEY RADIO, 115 4th Ave., New York City.

INSULINE CORP. OF AMERICA, 25 Park Place, New York City.

LUXOR RADIO, 521 W. 23rd St., New York City.

REGEL RADIO, 14 E. 17th St., New York City.

TRANSFORMER CORP. OF AMERICA, 69 Wooster St., New York City.

TODD PRODUCTS, 179 Wooster St., New York City.

DETROLA RADIO AND TELEVISION CORPORATION, 3630 W. Fort St., Detroit, Mich.

CONDENSER CORPORATION OF AMERICA, South Plainfield, N. J.

GENERAL INSTRUMENT CORPORATION, 829 Newark Ave., Elizabeth, N. J.

CROSLEY RADIO CORPORATION, Cincinnati, Ohio.

RADIO CORPORATION OF AMERICA MANUFACTURING CO., INC., Indianapolis, Ind.

WELLS-GARDNER & CO., 2701 N. Kildare Ave., Chicago, Ill.

HALSON RADIO CO., Norwalk, Conn.

CLINTON MFG. COMPANY, Chicago, Ill.





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## PORTABLE LAMPS AND LAMP SHADES

- ABBEY ORTNER LAMP CO., 30 West 26th St., New York City.  
 ABELS-WASSERBERG CO., 15 East 26th St., New York City.  
 ACTIVE LAMP CO., 124 West 24th St., New York City.  
 AETNA LAMP SHADE CO., 49 East 21st St., New York City.  
 ARROW LAMP MFG. CO., INC., 34 West 20th St., New York City.  
 ART METAL GUILD CO., INC., 75 Roebling St., Brooklyn, N. Y.  
 ARTISTIC LAMP MFG. CO., 395 4th Ave., New York City.  
 AUDREY ART SHADE STUDIO, 3 West 19th St., New York City.  
 FREDERICK BAUMANN, 109 East 19th St., New York City.  
 B. & Z. LAMP CO., 353 Canal St., New York City.  
 BEAUX ART, 194 E. 137th St., Bronx, N. Y.  
 BILLIG LAMP CO., 135 West 26th St., New York City.  
 BROADWAY LAMP & NOVELTY, 457 West Broadway, New York City.  
 CARACK CO., INC., 22 West 19th St., New York City.  
 CHELSEA SILK LAMP SHADE, 33 West 17th St., New York City.  
 CITY LAMP SHADE CO., 132 West 21st St., New York City.  
 COLONIAL SILK LAMP SHADE, 37 East 21st St., New York City.  
 DANART, 6 West 18th St., New York City.  
 DANSHADES, INC., 23 East 21st St., New York City.  
 DAVART, INC., 16 West 32nd St., New York City.  
 DELITE MFG. CO., INC., 24 West 25th St., New York City.  
 DORIS LAMPSHADE, INC., 118 West 22nd St., New York City.  
 EASTERN ART STUDIOS, 11 West 32nd St., New York City.  
 ELMO LAMP SHADES, 38 West 21st St., New York City.  
 FILSTEIN BROS., 382 Throop Ave., Brooklyn, N. Y.  
 FLORENCE LAMP SHADES, 150 West 22nd St., New York City.  
 FRANKART, INC., 200 Lincoln Ave., Bronx, N. Y.  
 GIBRALTAR MFG. CO., INC., 403 Communipaw Ave., Jersey City, N. J.  
 H. GOLDBERG, INC., 30 West 26th St., New York City.  
 GOODLITE, 36 Green St., New York City.  
 GOODY LAMP CO., INC., 27 West 24th St., New York City.  
 GRAHAM SHADES, INC., 27 West 27th St., New York City.  
 GREENLY LAMP & SHADE CO., 12 West 27th St., New York City.  
 PAUL HANSON CO., 15 East 26th St., New York City.  
 J. B. HIRSH CO., 18 West 20th St., New York City.  
 MAX HORN CO., 236 5th Ave., New York City.  
 HY-ART LAMP & SHADE, 35 West 31st St., New York City.  
 IDEAL LAMP & SHADE, 30 West 26th St., New York City.  
 INDULITE, 110 West 18th St., New York City.  
 INDUSTRIAL STUDIOS, INC., 50 West 17th St., New York City.  
 FRED JOWDY LAMP & SHADE, 133 West 24th St., New York City.  
 KING LAMP, 457 West Broadway, New York City.  
 KEG-O-LITE, 40 West 20th St., New York City.  
 LAGIN VICTOR, 49 West 24th St., New York City.  
 LULIS CORP., 29 East 22nd St., New York City.  
 LUMINART LAMP SHADE PROD., 146 West 25th St., New York City.  
 MADEWELL LAMP & SHADE, 16 West 19th St., New York City.  
 MARIO MFG. CO., INC., 390 4th Ave., New York City.  
 MILLER LAMP SHADE CO., 56 West 24th St., New York City.  
 MODERN ONYX, 262 Rockaway Ave., Brooklyn, N. Y.  
 MUTUAL SUNSET LAMP, 360 Furman St., Brooklyn, N. Y.  
 NEAL LAMP CO., 247 Centre St., New York City.  
 NOE-WM. R. CO., 231 Willoughby St., Brooklyn, N. Y.  
 NOVA MFG. CO., 89 Bogart St., Brooklyn, N. Y.  
 NUART, 40 West 25th St., New York City.  
 S. ORTNER, 36 West 24th St., New York City.  
 ONYX NOVELTY, 950 Hart St., Brooklyn, N. Y.  
 EDWARD PAUL CO., 1133 Broadway, New York City.  
 PERIOD LAMP & SHADE, 32 East 28th St., New York City.  
 PERKINS MARINE LAMP CO., 1943 Pitkin Ave., Brooklyn, N. Y.  
 PITMAN DREITZER & CO., INC., 1107 Broadway, New York City.  
 QUALITY LAMP SHADE CO., 12 East 22nd St., New York City.  
 QUOIZEL, 15 East 26th St., New York City.  
 REGAL LAMP SHADE CO., 15 West 27th St., New York City.  
 RELIANCE LAMP & SHADE CO., 10 West 23rd St., New York City.  
 SOL M. ROBINSON, 25 West 32nd St., New York City.  
 ROBBIE ART CO., 573 Metropolitan Ave., Brooklyn, N. Y.  
 S. & J. ROLES, INC., 23 East 21st St., New York City.  
 L. ROSENFELD CO., 15 East 26th St., New York City.  
 GEO. ROSS CO., 6 West 18th St., New York City.  
 SAFRAN & GLUCKSMAN, INC., 8 West 30th St., New York City.  
 SALEM BROS., 122 Centre St., New York City.  
 L. J. SCHWARTZ, 48 East 21st St., New York City.  
 SHELBURNE, 108 East 16th St., New York City.  
 SILK-CRAFTERS, 25 West 31st St., New York City.  
 SILK-O-LITE, 24 West 25th St., New York City.  
 SPECIAL NUMBER, 290 5th Ave., New York City.  
 STERLING ONYX, 950 Hart St., Brooklyn, N. Y.  
 STERN, 24 East 18th St., New York City.  
 SUNBEAM LAMP, 3 East 28th St., New York City.  
 SUNRISE LAMP, 632 Broadway, New York City.  
 TEBOR, INC., 36 West 25th St., New York City.  
 UNIQUE SILK LAMP SHADE CO., 18 East 18th St., New York City.  
 URELITE, 132 West 22nd St., New York City.  
 VICTOR MFG. CO., 621 6th Ave., New York City.  
 WAVERLY LAMP MFG. CO., 718 Broadway, New York City.  
 WARREN KESSLER, INC., 137 West 23rd St., New York City.  
 WHITE LAMPS, INC., 43 West 24th St., New York City.  
 WINDSOR LAMP, 6 West 18th St., New York City.  
 WRIGHT ACCESSORIES, 40 West 25th St., New York City.  
 WROUGHT IRON & GLASS FIXTURE COMPANY, 591 Broadway, New York City.



## ELEVATOR CONTROL BOARDS AND CONTROLLING DEVICES

HOFFMANN-SOONS CO., 387 1st Ave.,  
New York City.

C. J. ANDERSON CO., 212 W. Hubbard  
St., Chicago, Ill.

HERMANSEN ELECTRIC CO., 653 11th  
Ave., New York City.

## ELECTRICAL SPECIALTIES

RUSSELL & STOLL COMPANY, 125 Bar-  
clay St., New York City.

O. Z. ELECTRICAL MANUFACTURING  
CO., INC., 45 Bergen St., Brooklyn, N. Y.

## ELECTRICAL METAL MOLDING

NATIONAL ELECTRIC PRODUCTS  
CORP., Ambridge, Pa.

## FLASHLIGHT, FLASHLIGHT BATTERIES

UNITED STATES ELECTRIC MFG.  
CORP., New York City.

## DRY CELL BATTERIES AND FUSES

UNITED STATES ELECTRIC MFG.  
CORP., New York City.

## MISCELLANEOUS

LEIBFRIED MFG. CORPORATION, New  
York City.

DAY-BRITE REFLECTOR COMPANY,  
5406 Bulwer, St. Louis, Mo.

NATIONAL ELECTRIC PRODUCTS  
CORP., Ambridge, Pa.

CARL BAJOHRE LIGHTNING CONDUCTOR  
CO., St. Louis, Mo.

ELECTRIC SPECIALTY CO., of Stamford,  
Conn.

COLISEUM BATTERY & EQUIPMENT  
CO., Chicago, Ill.

SAMSON UNITED CORP., Rochester,  
N. Y.

PATTERSON MFG. CO., Dennison, Ohio.

HANSON-VAN WINKLE-MUNNING CO.,  
Matawan, N. J.

MOHAWK ELECTRIC MFG. COMPANY,  
Irvington, N. J.

VOLTAEC TUBES, INC., 79 Orange St.,  
Newark, N. J.

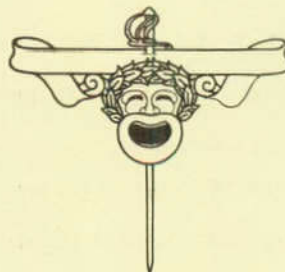
ENGINEERING GLASS LABORATORIES,  
INC., 32 Green St., Newark, N. J.

UNITED NEON SUPPLY CORPORATION,  
New York City.

NEON DEVICE LABORATORIES, New  
York City.

TUBE LIGHT ENGINEERING COMPANY,  
New York City.

SUPERIOR NEON PRODUCTS, INC., New  
York City.





# IN MEMORIAM

## George W. Black, L. U. No. B-412

Initiated August 4, 1937

It is with deepest sorrow and regret that we, the members of Local Union No. B-412, of the International Brotherhood of Electrical Workers, record the passing of a very faithful member, George Black; therefore be it

Resolved, That this meeting assembled, rise and stand in silence for a period of one minute, and that the charter of the local union be draped for a period of 30 days in memory of our deceased Brother.

This tribute shall be spread upon the minutes of our meeting and copies sent to his loved ones and to our official Journal for publication.

OFFICERS AND MEMBERS OF LOCAL UNION NO. B-412, KANSAS CITY, Mo.

## G. A. Brownell, L. U. No. 124, I. B. E. W.

Initiated January 4, 1905

It is with sorrow and deep regret that we, the members of Local Union No. 124, I. B. E. W., record the passing of such a true and loyal Brother as George A. Brownell.

Resolved, That we pay tribute to his family by expressing our sincere sympathy; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of the meeting; be it further

Resolved, That the charter of the local union be draped for 30 days.

F. H. GOLDSMITH,  
G. H. BROWN,  
R. M. HAERER,

Committee.

## A. A. Arland, L. U. No. 124

Initiated October 28, 1902

Whereas it has been the pleasure of the Almighty God, in His infinite wisdom, to remove from our midst our retired Brother, A. A. Arland. Although Brother Arland had his membership with the International Office, we, the older members of Local Union No. 124, who knew him so well, feel that this local has lost an old and ardent worker for the cause; therefore be it

Resolved, That we, in a spirit of brotherly love, pay tribute to his memory and express to his wife and relatives our heartfelt sympathy; and be it further

Resolved, That a copy of these resolutions be sent to his wife, a copy sent to the Electrical Workers' Journal and our charter be draped for a period of 30 days to his memory.

W. I. LANGLEY,  
F. H. GOLDSMITH,  
A. A. ERICKSON,

Committee.

## Homer Root, L. U. No. 734

Initiated February 27, 1915

Whereas it has pleased the Great Creator of Heaven and Earth to remove from our midst Brother Homer Root, who has long suffered; and

Whereas while bowing in humble submission to God's infinite wisdom, still we deeply mourn his loss; therefore be it

Resolved, That we, the members of Local Union No. 734, International Brotherhood of Electrical Workers, pay tribute to his memory by expressing to his family our heartfelt sympathy; and be it further

Resolved, That we drape our charter for a period of 30 days and that a copy of these resolutions be sent to his family, a copy be spread on the minutes and a copy be sent to the Electrical Workers' Journal for publication.

V. M. SYLVESTER,  
W. H. BAKER,  
JOHN D. FOSTER,

Committee.

## A. W. Stewart, L. U. No. B-569

Initiated July 1, 1937

It is with deepest regret and sorrow that we, the members of Local Union No. B-569, International Brotherhood of Electrical Workers, record the passing of Brother A. W. Stewart, whose death occurred in November; therefore be it

Resolved, That we pay tribute to his memory by expressing to his family our sincerest sympathy; and be it further

Resolved, That a copy of this resolution be sent to his family, a copy spread upon our

minutes and a copy be sent to our official Journal; and be it further

Resolved, That the charter of Local Union No. B-569 be draped for a period of 30 days.

C. A. NOTHWANG,  
CHARLES L. HAYS,  
M. L. RATCLIFF,

Committee.

## Curtis H. Hubbard, L. U. No. 734

Initiated February 4, 1937

We bow our heads in humble submission to the will of the Supreme Being who, in His infinite wisdom, has removed from our midst our esteemed worthy Brother, Curtis H. Hubbard.

Resolved, That we, the members of Local No. 734, International Brotherhood of Electrical Workers, pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That we drape our charter for the period of 30 days and that a copy of these resolutions be sent to his bereaved family, a copy spread on the minutes and a copy sent to our official Journal for publication.

V. M. SYLVESTER,  
W. H. BAKER,  
JOHN D. FOSTER,

Committee.

## George Hoisington, L. U. No. B-9

Initiated May 5, 1911

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our esteemed and worthy Brother, George Hoisington; and

Whereas in the death of Brother Hoisington Local Union No. B-9, of the International Brotherhood of Electrical Workers, has lost one of its true and earnest members; therefore be it

Resolved, That Local Union No. B-9 recognizes its great loss in the passing of Brother Hoisington and hereby expresses its appreciation of his services to the cause of our Brotherhood; and be it further

Resolved, That Local Union No. B-9 tenders its sincere sympathy to the family of our late Brother in their time of great bereavement; and be it further

Resolved, That a copy of these resolutions be sent to the family of our late Brother, a copy be spread on the minutes of our Local Union No. B-9 and a copy be sent to the official Journal of our Brotherhood for publication.

EMMETT R. GREEN,  
RALPH A. BREHMAN,  
HARRY SLATER,

Committee.

## Louis J. Dunn, L. U. No. 8

Initiated March 12, 1917

Whereas the Almighty God, in His wisdom, has taken from our midst our esteemed and worthy Brother, Louis J. Dunn; and

Whereas Local Union No. 8, of the International Brotherhood of Electrical Workers, has lost by the sudden death of Brother Dunn a true and loyal member; therefore be it

Resolved, That Local Union No. 8 hereby expresses its appreciation of his services to our cause, and our sorrow in the knowledge of his passing; and be it further

Resolved, That the membership extend its sympathy to the widow of our late Brother in her time of great sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the widow of our late Brother and a copy be spread on the minutes of our local union and a copy be sent to the official Journal for publication.

ARTHUR LANG,  
HERBERT NOETHEN,  
BILL CONWAY,

Committee.

## William M. Heffernan, L. U. No. 193

Initiated September 18, 1901

It is with deepest sorrow and regret that Local Union No. 193, I. B. E. W., records the passing into the Great Beyond of our worthy Brother, William M. Heffernan; therefore be it

Resolved, That we, as a union, pay tribute to his memory by expressing 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 late Brother, a

copy sent to the International Office for publication in our official Journal and a copy be spread upon the minutes of this local union; and be it further

Resolved, That the charter of Local Union No. 193 be draped for a period of 30 days as a token to his memory.

L. J. GLEASON,  
Business Manager.

## Franz O. Ehelebe, L. U. No. 125

Initiated January, 1914

It is with a feeling of sadness that Local Union No. 125, I. B. E. W., records the passing onward of another member, Brother Franz O. Ehelebe. A loyal member and valued friend, we shall miss him. We extend to his bereaved loved ones the heartfelt sympathy of friends who share their loss.

In memory of Brother Franz O. Ehelebe, our charter shall be draped for 30 days and a copy of this tribute shall be spread upon the minutes of our meeting. Copies shall also be sent to his bereaved family and to our Journal for publication.

EARL CULVER,  
FRED B. IRWIN,  
DALE B. SIGLER,

Committee.

Adopted by Local Union No. 125 in meeting assembled November 12, 1937.

## Carney E. Wilson, L. U. No. B-453

Initiated August 3, 1929

We, the members of Local No. B-453, I. B. E. W., with a sincere feeling of sorrow and regret, hereby record the death of our business manager, Carney E. Wilson. His constant efforts to strengthen our organization and the active part he took in promoting the A. F. of L. movement is largely responsible for the strength of Local Union No. B-453 today. Therefore be it

Resolved, That we stand in silent meditation for one minute as a tribute to his memory; and be it further

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be sent to the family of the late Brother Carney E. Wilson, and a copy sent to our official Journal for publication and a copy spread upon the minutes of our records.

OFFICERS OF L. U. NO. B-453, I. B. E. W.  
GUY WALKER, President.  
I. W. BRITAIN, Vice President.

## Patrick Costello, L. U. No. 817

Initiated March 3, 1925

Whereas it has pleased Almighty God, in His infinite wisdom, to remove from our midst our esteemed and worthy Brother, Patrick Costello; and

Whereas in the death of Brother Costello Local Union No. 817, of the International Brotherhood of Electrical Workers, has lost one of its most true and earnest members; therefore be it

Resolved, That we, the officers and members of Local Union No. 817, extend our heartfelt sympathy to his wife and family at the loss of a devoted husband and a loving father; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on the minutes of our Local Union No. 817, and a copy be sent to the official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

T. O'NEILL,  
S. GREENE,

Committee.

## Edward Ewing, L. U. No. 200

Initiated April 7, 1914

Whereas the untimely passing of our beloved friend and Brother, Edward Ewing, on October 21, 1937, has shocked and saddened the hearts of all who knew him; and

Whereas in his passing Local Union No. 200, of the International Brotherhood of Electrical Workers, has lost a loyal and staunch member, an ardent, courageous advocate of union principles and a genial companion; and Whereas his presence will be greatly missed from our ranks; therefore be it

Resolved, That we pay tribute to our dear Brother's memory by expressing our sincere sympathy to his family and loved ones; and be it further

Resolved, That a copy of these resolutions be sent to the family, a copy spread upon the minutes of our records and a copy be sent to the official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days.

GEORGE MELLON,  
P. PEDERSEN,  
WILLIAM M. SMITH,

Committee.



**Ludlow B. Corson, L. U. No. 697**

Initiated April 4, 1907

It is with most sincere feeling of sorrow that we, as Brother members of Local No. 697, regret and mourn the loss of one of our Brothers, Ludlow B. Corson; therefore be it

Resolved, That we extend our sincere sympathy and regret to his wife and family, and a copy of these resolutions be sent them; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to his memory. A copy shall also be spread on our minutes and a copy be sent to our official Journal for publication.

RAY ABBOTT,  
DAN HOWELL,  
J. P. CARROUTHERS,  
Committee.

**WOMEN'S AUXILIARY**

(Continued from page 561)

months. We had several additions at our last meeting, and though we are still a small group in comparison to the auxiliaries from the larger cities over the country, we nevertheless are enthusiastic and really have a co-operative group of workers. We are planning an open meeting at our next meeting for all the ladies who are eligible and interested in the work, and we hope to get many new members.

We had a banquet and dance at Wilson Dam on November 23 and it went over very nicely, especially for our first venture in the way of entertaining. Every member of the auxiliary worked faithfully to make it a success, and we expect to try it over before long, as the union men and their wives and friends seemed to have a grand time.

Our auxiliary is just learning what a great work we have before us, and we hope by our methods of handling the pay check, buying, etc., that we will be able to further organize labor's interests. We are especially directing our efforts toward the organization of retail clerks in this district. We want to see our stores 100 per cent union, and we are working toward that goal by restricting our purchasing whenever possible to union made goods, sold by clerks who carry a union card. In this way we hope to see more of the clerks sign up.

I enjoyed reading the letters from other auxiliaries in the last issue of the JOURNAL, and wish to thank the ladies of Minneapolis for their kind words of encouragement to us. We appreciate your interest in our welfare and we wish for you every success in all your efforts. You have a real wide-awake group or you could not accomplish the things that you have done. All the auxiliaries who had letters in the November issue of the JOURNAL seem to be pretty busy working for the advancement of organized labor and I am sure it is an incentive to other groups to continue their efforts in that direction. Let us have a lot more such letters in the future.

MATTIE SUE GIBSON,

Towncreek, Ala., Box 326. President.

**CORRESPONDENCE**

(Continued from page 574)

reason in the world why if one company engaged in the manufacture of lighting equipment can pay a union scale of wages and continue to do business as before, why they all cannot.

ARTHUR BARNICOAT.

L. U. NO. 1154, SANTA MONICA,  
CALIF.

Editor:

On November 15, Local No. 1154 passed its sixteenth milestone with only a few of its charter members left and in attendance. Yes, the sixteenth anniversary and many changes have taken place. We wonder how much we have accomplished. At times it doesn't look

to be much. Still in the last nine months we have put our house in tip top shape with a healthy membership.

At present the work has slackened and it is getting closer to the time of the year when everyone desires to balance his budget.

So we will have to wait and see what 1938 brings to us.

In gazing over some of the daily headlines it comes to my notice that one of the Congressmen wants to introduce a bill to stop the issuance of federal patents on labor-saving devices.

One would hardly know how to contribute an answer to such a problem. We all realize that the machine is the reason for so many unfortunates walking the streets today. And the trouble can be placed at the doors of the largest of manufacturers. These men spare no amount of money employing the best brains of the country to build a speed-up machine and when completed out go 10 wage earners. Suppose the 10 wage earners average five children. Large families are usually found in industrial districts. That leaves seven. Ten sevens mean 70. Well, that's one machine out of many thousands, did its bit to put many hundreds on the park benches. And there are many of those men who will never work another day in their lives. Men from 45 years of age on are just becoming out of luck more every day. I am just wondering if the time will come when the younger fellows will fall, when it comes to the point where they won't be able to keep up with the newly-perfected machines. It surely looks that way.



You want the JOURNAL!

We want you to have the JOURNAL!

The only essential is your

Name -----

Local Union -----

New Address -----

Old Address -----

When you move notify us of the change  
of residence at once.

We do the rest.

International Brotherhood of Electrical  
Workers

1200 15th St., N. W.

Then we have 10 landlords go on the waiting list for their rents, the utility companies cutting off the services, the baker, the butcher, and all others come in on the short end. Then next it's city, county and state charity and in order to meet these obligations up goes the taxes. I remember some time back of being in the commercial or manufacturing district of Los Angeles and I stood and watched one machine working fabricating paper boxes. These boxes were coming out of the machine at the rate of 30 per minute ready for the packers. There were several of these machines out of service but ready to take on the moment conditions created a demand. In the year 1917 I can recall that this same institution used from 80 to 120 men the year around, mostly box nailers. These men worked on piece work. A good nailer could earn from \$7 to \$12 a day, California being a heavy producer of fruit. There is still a heavy demand for wooden crates, but these are all nailed by machines. A man to a machine will do the work of 25 men in four hours. Yes, it seems that the Congressman is partly on the right track. Possibly it would be a good thing if some of these figurehead tax boosters would start in and place a tax on these machines. If a machine can duplicate the production of 25 men then let it help support those men. The manufacturer's profit is still there, so just let the machines pay all the taxes and the men, and then give us more machines.

As I read through the WORKER I note from the different scribes their attitudes on the C. I. O. set-up. It looks like there is a chance for a good housecleaning of the National Labor Relations Board. If things keep on as in the past the A. F. of L. boys had better sit up and take notice. There is a way of stopping such tactics and it is by all members of the A. F. of L. throughout this U. S. making a popular demand in one form or another to the proper source. Let each local draw up a petition and get it to your Congressman and get this thing squared away.

The American Federation of Labor is a time-tried organization of years of experience in the labor field. The conditions of today did not exist till the reactionary conditions fostered by Lewis entered the fields of labor. Corporations and big business have spent vast sums to disrupt labor. They have even gone as far as to destroy their own plants in order to lay it on to labor organizations and then cry sabotage. They well know that public sentiment wins all wars. Is this a game to disrupt organized labor in all phases? There is to be a crisis. We will have to wait the word.

Well by the time this is in print Christmas will be well on its way and at this time Local 1154 wishes to extend to all the boys out there a most cordial and merry Christmas and a happy New Year.

O. B. THOMAS.

**NOTICES**

Anyone knowing the whereabouts of CLAUDE HARDY, lineman, formerly from the West Coast, and a former member of Local Union No. 18, notify the Secretary of Local 317.

J. A. BOOTH,  
Recording Secretary.

639 Washington Ave.,  
Huntington, W. Va.

Anyone knowing the whereabouts of Jack Sheldon, cable-splicer, last heard of in Springfield, Ill., please communicate with

ROBERT ELLENBERGER.

337 S. Stricker St.,  
Baltimore, Md.



## BEDAUX, STOP-WATCH IN HAND, STOPPED IN U. S.

(Continued from page 553)

ployer but to a foreman or overseer installed for the express purpose of keeping the worker's nose to the grindstone.

The overseer's bonus is thus directly proportional to any excess production which he can get out of the operators. It is hardly surprising, therefore, that the worker feels—and resents—that he is being forced to pay for the privilege of having someone harry him at the time when he is already making his supreme physical effort.

The Bedaux Company states, "it has been found by several years of experience that under Bedaux control and incentive 80 to 85 'B's' per hour may be expected. [Editor's note: i. e., at least one-third greater output per hour.] Less than 80 indicates incomplete use of labor and incomplete realization of maximum earning capacity. . . .

"The results of Bedaux application to over 200 plants in different industries during the past 11 years have been an increase of production of 44 per cent, accompanied by an average reduction of labor costs of 20 per cent, and an increase in labor earnings of 15 per cent."

### MONEY FLOWS TO BEDAUX

The commercial success with which the Bedaux system has met has been phenomenal. The main reason for its acceptance is that it can be applied, as is, to practically any mass production plant. It differs from other leading efficiency and scientific management schemes in that it requires no major changes either in the plant's physical properties or in its form of management. It is a simple thing to step the machinery up to a higher speed or to tell the worker that he must move more quickly if he wants to keep his job.

So sharply does the Bedaux system cut the labor cost of production per unit of product and so easily is it applied, that manufacturers have long since received it with open arms. It has been particularly welcomed in plants which were inefficient and poorly managed in the first place. The system has, therefore, tended to encourage and prolong the life of marginal plants which competition would otherwise have forced out of existence years ago.

Moreover, the system can be applied again and again. As soon as the workers appear to have become adjusted to the new pace, another order for speed-up may be issued—with or without the preliminary time-and-motion studies.

Incidentally, in September, 1934, the International Bedaux Company and the Eastman Kodak Research Laboratories jointly announced the invention of the "kodoscope"—a motor-driven camera and projecting apparatus for photographing and analyzing the motions of the worker. Douglas S. Keogh, president of the Charles E. Bedaux Company of New York, Inc., the American subsidiary of the International Bedaux Company, hailed the kodoscope as providing a "yardstick for the measurement of manpower."

The Bedaux system has been widely adopted in the hosiery industry. In the textile industry, notorious for the large proportion of poorly managed, inefficient mills, it takes the form of the "stretch-out," whereby an operator is required to reach out and tend more and more spindles or looms.

Twenty years ago a single weaver in a cotton textile mill operated about 20 looms. Today he must tend at least 100. For loose, coarse materials, such as gauze and cheese-cloth, the figure is sometimes as high as 150 looms.

### DRIVE, DRIVE, DRIVE

Such speed is terrific. Again and again complaints arise about the overburden of work. Exploitation, degradation, sweatshop conditions within the mills—this is the price at which we boast so proudly of America's efficiency in production.

So unfortunate have been the effects from the worker's standpoint and so inhuman the speed-ups inaugurated by some unscrupulous employers, directly or indirectly as a result of the Bedaux system, that working people everywhere have come to view with antipathy and to oppose vociferously all so-called scientific schemes for improving employee efficiency, even when the plans were meritorious ones.

Bedaux starts out by admitting that a certain amount of time is necessary for relaxation. "The Bedaux system of human power measurement," the company declares, "is that all human effort is measurable in terms of a common unit, made up of effort and relaxation in proportions governed by laws relating to strain." (Italics ours.)

It then proceeds to take away from the worker that time which is necessary for the relaxation.

"The productive capacity," the organization states, "varies with each human being, but the average power of a large group remains constant through successive generations, variations in productivity being due to difference in facilities and not in men."

Such arguments make us wonder why the company is so concerned, then, with trying to increase the productivity of workers through such devices as human speed-up. Why does it not turn its attention to improving the machinery itself or to installing more efficient systems of management and making better arrangements of the existing plant facilities?

The system turns the worker into little better than an automaton, with no time for satisfying human desires, resting aching muscles or breaking the monotony of endless repetition.

It takes no account of the variations from day to day in the individual's productive ability. It turns to his disadvantage the psychological factors in the make-up of the human being which subtly and irresistibly cause him to speed up his regular production while working in the presence of an investigator with a stop-watch—so that the basic pace itself often tends to be set somewhat high.

Small wonder that the name Bedaux is anathema to the American workingman.

### WORKER AND OWNER LOOK AT HOUSING SNARL

(Continued from page 551)

order in a thousand details, assembled, integrated and produced under the open sky, and set into a base which may be mud, rock or sand. The work is done by skilled workmen of many trades, whose time on the job must be fitted into each others' without interference. Much of the cost of materials is in the transportation, storage and handling. They are heavy, bulky—some are breakable or may be damaged by chipping; others will be spoiled by rain or frost. The builder has to have these at the job site as re-

quired, but many of them cannot be left lying in the open, exposed to weather.

It is no advantage, therefore, to buy lumber in carload lots. What the contractor wants is a fair price policy by materials manufacturers, instead of arbitrary price increases whenever business seems to be picking up. He wants his material dealer to keep the lumber, lime, cement, etc., in his warehouse until they are needed at the job.

For labor efficiency he wants enough houses at various stages of construction so that he can keep all trades continuously busy without layoffs due to lack of work. That takes management, even on a large development. Also there are some trades, such as bricklayers, so much affected by the weather that there will be periods, sometimes of months in duration, when they cannot work even though the work is waiting for them. There are other trades, such as electricians and concrete finishers, which have such a small part of the work on each house that a large number of houses would have to be in the development, in different stages of construction, to keep even a few men continuously busy. To talk of any residential contracting firm guaranteeing 40 weeks employment a year for such trades as these is simply an unrealistic approach to a practical problem.

But it is not only the construction of the house at the job site that is a piecemeal business. Buying real estate, planning a house, selecting a contractor, and arranging financing is an incredibly complicated patchwork. The time, money and effort that have to be spent before the shovels can bite into the site certainly is a discouragement to home building. The money spent for title searches, recording deeds, surveys, taxes, permits, architects' fees, financing commissions, etc., is a very large item in home building costs and here is a fertile field for economies.

### I BUY A LOT, THEN—

It's true, not only that you can't produce houses the way you do automobiles, but you can't buy and sell houses the way automobiles are bought and sold. In buying a car you get a simplified handling that makes everything as easy and pleasant as possible. There are surely ways to simplify and cheapen the procedure of buying a home.

One very good example of this procedure is the title search. I decide to buy a lot. Instead of accepting the word of the real estate man that the lot of my choice is free and clear, I have the title searched. The title is perfectly clear. Cost—to me—\$35. When I get my lot paid for I want to build on it. Now I know that I have put no mortgage on the lot and that there are no liens or other clouds. But before a finance company will write a mortgage for my house there must be another title search. I get a continuance, cost, \$20. Now, I get my house built and when it is completed I decide to sell it. The purchaser pays \$35 for another title search. None of this title searching added anything tangible to the value of the property, and all of the records involved are public property and available at the office of the county clerk.



Yet there is \$90 added to the cost of the house.

There are other costs that do not represent a tangible value. While the Federal Housing Administration has done much to reduce financing costs, eliminating the iniquitous second and third trusts by means of a large amortizing first trust, there is one more step that could and should be taken. That is to provide for direct loans, without commission.

The way the system works at present is as follows: The FHA does not make mortgage loans, it merely insures them—it insures the lender the money will be repaid no matter what may happen to the house or the owner thereof. The home builder brings his plans to the FHA representatives and receives a commitment that the FHA will insure a mortgage of a certain amount (up to 80 per cent of the value of the house and lot) on those plans. He then takes his plans and his commitment to a bank for construction financing. The bank may refuse to lend up to the amount of the FHA commitment but it agrees to make a loan of a certain amount.

#### INTEREST RATE DISGUISED

From that amount it deducts a commission of  $2\frac{1}{2}$  per cent. Interest at 6 per cent starts the day the loan is written. But the borrower does not receive the money in a lump sum. The bank pays it out in draws as various stages in construction are reached. The final draw is not made until after completion. During construction the FHA inspector must inspect and approve before each draw is paid. Since interest is charged for the whole period, while the money is advanced bit by bit, the actual interest rate is about twice 6 per cent; and with the  $2\frac{1}{2}$  per cent commission which has been deducted, it's a very high charge for short-term money. The loan is being protected by the FHA commitment and by the FHA inspector; the bank merely furnishes the money and pays it out. The bank is virtually certain of having its loan paid back immediately at the end of the construction period because it can place a mortgage, with the FHA insurance protection, with an investor who wants a gilt-edge long term investment.

Contrast these penalty charges for construction money with the financing costs under a good building and loan. It writes the mortgage and also advances the construction money. No commission is charged and the interest on construction money is charged only as the money is advanced. This means that the interest charge during the construction period is only about half that under the FHA system. The difference in the cost of construction money is \$200 or \$300 for a moderate priced home. The difficulty is that the building loan will mortgage only up to 70 per cent of the value of the property. But with the FHA insurance as protection for the larger loan there surely is a safe and profitable field for mortgage associations to lend direct and eliminate the commission.

The figure of  $2\frac{1}{2}$  per cent commission is accepted as standard; but it may run as much as 5 per cent or as low as  $1\frac{1}{2}$

per cent. We know of one bank which makes a special feature of these loans and charges no commission.

#### ITEMS OF COST IN STRUCTURE

We believe that there is a great deal that can be done to simplify and lessen the related costs of building before the cost of the structure itself is considered.

Now let's consider the items of cost in the structure itself. One reason why more low cost houses are not being built is because the public does not buy them. The buyer of a home has been educated to demand a high quality product. Gone is the little frame cottage with the coal range in the kitchen and the nickel-trimmed heating stove in the parlor. This year's home purchaser wants his house completely equipped with every modern gadget. Look at the advertising on the real estate page and see the items that the buyer is looking for: Hardwood floors, insulation, masonry walls, copper and brass pipe, a wood-burning fireplace; many electric outlets and beautiful fixtures; two tiled baths and an amusement room; some form of automatic heat and water heating; concealed radiation or air conditioning; a refrigerator and range included in the cost of the home.

Modern invention and manufacture have done a great deal to make homes attractive and easy to live in. The purchaser is getting a great deal for his money, and the prices on some of these items are lower than they were 10 years ago. But the luxury of yesterday is the necessity of today and the home buyer wants his home to be completely equipped right at the beginning. That is why it is very hard to reduce costs.

#### LABOR COSTS SHRINK

As we showed in the ELECTRICAL WORKERS JOURNAL, in January, 1937, the ratio of cost of materials and labor at the job has changed. Ten years ago contractors used to figure that the cost of materials delivered at the site, and of building trades labor engaged in construction of the house, would be about equal—in other words, labor and materials split their share of the construction dollar 50-50. As we found by an examination of data from many sources, the increased emphasis on fine materials and equipment, and the increased prefabrication of many different items, from cabinets to heating plants, has shifted the balance till the ratio is now roughly, materials 65 per cent, labor 35 per cent. The deductions we made in this article have never been attacked, and the 65-35 ratio is now accepted by many experts.

This ever-lessening labor opportunity is another reason why reduction in building trades wage scale does not offer opportunity for great economy. The present slump in home construction actually started after sudden and rapid rises in prices of several necessary materials. It is far more logical to ask that with increased demand, prices on building materials should be reduced, because many of them can be factory-fabricated and actually do decrease in cost of production

as the volume of business increases.

Where building tradesmen can and should co-operate is in superior skill, and in avoiding jurisdictional disputes. The machinery for settling jurisdictional claims has been functioning for some time under Dr. John A. Lapp, who is retained by the unions of the A. F. of L. Building Trades Department as an impartial mediator.

No one suffers more from the boom and slump cycle in building than do the men who work with the tools. No one is more eager for steady work than they. But it calls for co-ordination, simplification of procedures, reductions of cost all along the line; building a market and demonstrating the ability to serve that market, before a yearly wage for building workers can seriously be spoken about.

#### ARBITRATION ON CONSOLIDATED EDISON OPENS

(Continued from page 545)

ried workers. These lay-offs executed in the manner described appear to labor to violate sound industrial and personnel practices. The immediate result has been to increase the amount of work performed by each worker in those departments where the lay-offs have occurred.

"In the splicing division of this company's departments helpers are being gradually eliminated. This change from the former policy of assigning a helper to each splicer down in a hole is not consistent with Article VIII of the contract which guarantees the safety and health of the employees. Picture a splicer working in a hole without any assistance and getting caught on a hot wire and remaining there until he is dead, whereas if he had an assistant who has to know the Shaefer prone method of resuscitation, his life could be saved.

"We now wish to describe some of the effects of these lay-offs toward an increase in duties on the part of employees:

"Requiring a meter tester to test four additional meters a day instead of eight meters as formerly required. Sacrificing accuracy and public service commission requirements for speed.

"Requiring a lineman to alternate as a truck chauffeur after completing his regular tour of duty as a lineman, thereby eliminating the necessity of using additional chauffeurs.

"The elimination of various jobs in the company which were formerly maintained for the safety and for the assistance in efficient operation of the O H and U G work trucks.

"Elimination of the follow-up system by the commercial department that insured prompt service to new consumers.

"The elimination of the contract record department on scheduling work and contacting consumers and electrical contractors.

"Elimination of the follow-up system by the distribution department on viola-

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tions of company and city requirements.

"Including both of the foregoing operations in the work of the inspectors in the service inspection and records department with only a slight increase in the personnel of this department.

"The elimination of meter readers in both gas and electric companies by requiring one meter reader to index both gas and electric meters.

"The elimination of turn on and turn off men by requiring gas and electric men to reconnect and disconnect both gas and electric meters."

The arbitration proceedings are expected to be finished by December 4, and it is expected that the arbitration board will render its decision by December 10.

### I. B. E. W. WINS STAY AGAINST LABOR BOARD

(Continued from page 547)

Agreements aforesaid, or their relations with said Respondent Companies in the employment and service of your Petitioners in the business carried on by said Respondent Companies.

"B. The said Board may not be and is not legally authorized or empowered to impair, abrogate, annul and destroy existing contracts, as it has attempted by its said Order to annul and destroy the said Contracts of your Petitioners and their personal and property rights therein. Said attempted exercise of power so to destroy contracts and property rights is inhibited by the Law of the Land as expressed in the Constitution of the United States and Amendments thereto.

"C. The Constitution of the United States expressly prohibits the impairment of the obligation of contracts by any of the States of the Union, and the spirit and effect of this inhibition is implicit in the Federal Constitution and the Amendments to it against the Federal Government itself.

"D. The National Labor Relations Board is without constitutional authority in any proceeding before it to abridge, annul or destroy the contractual, personal or property rights of any citizen, or body of citizens, without lawful notice and without lawfully and actually making, and summoning them as a party or parties to the proceeding, thus bringing them into Court, as parties to the proceeding, before any judgment or determination may be made therein abridging, denying, impairing or taking away their substantial rights of person and property. These are indefeasible rights and immunities guaranteed by the fundamental law to every citizen in a free land. Said Order of said Board violates these principles to the irreparable injury of these Petitioners.

"E. The proceedings before said Regional Director and conducted by said Trial Examiner at and in the hearing of said Complaint were unjudicial, unjust and violative of the basic principles of evidence constituting a part of due process of law, and embraced in the equal protection of the laws, and, as the basis of said Order of said Board of November 10, 1937, were illegal and void.

"F. The said Order of said Board of November 10, 1937, as well as the proceedings conducted by said Trial Examiner under the authority and direction of said Regional Director for the said Second Regional District and under the authority of said National Labor Relations Board, constituted an unequal, discriminatory, confiscatory and illegal application and administration of said National Labor Relations Act against these Petitioners, and in deprivation of their personal and property rights, which said application and administration of said Act are, under the Constitution of the United States and the Amendments thereto, illegal, unconstitutional and void.

"Seventeenth: The Petitioners respectfully show that if said Order of said National Labor Relations Board of August 30, 1937, be permitted to stand and be carried out as valid, and the said contracts of your Petitioners be set aside and invalidated, and their rights thereunder annulled and destroyed, as aforesaid, they will suffer and sustain irreparable loss, injury and damage, for which they would be without remedy in a Court of Law, and which said loss, injury and damage, your Petitioners respectfully represent, it is proper and lawful for this Honorable Court to prohibit and prevent; and, further, that unless said Final Order be set aside by this Honorable Court, as hereinafter prayed, substantial and irreparable injury to your Petitioners and to their personal and property rights will be unavoidably imposed and inflicted upon them.

"Wherefore, your Petitioners respectfully pray this Honorable Court to review the said Decision and Order of November 10, 1937, of said National Labor Relations Board and enter a Decree setting said Order aside as unauthorized, unconstitutional, null and void, and that, pending such review and Decree, said Order may be stayed, and that such other and further decrees may be made herein as to this Honorable Court may seem just."

### SWANK WALDORF-ASTORIA PICKETED BY L. U. NO. 3

(Continued from page 557)

All through the day, as the accompanying photographs show, orderly picketing by members of Local Union No. 3 is carried on at all six entrances of the hotel. There is no rowdiness or ballyhoo, no shouting or talking, just slow steps up and down the street for the distances of the entrances. It is this type of picketing in New York City that has won for the members of Local Union No. 3 not only the respect and co-operation of the mayor and his police commissioner but the sympathetic New York public as well.

### WHAT KIND OF DEMOCRACY DO YOU WANT?

(Continued from page 544)

of humanity itself. Labor can see to it that it shall not be possessed either by the state or by selfish labor leaders. It

shall protect the integrity of its own mind. It shall found its own schools in order that correct economic information may be given its members, and in turn that its members may be trained in sound democratic procedures.

Finally, in a democracy which must operate a great industrial system such as that which has grown up in the United States, we must have a respect for knowledge, research and ideas. There must be a fine balance between the expert and the group. Physical force must give way to mutual confidence. Labor must not expect rights without great responsibilities.

### DEATH CLAIMS PAID FROM NOVEMBER 1 TO NOVEMBER 30, 1937

L. U. No.		Amount
53	C. McTamney	\$ 650.00
134	F. Lovitsch	1,000.00
591	G. J. Schwall	1,000.00
134	J. F. Bogdalik	475.00
494	B. Welsch	1,000.00
3	H. Todd	222.22
38	T. G. Nicholson	1,000.00
I. O.	Wm. M. Hefferman	1,000.00
I. O.	C. Treadwell	1,000.00
I. O.	A. L. Olson	1,000.00
58	Geo. Butcher	1,000.00
134	H. J. Barton	1,000.00
98	J. C. Sturgeon	1,000.00
817	P. J. Costello	1,000.00
694	F. W. McDonald	1,000.00
125	F. O. Ehelebe	1,000.00
5	R. P. Adams	14.58
195	J. E. Stuart	1,000.00
8	Louis Dunn	1,000.00
164	E. R. Beiga	1,000.00
501	Jos. Gardner	666.66
377	H. G. Farwell	1,000.00
9	G. P. Hoisington	1,000.00
26	W. A. Burdine	1,000.00
66	Leonard Luce	475.00
103	Jas. Nichols	1,000.00
I. O.	Chas. D. Mills	1,000.00
98	Jos. B. Parkes	1,000.00
125	A. L. Chamberlain	475.00
418	Arnold M. Douglas	300.00
I. O.	C. P. Zirkman	1,000.00
1	D. R. Barnett	1,000.00
I. O.	R. Flowers	1,000.00
865	F. L. Ruhl	300.00
B-713	Kate Stubblefield	200.00
499	John Cutler	150.00
77	Olaf T. Romstead	150.00
561	Thomas Smith	1,000.00
195	Nels Jensen	150.00
Total		\$30,228.46

### COMMITTEE ON APPRENTICE TRAINING NAMED

(Continued from page 554)

visions maintained in co-operation with the National Youth Administration;

4. Discuss the opportunities and the outlook for apprenticeship in the trade of your choice with workers in that trade;

5. Ask employers in the trade selected for an opportunity to become an indentured apprentice;

6. Write to the Federal Committee on Apprentice Training in the United States Department of Labor, at Washington, D. C., for information you are unable to find elsewhere.



## UNION STATES CASE TO NEW YORK PUBLIC

(Continued from page 546)

The contract is in full effect. It is operating and has been operating for six months and as long as that contract is in effect, the consumers of electricity in New York will have full protection against wildcat and irresponsible strikes.

We invite the consumers of electricity in New York to survey the 46-year-old record of the International Brotherhood of Electrical Workers. It has been a union in existence since that time and has constantly tried to serve its members in the fullest possible degree as well as to protect the interests of the industry in which the members work and from which they get their living. The International Brotherhood of Electrical Workers has nothing to fear from such a survey and welcomes the chance to try its case in the courts of public opinion.

## DOES THE PUBLIC WANT INDUSTRIAL CHAOS?

In promulgating its order dissolving the contract entered into by the International Brotherhood of Electrical Workers and the Consolidated Edison management, the National Labor Relations Board did not order an election of the employees to determine the collective bargaining agency. This failure to follow the usual course of procedure is patent evidence of the extreme bias of the National Labor Relations Board for dual unionism. The board well knows that if an election had been ordered the majority of the employees of the Consolidated Edison would have voted in favor of the International Brotherhood of Electrical Workers. The board expects its crippling order to be used merely as an electioneering advertisement for dual unions.

If the order of the board were put into effect, nothing but industrial chaos would result with the possibility of strikes on a public utility serving 10,000,000. The biased and partisan administration of the act by the present National Labor Relations Board, therefore, creates an issue in which the general public has a high stake. The National Labor Relations Act was the result of many years of agitation by the American Federation of Labor. At the time of its formulation and passage, the American Federation of Labor had the assurance of Senator Wagner, the author of the Act, that "there is nothing in the pending bill which places the stamp of governmental favor upon any particular type of union."

In violation of these assurances the National Labor Relations Board has repeatedly favored dual unions as opposed to established labor organizations. The present order to invalidate a contract entered into in good faith and in operation six months is only one of about 160 instances of partiality.

The Congress of the United States has not power to invalidate bona fide contracts entered into in good faith. It is unthinkable, therefore, that Congress could delegate such power to a subsidiary body—a creature of Congress itself.

In spite of these stipulations of basic common law, custom and common ethics, the National Labor Relations Board has persistently in its partisan and biased conduct of its office sought to set aside contracts entered into by unions of the American Federation of Labor in order to favor dual unions. It is the position of the International Brotherhood of Electrical Workers that on that instant that we have an official labor movement in this country controlled by any board, we have lost the principle of democracy and all the common rights which are an essential part of the American tradition and practice. The National Labor Relations Board has continuously and continually made an effort to build an official labor movement.

We believe that the general public has a high stake, therefore, in the present situation that has developed in New York City. We believe that if the misguided and distorted policies of the National Labor Relations Board are allowed to per-

sist that we will have nothing but industrial chaos in this country for years to come.

The International Brotherhood of Electrical Workers is a union established for nearly a half-century and has already used its force with a degree of intelligence and loyalty to civilized methods. Its record speaks for itself, and we invite the general public to scan this record in the light of good industrial practice. The International Brotherhood of Electrical Workers will resist the order of the National Labor Relations Board. It will undertake to have the courts of the land decide whether an agreement entered into in good faith can be lightly set aside by a board that has shown that it is violent, biased and partisan—in defiance of the National Labor Relations Act itself.

INTERNATIONAL BROTHERHOOD OF  
ELECTRICAL WORKERS,  
D. W. TRACY, President,  
1200 15th St., N. W., Washington, D. C.

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Book, Roll Call.....	1.50	Receipt Book, Miscellaneous (300 receipts).....	1.75
Carbon for receipt books.....	.05	Receipt Book, Miscellaneous (750 receipts).....	3.50
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L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
I. O.	129167 130705	26	468613 468750	68	567301 567381	116	423587 423750	181	353841 353890
B-1	42455 42596	26	818251 818300	69	577306 577381	117	516375 516424	183	76911 76919
B-1	46307 46500	26	41 48	69	533154 533160	121	815374 815466	183	219536 219590
B-1	61837 61844	26	693927 694223	70	773602 773614	B-124	3543 3562	184	662314 662325
B-1	246301 246440	26	756969 756987	72	202671 202676	B-124	274536 274595	185	197414 197417
B-1	285530 285699	27	185747 185752	72	524420 524436	B-124	274548 274588	185	561408 561477
B-1	286947 287012	28	129319 129363	73	317056 317087	B-124	833843 834000	186	779398 779400
B-1	856525 857579	28	329963 330000	73	584250 584250	B-124	848461 848492	186	784201 784212
2	144938 144940	28	764101 764330	73	902251 902287	B-124	893251 893620	187	516994 517013
2	867141 867360	28	764890 765166	73	916219 916278	125	268799 268828	190	346135 346167
B-3	BF 5180-5540	30	235271 235294	76	48081 48085	125	314287 314313	191	254882 254893
B-3	BF 5601-5728	30	272860 272860	76	729417 729517	125	712126 712920	191	582852 582893
B-3	BF 6001-6104	B-31	185150 185186	B-77	126357 126385	127	822991 823003	193	61003 61017
B-3	BF 6401-6452	B-31	273320 273342	B-77	126869 126896	129	301221 301221	193	732336 732627
B-3	BFM 1-28	B-31	785715 785719	B-77	160011 160334	129	662552 662559	193	857966 858150
B-3	BL 2125-2400	B-31	877778 878250	B-77	161309 161365	129	902591 902608	193	876151 876653
B-3	BL 2558-2800	B-31	897001 897253	B-77	382508 382725	130	146009 146033	194	672901 672937
B-3	BL 3156-3200	32	813818 813888	B-77	811209 812843	130	672719 672900	194	723896 723900
B-3	BL 4032-5112	33	247332 247334	B-79	205457 238116	130	749791 750000	194	756381 756536
B-3	BL 5201-5576	34	40068 40073	B-79	237957 239381	130	852751 852777	195	572911 573000
B-3	BL 5601-5730	34	614908 614971	B-79	239327 239381	130	858151 858273	195	894001 894035
B-3	BL 6001-6069	34	741132 741221	B-79	636989 637106	131	39198 39198	196	121899 121901
B-3	BM 761-937	35	7582 7594	80	277740 277748	131	170818 170926	B-196	123080 123090
B-3	BM 1201-1209	35	310421 310466	80	322229 322346	133	401407 401439	B-196	156428 156699
B-3	BM 12328-12334	35	462461 462633	81	125901 125949	B-134	54736 54750	B-196	890325 890640
B-3	BM 12913	B-36	44211-44213 (Orig.) 273967	82	634650 634743	B-134	287251 288000	197	307205 307205
B-3	BM 13720-13847	B-36	273951 273959	B-83	249798 249850	B-134	410906 411000	197	436672 436689
B-3	BM 14172-14400	B-36	273959 273959	B-83	252321 252421	B-134	411570 411570	200	560521 560600
B-3	BM 15467-15985	B-36	255881 255900	B-83	272161 272169	B-134	548407 548811	B-202	193501 193555
B-3	BM 16001-16377	B-36	778801 778825	B-83	272233 272277	B-134	549169 549589	B-202	245304 245325
B-3	BM 16510-16654	37	376417 376432	B-83	272445 272450	B-134	549822 550230	B-202	247147 247200
B-3	BM 16801-17113	B-38	117751 117856	B-83	272476 272480	B-134	552044 552438	204	237615 237616
B-3	BM 17201-17275	B-38	137541 137580	B-83	332812 333000	B-134	554592 555000	205	246234 246245
B-3	BM 18401-18408	B-38	229487 229500	B-83	333193 333300	B-134	555177 555750	205	526468 526495
B-3	BM 18801-18849	B-38	230001 230007	B-83	381001 381292	B-134	716251 717000	208	452694 452904
B-3	BS 1-79	B-38	187781 187781	B-83	385501 385523	B-134	717001 717750	208	884937 884969
B-3	BS 401-423	B-38	700641 700995	B-83	608221 608301	B-134	717751 717833	209	21535 21561
B-3	AJ 50492-50600	B-38	808021 808180	B-83	854892 855000	B-134	718501 718537	210	599680 599876
B-3	AJ 50777-50800	B-39	61840 61921	B-83	888751 889500	B-134	719251 720000	211	352221 352310
B-3	AJ 50920-51000	B-39	251743 251758	B-83	901501 901800	B-134	720001 720280	211	658691 658720
B-3	AJ 51070-51200	B-39	428374 428401	84	97798 97812	B-134	720751 721500	B-212	21303 21368
B-3	AJ 51257-51400	B-39	679109 679438	84	692104 692250	B-134	721501 721927	B-212	105881 105941
B-3	AJ 51424-51472	40	184084 184087	84	933751 933843	B-134	722251 723000	B-212	238223 238223
B-3	4AP 1148-1171	40	588472 588498	B-86	101469 101511	B-134	723001 723750	B-212	302036 302104
B-3	CJ 999-1007	40	879170 879654	B-86	227428 227436	B-134	724501 724808	B-212	638191 638472
B-3	DJ 217-225	41	96921 96964	B-86	227710 227711	134	948001 948171	213	411679 411727
B-3	DAP 34-35	41	633151 633575	B-86	634786 634856	135	761304 761320	213	414011 414085
B-3	EJ 502-509	41	681848 682117	B-86	643581 643985	136	212695 212696	213	540121 540446
B-3	EJ 632-642	41	731938 731999	B-86	6751 6822	136	622098 622158	214	309196 309196
B-3	EH 280-286	41	796107 796650	B-86	114751 114872	136	803632 803792	214	486723 486723
B-3	EAppr 1085-1118	42	973726 973730	87	231037 231044	137	244698 244708	214	782733 782733
B-3	F 47-53	B-43	15680 15683	88	664394 664419	138	505221 505255	214	845011 845220
B-3	H 292-454	B-43	611641 611746	90	7045 7051	139	79228 79229	215	88504 88514
B-3	I 552-581	44	970443 970448	90	677465 677540	139	939483 939505	215	222845 222891
B-3	J 123-150	45	249658 249670	B-91	757365 757366	141	306309 306310	217	223358 223358
B-3	OA 15550-15600	46	334101 334200	93	935375 935384	141	880342 880402	217	490593 490619
B-3	OA 15641-15709	46	440321 440620	94	517254 517254	143	819761 819804	222	109258 109258
B-3	OA 16243-16268	46	581771 581775	B-95	276921 276922	B-145	148553 148561	223	283205 283283
B-3	OA 16411-16441	B-48	191618 191642	B-95	276922 276934	B-145	714418 714612	224	825753 825836
B-3	OA 16893-16983	B-48	252115 252189	B-95	310645 310660	B-145	853160 853508	226	770872 770877
B-3	XG 73979-74000	B-48	254188 254274	B-95	528081 528110	146	312034 312037	226	517930 517974
B-3	XG 74041-74200	B-48	649007 649010	96	18724 18731	146	770702 770702	229	63903 63907
B-3	XG 74314-74317	B-48	649070 649115	96	457978 457997	146	775528 775551	229	973478 973488
B-5	254401 254490	B-48	735216 735450	96	642079 642158	150	684499 684529	230	36022 36025
B-5	737621 737800	B-50	166510 166512	99	678201 678321	B-151	47826 47826	230	285191 285192
B-5	934876 934936	B-50	222303 222304	99	721606 721641	B-151	743040 743250	230	471445 471507
6	146375 146429	B-50	831825 831900	100	26857 26876	B-151	785456 785464	231	197785 197814
6	588373 588690	52	103755 103764	100	37109 37125	B-151	850501 850527	231	224282 224282
7	14907 14927	52	324000 324000	100	148162 148236	152	199417 199419	232	227564 227567
7	205002 205009	52	593017 593250	101	284869 284873	152	737911 737966	232	851830 851879
7	823597 823801	52	594001 594027	102	279470 279477	153	31255 31266	233	178177 178202
8	606210 606296	52	694976 695240	102	650795 651000	153	867813 867885	235	227488 227496
8	626291 626310	B-53	279375 279378	103	930001 930024	156	236077 236100	236	487895 487905
8	745710 745876	B-53	279439 279556	103	30649 30658	156	785101 785115	237	16820 16822
B-9	163515 163570	B-53	747194 747279	103	135335 135436	158	441637 441637	237	250575 250628
B-9	245505 245553	54	207084 207108	103	371581 372705	159	195512 195512	237	750329 750337
B-9	379903 380026	54	351185 351206	103	616307 616331	159	734496 734554	238	760519 760540
B-9	842985 843000	55	163797 163817	104	306067 306074	161	246679 246705	240	559264 559279
B-9	878251 878918	56	66399 66401	104	826778 827071	163	13161 13161	241	286807 286821
B-9	983191 983250	56	187889 187889	105	468811 468815	163	610786 610833	243	139459 139474
B-9	942815 942860	56	221372 221397	106	248513 248559	164	96061 96070	245	630401 630845
B-9	328901 329939	B-57	277536 277593	106	265134 265140	164	141766 142020	245	277591 277620
10	249956 249965	B-57	277579 277651	106	448052 448059	164	796651 796850	246	260584 260585
10	436953 436954	B-57	437464 437484	107	167204 167218	164	797401 797670	246	612149 612166
12	183465 183479	59	128856 128863	107	611716 611721	164	800901 801150	246	750908 750919
14	246555 246574	59	858891 858975	107	876761 876882	166	231871 231900	247	400576 400585
16	313879 313883	60	253048 253050	108	602458 602520	166	231871 231900	252	98615 98677
16	863369 863482	60	380251 380253	108	665123 665218	166	497701 497727	253	374490 374507
B-17	176044 176055	60	744995 745093	B-110	139343 139372	166	759303 759323	253	442686 442696
B-17	249129 249199	64	11933 11954	B-110	728817 728962	169	786153 786162	254	905349 905349
B-17	251515 251643	64	122358 122362	B-110	165955 166072	173	524949 524957	255	56974 56976
B-17	839893 840578	64	39771						



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS		
268	909301	909303	352	572006	572080	446	250697	250713	551	16875	16879
269	12022	12023	353	102147	102159	449	27614	27615	551	68405	68405
269	357553	357589	353	596343	596539	449	856707	856713	552	206483	206502
270	511145	511157	353	716769	716828	450	435151	435154	553	220277	220284
271	420167	420212	354	193448	193454	450	759601	759622	554	932180	932196
275	32682	32717	354	494278	494333	B-453	53827	53834	556	29372	29400
275	124526	124529	357	313176	313188	B-453	480233	480251	556	787201	787219
275	261507	261542	357	864841	864908	B-453	559004	559056	557	197999	198006
276	284101	284108	B-358	675876	675977	454	760210	760228	557	748581	748642
276	268419	268433	B-358	748440	748570	456	113419	113486	558	95821	95844
276	558317	558469	360	336006		456	750001	750065	558	697667	697866
277	303594	303600	360	521649	521700	459	208514		559	706981	707006
277	433351	433378	360	779701	779775	459	234124	234150	561	619841	620250
277	209717	209718	363	398418	398471	459	620787	621000	561	903751	903758
277	673197	673321	367	279775	279778	459	236551	236572	564	27051	27057
278	3928		367	402898	402913	459	915751	915762	564	741250	741255
278	28941	28966	B-369	203447	203451	461	836181	836199	565	2829	2835
278	513921	513948	B-369	253217	253223	462	758401	758415	567	429451	429496
280	489453	489499	B-369	596003	596173	B-465	55699	55699	567	467546	467607
281	252502	252503	370	525031	525041	B-465	157288	157500	568	336296	336317
281	673563	673584	371	897869	897870	B-465	189751	189858	B-569	21811	21813
284	6630		B-372	55254	55267	B-465	275728	275746	B-569	412958	412964
284	62521	62541	B-372	276306	276316	B-465	742035	742170	B-569	578029	578191
288	52577	52580	B-372	276326	276329	466	465481	465540	B-570	175539	175543
288	754578	754620	B-372	831107	831149	B-467	529817	529823	B-570	257686	257700
290	521121	521123	373	3670	3674	470	520482	520499	B-570	258001	258010
291	342697	342714	375	280065	280066	471	231581	231600	573	56409	56420
B-292	248302	248340	375	684802	684854	471	929251	929304	574	28365	28367
B-292	337511	337530	377	352501	352570	474	5914	5915	574	859601	859745
B-292	836946	837000	377	450746	450800	474	885769	885867	575	491302	491307
B-292	869209	869560	377	544491	544500	475	765303	765328	576	519330	519340
B-292	895501	896198	378	418366	418378	B-476	255901	255922	577	27865	27866
293	309500	309521	378	783001	783028	B-476	257701	257722	577	57402	57402
294	166821	166822	379	275273	275275	B-476	518701	518728	577	866251	866252
294	752856		379	824263	824287	477	996480	996522	580	73183	73191
295	776029	776095	380	238661		479	225210		580	271139	
296	771462	771470	380	493495	493500	479	776233	776234	581	337361	337430
301	755260	755270	382	603075	603092	479	670367	670400	582	281891	281894
B-302	26015	26065	382	603075	603092	480	11420	11447	582	752307	752360
B-302	26053	26066	383	413560	413564	480	223362	223374	583	260035	260093
B-302	274221	274232	383	776411	776420	481	315935	315968	584	140671	140674
B-302	452507	452549	384	4926	4936	481	585328	585337	584	545037	545126
303	528581	528585	386	764423	764434	B-482	278102	278106	584	874701	874802
B-304	243355	243412	389	219792	219808	B-482	499130	499136	585	347529	347564
B-304	244327	244365	390	160085	160091	483	727951	728093	586	770371	770384
B-304	249408	249420	390	281849	281869	486	776115	776130	587	497450	497462
B-304	865501	865711	391	411786	411803	488	12261	12281	588	60656	60690
305	514683	514719	391	530421	530421	488	125396	125398	588	302208	302235
B-306	28316		393	611027	611052	488	830306	830355	589	828801	828827
B-306	261003	261006	394	225736	225750	492	928512	928553	590	21132	21136
B-306	621312	621348	397	72058	72059	497	27531	27551	591	522991	523050
307	225129	225129	397	502599	502651	497	51041	51045	592	498939	498944
307	230873	230881	398	430709	430725	499	176830	176842	593	3340	3345
308	247949	247969	398	765013	765026	499	255439	255443	594	493336	493352
308	802690	802792	400	684054	684107	499	565319	565319	595	327179	327187
309	4078	4083	401	524186	524220	500	871629	871772	595	589611	589923
309	174436	174442	403	319201		501	98472	98565	595	870164	870460
309	731534	731761	403	787674	787694	501	394218	394431	596	258771	258775
309	780019	780087	405	779408	779470	501	660704	660900	596	440964	440970
309	877047	878021	406	892170	892189	501	853651	853819	597	515477	515517
311	50164	50165	408	149508	149510	B-502	53671	53683	598	490616	490620
311	446966		408	709014	709111	B-502	255362	255398	599	24522	24550
311	825058	825125	409	139561		B-502	256501	256542	600	930836	930848
312	759964	760021	409	519188	519249	504	63187	63192	601	61563	61568
313	293751	293755	411	205694		504	814494	814500	601	497254	497280
313	331830	331939	411	232469	232500	504	933001	933029	601	917401	917440
317	17963	18000	411	453756	453773	505	430377	430381	602	42389	42390
318	81941	81950	411	757801	757855	505	764712	764726	602	488502	488515
318	725244	725250	B-412	231445	231448	507	506510	506518	604	261081	261086
318	767701	767759	B-412	279675	279779	508	235944	235950	604	311634	311685
319	952458	952468	B-412	777614	777627	508	436651	436731	607	230057	230067
321	259067	259104	413	313295	313340	508	828082	828212	610	264616	264621
321	268670	268672	413	606642	606687	509	186028	186071	610	635570	635712
322	958992	958997	415	143851	143859	509	669643	669656	611	195268	195286
324	777943	777987	415	514232	514245	511	766609	766661	611	272766	272869
325	10009	10013	416	287671	287703	513	524795	524823	613	302870	302908
325	481816	481816	417	61256	61270	515	632075	632082	613	454046	454046
326	207932	207933	417	267342	267422	517	46816	46817	613	683756	684000
326	296802	296803	B-418	242402	242403	517	523830	523853	613	935251	935356
326	608724	608927	B-418	242757	242762	520	196729	196730	614	529201	529219
328	280654	280655	B-418	248261	248286	520	962860	962940	615	269281	269286
328	928357	928386	B-418	586431	586500	521	395692	395831	615	527451	527516
329	222602	222607	B-418	776486	776491	521	436352	436371	617	50619	
329	900001	900030	B-418	889501	889581	522	503778	503839	617	445198	445259
329	473871	474000	421	325711	325730	524	331534		618	282595	282598
329	851594	851822	424	8920	8932	524	521743	521752	618	886561	886569
330	437251	437268	426	255134	255146	526	243988	243996	619	784501	784518
330	506701	506709	427	256178	256179	527	46698	46709	620	330618	330619
332	28579	28590	427	663214	663289	527	966001	966033	620	519938	519961
332	49116		428	243835	243891	528	44650	44652	623	25535	25536
332	532924	533073	428	303706	303742	528	573504	573606	623	729657	729680
333	243826		429	600996	601129	529	815570	815581	624	319601	319602
333	625459	625500	429	634473	634650	530	485972	485989	624	498102	498146
333	906751	906838	429	873151	873266	532	43863	43875	626	519612	519613
335	790102	790113	430	262366	262387	532	280451	280500	628	242217	242224
338	778510	778523	431	39394	39396	532	876001	876076	629	54622	54623
339	84326		431	278421	278438	532	246045	246051	629	65116	65200
339	814571	814620	431	278428	278430	537	259308	259320	630	494437	494452
341	30328		431	798686	798712	538	46214	46214	631	7830	
341	198949										



L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS	L. U.	NUMBERS
711	569177	569250	798	229663	887	676829	676932	B-1010	1860
711	903001	903084	798	596093	888	419851	419852	B-1010	107119
712	62806	62807	799	224881	888	509101	509115	B-1011	47501
712	583989	584006	800	168411	889	161264	161266	B-1011	240179
B-713	40261	40310	800	175483	889	753185	753247	B-1013	458590
B-713	73416	73500	800	474609	890	266045	266046	B-1015	23430
B-713	168751	168950	800	783901	890	777312	777351	B-1015	225371
B-713	190822	190830	801	260191	891	323121		B-1017	242100
B-713	484873	485120	801	905764	891	490263	490273	B-1017	279901
B-713	650564	650770	802	522615	892	959676	959682	B-1019	226471
B-714	784365	784371	803	275194	895	226069	226087	B-1020	242146
715	526863	526881	806	766214	895	301853		B-1020	255952
715	786607	786608	807	759874	896	276133	276134	B-1021	7512
716	332137	332143	808	229262	896	296125	296180	B-1021	80012
716	622141	622288	808	303024	897	523313	523372	B-1023	27979
716	738451	738720	809	228776	898	419551	419593	1024	82683
717	679563	679621	809	523552	898	783301	783315	1024	610244
719	129719	129750	811	417751	899	566500	566526	1025	649786
719	909751	909763	811	741136	900	4085	4099	1029	926479
722	550174	550182	813	240595	901	598507	598510	B-1030	227011
723	891069	891244	813	504441	902	53476	53484	B-1031	41507
724	100636	100638	B-814	175242	902	489817	489900	B-1031	45593
724	497282	497352	B-814	243366	902	785401	785402	B-1031	171001
724	624433	624503	B-814	493748	904	171679	171692	1032	160006
725	171094	171125	B-816	232264	904	501050	501078	B-1034	48469
725	783601	783656	B-816	251108	906	499847	499856	B-1034	244057
725	777804	777813	B-816	427377	907	258601	258614	1036	266907
728	829541	829561	817	93787	907	438151	438162	1036	672077
729	230150	230156	817	644808	909	234609	234610	1037	129900
730	235813	235819	817	692676	B-909	363090	363118	1037	647371
730	237315		818	20313	910	298539		B-1038	227215
730	275091	275094	818	484532	910	504004	504023	B-1038	227466
730	120545	120599	819	1584	911	399355	399494	B-1041	67521
731	228478		820	144959	912	6290	6294	B-1041	148501
731	857894	857960	821	494770	912	404691	404730	B-1041	149251
732	63739	63750	822	402479	914	379493	379500	B-1041	359021
732	758104	758140	824	259689	914	816751	816785	B-1042	227829
734	83004	83007	824	267505	915	76074	76075	B-1042	228055
734	820658	820920	B-826	81870	916	321909	321910	B-1045	228689
735	760719	760733	827	236605	916	501658	501675	B-1045	667169
736	245149	245164	827	310244	918	229640	229659	1046	787234
738	323851	323853	B-828	233118	919	923256	923260	1047	631594
738	491356	491400	B-832	87751	B-921	58592	58597	B-1048	131251
738	939751	939780	B-832	87751	B-921	124314	125120	B-1048	194251
740	528946	528960	B-832	88501	922	374615	374626	B-1048	228150
743	1583	1597	B-832	94101	925	27046	27059	B-1048	282041
743	591884	591944	B-832	94949	925	307816		B-1049	57541
744	321637	321669	833	226637	928	470751	470754	B-1050	51666
744	500865	500943	833	276554	928	565785	565830	B-1050	189001
748	241926	241928	835	245554	B-929	231981	232003	B-1051	233578
748	614591	614651	835	79606	B-929	234644	234645	B-1052	6076
749	474742	474750	835	245554	930	427770	427770	B-1052	32415
749	873301	873334	B-837	11683	930	501928	501950	1054	234861
B-752	511201	511204	B-837	246637	932	11949	11957	B-1055	229501
B-752	639179	639182	838	775810	932	176740	176744	B-1055	230701
753	496373	496389	B-839	97501	934	793046	793057	B-1058	229984
754	336624		840	61830	B-936	236117	236123	B-1058	230420
754	529539	529546	840	233193	B-936	237615		B-1060	664034
755	294651	294652	841	516589	B-936	320753	320767	B-1061	59355
755	788510	788514	841	939001	B-936	499523	499553	B-1061	257409
756	16070	16080	842	84938	937	68605	68632	B-1061	852346
756	299409	299410	842	787294	940	117405	117428	B-1063	118041
757	845311	845335	844	495774	941	238801	238806	B-1063	151044
758	270403	270404	846	177593	941	435751	435786	B-1064	118562
758	873851	873906	846	430185	941	760801	760818	B-1064	150834
B-759	256508		847	299005	948	314916	314944	B-1066	235459
B-759	434268		847	397202	948	315670	315732	B-1067	258616
B-759	758701	758711	848	661314	948	866637	866746	B-1068	112010
B-759	264301	264302	849	437583	B-949	245819	245833	B-1069	318794
760	258739	258740	849	507901	B-949	247341	247380	B-1071	271565
760	466394	466476	850	746548	B-949	292359	292500	B-1071	271566
761	250457	250500	852	125221	B-949	885419	885735	1072	224049
761	507001	507009	852	278711	B-949	381751	381754	1072	970609
762	248792	248813	852	445514	953	328641	328652	B-1074	234917
B-763	249122	249179	852	882751	953	853766	853980	B-1074	236431
B-763	779101	779158	854	884906	B-955	285310	285310	B-1075	235399
764	228301	228320	855	256373	956	14497	14502	B-1076	237681
764	507891	507900	856	161717	958	242844	242851	B-1077	238925
765	299128	299134	856	468960	963	313937	313946	B-1077	235843
765	819032	819032	856	832516	B-965	255310	255339	B-1077	236461
767	432170	432195	856	832516	B-965	254136	254168	B-1078	236792
767	766801	766823	859	613231	B-965	429169	429175	B-1079	127763
768	254935	254958	861	170781	B-965	764104	764110	B-1080	33339
768	315043	315053	861	846057	968	232638	232671	B-1082	252514
770	601795	601862	862	859697	968	304554	304557	B-1082	907201
773	13248		862	262975	970	253946	253947	B-1083	125262
773	227326	227355	863	687187	970	377534	377541	B-1083	252810
774	77755	77759	863	421656	972	492161	492168	B-1084	33751
774	808527	808578	864	15375	B-974	277225	277233	B-1084	239576
775	848291	848309	865	479770	B-974	531045	531062	B-1085	252949
776	296193	296199	865	10362	B-979	276601-276602	Mem.	B-1085	239701
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777	215309	215310	867	238961	B-979	337212	337213	1086	29436
777	286770	286839	869	64131	B-979	530130	530140	1086	737297
778	257926	257958	870	464510	B-980	257104	257111	B-1088	105751
779	263564	263570	871	491444	B-980	261913		B-1088	254976
779	790383	790395	872	772460	B-980	432485		B-1088	253660
780	430955	430958	873	164154	B-980	767108	767130	B-1089	253832
780	625930	626024	873	714833	B-981	277808	277812	B-1089	255011
781	434562	434572	874	527124	B-981	277811		B-1090	62253
781	759019	759019	B-876	251206	B-981	412668	412670	B-1090	112631
783	169818	169825	B-876	276123	B-981	531611	531622	1091	29994
783	581326	581369	B-876	280825	B-983	238218	238219	1091	532201
784	424968	425017	B-876	282001	B-983	428877	428879	B-1092	278735
B-785	176111		B-876	282301	B-983	504615	504618	B-1093	256224
B-785	241221		B-876	781801	B-984	237001	237300	B-1094	63926
B-785	248448	248478	878	488559	B-984	235501	235800	B-1094	116344
B-785	260982	261000	880	329124	991	186664	186678	1095	680290
B-785	496801	496812	880	518481	991	302472	302478	B-1096	64844
787	15166	15179	881	354498	991	767341	767350	B-1096	117001
787	371702		882	309951	995	201052	201055	B-1098	256964
790	364024	364055	882	528315	995	496632	496690	1099	14124
791	297799	297801	882	767218	996	793385	793402	1099	767408
791	391414	391500	884	261945	B-999	284701	284725	1101	7987
792	755972	755981	885	30733	B-1000	70501	70550	1101	35417
794	740774	740929	885	522111	B-1006	111182	111439	B-1104	110251
796	786802	7							



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18-341434, 459, 779716,		790.		505510, 526.		97966.		692-513757, 805-806.	
727.		95-276922, 310657.		440-785270.		849-507910.		753-496322, 352-360, 363,	
25-591429, 440, 449.		104-826999, 827056.		444-665416.		859-613253.		365-368, 370-371.	
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60-745066, 081.		309-731640.		B-702-582236.					
65-750911.		321-268670.		715-526878.					
66-654319, 327, 408, 457,		325-481916.		B-763-779113.					
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77-811456.		357-313179.		B-826-81888, 82109, 195,					
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333206, 295, 381037,		384-4927-4930.		B-829-76145, 77447, 77827.					
069, 074, 126, 177,		400-684056, 060, 088-089.		B-832-87758, 795, 87967,					
385507, 516, 516207,		405-779433.		974, 985, 88554, 666.					
854424, 426-428, 430-									

## TVA UNIONS MEET MANAGEMENT ON WAGES

(Continued from page 552)

to accept this yardstick principle and it wished to see it extended justly also to the matter of wages.

"2. Wage increases must be viewed generally as beneficial not only to the workers who receive them but to the community, region and nation of which these workers are a part.

"Labor presented its case under seven principal points last year but these two points may be said to summarize the principal arguments. We don't wish to go over old ground but we certainly believe that these two principles hold good this year as well as last and will hold good so long as the Tennessee Valley project continues to function. Happily for the situation of last year, management and the unions seemed to be in profitable accord on the principal points involved. At that time increases were granted aggregating many hundreds of thousands of dollars—coin of the realm that has passed into the wise development of these seven states.

"In summary, we may conclude this brief review by stating that the employee relationship policy of the Tennessee Valley Authority was successfully launched last year as far as wage conferences go; that the co-operating relationships of the various labor organizations have shown improved morale during this last year; that, therefore, looking backward and forward we may use this wage conference as an occasion to seek to discover

some new guides for the adjustment of wages and the wage bill in this important government project.

"Labor is sensible that what we do here is not unimportant. Labor realizes that in one sense we are pioneers and it is essential that we think clearly and lay down our course wisely. It may well be that the TVA—as it justly deserves to be—may become a model for the other great water power developments now in the making or about to be authorized."

## UNIQUE PLAQUE TO RETIRING REPRESENTATIVE

(Continued from page 555)

Mrs. Clayton was next prevailed upon to come forward, and much to her surprise and confusion was presented with a great bouquet of flowers and an electric mixer. To her amazed query, "What have I done to deserve this?" Brother Milne replied, "You have given up your husband and, to a large extent, lived alone for years past while he has served his fellow men. We are letting him come back to you, part time, and this is to help add to your enjoyment, and to indicate to you that we have appreciated your sacrifice also."

Came then the refreshments, followed by a period of visiting and friendly gossip as the party broke up. To those who wonder what a business agent's life is like, Brother Clayton momentarily lifted the veil when he expressed his thanks for the ovation tendered him. He concluded his remarks with a real hos-

pitable and heartfelt request for all his friends to visit him at home as often as possible and to stay as long as they could, and added, "For I know that now you won't bring your troubles with you."

Robert I. Clayton—long may he live, and may his troubles hereafter be only those of his own making—and very few of them.

## WORLD VIEWS HALL OF LABOR AT PARIS FAIR

(Continued from page 549)

longer sun themselves in the light of the other classes. Its light comes from its own strength. Just like Prometheus, it takes its fire from the bourgeoisie and brings the flower of knowledge to its fellow workmen, who are still shrouded in ignorance. For the dissemination of this knowledge the House of Work has performed a noble service.

Local Union No. 136 of Birmingham, Ala., has requested that all members of the Brotherhood communicate with the local union business manager before seeking employment in their jurisdiction.

JAMES W. DRIVER.

Box 205,  
Birmingham, Ala.

When it is clearly understood that the higher education has as its dominant aim the training of educated gentleness and not merely the production of more or less intellectually trained barbarians, we shall begin to make progress.—President Nicholas Murray Butler, Columbia University.



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

*Yep! Here she is, our new lady lyricist. She says that some of the boys do not believe her husband writes the poems he sends in, but she has to "confess" that he does. However, it seems that these poetical natures just have an affinity for each other, so here is the lady with a very kindly Christmas greeting to us all.*

## THE SPIRIT OF GOOD CHEER

Now that 11 months of the year are past,  
Has husband done his very best, may I ask?  
To those of his friends that are in doubt,  
I have something I am going to tell you about.

Now everyone knows that Christmas is near,  
Old Santa with gifts and songs of good cheer  
Talks it over with Dad and arrangements are made.

Poor Dad digs down in his pockets with a sigh,  
But still he would never have it to fear  
That he wouldn't be remembered with socks or with ties.

This grand old fellow comes with white whiskers and warm coat,  
Every button fastened up to the throat.  
The time has come, the shadows are drawing near;

After seeing the lock has been lifted from the door,  
The little ones scamper off to bed praying  
That all will be remembered and he won't forget the poor.

The room with a fireplace, some sprigs of holly,  
A small tree, a few lights and tinsel to make the home look gay,  
Looks grand. Just sort of an old regard for him

As he travels along in his cheerful way.  
Now friends, Hubby and I a Christmas greeting send

To all that may read this, and of good cheer let us sing,

For that spirit of giving and remembering  
Will give everlasting love and do more good unto the end.

MRS. CORN COBB WILLIE,  
L. U. No. 8, Toledo, Ohio.

\* \* \*

## HELLO!

A few short lines to say hello  
To some old pals I used to know;  
I wonder what they're doing now,  
If they'll remember me, somehow.

There's "Shanty" Sheehan and "Kid" Gillette,  
"Catfish" McCord I can't forget,  
Then "Smokey" Meeks and "Baldy" Bell,  
I hope they're all alive and well.

There's "Blackie" Rathford, Otto Hill,  
Old "Black-Jack" Murry and "Box Car" Bill;  
There's "Midge" McKenna and Percy Cook,  
I hope they all give this a look.

There's Billie Cope, from Birmingham,  
Because of him, alive I am,  
For I was hung-up on the juice,  
But Bill came up and knocked me loose.

There's lots of other boys I know,  
To whom I'd like to say hello,  
But as I'm no good at rhyme  
We'll take that up some other time.

If this gets by and in the book,  
And my old pals give this a look,  
Just drop a line to your pal "Al"  
Who's wintering in sunny Cal.

"AL" SHINTON,  
L. U. No. 711, Long Beach, Calif.  
2401 Coast Highway,  
Sunset Beach, Calif.

\* \* \*

O. K., "17." We did a bit of wire-patching.  
Hope you don't mind.

## THE OLD LINEMAN'S ADVICE

Grunts were digging a hole, to set a pole,  
To give a new customer juice,  
And while they dug the linemen sat  
And complained they were being abused.

A lineman there, said, "This job's not fair,  
Let's pull the pin and travel."  
The boss tore his hair and clawed the air,  
And kicked around the gravel.

Another old gent whose back was bent  
And whose face boasted many a wrinkle,  
Stood silently by, while in his eye  
He had a merry twinkle.

When at last the air had cleared, he then  
did say, "Son, I'm afeered  
You've made a sorry blunder.  
For if you leave this job right now  
Our work will all go under.

"Did you ever stop to think  
The boss is human, just like you,  
If you'll be fair, he will be, too,  
And will help you in the things you do.

"For 40 years I've had a card,  
I've done some things that went down hard,  
But in the end I've nearly always found  
That bosses will meet you halfway, on your ground.

"So, let's be fair, give him a break  
And help him set this one last stake,  
If he then should us refuse,  
There'll still be time in which to choose."

For he who quits while in midstream  
Will surely perish, and lose his dream  
Of ever reaching distant shore;  
And so is life forevermore.

CARD No. 236696,  
L. U. No. 17, Detroit, Mich.

\* \* \*

## I FEAR THEE NOT, O, WINTER

Though thy tempests be furiously raging  
And the wild whirlwinds merciless be,  
I fear not that spectacle thou art staging;  
Harsh hurricanes hold no horrors for me.

Let thy fiercest icy blast prevail  
And attire all in a blanket o' white;  
Let the velocity of thy cruel gale  
Predominate and spread havoc and fright.

For I can visualize near-future days,  
When the elements a fairer part will play,  
When the warmin' glow of a mild sun's rays  
Will restore the lustre of a brighter day.

ABE GLICK,  
L. U. No. 3, N. Y. C.

*Boys, oh boys! Doesn't nature get plumb inhuman in those northern Minnesota winters?*

## LINE'S OUT

A bleak and wind-swept hill,  
A broken pole, a sleet-torn line;  
Miles away the blamed lights fail,  
Twenty 'phones do tinkle and chime—  
A score of men hear the doggoned tale,  
"Number nine is out, the line is down!"

Away into the night, a sleepy crew,  
A pole is raised, the line rehung;  
The switch is thrown, the lights are on.  
But sleet and wind are never done,  
The man must work in sleet or shine,  
That poor guy, he's never done.

"POLE MONKEY" ALVA ALDEN,  
L. U. No. 31, Duluth, Minn.

\* \* \*

## STREET LIGHTS

The boulevards where lights are bright  
To lighten paths of lovers gay,  
Revealing things that prowl at night,  
No shadows cast within that ray.

Lamps must be placed conveniently  
To light each alley, street, or park,  
And turn the night time into day,  
No part of the city must be dark.

The night patrolman, it is his lot  
To change that bulb or trim that lamp,  
No matter if it is cold or hot,  
Or if the weather is dry or damp.

In lightning storms, in snow or sleet,  
The patrolman makes his lonely way  
To inspect the circuit on each street,  
And always night time, never day.

Should an I. L. transformer go wrong  
Or the B. X. get a short,  
It's rush right out and don't be long  
Show any delay on his report.

The trouble may be in the R. O.,  
Or the time clock fail to function,  
Or it may be trouble on the line,  
Or the pot head at the junction.

It's get right out and fix it up,  
The streets they must have light.  
There's nothing that must interrupt,  
The lamps must be burning bright.

John Public does not realize  
The hazards he must fight,  
With him the simple duty lies  
To keep each corner bright.

In blizzards cold, in wind or rain,  
Or on nights of sultry heat,  
He disregards small aches and pain  
For that well lighted street.

Let's give these men the credit due,  
A well earned pat upon the back,  
These soldiers of the street light crew—  
The night patrol. (Here's to you, Jack!)

THE DUKE OF TOLEDO,  
Local Union No. 245.

\* \* \*

*Now may you all have loads of cheer  
For Christmas, and a glorious New Year!*





## RUSSIA TODAY

I AM CONVINCED that any philosophy of human progress which does not rest uncompromisingly on respect for life, no matter how honest its original intentions, becomes brutalized and defeats its own professed purposes. A socialism that offers to fill the bellies of its people but retains the privilege of slitting those bellies at will is reactionary; it cancels out ages of struggle and costly victory in the domain of the human spirit. On those terms, indeed, competitive capitalism too can make the same offer to fill the bellies of its robots; the bargain has already been struck in Germany and elsewhere. The economic security of a prison or a military barracks—the “ideal” for which our epoch seems ready to barter all the human values accumulated through the ages—seems to me the most repulsive ever foisted upon mankind. It is the *reductio ad absurdum* of a dehumanized materialism.

EUGENE LYONS,  
*in Assignment in Utopia.*

