

THE JOURNAL OF
**ELECTRICAL
WORKERS**
AND OPERATORS

labor + technology + management =
PRODUCTIVITY



VOL. XLVI

WASHINGTON, D. C.

AUGUST, 1947

NO. 8

RECORDING • THE • ELECTRICAL • ERA



ON EVERY JOB

THERE'S A LAUGH OR TWO

It did our heart good to receive so many responses from our faithful correspondents in answer to our plea for jokes and poems.

*Thanks a lot Brothers, old and new
It was good to hear from you.
And if it's not too great a chore,
We'd be happy to have more!*

RELATIVE HUMIDITY

Tourist: "They say it seldom rains on the desert."

Prospector: "That's right. Last sprinkle we had at Cactus Corners an old timer fainted."

Tourist: "Being that water's so scarce, what did they do to bring him to?"

Prospector: "We threw sand in his face."

CHRIS G. BJORNDAHL,
L. U. No. 18.

THE SKIN YOU NEVER TOUCH

An old faithful, Arnold Fox, writes us about one of his friends, a pensioner, who has a complexion 20 years younger than his age would imply. When asked to account for it, he says he is dickering with two soap companies, and if either deal goes through—of course, that will be the soap to which he owes his complexion. Privately he says the reason for it is, that when he was a boy he never washed his face if he could help it.

ARNOLD FOX, I. O.

IS THERE A DIFFERENCE

A neighbor having some electrical repairing to be done called an electrical contractor, well known to him. After waiting several days, as no one had shown up to do this work, he called again.

"What's the matter? Are all your men on a strike?"

"No; Just filibustering."

RAY R. (JUICE) WELCH,
L. U. No. 415.

Tiffany responds and gives us promises of things to come.

Dear G. M.

Once more I'll praise,
Once more I'll knock:
My type-machine
Is out of hock!

So long for the present,
TIFFANY,
L. U. No. 3.

Here's one from an old-timer. Brother Vernier has been a member of the Brotherhood since 1906. He writes us that soon his son will also be a member. They work side by side for the Guarantee Electric Company of St. Louis.

THE BIRTH OF THE ERICSON

Olaf Ericson and me was working in the old country in Sveden in Copenhagen on a pipe job. We had so many, many running threads to make. Olaf, he say, "I have getting sick and tired of dese running threads." I say, "Olaf, why don't you do something about it?" He say, "I have thinking."

So the next time we need running thread, Olaf, he say, "Look!" And he pull plumbers union fitting from his pocket. I say, "Olaf, we cannot use plumbers union." And he say, "Yumping Yimminy! I have got idea!"

Now he lives in a big house by the bay and don't even know me.

LARRY VERNIER,
L. U. No. 1.

OLD STONE JUG

The stone jug sat by the cellar wall,
Through many a spring and summer and fall,
Dust covered its curving ruby cheek
And cobwebs grew there week by week.

"Let's throw it away, Grandpa," I said,
His eyes grew misty and he shook his head,
"Let's keep it a little while, my boy,
I recollect how I'd enjoy

A deep cool drink from its dewy mouth,
When the sun was hot and the wind was south.
I'd followed a walking plow all day,
Or sweat at "doodling" clover hay.
Or chopped pole wood for the old stove, when
Too young to go to the field with men.
I've taken it fishing and hunting for snipes,
Before we got water from faucets and pipes."

He'd light his smoke and look away
To dream of a sweet and vanished day.

He's long gone now, I could stretch an arm,
Discard the jug, yet its wine-red charm
Has stayed my hand as the years slip on,
A symbol, it is, of an age that's gone.

D. A. HOOVER,
L. U. No. 1306.

"Sleepy Steve" even surpasses some of his old masterpieces with this gem of rhyme and reason.

THE LAY OF THE CROSSWORD PUZZLE ADDICT

by

"Sleepy Steve," L. U. No. 9

Now Luna's set. The sun god, Ra
Greets the new day with grand eclat.
The hart and hind have left their lair
Beside the tarn, while high in air
Circle and dive the smew and smee
In hot pursuit of ruff and ree.
A peaceful scene? Ah no! A man
Crouches behind his rude sedan
Surrounded by his feral foes.
The time has come when he must choose,
Whether to flee or fight the clan.
So with the greatest of elan
Upon a tor he takes his stand,
And with his lethal snee in hand,
Although he faces certain death
He ululates his shibboleth. . . .

I regret that this poetic gem must remain unfinished, but some men in white coats came and took Steve away. Sorry!

SLEEPY STEVE'S MISSUS

ORDER OR CHAOS

In every far-off land
Our fighting men were set;
We gave a helping hand
To save the world, and yet—

Within our very border,
The sparks of hate still roam;
We fail to maintain order
Within our very home!

The toiler wants his share,
The "money bags" want more;
If uncontrolled, beware!
The road that leads to war!

We need the vim that led our Yanks,
For lasting peace within our ranks!

A Bit o' Luck,
ABE GLICK,
L. U. No. 3.

Brother Tip Reynolds writes us:

"Noted your S.O.S. in the June Journal in regard to contributions for the 'On Every Job' page. Way, way way back, when Peter W. Collins was editor of our then puny little Journal, I was a contributor now and then; and over the several decades since, I have always appreciated a large part of the contents of the Journal while observing its progress in more ways than one.

"So I'm glad to comply with your request for an offering for the page, thinking it may arouse the others you mention, too, and cause all of us in the future to keep a few 'fillers' in your hands so you won't run short.

"As a contributor to many periodicals for the past 40 years and more, the following was one of my humble efforts for the Butte Daily Bulletin back in 1918; it seems to me that it is still appropriate for our page maybe"—

OLD FASHIONED DAYS

A century or less ago when I was in my prime,
I never gave much thought to things which
now take coin and time;

I never thought of buying stuff and take a year
to pay,
And then be ever pestered for installments
every day.

I took my eggs and squash to town and swapped
for things galore;

I also hauled my wheat to town to place my
flour in store;

I whittled up a pig or two when old Jack Frost
set in—

My fruit was on the cellar shelf, my spuds
were in the bin.

For pleasure I could be found at a good old
fashioned dance,

And was not the least embarrassed by the
patches on my pants,

And when the winter yelped at me I didn't squeal
for coal,

I carved myself a stack of wood and let the
breezes roll.

The doctors didn't then dissect for all my aches
and ills,

I placed a little confidence in mother and her
pills,

And when she packed me in my bed and plastered
me with heat,

It wasn't very long until she had me on my
feet.

I didn't worry 'bout a car and chains and tires
and plugs,

And one and twenty other things which now-
adays drive me "bugs,"

And if some folks had more than I, I never
cared a rap,

For then as now I realized that those days
were a snap.

And while I well remember that I seldom had a
cent,

I also recollect that life was filled with sweet
content,

So when my reminiscences recall those days
passed through,

I long to once more lease again another one
or two.

TIP REYNOLDS,
L. U. No. 65.

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J. Scott Milne, Editor

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• This Journal will not be held responsible for views expressed by correspondents. The first of each month is the closing date; all copy must be in our hands on or before.

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Magazine

CHAT

In times like these, when the economic process is not functioning perfectly in every department, small missing details may hold up the whole process. The paper situation for labor magazines is a case in point. This Journal has been unable to find the quality of paper; it has been short in quantity. The lack of high quality has been due to the failure of the paper manufacturer to be able to buy certain ingredients for high glaze coating on the paper.

* * *

There has been evidence of delay in delivery of the Journal. This has often been beyond the control of the management. Mails have not been as fast as in normal times. In recent weeks the publishing company with which the Journal has dealt for 28 years has attempted to buy new presses to speed larger editions of publications. It is impossible to get delivery on new presses for three years. The publishing company thereupon bought a new rebuilt press, but this broke down entailing bringing mechanics from distant points to do the repairing. These contingencies seem beyond the control of anybody. They are wrapped in the general situation in getting started after a great war.

* * *

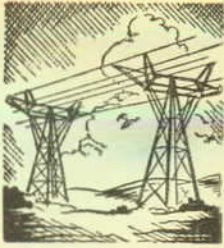
We expect that these disarrangements are multiplied many times in every industry. The nation cannot fight a great war and expect to have the raw materials, the over-all force, the equipment to climb back to a normal peacetime basis in a few months.

* * *

The membership should realize by this time that the Journal is the pride not only of the organization but of the staff, that everything is done to bring out every month a first-grade modern Journal that will serve the members to the fullest extent.



J. SCOTT MILNE
*International Secretary
formerly vice president, ninth district*



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Changes at the International Office

ON June 27, G. M. Bugniazet, for 23 years International Secretary of the International Brotherhood, tendered his resignation to International President Tracy. The resignation takes effect July 15. On July 7, the International President accepted the resignation with profound regret.

Immediately, the International President appointed J. Scott Milne, vice president of the ninth district, International Secretary; and Oscar Harbak, International representative, ninth district, to succeed Mr. Milne as vice president of the Pacific Coast area.

Mr. Bugniazet stated in his letter of resignation:

"Mr. D. W. Tracy
"International President
"International Brotherhood of Electrical
Workers
"1200 Fifteenth Street, N. W.
"Washington 5, D. C.

"June 27, 1947

"Dear Dan:

"With reference to my previous talk with you concerning my desire to retire as secretary, I have considered seriously your request that I continue in office, but must advise that I have decided otherwise. I have served the Brotherhood to the best of my ability for thirty-six and a half years and with my advancing age, as well as the strain of increasing duties, I feel it to the best interest of all that I retire. The position requires the energies of a younger man.

"I, therefore, tender you my resignation as International Secretary of the I.B.E.W. and Secretary of the E.W.B.A., same to become effective at your discretion.

"As to your request in the event I did not reconsider the question of retiring would I accept the position of Executive Director on the National Electrical Benefit Fund, I have considered that and while I desired to retire completely, still having the progress and welfare of the organization and the desire to do anything that might contribute to its further progress, if you still feel that I should serve in that capacity at this time, I will accept the appointment.

"With best wishes, I remain

"Sincerely yours,

"G. M. Bugniazet."

///

President Tracy stated in reply:

"Mr. G. M. Bugniazet
"International Secretary
"International Brotherhood of
Electrical Workers
"1200 Fifteenth Street, N. W.
"Washington 5, D. C.

"July 7, 1947

"Dear Gus:

"Your decision to resign your positions as International Secretary of the International Brotherhood of Electrical Workers and Secretary of the Electrical Workers Benefit Association, respec-

tively, transmitted by your letter of June 27, 1947, is accepted with regrets that are genuine and deep.

"Knowing your reasonable and sentimental attachment, developed through more than one-third of a century of loyal devotion and sacrificing service to the cause of our Brotherhood, it is understandable that your determination would be arrived at only after considering the best interests of all.

"Your willingness to accept appointment as Executive Director for the Brotherhood on the National Electrical Benefit Fund, despite your desire to retire completely, is consistent with your obedience to the call to the service of our members.

"In response to the earnestness of your desire, your resignation is accepted in behalf of the Brotherhood, effective as of July 15, 1947.

"With all good wishes and kind personal regards,

"Fraternally and sincerely,

"D. W. Tracy."

///

Telegram of President Tracy to Mr. Milne:

"J. Scott Milne
"910 Central Tower
"703 Market Street
"San Francisco, California

"Further reference telephone conversation July fifth. This is to advise that International Secretary G. M. Bugniazet has resigned. His resignation has been accepted effective July 15, 1947. I am appointing you as International Secretary of the Brotherhood and Secretary of the Electrical Workers Benefit Association, effective July 15, 1947. Letter of confirmation follows. Regards.

"D. W. Tracy

"International President."

///

Telegram of President Tracy to Mr. Harbak:

"Oscar G. Harbak
"910 Central Tower
"703 Market Street
"San Francisco, California

"Further reference telephone conversation July fifth. This is to advise that I am appointing you to the office of International Vice President of ninth district effective July 15, 1947. Letter of confirmation follows. Regards.

"D. W. Tracy

"International President."

///

Mr. Bugniazet will become Executive Director of the National Electrical Benefit Fund in behalf of the International Brotherhood of Electrical Workers.

PRODUCTIVITY--Time-Clock of Lasting Prosperity

EVER since the national conference on productivity in October 1946, under the auspices of the United States Department of Labor, there has been a silent ferment of thought on the subject—with varying interpretations, and scattered hope.

There are those who believe that productivity may be the way to settle differences over the question of wages. There are those who believe that productivity may furnish the key to a constantly rising standard of living. There are even those who believe that productivity may furnish an automatic and mechanical way of fixing wages. Nearly all persons, labor, management, and economists unite in believing that the steadily rising figure of productivity over a hundred years in the United States is of tremendous importance and significance. At any rate, there is an effort to center attention upon this facet of American economy. To date, however, it must be admitted that very little has been done to fix the question in a circle of light. The only measurement of productivity thus far is to take the number of man-hours worked and divide it into the figure for total production to get production per man-hour. Labor contends that this is merely a simple arithmetical process that eliminates many of the values of the productive question.

What Is Productivity?

In simple, productivity is the ratio of increase in production. Economic historians have discovered in the United States the rate of increase per year is three to three and one-half per cent. They have not yet been able to analyze what produces this steady gain. It may well be that some will claim that it is technology alone that produces this gain, but the best thought appears to be labor and management and technology produce steadily rising productivity.

Here are some excerpts from recent addresses and articles by statisticians and economists and business men on this subject of productivity.

EWAN CLAGUE,
Commissioner, Bureau of Labor
Statistics

"I have been asked to give you the facts about productivity. The first fact which I should like to bring to your attention is that productivity is a general and not a specific term. Much of the confusion and controversy about productivity arise from a failure to understand this. Productivity in the general sense is the relation between production and virtually any desired factor of input. For example, we may wish to measure production in relation to the use of some specific material. In the electric power industry, kilowatt hours produced per pound of coal consumed is a highly significant measure. In some cases, we may wish to relate production to the use of capital goods.

Trend toward better understanding of role of production in good times, indicated

In the cotton textile industry, for example, we may relate yarn output to spindle hours. The most commonly used productivity measure is the relation between production achieved and the man-hours of labor expended in the production processes. This is usually referred to as labor productivity. . . .

Let's Look at Figures

"So far I have cited a number of facts but few figures. Let us examine some of the figures. One of the most striking facts in relation to output per man-hour is that on the average in our manufacturing industries it has tended to double every 20 years throughout our recent history. This is an average rate of increase of about three and one-quarter per cent a year. The compounding of such modest improvements makes an impressive total in a few decades. These year-by-year changes are the true measure of our technological progress and the real guarantee of our constantly increasing standards of living.

Difference in Industries

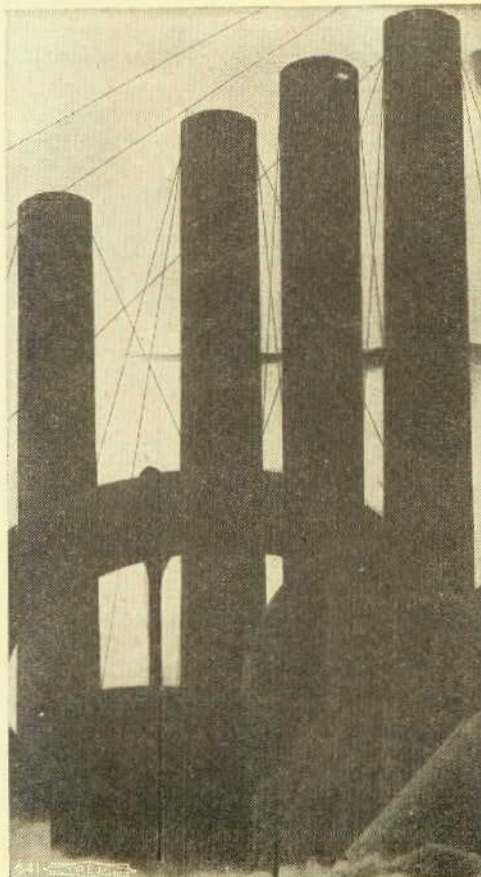
"This figure is an average, and like most averages it conceals a diversity of experience within it. Some great industries go

along year after year with little or no technical progress and with levels of output per man-hour that change but slightly. In contrast, other industries show striking increases over relatively short periods. If we attempt to classify the industries according to their increases in output per man-hour, we discover that the slow-moving industries are usually old technologically, and frequently have a declining market for their products. The industries which jump rapidly are usually young, with rapidly expanding markets and rapidly changing techniques of production. One of the most astonishing records is that of the rayon industry, where output per man-hour increased by nearly 500 per cent between 1925 and 1945. During this same period rayon changed from the status of a curiosity or inferior substitute to an accepted high-quality staple fiber used by our textile industry. It is clear that we can set up no general rule on how fast output per man-hour should be increased from industry to industry. In some sections of the economy, we will expect relatively modest year-to-year improvements. At the same time there are occasional bursts of inventiveness which may revolutionize established and apparently well-settled industries. . . .

"Our experience indicates that there is no typical situation, and this conclusion is substantiated by the various polls which have been made on the subject. We have spoken with a large number of management officials. Some report an alarming decline in worker efficiency; others state that in their plants it is higher than in the prewar period. Some of the favorable reports come from the operating officials of companies whose non-operating officials have publicly made directly contradictory statements. There is only one thing that stands out definitely. Complaints of low efficiency are most prevalent where labor-management relations are poor, and it is precisely in such situations that we should expect the reports to have some substance. Poor industrial relations mean poor morale and unsatisfactory work attitudes. The remedy is again clear, and I will only point out that progressive management has always accepted at least half the responsibility for the establishment of good labor-management relations. . . .

Capacity

"The only element affecting productivity which presents any question mark for the future is the level of capacity operations. We have no assurance that today's high levels of production will be maintained indefinitely. If there is any serious drop in production volume, this factor will tend to have an adverse effect on output per man-hour. All of us hope that a serious decline in production can be avoided. In any case, I should like to point out that if business activity does decline, there are some offsetting factors which may tend to counterbalance the drop due to the decline in capacity operations. All of us know that it isn't necessary to be an efficient producer to operate successfully in today's market. With a large unsatisfied demand, virtually any firm can stay in business, even if its productive efficiency is low. If demand and production were to fall off, one of the first results would be to eliminate submarginal producers. This would offset, to some extent, the decline in productivity because of a lower level of operations in the more efficient plants. I am not dismissing lightly



the seriousness of any sharp drop in industrial activity. I am only pointing out that it is one of the functions of intensified competition to eliminate the inefficient and keep productivity moving upwards. It may interest you to know that in each year of the prosperous late 'twenties' at least 5,000 manufacturing firms went out of business. In 1940 about 2,500 manufacturers failed. Last year the number was 280, and the rate so far this year is only a little higher."

HERMAN B. BYER,

Assistant, Director, Employment and Occupational Outlook Branch,
Bureau of Labor Statistics

"Though we have no accurate measure of output per man-hour in the construction industry, there is little doubt that it has increased over the years, and while the increase has been irregular it has had a cumulative effect perhaps comparable to that in manufacturing as a whole.

"Between 1919 and 1939 productivity rose about 3 per cent per year in manufacturing. During this period, progress in construction took numerous forms which, in combination, have had considerable effect. As in all other fields, significant increase in output per man-hour resulted from changes in the materials, machinery, and equipment used, modifications in the types of work done, and organization of operations. Changes in materials were very numerous and of great importance, affecting the number of items to be handled, their stage of processing when delivered to the job, and the ease of installation. A very few examples are the extensive replacement of wood lath by gypsum lath and of sheathing by plywood or insulating board, introduction of ready-mixed concrete, and the widespread use of stock millwork items made to exact size, in some cases machined for hardware.

Innovations

"Developments in machinery and equipment included introduction of smaller sizes of excavating machines, economical for even a single 5-room house, electric hand tools and radial saws for carpentry, and even such items as adjustable shores for concrete forms and improved scaffolding. Change in the type of work done occurred to some extent through simplification in design, reducing the extent of laborious hand work. While the trend in this direction was already well advanced by 1919, it continued and thus helped also to reduce man-hour output in the 1919-1939 period.

"Important for housebuilding was the emergence, toward the end of this period and early in the war, of large housing developments in which economies were effected by contractors and promotional builders through planning and organizing their operations for specialized, continuous work with processing and erection crews. Here each workman was employed practically all of the time on materials or on structures, rather than spending considerable time, as traditionally, on figuring out the exact work to be done from crude sketches or rudimentary drawings.

Material Shortages

"After the war, however, and particularly during 1946, manhour output on building construction declined to a noticeable

degree, because of acute materials shortages in the face of a huge construction program. Operating schedules were upset, and in thousands of cases work was stopped entirely when essential items were unobtainable. Some jobs were stopped several times. In many cases, work had to be done twice; first, temporary installations were made to permit occupancy, and later these installations had to be replaced when the missing materials were obtained. Almost any work is, of course, more time-consuming in an occupied house than in one under construction. In thousands of instances certain millwork items could not be purchased and had to be built on the job, and in thousands of other cases, contractors were unable to buy the sizes they wanted in millwork items, but had to take off-standard sizes and have them fitted at the job, with consequent loss of time.

"In addition, of course, there was probably some decrease in man-hour output because of local labor shortages which led to a longer work week than suitable for highest efficiency, and also in employment of some workers below normal standards of skill and responsibility.

"These problems are already beginning to be resolved in 1947. The successful and active apprentice training program in the building trades has already begun to swell



OSCAR HARBAK

vice president select, ninth district

the ranks of effectively trained mechanics. What is more, the materials supply situation is so greatly improved, that it looks as though a much more normal and regulated flow of building materials to the job site will be possible this year. This alone, because it will permit good work scheduling and prevent waste of manpower, will result in considerable improvement in productivity."

W. D. EVANS,

U. S. Bureau of Labor Statistics

"Now it is a simple fact that the gross value added per worker or per man-hour varies substantially from segment to segment of the economy. In 1939, value added by manufacture per worker (which is numerically close to gross value added per worker) ranged from less than \$1,000 in a number of the garment industries to more than \$6,500 in the petroleum refining and chemicals industries. This means that a shift in the pattern of production can substantially change the value of gross national product per worker for the economy without any change in physical output per worker having occurred in any industry. Let me elaborate this key fact. Suppose that in two separate years, prices, average working

(Continued on page 338)

EXECUTIVE COUNCIL MEETING

MINUTES OF SECOND QUARTERLY MEETING OF
THE INTERNATIONAL EXECUTIVE COUNCIL,
BEGINNING JUNE 23, 1947, IN
WASHINGTON, D. C.

All Council members were present except Charles FoeHN who arrived one day late. He was unavoidably detained by contract negotiations in his home Local Union.

Minutes of the last Council meeting were approved. Between meetings the Council members had approved, by correspondence, the submission to referendum of Constitutional Amendments proposed by the Jurisdiction Committee. The Council now confirmed its action. The Council also confirmed its approval of the appointment of Frank W. Jacobs and W. B. Petty as Vice Presidents of the newly created 11th and 12th Districts respectively.

From Buffalo and Honolulu

Invitations were received from Buffalo, New York, and Honolulu, Hawaiian Islands, to hold the Council's next quarterly meeting in those places. Local Union 41 of Buffalo desired the meeting during its Fiftieth Anniversary Celebration. Local Unions 1186 and 1260 of Honolulu wanted to show Council members the beauty of the islands and the noted Hawaiian hospitality.

The Council deeply appreciates these kind invitations but feels it necessary to decline them at this time. The Council will hold its next meeting in the International Headquarters. The Locals extending these kind invitations have been so advised.

Protest from New Jersey

A protest, against a previous Council decision, was received from the Secretary of the System Council of Local Unions on property of the Jersey Central Power & Light Company. Some statements in the protest were in complete error. Besides, those protesting were not harmed in any manner whatsoever. The protest was apparently based on misinformation and misunderstanding. The Council's Secretary pointed this out in correspondence. So the matter was filed.

Complaints on Retirement Pay

The Constitution provides in Article III, Section 11 (eleven) that:

"Members in the I.B.E.W. service, or employed by it as officers . . . who have been so employed for 15 years or more, may be retired by the I.E.C. . . . with retirement compensation equal to one-half the salary at time of retirement—but in no case shall this exceed \$200 a month. . . ."

"Any one receiving such compensation must observe this Constitution and the principles it sets forth and shall do nothing directly or indirectly to injure the I.B.E.W. or its members. Should the I.E.C. find any such person guilty of violating this provision, it has the power to terminate retirement compensation, and assess, suspend or expel such person."

Complaints have been made that unfair advantage has been and is being taken of the retirement benefit—that

the intent and spirit of the above law has been and is being abused. The complaints arise mainly because the same restrictions are not placed on those receiving the retirement benefit as are placed on members who receive the pension benefit.

Members on pension, for example, are not allowed to do any electrical work of any kind or to have any voice or vote in Local Union meetings. (See Art. XII, Sec. 3). But the law places no such restrictions on those on retirement pay.

Conditions to be Observed

The Council considered the entire matter and feels it has full authority to require that certain conditions be observed by those receiving retirement pay. Such conditions, the Council believes, are necessary to protect the retirement benefit provision for those needing it in the future.

The Council also believes those who have previously been placed on retirement, and desire to continue to receive such pay, ought to be required to observe such conditions. The conditions are:

1. No one receiving the retirement benefit shall be permitted to do any electrical work of any kind either for compensation or gratis—or to hold any position associated or connected with any kind of electrical work.
2. No one receiving the retirement benefit shall be permitted to hold any Local Union office or to have any voice or vote in Local Unions or in any I.B.E.W. meetings—or to take part in or be connected in any way with any Union affairs or activity of any nature within the I.B.E.W.

In Behalf of Eugene Scott

The Council received a plea in behalf of Eugene E. Scott, former Business Manager and Financial Secretary of Local Union 702, West Frankfort, Ill. The plea was signed by the Business Managers of 16 other Illinois local unions. A copy of the plea was sent to Local 702 and a committee of three from this Local appeared before the Council to oppose the plea.

In 1941 Scott was expelled on charges properly filed. He appealed without success to the former Executive Council and then to our 1946 Convention.

Those who signed the plea in behalf of Scott say they do not attempt to pass upon his guilt or innocence—that they do not ask this Council to do so—that they simply believe Scott has suffered enough and should be allowed to earn his living working at the trade as a member of the Brotherhood.

The Council could not take any action because our law is quite clear in this type of case. It reads:

"No L.U. can admit any applicant who formerly was a member of the I.B.E.W.—or suspended by or indebted to another L.U.—without consent of the I.S. and without first consulting the last L.U. the applicant was a member of, in regard to his character and record. The I.P. shall decide any case in dispute." (Art. XXII, Sec. 1).

Savannah Versus Charleston

August 2, 1946 former President Brown granted jurisdiction over the U. S. Naval Hospital Project at Beaufort, S. C., to Local Union 508 of Savannah, Ga. His decision stated that an investigation had first been made and the evidence carefully considered.

The other Local involved—776 of Charleston, S. C.—then appealed to the former Executive Council. No Council decision had been rendered when the 1946 Brotherhood Convention ended. On September 11, one day after the Convention ended, the former President reversed himself and said "the original grant of jurisdiction to Local Union 508 was not consistent with the evidence."

After President Tracy assumed office (Jan. 1, 1947) Local 508 complained that this reversal "was made because of political actions"—that it had no information the former President may act again in the case before the Council acted. President Tracy investigated and had each Local Union submit its claims and any additional evidence. After considering all this, he reinstated the original award of the former President.

Local 776 then appealed to this Council. A committee of three from this Local (including its President and Business Manager) and the Business Manager of Local 508 appeared before the Council. Each side was fully heard and Council members asked various questions. During this hearing the Council found that Local 508 had not been notified, the facts had not changed, and no inquiry had been made before the former President reversed himself.

The Council also found that President Tracy acted upon the facts and evidence and was justified in reinstating former President Brown's original decision. The appeal, therefore, of Local 776 is denied.

The Case of James Preston

James Preston was employed by the International. He worked in the International Office under the President. President Tracy abolished his position and his services ended last May. He then made certain demands upon the President and now appeals to the Executive Council from the President's action. Preston demanded:

1. Severance pay of \$1,198.44. He was paid ½ month's salary the same as granted other Brotherhood employees upon discontinuance of service. Our law makes no provision for nor does it allow granting such payments.
2. Vacation pay for 1946 and 1947 amounting to \$491.66. (President Tracy was not in office in 1946.) Our law does not provide for annual vacations nor does it authorize the President to grant them. Others—Representatives and Organizers—have gone years without any vacation or extra pay.
3. Back pay of \$666.70—the difference between a Representative's 1946 salary of \$5,900 and that of 1947 of \$7,500. Article III, Section 8, of our law sets the salary of Representatives. But Article IV, Section 3, authorizes the President to decide the compensation to be paid Organizers and Assistants.
 - (a) It is found that the President (assuming office Jan. 1, 1947) did not feel justified in rating Preston as a Representative. Therefore, Preston did not receive the salary of \$7,500. No protest or claim was made by Preston until after his services ended.
 - (b) In this regard Preston claims he holds a commission with an annual expiration date, the next date being September 1, 1947. But he submitted nothing to support such claim. After a diligent search, the Ex-

ecutive Council is unable to find proof of the existence of such commission anywhere in the International files and records.

(c) We find President Tracy did not grant any such commission. No predecessor in office had authority to grant it or to make such an appointment binding upon a successor. However, if Preston produces proper evidence of any contract obligating the Brotherhood, further consideration would be given to this claim.

4. Two-thirds retirement pay amounting to \$133.34 per month for life, beginning in no less than 5 years or upon Preston reaching the age of 65. Granting this would violate Article III, Section 11 (eleven) of our Constitution. To be eligible, one must be in the IBEW service no less than 15 years. Even without such requirement the President has no authority to grant such payments.

Preston submitted no evidence to support the foregoing demands and claims. After investigation and consideration the Council denies them, with the one exception noted in Paragraph (c) above, and sustains the President.

Preston makes other claims—that he was intimidated; that he was originally invited to leave industry and was made certain promises; that he had a certain "top seniority" in the International Office; that his work was entirely satisfactory and that his views relating to Union labels influenced or were responsible for his services being terminated. None of these additional claims were supported. The Council could not find any basis of fact for them and therefore denies them.

Examination of the files and records, and questioning of other employees, show that Preston has a peculiar temperament handicapping his ability. He was contentious, super technical and unduly legalistic, with a demanding and stubborn attitude. The Council finds the President's action was fully justified by the facts and the law.

President Before the Council

The International President appeared before and consulted with the Council on several questions. He reported on the unfortunate situation long existing in the Hollywood Movie Studios. A long, tragic and disastrous strike (following repeated strikes) had been in effect when President Tracy took office. After assuming office he felt compelled to take supervision over the affairs of Hollywood Local No. 40 to protect our members' interests and their work and to save what he could out of a bad situation. The Hollywood situation has since greatly improved. But it has not yet been sufficiently cleared or adjusted. The President therefore referred the matter to the Council as provided for in Article IV, Section 3 (9) of our law. The Council decided, in accord with our law, that the situation requires that International supervision be continued until further notice.

Telephone and Manufacturing

The President reported on the entire telephone situation and what is being done in this field—without publicity releases, noise and fanfare. All this is dealt with fully in our official Journal (this issue) and in letters to the International Staff and our Local Unions.

Organization and problems in the manufacturing field—especially the problems of our manufacturing local unions—were gone into by the President. He outlined the efforts being made in behalf of these local unions and their members and displayed the International's deep interest in them.

Pension Board and Progress Meetings

The President reported that the National Employees' Benefit Board was now functioning well. This Joint Board was set up under the "Employees' Benefit Agreement" between the National Electrical Contractors Association (IBEW Employers Section) and our Brotherhood. Through this National Board, and through Local and Area Boards operating under it, this contracting branch of our industry helps to pay for pensions of its aged employees who are our members.

The progress meetings held in the various Vice Presidential Districts (as provided for in Article VIII, Section 1 of our law) were discussed by the President. He attended several of these meetings, as many as his other duties would permit. Council members also attended.

Building Trades Department

A most serious and unfair situation has developed in the Building Trades Department of the A.F. of L. affecting our members. The Department President has recklessly and viciously been rendering one jurisdictional decision after another against us—attempting to take work away from our members which they have been doing for many years. All facts and proof and experience have been ignored. This situation cannot and will not be allowed to continue. President Tracy made it plain, and this Council wants it made plain, that all steps necessary and possible have been taken, and will be taken, to protect our members' earning opportunity.

Two Councils on Industrial Relations

The President reported that 7 dispute cases have been decided (since your Executive Council last met) by the Council on Industrial Relations for the Electrical Contracting Industry. Our members lost no pay in unnecessary strikes and good relations continued in this branch, while this sensible and modern procedure was followed.

Now the same kind of Council and procedure has been set up and is functioning for the Electric Sign Industry. Your President reported on meetings he attended and discussions he had with representatives of the National Electric Sign Association. (Some of their members also belong to the National Electrical Contractors Association). They manufacture, assemble, and erect signs. Since this association well represents the Employers in the Sign Industry the President recommended that our Brotherhood cooperate with it to establish and maintain harmonious relations in the interests of both parties. The Executive Council concurs fully in the President's recommendations and approves his efforts in this matter.

Pensions Approved

The following applications for pensions were approved:

Membership in the I.O.	Formerly of L.U.	Membership in the I.O.	Formerly of L.U.
Grigg, Walter E.	3	Gormer, William	202
Melville, B. K.	6	(amalg. with 6)	
Brand, Adam W.	9	Salsbury, Sydney C.	213
Amos, Chester S.	10	Teater, Earl E.	246
Kuhn, William	11	Fratris, John F.	340
Tobin, James C.	18	Davies, Mathew	344
Hayden, John	31	Herstine, H. A.	367
Talaska, S. J.	31	Crabtree, Lisle B.	457
Burke, William	33	Glore, Charles A.	481
Willeke, Henry H.	103	Charbonneau, Allen	561
Bush, Sidney W.	107	Gadoua, Albert	568
McDonald, Wm. F.	125	Maley, James M.	622
Whiteley, James H.	125	(now defunct)	
Mullin, William	134	Young, Fred V.	633
Richtfort, Edward A.	134	Tooker, Ira J.	664
Peckham, John W.	180	Lozo, Otto J.	666

Membership in the I.O.	Formerly of L.U.	Membership in L. U.	
Levy, Nathan L.	677	Mann, S. C.	84
Mueller, Ernest	677	Rawlinson, Charles	86
Nicholson, John J.	717	Estabrook, Charles H.	96
DeLeon, Joseph P.	732	Crosby, Harry J.	98
Jones, Otho W.	1156	Olin, Carl O.	103
		Sawin, Edmund C.	103
		Hart, Harry	110
		McCarthy, David	117
		Hunter, Glenn O.	125
		Nettleton, C. W.	125
		Rathhoff, Charles H.	130
		Aldrich, William L.	134
		Annicelli, Charles	134
		Bergstrom, John P.	134
		Laird, Norman K.	134
		Mellreevy, William S.	134
		Rubey, Samuel L.	134
		Scanlon, Philip C.	134
		Schenck, William	134
		Schwartz, Felix J.	134
		Sembach, Charles H.	134
		Siegman, Edward F.	134
		Slavin, William H.	134
		Beatson, James R.	152
		Hull, William	152
		Davis, Oliver W.	153
		Balch, A. H.	156
		Jones, Emrys J.	164
		Leibold, Gustave W.	164
		Cudney, George A.	210
		Knable, Milton R.	211
		Pugsley, Herbert W.	213
		Scott, A. E.	213
		Sumner, G. E. C.	213
		O'Brien, J. J.	230
		Seeley, William E.	254
		Bell, William	339
		Gibb, William	339
		Mulligan, Alexander	348
		Mente, Otto	349
		Grundy, Peter A.	389
		Daley, Jeremiah W.	494
		Jacobs, John H.	528
		Courter, George	540
		Eagles, Alexander F.	567
		Ferrell, Edward H.	595
		Wallmann, Joseph G.	595
		Blodgett, Samuel	684
		Rylander, William	685
		Eutsler, James H.	702
		Blater, Theodore	713
		Manternack, Mathew	713
		Dohney, Edward	794
		Hoagland, Oscar W.	817
		Titus, A. Leon	857
		Keith, Henry H.	870
		Trauth, Matthew L.	918
		Kougan, Francis	1245
		Healey, Thomas F.	1392

Pensions Denied

The following applications for pensions were denied: JOHN H. CRONIN, L.U. 58: The record shows a break (arrearage) in his continuous standing. Such cases as this are most regrettable. But the Council has no choice other than to follow our law.

PETER B. URBAN, L.U. 770: His case is the same as Cronin's, stated above.

EDW. G. WEGNER, L.U. 195: Same case as that of Cronin and Urban, stated above. The Council passed on Wegner's case during its last meeting. But this member protested. The Council decided it could not grant this application for the reasons already given.

J. E. PATTERSON, L.U. 353: A break in his standing occurred in 1928. Then it was a rule in Local 353 to carry a member's dues when he became ill. The Executive Board would issue a voucher for such dues each month. But the official receipt shows Patterson's dues were not paid within the three month limit. Fact is, this member went into arrears regardless of who was at fault. The Council felt it had no choice but to follow the law.

This case is an example of those where the Local carries a member's dues. The Local, in this case, assumed an obligation to this member. He had a right to expect his dues to be paid on time and his standing protected. Members should always demand their dues receipt within the required time. Otherwise they may be penalized because of negligence of some Local officer. Where a Local decides to carry the dues of a member and he is allowed to go in arrears, as in this case, the Council feels the Local should carry out its obligation and pay the pension monthly until he becomes eligible to receive it under our Constitution.

WILLIAM MORIARTY, L.U. 3: A discrepancy appears in his birth record. Acceptable evidence of correct birth date must be furnished.

PATRICK DUNLEAVY, L.U. 9: His case is the same as Moriarty's, stated above.

JOHN HARTMAN, L.U. 134: When he made application for membership he gave his birth date as 1885. His pension application gives a birth date of 1882. Not sufficient evidence showing latter birth date as being correct.

H. A. COPELAND, L.U. 125: The Council will consider additional evidence in this case showing the correct date of birth.

Correction of Birth Dates

Satisfactory evidence having been submitted, approval is given in the correction of birth dates of the following members: George W. Dallery, Abraham Fertig, William Gilzinger, all of L.U. 3—Leroy Harrington, L.U. 11—M. C. Boyle, L.U. 200—Albert N. Fox, L.U. 352—Samuel Phipps, L.U. 561—George R. Wolfram, L.U. 716—James Reardon, L.U. 717.

FRANK PROCHASKA, L.U. 38: Not sufficient evidence submitted in this case to justify changing the date of birth records.

Next Council Meeting

The Council completed its immediate work and adjourned June 26. The next quarterly meeting will begin Tuesday, September 2, 1947 in the Council Room, International Headquarters, Washington, D. C.

H. H. BROACH
Secretary

WHITHER *Now, America,* *Which Road to Take?*

By F. J. BEVIS, L. U. No. 230, Victoria, B. C.

TWO world wars and their resultant problems have caused some of our well-known political leaders to publicly emphasize the necessity for world wide cooperation or collectivism, if a third world war is to be avoided.

Generally speaking the average citizen accepts these statements without much question, his only problem is that of how, and with whom he is to cooperate.

As a wage earner he tries to cooperate with his fellow wage earners by joining a trade union, also possibly some fraternal, religious or cultural organization. As a citizen he votes for the candidate he believes will be most likely to advance the interests of the community to which he belongs. Within the limits of his knowledge, Mr. Average Citizen believes that he is doing all that is humanly possible to promote peace and freedom, together with a certain amount of security for himself and his fellow men. An examination of these activities in which our average citizen interests himself reveals the following interesting facts.

Power of a Trade Unionist

As a trade unionist, and a contributor to the world's wealth, he is able, through his organization to have more control over his working conditions than an unorganized worker, he can also exact a higher wage rate, which may mean a higher standard of living. Through collective bargaining he is able to exercise some control over the price paid for his labor power (while the demand for it exceeds the supply) in much the same fashion as industrialists control the price of goods produced in their factories, with the difference that while the industrialist can effect many economies and live on his reserves during hard times, the workman,

Labor movement is at the crossroads —world crossroads, and must choose

having little or no reserve, must seek some form of social assistance during prolonged periods of unemployment. No amount of organization by the workman on the economic field will prevent periods of unemployment, for the simple reason that labor power is a marketable commodity, and subject therefore to the vagaries and fluctuations of the market.

The fraternal and religious organizations to which our average citizen belongs, are in a sense far removed from his trade union, which is fundamentally materialistic, although its healthy background of idealism occasionally comes to the fore.

These numerous fraternal bodies usually avoid all reference to daily problems of general concern, and devote themselves to the care of young or old dependents, with emphasis on good fellowship and mutual assistance among members of the organization.

Religious bodies, of course, operate on the basis that whatever tribulations we may undergo in this world will be more than compensated for hereafter, provided we adhere to certain beliefs and standards of ethics.

What Causes International Conflict?

From this it will be seen that in spite of all his activities, Mr. Average Citizen so far has not taken any decided steps to bring about world peace, mainly because he has not yet acquainted himself with the causes that lead to world war, neither has he realized that the very troubles which cause strikes and unemployment in his own community, are the same that result in international conflict periodically.

It is interesting to note that as early as 1903, following a period of strikes, legal injunctions and law suits against various unions, the British labor movement formed its own political party. For many years it stumbled along, twice becoming the Government, but each time failing to retain power through lack of a clear-cut plan or philosophy.

By 1945, with its ideas crystallized and plans matured, the British Labor Party was able to offer the British people some measure of security for the individual, better living standards for the masses, and cooperation with other countries for the maintenance of world peace.

The People Speak

Realizing the impotence of either the Liberals or Conservatives to do any of these things, as repeatedly proved by a series of wars and depressions, the British people voted overwhelmingly in favor of a people's government. Since taking office, the British Government has been confronted with gigantic problems, the greatest being to feed, clothe and house millions of people living on an island that must import at least half of the goods required to do this.

There have been many labor disputes in Britain during the past two years, but we have yet to hear of the present British Government passing any restrictive labor legislation, such as is now current in the United States and Canada, or tolerating injunctions or fines against unions.

We Haven't Learned to Cooperate

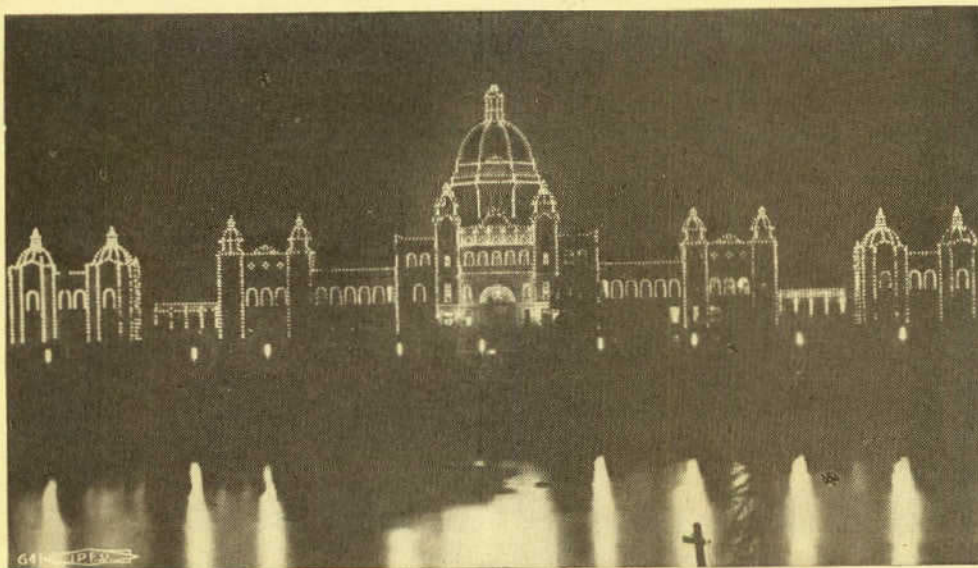
In Canada and the United States we have not yet learned to cooperate with each other or with the rest of the world to the extent that we will elect governments imbued with the idea that human welfare comes first. We still concede the right of the financier or industrialist to get what he considers his due, ahead of the average citizen, even if wholesale slaughter and poverty result. Our two countries, Canada and the United States, are the only two participants in World Wars I and II who still cling to the old viewpoint that small privileged groups can govern us and successfully reconcile the divergent interests of human welfare and profit. We tacitly acknowledge the supremacy of big business, and strive to make our trade unions another big business, forgetting that we are a movement representing many thousands of people less fortunate than ourselves, in that they have so far failed to attain any degree of organization in the economic field.

Result of Opposition

So long as our trade unions operating as big business do nothing to restrict the activities and therefore the profits of those big businesses that control the means of production, all will be well, but the recent difficulties of the mine workers and railroad men prove only too plainly how ruthless the opposition to threatened curtailment of profits can be.

While undoubtedly the great majority of people in North America are workers, their labor organizations are the only groups that cannot count on government support in their efforts to improve conditions. No government can afford to support a force that is daily growing stronger both numerically and

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BRITISH COLUMBIA PARLIAMENT BUILDINGS AT NIGHT



G. M. BUGNIAZET

*for 36 years an International official
"grand old man of the Brotherhood"
resigned secretaryship June 27*

England Offers Scholarships to U. S. Unionists

THROUGH arrangements made with Sir Robert Mayer, of the Transatlantic Foundation in England, five scholarships have been provided for American students interested in the labor movement in this country to go for a year to Ruskin College, Oxford, with tuition, room and board provided free, by a financial grant of 200 pounds each, which will be paid to Ruskin College. Each student selected will be responsible for his transportation to and from England and for pocket money while in that country. At the present moment, arrangements are made for the five scholars to travel on the Marine Tiger, leaving New York on September 12, 1947, the rate of payment for the voyage to be \$117.00.

Our Best Scholars Are Needed

The committee in charge is interested in finding the best scholars from America to send to Ruskin College. This committee is known as: The Committee on Ruskin College Labor Scholarships. Any eligible person interested in obtaining one of these scholarships should send completed application blanks, with letters of recommendation, to the Institute of International Education, 2 West 45th Street, New York City, by July 25, 1947. This is a fine beginning for a new venture in international exchange of students.

These Will Select the Students

Final selection of students will be made by the committee on selection:

Miss Eleanor G. Coit, director, American Labor Education Service
John Connors, director, Workers Education Bureau of America
Laurence Duggan, director, Institute of International Education

Each scholarship pays approximately \$800. Student must find transportation. Ruskin, a noted labor college

Kermit Eby, director of Education and Research, Congress of Industrial Organizations

Lawrence Rogin, education director, Textile Workers of America

James Patton, president, National Farmers Union

Mark Starr, educational director, International Ladies' Garment Workers Union

Harold Taylor, president, Sarah Lawrence College

Here is the bulletin issued by the committee which gives further information on this scholarship plan:

RUSKIN COLLEGE SCHOLARSHIPS FOR AMERICAN STUDENTS

1. There are five scholarships worth 200 pounds each, a sum which will cover tuition, board, and room at Ruskin College from October 1947 to June 1948. Students would pay travel expenses from the United States to Oxford and back, and provide such pocket money as the student needs.
2. Both men and women are eligible for the awards.
3. Ruskin College is a residential college at the University of Oxford. The average age of its students is approximately 25 years. American students should have had at least a high school education and preferably some college work, or, in place of this, considerable maturity and experience in the American labor movement or in adult education.

4. Ruskin College was founded primarily to afford a college education to British workers from industry who had not had such education by the usual means. There is a variety of students enrolled—manual workers, white collar, and professional persons. Courses are of the standard of Oxford University, and students who remain for two years take the Oxford University Diploma in Economics and Political Science. Selected students should therefore be of high intellectual attainment or promise of same.

5. The curriculum of the college follows the interests of the majority of its students and is therefore directed chiefly to the social studies, especially history, economics, and the theory and practice of government. There is also an arts course in which students work in English literature, history, and foreign language.

6. Teaching in the college is by means of lectures (the lectures of Oxford University are also open to Ruskin students) and personal conferences, known in Oxford as "Tutorials." Selected students should be capable, having been advised and given reading lists, of working with some independence and initiative in preparation of a weekly paper which is presented at the "Tutorial."

7. There is in the college keen interest (friendly, but often not uncritical) in American ways of life. Selected students should be men or women capable of fresh and sympathetic response to the life of another country and able to represent in their persons the best traditions of their own.

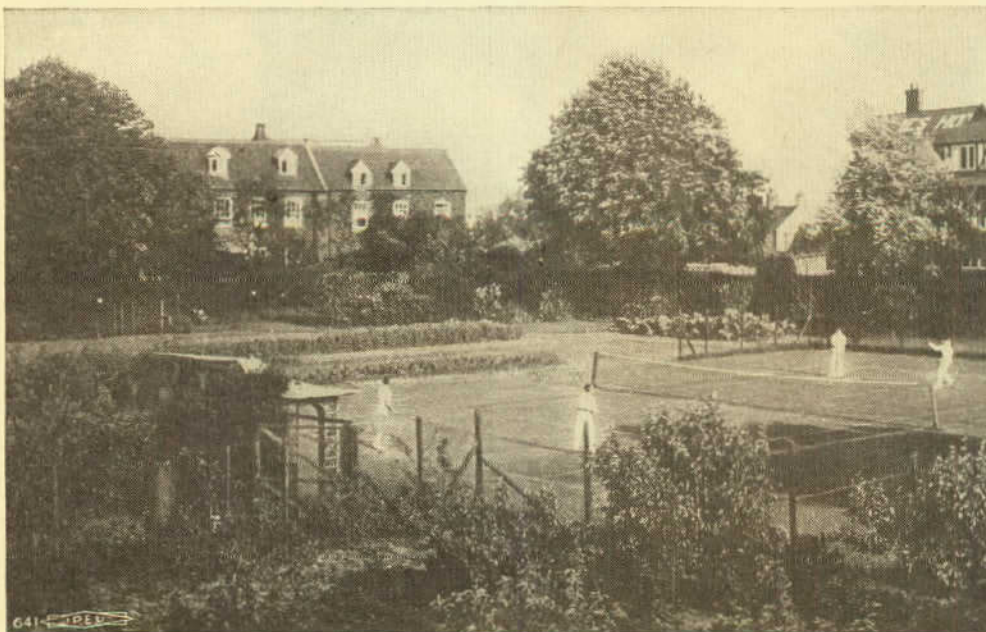
8. The last date for receipt of scholarship applications is July 25, 1947. Applications should be sent to the Committee on Ruskin College Labor Scholarships, Institute of International Education, 2 West 45 Street, New York City.

Ruskin College, located on Walton Street at Oxford University, is the oldest school in England which attempted to foster independent working-class education. It was founded in 1899 by three American devotees of John Ruskin, Mr. and Mrs. Vrooman and Professor Charles A. Beard. The aim of the college as expressed by Mr. Vrooman was "to take men who have been merely condemning our institutions and to teach them instead to transform these institutions so that in place of talking against the world they will begin methodically and scientifically to possess the world."

Today Ruskin College is one of the few listed as offering diploma courses in social study, or sociology. Two other colleges at Oxford, Nuffield and Barnett House, are similarly listed. The former is the foundation of Lord Nuffield, an industrial millionaire who has done much to endow the institutions of Oxford to increase scientific study of all kinds. He was a working man himself who rose to eminence through successfully manufacturing automobiles.

There are many scholarships offered for Ruskin College by workers' organizations like the Trades Union Congress General Council, the Central Joint Advisory Committee on Tutorial Classes, the National Society of Operative Printers and Assistants, etc. That most of the students have assistance is not unusual for Oxford since about

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SCENE AT RUSKIN COLLEGE

Dilemma of a Peace-Loving Nation

THE war of self defense which we fought for three and a half years is now two years behind us. The intensity of our efforts resulted in the production of a weapon which we believe is potentially more dangerous to ourselves than to any future enemy.

Not the atomic bomb alone, but at least this frightening implement primarily, has shaken our feelings of national security at their very foundation. In the minds of some of our deep-thinking citizenry lies the conviction that we must from this day forward keep ourselves in constant preparedness to repel any attack which might conceivably be made upon us, and that to achieve such preparedness, we will, among other things, have to train all our able-bodied males in the fundamentals of war. According to public survey polls, a substantial majority of the people of the United States agree on this subject with their more learned peers.

President Asks for Survey

In the latter part of 1946, President Truman sent requests to nine renowned persons representing various phases of our society,* and asked them to study the problem of universal training and issue a report of their findings and conclusions. The book, which is the result of the commission's study, was completed by the end of May 1947, and was submitted to the President. It has been made public under the title *A Program for National Security*.

Although the commission was asked only to study the problem of universal military training, the members found that they could not confine themselves to that topic because they became convinced that compulsory military training is only part of a larger whole, and does not have full significance when treated by itself. The commission reported that only insofar as universal military training supplements a strong, highly-trained and unified striking and defensive force; intensified scientific research into the greater potentialities for destruction which our experience has already allowed us to discover; industrial preparedness to manufacture the weapons for fighting, which means decentralization of industries and constant adaptation of plants to new processes; stock piles of strategic minerals to be found abroad and at home; an effective and thorough intelligence service cooperating with other government agencies to gather scientific, economic, and political data, as well as to prepare for dealing with fifth-column activities; and an educated, healthy and united nation whose faith in its own political heritage cannot be undermined by totalitarian philosophies—only in so far as it is a part of all of these will universal military training substantially contribute to our national security.

How to protect itself without becoming militaristic. President's Commission on Military Training Reports

The training program which the commission recommends is justified solely on its military necessity and effectiveness. It provides that all young men upon reaching 18 years of age or completion or abandonment



ATTENTION!

of their secondary school education, shall be inducted into some form of national service for six months. It is to be considered a matter of patriotic obligation and will include those physically unfit for military service and conscientious objectors. The plan will be administered democratically but will not include the females of the population.

The report states, "We have concluded that the best course would be to place the entire program under the general control and direction of a commission of three members, reporting directly to the President, and composed of two civilians and one military representative—and we so recommend. All of these should be full-time, paid members appointed by the President, by and with the advice of the Senate, and one of these civilians should be designated by the President as the chairman."

How Program Will Operate

The military training program will be operated by branches of the Army, Navy and Marine Corps. The report recommends that the commission should employ, "a group of full-time, well-paid civilian inspectors" who should report to the commission rather than to the agency examined, and that, "In all instances, the operating agency should be subject to the policies and standards established by the commission and under its general supervision, inspection and control."

A recommendation is made for a maximum of civilian and community participation both to assure civilian control and to impart a feeling of public responsibility for the program's success. Civilian local boards would serve as the draft boards did during the war, and in the offices of the local boards an up-to-date register should be kept of all the persons having undergone basic training within the previous six years.

The report explains, "There will not be time, after the outbreak of any future war, to perform the job of registration and classification in an orderly and intelligent fashion. Therefore, we should be prepared to know at all times, exactly where each eligible person can be found and the precise function he would be called upon to perform if war should come."

Persons undergoing basic training would be neither under the jurisdiction of the Articles of War, nor could they be considered civilians. They would be subject to strict discipline but would have recourse to appeal to civilian authority.

The commission feels that no real salary should be paid the trainees but recommends that they should be given an allowance of \$25 a month with dependency allowances provided where proved necessary.

Of the length and plan of the training period the commission reports, "We have concluded that under all the circumstances this basic training should extend for a period of 6 months, should take place entirely in camps or similar special training centers, and should be of the same duration for all persons. Training for a shorter period would not meet the minimum military objectives of the program and would not be worth its cost."

"It is our suggestion that there be two successive six-months training periods each year, the first to commence on May 1 and to run to October 31, and the second to ex-

(Continued on page 344)

* Names appear in box at end of article.

APPRENTICES in Tennessee

Make Field Trip

INTEREST in apprenticeship has grown to such an extent that the apprenticeship committee from the Nashville, Tennessee, Chapter of the National Electrical Contractors Association and Local Union No. 429, decided to give their apprentices a treat.

The Joint Apprenticeship Committee, working through Jack D. Currie, state supervisor of the Apprentice Training Service, U. S. Department of Labor, arranged a trip through the TVA's giant Wilson Dam and chemical plant, both in Sheffield, Alabama. The committee chartered a Greyhound Bus and the trip was made May 24, 1947, to Sheffield, with members of the committee and the director of Hume Fogg Technical High School of Nashville, Tennessee.

The caravan was met at Wilson Dam by representatives of the Apprentice Training Service from Alabama, who accompanied them on the inspection trip. The group was escorted through the powerhouse and control rooms by trained experts who were able to give a complete story of the TVA and its functions.

Complete Orientation

In the reception room photographs and sketches of the great Tennessee River, and its tributaries, showing each dam, and its location, were shown. They were shown how that, water falling in East Tennessee, would be used at Norris Dam, then Chickamauga, Hales Barr, Guntersville, Wheeler, Wilson, Pickwick, and finally the Kentucky Dam. All generated electricity is sold at low rates to industry, the farmers, as well as to the city dwellers. Then this same water is used for navigation, allowing boats to bring cargoes to all points along the Tennessee River. This system of dams permits control of floods. There has never been a damaging flood in the Tennessee River basin since the dams were completed. Other benefits of the TVA were explained, such as malaria control and prevention of soil erosion, and finally—a fisherman's paradise.

The apprentices got a real thrill when they entered the giant powerhouse and saw the four 300,000 HP Westinghouse generators and the four 35,000 HP General Electric generators, all standing above the floor of the powerhouse and then six Allis-Chalmers, with 35,000 HP each, installed below the floor, making a total generating capacity of 470,000 HP.

Sight—Few Have Seen

Very few people have the opportunity to see, as did these apprentices, the switch house with its intricate system of control, gauges, meters and switches. These operators were seen in action in starting and stopping the generators in the powerhouse and sending the current out on the many transmission lines that form a distribution system that furnishes power to industry, cities, towns and rural power cooperatives, over an area in seven states.

Study generation at first hand by visiting TVA powerhouses

At the lunch hour, Local Union 558 of Sheffield, Alabama, was host at a luncheon given the delegation at the TVA cafeteria in the chemical plant. Officers of this local union were present—D. O. Brown, president; George E. Jackson, business manager; and Otis Martin, the instructor for the apprentices of L. U. No. 558, and also Shorty Allen.

During the ceremony at the luncheon, Silas P. Free was presented with a certificate of completion by the local field man, Mr. J. S. Speer, of the Apprentice Training Service, U. S. Department of Labor.

Chemical Plant Inspected

The afternoon was spent in inspecting the electrical installation of the chemical plant, where, during the war, nitrates and other valuable chemicals were made to help win the war.

The delegation of apprentices and visitors were amazed at what they had seen. The most impressive sight was the workmanship that was a monument to the hundreds of craftsmen who built and installed the thousands of pieces of equipment used, both at the dam and in the plant. The apprentices were inspired to work harder and to some day be able to do as good a job of work as they had seen on this visit.

Apprentice Training Program Praised

The joint apprentice committee for electricians recently expressed high satisfaction with the work being accomplished by the apprentice training program in the city of Jamestown, New York, after making its annual official visit and inspection of the electrical class at Jamestown High School.

Accompanied by Elliott F. Horn, field representative for the Apprentice Training Service of the United States Department of Labor, and Kenneth B. Marsh, director of adult education in the city, the members of the committee observed the class of 16 students in session.

The committee is composed of Walter Linquest, chairman; Marvin Ahlstrom, secretary; James E. Hanson, Sr., and E. B. Brugge. Mr. Linquest and Mr. Hanson represent the employers, Mr. Ahlstrom and Mr. Brugge the International Brotherhood of Electrical Workers, Local B-106, A. F. of L.

The class, one of many taking apprentice training here, has Marion A. Panzarella, a technical instructor on the high school faculty, as its teacher. There are 13 veterans and three non-veterans.

Direct Supervision

Committee members, the field representative and the director of adult education inspected the equipment used in the course, saw students working on the various devices and spoke with the instructor and students.

One of them appeared to express the views of the group when he remarked, "I wish they had had this kind of program when I was breaking into the electrical trade."

Following the inspection, Mr. Horn explained the manner in which the program is set up. Established by the United States Department of Labor in 1937, the school

(Continued on page 339)



APPRENTICES BEFORE GIANT TURBINE

Ambridge Affair

Answer to CIO U. E.
B-Members Take Notice

The Borough of Ambridge, Pennsylvania, has a prize package in its midst, called Local B-1073, I.B.E.W. This prize package is being attacked and surrounded on all sides by the enemy and bombarded daily with comic sheets demanding that we surrender our membership, lock, stock and barrel. You probably will be surprised to learn—the attackers are another self-styled *bona fide* union—CIO U. E.

Due to steel holdings in this district we are outnumbered by the enemy. Our ramparts may be occasionally pierced but we shall not surrender. Our membership intends to fight this battle through to a successful conclusion.

May I pause just briefly and give our readers three or four descriptive illustrations.

When the United States Chamber of Commerce holds its annual convention they choose a suitable city for the occasion and its members come from all parts of the country to take part in the activities. Officers are elected, speakers are chosen and the members sit back and listen to what their chosen leaders have to say. In the evening they have their social functions and this is repeated for several days and the convention is over; the members return to their hometown feeling relaxed for having attended the convention.

In the field of sports, take the prize fight game; a square ring is built, surrounded by seats for the spectators and three men enter the ring, referee, champion and challenger. The referee instructs the contestants, pleads for a clean fight and in case of a knock-down the man standing must return to a neutral corner. These rules are rigidly obeyed by the fighters, or heavy penalties are exacted.

Out West, where men are men, you are considered a yellow dog and a coward if you shoot another man in the back without giving him a chance to defend himself.

The lonely hobo, walking along the street in the early morning with his sore tired feet, stops at a nearby kitchen door, and if he is lucky he may get something to eat, but before he leaves, he makes a mark known only to the hoboes, in order that his brother hobo may recognize a haven and share his good fortune.

History books record known cases where honor and loyalty actually exist among thieves.

Where has the honor and loyalty which in the past existed among labor unions gone? Where is this loyalty today? Let's look at the record.

L. U. No. 1073 was chartered May 18, 1937, and in the fall of the same year the CIO U.E. started to bore in and raid our membership and appealed to the National Labor Relations Board for an election which was granted and the result was a complete victory for I.B.E.W. Again in the fall of 1945 the same tactics were used and another appeal went to the National Labor Relations Board and another election was held and again complete victory for I.B.E.W. Now here they come again; get a load of this:

UNITED ELECTRICAL, RADIO AND MACHINE WORKERS— ORGANIZATION DEPARTMENT

National Electric Products Company
Fourteenth Street, Ambridge, Pennsylvania
Gentlemen:

Please be advised that a majority of the employees of your company have designated the United Electrical Radio and Machine Workers of America to represent them for the purpose of collective bargaining. We, therefore, request that you do not enter into any contractual relationship with any other organization until the National Labor Relations Board has determined the collective bargaining representative.

(Signed) Walter H. Mugford
Field Representative.

The policy of CIO U. E. is recognized everywhere broadly as a policy of rule and ruin. Unionism means nothing. Ulterior aims rule.

For the good of labor and labor organizers, also, if they wish to escape the wrath and indignation of the American public, I would like to suggest that they instil in the hearts and minds of the leaders of labor the spirit of THE GOLDEN RULE AND FAIR PLAY in all of their organizing endeavors.

H. M. SMITH
Press Secretary

COLLECTIVE BARGAINING Sets *Standard of Living*

THE entire Spring 1947 issue of *Law and Contemporary Problems*, a quarterly published by the Duke University School of Law, is devoted to a symposium on Labor Dispute Settlement. All of the 11 articles are written by experts in the labor-management field, and, in toto, comprise a significant cross-section of thought on a subject which the editor, Brainerd Currie, considers to be "this country's most critical postwar problem."

Variety of Viewpoints

The contributors come from various walks of life and present a variety of opinions that make it difficult to reconcile their views for the purpose of supporting any partisan thesis. Nevertheless it is surprising to discover a "significant unanimity which pervades this diversity of opinion." Editor Currie finds that the "dominant and harmonious theme is faith in democratic institutions, in free enterprise, and in the ultimate effectiveness of free collective bargaining. Each contributor who has had occasion to refer to the subject, irrespective of his background or affiliation, has expressed opposition to compulsory arbitration and other forms of dictated settlement in disputes which arise from the failure of the parties to agree on terms and conditions of employment. Government has a role to play, but in the view of these contributors that role should be confined to formulating policies which fix the conditions of collective bargaining, to furnishing the complete technical information which can transform the bargaining process from an emotional

Whole controversial field of labor disputes reviewed by Duke University law review

altercation into a rational discussion of largely factual issues, and to assisting the bargaining process by making available conciliation, mediation, and arbitration facilities."

What Causes Labor Disputes?

In the first article, Mr. Paul H. Sanders, assistant editor, analyzes the types of labor disputes and the avenues of approach to their settlement in general terms for those interested readers who have had little firsthand acquaintance with such matters. He finds that most labor disputes arise from one of three general areas of potential disagreement. These are:

- (1) Disputes concerning union recognition;
- (2) Disputes in the negotiation of contracts;
- (3) Disputes concerning the application and interpretation of the collective agreement.

Mr. Sanders finds that disputes arising from contract negotiations present the greatest difficulty to outsiders attempting to promote industrial harmony, mainly because the labor contract is the basic framework which is to govern the relationship between an employer and his employees. Professor Alexander Hamilton Frey, a former public member of the National War Labor Board, in a subsequent article enlarges upon this

theme, pointing out that the government, thus far, through the Wagner Act, has sought to safeguard the individual worker, not by dictating the wages to be paid him, but by facilitating the development of organizations through which he may achieve the only kind of realistic freedom of enterprise available to him, namely, collective bargaining. Professor Frey believes that (1) collective bargaining within the realm of labor relations is vital to the perpetuation of the American system of free enterprise, and (2) arbitration is an essential element in the successful functioning of the process which we have come to know as collective bargaining.

Professor Frey reasons that if the alternatives are substantial equality of bargaining power for the individual employee in relation to his employer through the device of collective bargaining, or governmental dictation of wages and a congeries of related interests, then collective bargaining emerges as a potential bulwark of the free-enterprise system, and labor unions are seen as organizations having significance to society as well as to their own members.

The Public Interest

The section of Professor Frey's article which is devoted to a discussion of the public interest and collective bargaining brings out the fact that the vast body of consumers constituting the public has a very real interest in not having the production of coal, steel, transportation, automobiles, housing, food, and goods and services of many other sorts interrupted while employers and employees engaged in such production slug out their differences over labor relations. This public interest explains the recurrent proposals for federal or state legislation aimed at precluding strikes and lockouts.

What the public does not understand or fully comprehend is that there is no bargaining power available to most workers in modern industry unless those who can perform the jobs in a given bargaining unit are able to act as one man, and unless that "one man" is given the privilege which any individual has of refusing to work upon the terms or under the conditions proffered. In the opinion of Professor Frey, "too many employers are unmindful of the long-range probability that the absence of collective bargaining as to labor relations will lead to the destruction of their freedom of enterprise and the emergence of some form of state socialism, or planned economy." It seems apparent to the professor that the public interest lies not in seeking more effective sanctions for the enforcement of governmental decrees, but in encouraging and facilitating resort to voluntary arbitration by both employers and unions.

The Part of Negotiators

According to Bureau of Labor Statistics, about 80 per cent of labor disputes resulting in strikes now stem from inability to agree on terms of contracts. This being true, several of the articles stress the importance of the work done by negotiators. Professor Sumner Schlichter, of Harvard University, has said, "the establishment of collective bargaining during the last decade means that the whole country has entrusted its future standard of living to the bargaining representatives of both sides." Profes-



Railroad Shop Cooperative Committee in Action

(Continued on page 336)

Expert's View on Working with UNIONS

By D. M. YOUNG, Personnel Manager, Lever Brothers, Canada

Charles Luckman, president of Lever Brothers, United States, is an outspoken foe of the policy of union annihilation. Now in Canada, Lever Brothers personnel director gives broad basis for cooperation. This article is, by arrangement, from June issue of Public Affairs.

INDUSTRIAL relations is everybody's business. You cannot build a wall around your factory and shut out the influence of personnel practices in other concerns. It is cold comfort to know that you are on the best of terms with your union when your plant is shut down because of strikes in the factories of your suppliers. You may work and plan to achieve the best possible relationship with your employees, only to have your efforts nullified by a general strike. Wherever in Canada a plant may be located, as representatives of industry we cannot afford to be indifferent to what is going on in the rest of the country.

No Magic Formula

Being connected with one particular industry—soap manufacturing at Lever Brothers of Canada—I shall naturally draw in my address on experience in the plants of that industry. I am aware that there are many factors in our industry which are favorable to the type of program which we have developed, and that there is no magic formula which, applied universally, will produce universally happy union-management relations. What I will say today is not presented as a pattern for others to follow. Rather it is intended that my company's approach to "Working with the Union" should offer a basis for useful discussion.

On the other hand the policy of the Canadian Lever group is a part of a larger policy developed through many years of experience in many lands and a great variety of industrial undertakings—chemical industries, whaling, agriculture, shipping, lumbering, foods, and so on. And in whatever industry the principles and policies which I will outline to you have been honestly and conscientiously applied, a happy relationship between the employees and the company has developed and the company has prospered. Thus it may well be that you will find in the experience of my company something of value as applied to your own operations.

The Objective

What are we after in our dealings with the union? Have we an objective common to all of us? Is it to build and maintain better relations with our employees? Yes, but that is not all of it. Is it to protect the rights of management? Here we might find some differences of opinion. Is it to keep down production costs? Yes, but there is more to it than that. You could name many secondary objectives, but each of them is directed toward the principal objective—the prosperity of the company.

"The leadership of a union is the reflection of the management with which it has to deal"

Our problem, therefore, is to deal with the union in such a way as to advance the prosperity of the company. We must certainly keep down production costs, but not at the expense of the good-will of employees leading to inefficiency and costly strikes in future years. We must be prepared to give employees a larger say in those things which vitally affect them, but we must not prejudice the right of future management to direct and lead the company's affairs. Ours must be a long-range program which takes account of probably future developments in industrial organization as well as current needs.

There are still far too many industrialists who have failed to read the lessons of the history of industrial development and who are prejudicing the present and future development of Canada by their determination to crush and scatter the forces of organized labor. On the other hand, there are those amongst whom is growing a recognition of the tremendous potentialities of responsible organized labor as a force for increased output and efficiency.

It is this concept of the union as a force

acting in the interests of the company's progress that has motivated my company's actions in its dealings with the union. The right of the employees to choose their own form of representation, to discuss with management those things which affect them, and to participate, insofar as is possible without prejudicing efficient operation, in determining the conditions of employment, has been the keystone of the employee relations policy of the company since its inception.

Leadership

We have stated our concept of the union as a force acting in the interests of the company's progress. But is organized labor taking such a broad view of its responsibilities?

The answer, of course, is leadership. Labor must have the kind of leadership that will recognize that the prosperity of the individual members of a union depends in the long run upon the prosperity of the companies for which they work, and that policies and actions which interfere with efficient operation must ultimately react against the interests of the union membership.

There is no denying that there are many instances where companies with broad and tolerant personnel policies have found themselves confronted by antagonistic and unscrupulous union leaders, and who, despite their best efforts and quite without justification, have been plunged into violent strikes and disputes. Nevertheless and at some risk of being misunderstood I would like to express my firm conviction that, in general and over a period of time, the leadership of a union is a reflection of the management with which it has to deal. If management in its direction of the company persistently fails to consider the effect of its actions upon the employees, it is an absolute certainty

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Canadian cities are a combination of old-world atmosphere with American push. Montreal above.

I.B.E.W. Advances In TELEPHONE Industry

STRONG gains were made especially in the Middle West, West and South in the telephone industry by the International Brotherhood of Electrical Workers. Several elections among the telephone workers have put approximately 30,000 new members in the I.B.E.W. among the great corporation-owned telephone companies of the United States.

Coupled with the fact that the I.B.E.W. has had contracts with certain other subsidiaries of the American Telephone and Telegraph Company, the union occupies the most favored position of any organization in the United States in this field. Prior to this period of intensive organization, the I.B.E.W. had contracts with the New Jersey Bell Telephone Company, the Illinois Bell Telephone Company, the Wisconsin Bell Telephone Company, and the Mountain States Telephone and Telegraph Company. Two other companies with contracts with the I.B.E.W., the Meadville Telephone Company of Pennsylvania and the Mansfield Telephone Company of Ohio, are close affiliates with Bell interests. The union also has 33 contracts with large independent telephone companies which in instances have interlocking interests with the Bell system. It is estimated that the I.B.E.W. has contracts covering approximately 50,000 telephone workers in the United States.

The Brotherhood has sent a proposal for affiliation to the Illinois Union of Telephone Workers, and other state groups. The Illinois proposal is typical and presents a flexible framework for incorporating telephone workers into the organization.

PROPOSAL FOR AFFILIATION OF THE ILLINOIS UNION OF TELEPHONE WORKERS WITH THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS (AFL)

The following tentative proposal is made in behalf of the International Brotherhood of Electrical Workers (AFL):

Charters: An I.B.E.W. charter would be issued to each of the six locals of the IUTW. There is no charter fee. There would be no initiation fees for present members of the IUTW. Each local would provide in its bylaws the amount of its own initiation fee for new members.

Industrial Locals: Each of the six IUTW locals would remain as now—industrial locals, covering the same employees as they now cover.

Local Autonomy: Each local would have its autonomy the same as all other I.B.E.W. locals. Each would elect its own officers, handle its own funds, and run its own affairs. All I.B.E.W. locals operate under a general constitution and each local adopts its own bylaws. The local bylaws, to avoid conflict with the general constitution, are subject to approval of the office of the International President.

Local Dues: Each local would decide its own monthly dues. Dues remain absolutely in the control of the members of each local,

Strong gains made in West, Middle West and South. Telephone workers turn to established organization

Dues could be increased only by amending the local bylaws.

Assessments: In all the years there has never been any International assessment on members who do not carry the I.B.E.W. insurance and pension, referred to later. Local assessments, like dues, remain in the absolute control of members of each local.

Types of Membership and Per Capita Tax: The I.B.E.W. (since January 1, 1947) has three types of membership—"A" and "BA" and "B". The "A" membership carries the I.B.E.W. insurance and pension. The others do not. The "A" and "BA" are the same, except for insurance and pension. Each pays a monthly per capita tax of 70 cents to the International Office. The monthly per capita tax for the "B" membership is 50 cents. But this membership does not have equal vote on referenda and on a rollcall vote at I.B.E.W. conventions. With this exception, the "B" membership has the same rights as other members.

The monthly per capita tax is paid out of the local treasury and is divided as follows:

"A" and "BA" Membership

7 cents to the Convention Fund
3 cents to the Defense Fund
10 cents to the Journal Fund
50 cents to the General Fund

70 cents

"B" Membership

2 cents to the Convention Fund
3 cents to the Defense Fund
10 cents to the Journal Fund
35 cents to the General Fund

50 cents

The amount of monthly per capita tax is not changed by any increase or decrease in the local monthly dues.

Each local would decide, by majority vote, which type of membership its members

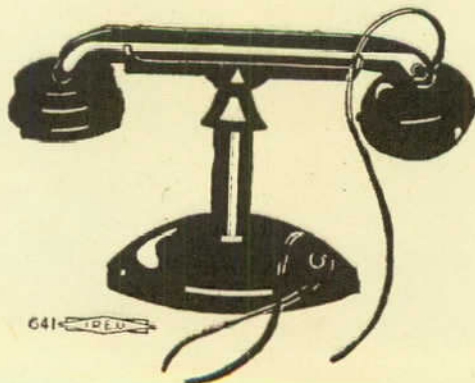
would carry. (However, any telephone employee who is now an I.B.E.W. insurance and pension member would have the right to continue such membership.)

Joint Board of IBEW Telephone Locals: If affiliation occurs, it is proposed that a joint board of IBEW telephone locals be established consisting of the six newly-chartered locals and Local B-134 representing its members employed by the Illinois Bell Telephone Company. Any other Illinois Bell Telephone group that may later affiliate with the IBEW could be admitted to this joint board.

This type of IBEW joint board has repeatedly brought unity of action and has proved very successful on various properties of light and power companies. Such a board irons out many problems and misunderstandings and enables the locals to act as one in dealing with management.

1. One delegate would represent each local on the joint board. All delegates would have equal vote—or each delegate would vote the membership of his local, as may be decided by the joint board. Each local would elect its delegate in such manner as it decided. But only IBEW members employed by the IBT Company, or on furlough or leave of absence from this company, or present union officers, would be eligible as delegates or to vote on their selection. However, any International Representative or International officer of the IBEW has the right to participate in the discussions and activities of the joint board and in negotiations.
2. Each local would pay any legitimate expenses, or for working time lost, of its own delegates.
3. The joint board would elect its own chairman and secretary-treasurer and adopt its own rules.
4. Regular and special joint board meetings would be held at such times as the board decided.
5. The joint board would be maintained by a monthly or quarterly per capita tax paid by each local. The amount of per capita tax deemed necessary would be determined later, dependent on the functions and duties of the board. But any amount deemed necessary would be subject to a vote of the locals involved.
6. The joint board would properly bond its secretary-treasurer and chairman, and have a quarterly audit made of its accounts, and send a quarterly financial report to each local involved.
7. The joint board would be empowered to provide for its office and to employ, and pay, such office and other employees as it deemed necessary and as its finances justified.
8. The joint board would draft all wage and working agreement proposals and would negotiate, or a committee selected by the board would negotiate, such proposals subject to approval or ratification of the locals involved, together with approval of the office of the International president of the IBEW. Approval or ratification of the membership would be determined by a secret ballot conducted by the joint board.

(Continued on page 335)



President Tracy's Letter to Telephone Workers

International
Electrical



Brotherhood
Workers

OFFICE OF
D. W. TRACY
INTERNATIONAL PRESIDENT

1200 Fifteenth Street, N. W.
WASHINGTON 5, D. C.

June 6, 1947

Mr. Joseph A. Beirne, President
National Federation of Telephone Workers
McFadden Hotel
Miami Beach, Florida

Dear Mr. Beirne:

An injustice has been done the organization I represent, by the telephone workers being told that "All the A. F. of L. has to offer (them) is a Class B membership and a craft union through the International Brotherhood of Electrical Workers."

As President of this organization please allow me to take this means of dealing with such false statements. But first let me say that the confusion, disunity and bitterness injected by the CIO at this critical time is most unfortunate for the telephone workers. More of them will be needlessly driven to hate all unions.

The CIO methods can only destroy the very thing they propose to build. Perhaps you and some of your associates will recall that the CIO spokesman, at your Memphis meeting, insisted the CIO would do nothing to bring division in your ranks and would not attempt to take over your groups by raids or by piecemeal.

Now the CIO is committing treason to the principles of unionism by raiding the telephone field with publicity and meetings and private deals with individuals. They are shamelessly lying to the telephone workers the same as they are lying about our organization. And when you bring lies into any group you bring trouble and distrust, hatred and disgust.

The CIO followed the same tactics and offered the same program in the light and power field as they now display and offer in the telephone industry. But, fortunately, after raising false

To Telephone Workers

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hopes with their wild and impossible promises and private deals, the organization which I have the honor to head, was able to cope with them and to see that they became stagnant after getting their original start.

Please allow me also to advise that since an Affiliation Committee of the NFTW met with representatives of the IBEW about a year ago, we have made important changes in our International personnel and in our organization's structure. For example, our last Convention provided for an additional type of membership, known as "BA". This new membership does not carry our death benefit of \$1,000 and our pension of \$50 per month. The "A" and "BA" types of membership are the same in every way, equal in every way, except for the death benefit and pension.

Each pays a monthly per capita tax of 70¢ to our International office—in addition to the Local dues. (Each Local Union decides its own dues.) Many members of our local unions who formerly carried the "B" membership have transferred and are transferring to the new "BA" membership. However, the lower cost "B" membership (per capita of 50¢) has been retained for those who prefer it.

As to the form of our organization, we have both craft and industrial and get the benefits of both. In the building and railroad industries it is craft. In manufacturing and utilities it is industrial. Over 30 years ago, in plants and utilities which we organized, every eligible employee from the janitor to the highest skilled belonged to our organization.

Our organization has gone through the fire of over 50 years' experience and long ago was forced to drop all theories as to forms of organization. What we have now has grown out of long and bitter experience. Telephone employees are now going through much of the same experience we went through years ago. We are organized under five general branches: Light and Power Employees—Inside Electrical Workers—Radio and Communication Employees—Railroad Electrical Workers—and Electrical Manufacturing Employees. These five branches operate under one National (or International) Union instead of five separate National unions.

Each branch has representatives and organizers who know the problems of their particular branch. They devote their full time to the problems of their branch. In this way we get the

To Telephone Workers

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same result as if each branch were a separate National union—and each branch has the added strength of the whole—the support and the resources of the whole. And all this grew from long and bitter experience.

We suggest that you and your associates consider what this form, this arrangement, would have meant to the telephone employees throughout the country in their recent strike. Our experience has proved that this form and arrangement would bring more support and strength to telephone employees than a new National union operating separately—without our full resources to draw upon.

Should you and your associates wish to do so, we would be glad to discuss the entire matter more in detail, also to answer any questions and then submit a proposal in writing to you.

Please accept my personal good wishes for you and your members.

Fraternally yours,

D. W. Tracy
International President

DWT/m

President Tracy's Letter to the Staff

International Electrical Brotherhood Workers



OFFICE OF
D. W. TRACY
INTERNATIONAL PRESIDENT

1200 Fifteenth Street, N. W.
WASHINGTON 5, D. C.

June 27, 1947

TO ALL MEMBERS OF THE STAFF

Greetings:

For your information, here is a copy of my letter to Mr. Joseph Beirne. Until recently he was President of the National Federation of Telephone Workers. This was dissolved after the recent strike and the Communication Workers of America (CWA) was formed to take its place.

The CWA held its first Convention at Miami Beach, Florida, June 9 to 13 and elected Mr. Beirne President. He had my letter read and copies were then distributed to the delegates. There was no action taken on my letter, except to file it. But a resolution, calling for a referendum of the membership to decide on affiliation with the CIO, was rejected.

According to the CWA Constitution, to affiliate would require a majority vote of the total membership—not a simple majority of those voting. It seems utterly hopeless to expect the CWA (as such) to affiliate with any other organization.

The future of the CWA also seems utterly hopeless to me. While well intentioned, I do not see how it can possibly meet the needs of telephone and Western Electric employees—with its cumbersome structure, inexperience and a monthly per capita tax of 25¢. There are about 75 different unions in the field. The old NFTW had 49 of these. The CWA began with 19 of the 49 missing.

The Telephone Workers' Organizing Committee, CIO, has only added to the division and confusion. And there are three more national CIO unions fighting for the employees—the UE-CIO, the ACA-CIO, and the UWU-CIO. The CIO noise and publicity releases have not and cannot bring many telephone and Western Electric employees into the CIO.

To the Staff

- 2 -

We have done no raiding of these groups. But we have, upon invitation, met and are meeting with several of them. The Plant Department employees (7,300) of the Illinois Bell Telephone Company recently voted by secret ballot to affiliate with us and take the "BA" membership.

Those plant employees had six independent locals organized on an industrial basis—of linemen, cable splicers, installers, testers and others. They wanted to remain in six locals as they were, but under six IBEW charters. We have joined the locals into a Joint Board of IBEW Telephone Workers so they may come under one agreement and act as one on their mutual problems and in dealing with Management.

The Independent Union of Western Electric employees (20,600) in the Chicago plant are now voting on affiliation with us by secret ballot. (Western Electric manufactures and installs the equipment for Bell companies. It is owned by the A.T.&T. System.)

We have not and will not divide up telephone and Western Electric employees into crafts, as our opponents claim. (See my letter to Mr. Beirne.) We have had the Montana Bell and some independent telephone companies organized for years and their employees were never split up into crafts.

All this information is now given you so that you may help us get the correct story to the employees and their union officers. We ask your help. Please let them know that we will welcome them into this organization—the one that is best equipped by training, experience and resources to bring order out of the mess in their field.

While we have no perfect organization, please let them know that ours is the most stable, responsible and respected, the most experienced and truthful in the field.

Thanking you for your cooperation, I am, with best wishes
Sincerely,

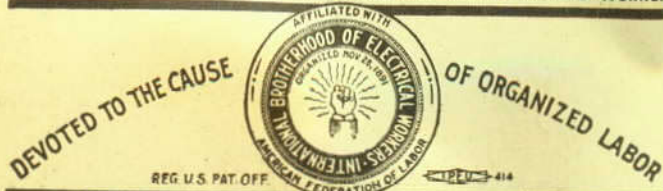
D. W. Tracy

International President

DWT/rh
Enc.

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No. 8

Aftermath It is all over but the shouting. But the shouting is very low and seems to end on a moan. Even employers do not seem well pleased with the Taft-Hartley bill and its promised effects as the high-powered publicity agents of Taft, Hartley, Ball and Ives appeared to make out. The great free-enterprise Congress has killed free enterprise or what was left of it by trying to throttle with cumbersome laws almost one-third of the population of the United States. It has laid its blighting hand too upon the great movement for labor-management cooperation begun during the war and carried on sincerely by a great many labor leaders and a great many employers.

Here are some of the comments on the act from various sources:

Congresswoman Helen Douglas arose in the House of Representatives and said, "It (Congress) turned the clock ahead one hour for the District of Columbia and turned the clock back a generation for the American people."

The Commerce Clearing House, Chicago, a research service for employers, says, "If labor troubles are your troubles, then your troubles have been trebled." This research service goes on to say, "This new law will be hell for labor, purgatory for business, and paradise for lawyers."

Wags in Washington called the Taft-Hartley bill "the full employment act of 1947 for lawyers."

The National Foremen's Institute, an agency of industry, in its "Executives' Labor Letter" predicted, "A tremendous increase in litigation, which may well ensnare thousands of employers in a fog of sticky red tape for years to come"—in other words, free enterprise bureaucracy. The National Foremen's Institute goes on to say, "The bill is so detailed, so technical, and so full of cumbersome procedures and legally ambiguous wording that employers will become more dependent than ever before on industrial relations specialists and lawyers."

Even the National Association of Manufacturers cautioned its members to use mild methods against labor.

The startlingly frank statement of Cyrus S. Eaton, a Cleveland banker, still continues to resound throughout the land. Mr. Eaton counselled his fellow capitalists to begin by "muzzling such organizations as the National Association of Manufacturers. . . . Our next step ought to be full and ungrudging acceptance of labor as human beings and as our partners who do the work."

After the Taft-Hartley bill was passed over the presi-

dent's veto, and the truth began to leak out, thousands of people were amazed at what the bill contains, especially the invasion of labor's constitutional right of free press and free speech. This seemed to be the most amazing effrontery which the free enterprise Congress had committed throughout its whole amazing record.

Profits Profits continue to be the subject of conversation and discussion in this country despite the "hush-hush" policy which big business is trying to exert. The National Association of Manufacturers has published a quasi-statistical report to show that profits have not been above normal. But the prevailing opinion is that profits have been so great that business is embarrassed by the windfall. *The New York Times*, late in June, published a story that 228 industrial manufacturers showed a total of \$597,553,217 net income in the first three months of 1947. These plant earnings are up 305 per cent in a single year. Simon O. Lesser, writing in the *Virginia Quarterly Review*, analyzes the current business situation, especially the sluggishness of the stock market, and reaches the conclusion that big business is suffering a psychological depression. Mr. Lesser states:

"It is not too far-fetched to say that business in many respects behaved not simply like an anxiety-ridden neurotic, but like one whose disease has a very specific etiology—that of guilt. Business did not, of course, feel guilty about its profits in the same way a person feels guilty about killing his mother-in-law; money-making, without regard to its ultimate consequences, is all too well sanctioned in our society. But however moral even excessive profits may seem, business men are uneasily aware that they cannot last. And they displayed the same fear a guilty person shows of eventual retaliation—by labor and even by that ordinarily innocuous person, the consumer.

"The real fears of business, which prevented it from enjoying its post-VJ Day binge, were two: that the high prices it was asking for its goods would eventually destroy its market; and that its record earnings would invite a second round of wage demands."

Housing Costs Quite a tempest has been stirred up by *Life Magazine* with its recent attack on unions. *Life*, an illustrated periodical, devoted six full pages blaming building unions for the housing troubles.

The *Washington Evening Star* did a better job than *Life* in honest reporting. *The Evening Star* sent a reporter to E. H. Boeckh and Associates, a firm of consulting engineers who made a study of construction costs in principal cities. The firm was asked how much housing costs had gone up.

Here are the answers:

A frame house which cost \$8,000 in 1939 costs about \$16,060 to erect today. A brick house built for \$8,500 in 1939 would cost \$16,618 today. The engineering firm was honest. On the \$8,000 frame house the labor cost was about one-half in 1939 and one-half for materials. Today the labor cost is about one-third of the price and this includes the contractor's 10 per cent profit on labor. Almost two-thirds of today's housing price goes to pay for materials.

In other words the labor cost for building a house has increased only 31 per cent over 1939, but the cost of materials has gone up 150 per cent.

Ways of Congress The great free-enterprise Congress which has so manfully tried to cut the budgets of every labor agency in the Government has made a better record for itself. The cost of operating the United States Congress has been doubled, based on comparisons before the war. The cost of running Congress before the war was \$22,000,000 per year. The bill for the 1948 fiscal year will be \$53,000,000.

The great free-enterprise Congress is an agency of contradictions. While shouting economy for labor agencies in the Government, it increases the take for itself and for its favorite bureaus. We do not think this paradox is unplain to the millions who waited expectantly for relief by the great brains who now direct our government.

History Repeats Here is a section from the report of the Massachusetts Legislature of about 1860, which has overtones unpleasant to every worker's ears:

"The Legislature, with the intention of promoting the manufacturing interest, has by its action interfered with and destroyed the natural relations as existing between the class of employers and the class of employees. That natural equality of condition, which ought to exist between two classes, does not practically exist between the corporations and the great mass of laborers in their employment.

"These immense artificial persons, with far larger powers than are possessed by individuals, are not chastened and restrained in their dealings with the laborers, by human sympathy and direct personal responsibility to conscience and to the bar of public opinion.

"The transactions between the corporations and the laborers are conducted by agents, who are hired to so manage, as to make the most profits for the stockholders; and the stockholders, throwing all responsibility upon the corporations, receive their dividends with a high opinion of the fidelity and efficiency of these several agents, high and low, who have managed profitably, but they know nothing of the hardships endured by the laborers, whose work has produced all they thus receive. The larger corporations employing large numbers of laborers, all act substantially in concert, in dealing with laborers, and avoid all competition in overbidding for labor.

"They are thus enabled to fix inexorably, without consultation with the laboring class, all the terms and conditions of labor."

As we put this remarkable report beside what is taking place under the Taft-Hartley bill, we can accurately say that labor has made no advances in the last 87 years.

Mass Fatalism Sylvia Eberhart, a writer for the atomic scientists, makes a survey of public opinion in America in respect to the atomic bomb. She concludes that "the threat of the bomb does not greatly preoccupy the people, and that they are not giving special

attention to the issues in which it is involved." In other words, it seems that the American people are enamored of mass suicide.

The world is such a complicated place and the forces deployed against man's spirit are so immense that the people are taking refuge in a kind of mass fatalism. Several workers told Miss Eberhart "you cannot be killed any deader by an atomic bomb than you can by a bullet or a block-buster." This refusal to measure intellectually the tremendous implications of atomic energy and its relationship to people is a part of the general eclipse of reason. We are living in a wild, passionate age where emotion plays the largest part, and men are moving hither and thither in all directions following false clues and whimsical points of view.

Scrooge, New Style Scrooge, Charles Dickens fictitious skinflint who has become the pattern for every other skinflint throughout the world, turned to his clerk and said,

"You want all day tomorrow, I suppose?"

"If quite convenient, sir."

"It's not convenient, and it's not fair. If I was to stop half a crown for it, you'd think yourself mightily ill-used, I'll be bound?"

"Yes, sir."

"And yet you don't think me ill-used, when I pay a day's wages for no work."

"It's only once a year, sir."

"A poor excuse for picking a man's pocket every twenty-fifth of December! But I suppose you must have the whole day. Be here all the earlier next morning."

But Westbrook "Scrooge" Pegler writing in his column of recent date says:

"Another truth forgotten is that workers actually have no right to holidays and vacations with pay. Why should an employer give them pay? Would 5,000 employees think of giving the company a day's work or two weeks' work free? Of course, it is possible to write a clause into a contract providing for pay for holidays and vacations, but actually other workers, who buy the product of the plant, pay this extra expense added to the final cost.

"Yet some of the people believe their union agents when they are told that the boss is giving them something, willingly or not."

Sign Industry Several friendly conferences have gone on between the National Electric Sign Association and the International Brotherhood of Electrical Workers. A number of communications have passed between International President Dan W. Tracy and Maurice Ely, secretary of the sign association. There is evidence there is ferment going on in this field, and there is a strong likelihood that the same good cooperative relations which have been obtained in the electrical contracting industry will soon be erected in the sign industry. A council for industrial relations is in the making. This is only another instance where men who have experience, when they want to cooperate, can build great institutions which will obviate friction, waste, and conflict.



WOMAN'S WORK

THE HAPPY HOME

By A Worker's Wife

*"Mid pleasures and palaces though we may roam,
Be it ever so humble there's no place like home."*

—J. H. Payne

We hear a lot these days about homes. I don't believe there's a city in the United States that hasn't a housing shortage. People are living in sheds, tents, trailers—I even heard the other day about a veteran and his wife who are living in a big packing box. Radio commentators have brought an old campaign slogan, "two cars in every garage" up to date, changing it to read, "two families in every garage." A newspaper columnist modified the words of John Payne's song to read, "Be it ever so humble, there's no place!"

A House Is Not a Home

Yes, there are a lot of people who have no real homes and the shortage has made us realize how important home is and how lucky we are to have one. It seems to me though, that people go to a great deal of trouble, and expend much time and effort in finding a house to live in, and devote many hours to the selection of their furniture, wall paper, paint, even the kind of door knocker they are going to have—and then, once the abode is all complete, leave it there—and there it stands: it is only a house and not a home. If a place to live in is so important, and it is, no one can deny that, then isn't it important that we make our houses real homes—the very happiest homes we can? Lady, we've said it before and we say it again, you are the only person who can do that. That old saying "What is home without a mother!" is certainly one which can be taken to heart. Whatever the home is—whether it is a place of refuge and

of strength—of comfort and of hope, or merely a place to eat and sleep and change clothes in, you make it so.

Love Makes the Home

So many things have been written about home and mother, I'd like to quote a few and see how they fit into our everyday scheme of living.

First:

"Sweet is the smile of home; the mutual look,

When hearts are of each other sure."

—John Kehle

"Sweet is home when hearts are of each other sure." Home is the one place that I know of, where hearts should certainly be sure of each other—that is, there should be great love in our homes. In a world where so many men hate each other, we mothers should try to create a little world all our own where hatred and strife are shut out and peace and love abound within. It is within your province to create that atmosphere. Be sure a warm welcome awaits each member—child or adult—as he comes home. Make him know that whatever the trials and tribulations of the day, however badly he has been treated, here he belongs, here he is loved, here he matters, and here, for the space of the next 8, 10, 12 hours (however long he has) here he will find peace and contentment.

The Great and the Small

An unknown author has said: "Home is where the great are small and the small are great." It is a happy home where that is true. In a home for example, where the husband and father is a big and important man—perhaps an executive with many under his supervision—what happens when he comes home, if his is a "happy home?" Here he is just one of the family. Here he can relax, he can forget for a time his responsibilities and interest himself in the simple, everyday things of home life. He has no dignity which he must maintain here—he can unbend and enjoy himself: "the great become small."

And "home is where the small are great." It works both ways. One member of the family has a *little* job. He takes orders from all and sundry, the day long. He is the *least* member of his firm or factory, and no one at his place of business is at all interested in him as a person or is concerned with his welfare or happiness. He comes home—to the right kind of "happy home." Here things that concern him matter a great deal—to the wife and mother in the family

most of all. She wants to know what went on. She isn't interested in what the president of the company did or said, unless it concerns this member of her family. To her every little item is important because of her love: "the small become great."

Homes Are to be Shared

"No place is home until two people have latchkeys." Here is still another saying apropos to the kind of homelife we are discussing. A real home must have two or more people to share it—share the everyday things of life. In every "happy home," however, it must be remembered that the home belongs to all. On this subject, we should remember that everyone should have some part of the home, however small, that is his very own. A room of one's own is best of course, but if that is not possible—then a little part of the basement, or even a chest or desk or closet, where possessions may be kept and which no one else is allowed to touch. It is private personal property and any secret, any treasure is safe and inviolate there.

The home belongs to all, and so every member of the family should be able to bring his friends home and have them welcomed and treated well. Friends make for happiness, so we mothers must take on an added task if we wish to create a really happy home, and that is the job as hostesses. Hospitality and friendliness, the ability to make young and old feel at home, are fine arts, but they are arts well within the reach of every woman who has the will to acquire them.

What else makes the "happy home?" George Herbert once said, "Dry bread at home is better than roast meat abroad." Mealtime at home should be pleasant. Work

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Our Auxiliaries

This month we have a page of letters from our auxiliaries. It is good to hear from you, sisters. Write us again, and how about a note from the rest of you?

LADIES AUXILIARY Editor: On April 8 L. U. NO. 26, our auxiliary celebrated its ninth birthday at Waldrop's Restaurant and a very good dinner with all the trimmings was enjoyed by all. Mrs. Sullivan, one of our new members, played the piano and each one joined in an hour of singing, followed by an orchestra dance from 10 to 1 A.M.

At this meeting five of our members celebrated their birthdays. A regular meeting of our auxiliary was held in the lodge hall on Monday, April 21st. At this meeting, the following officers were elected for the coming year: Mrs. Nellie Cox president; Laura Johnston, vice president; Alberta Fritz, secretary; Laura Shoemaker, press secretary; Mrs. Paul Scruggs, treasurer; Mrs. Best, Mrs. Larry and Mrs. Gerarda, executive board, and Mrs. Jarrett, birthday chairman.

You see we are well organized and ready to start on our summer activities, which will include boat trips, picnics and evenings of games.

Any woman wishing to come in with us, please contact our president, Mrs. Cox.

We had a very interesting meeting on June 16th. Mrs. Laura Johnston who has been quite ill was out with us again, and was installed as vice president.

The sick committee reported that Mrs. Sullivan who had fallen and broken her arm, was home again and feeling much better.

We are continuing our meetings through July and August this summer so come on out members and join in the good times.

On July 19th we are having our picnic at Beverly Beach; August 4th a picnic supper at Sligo Park, and on August 27th a boat cruise down the historic Potomac on the Mount Vernon Lines. Please keep these dates in mind. We promise a good time to everyone.

After the business meeting, on June 16th, the members gave Mrs. Malcolm Cox a stork shower, and she received lots of very nice gifts.

Refreshments consisting of Upside Down Cake, with whipped cream, nuts, mints and coffee were served by the committee.

We then adjourned, each agreeing this had been a most enjoyable evening.

LAURA SHOEMAKER, P. S.
4906 41st Street N. W.
Washington 16, D. C.

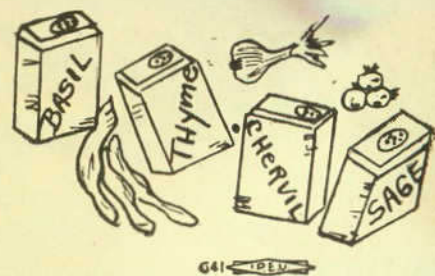
LADIES AUXILIARY Editor: About a year ago, our city established a Boys City for children from broken homes. Many of the local clubs and churches here have donated time and money to it; so we thought of something that we could do to help out. Our treasury isn't large enough to allow for donations of any size, so we agreed to do the mending for the boys for one year.

We meet in the homes of our members twice each month and mend the clothes for 18 to 21 boys. It takes all day so each lady brings a covered dish and we combine pleasure and work by having a luncheon, to break the monotony of sewing on buttons, altering and patching innumerable jeans and khakis.

For this work, we get a wonderful feeling of having something really worthwhile to do, and a little good publicity which doesn't hurt any auxiliary. Our next project is to have a rummage sale, with the proceeds to go for material to recover some furniture for Boys City. The directors there are so appreciative of each and everything done to make the project a success. The boys are enjoying a home-like atmosphere, good food, clothes for all occasions; and the privilege of going to the church of their choice, as well as the social activities which are planned for them. They are enjoying a new home, a Wave barracks released by the Navy when the city took over Cuddihy Field; now they have a good swimming pool, plenty of room and all types of recreation at their disposal.

In the future, we hope to bring cheer to the "Hearth," an institution for old people, and also to the Crippled Children's Hospital. So many of the business houses, churches, etc., were quite surprised to know that labor can and does carry on charitable work here. We seldom have had

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THE MAGIC TOUCH OF HERBS

Herbs lend a touch of magic—a hint of the unusual that gives added zest to so many of our dishes—that it is a shame we don't employ them more widely. Here are a few tips on their use. Try them to pep up some of your late summer menus, which in spite of all the grand fresh vegetables, are apt to grow a little bland and tasteless as the hot weather goes on and on.

Basil is good for use in all tomato and egg dishes.

Try a little *chervil* in your deviled eggs and in melted butter to pour over your broiled fish.

Next time you make little tea sandwiches, mix a little *marjoram* into your cream cheese. It's good in green salads too.

Of course you always put *sage* in your stuffing for any kind of fowl, but did you know a little used sparingly does something for string beans?

Rosemary is one of the fine herbs that is little used. We like it in veal stews and also a little in our fresh green peas.

Lima beans take on added attraction cooked with a little *savory*.

Tarragon adds a certain something to creamed mushrooms and to any kind of pot greens and is excellent in tartar sauce and other fish sauces.

Thyme lends itself well to carrots and onions, to aspics, and used sparingly gives a nice and different flavor to hamburgers.

Many of your summer vegetables would be better for having a little herb butter added to them just before serving.

To make herb butter, use two ounces of butter to one-half teaspoon of dried herbs (a mixture of your favorites. Try different blends.) Cream your butter thoroughly, adding the herbs as you cream. A few drops of lemon juice, salt, pepper and paprika, finely cut sparsely or chive can be added at your pleasure to give variety to your herb butter.



Some of the members of Ladies Auxiliary, L. U. No. 278, Corpus Christi, Texas. This photo was taken in the midst of a hard day of mending for Boys City.

CORRESPONDENCE

DISTRICT PROGRESS MEETING

Local B-348, Calgary, considers it an honor and a privilege to have played host to the delegates, which included the following; International Vice President John Raymond, International representatives; Brothers C. Roberts for Manitoba and Saskatchewan, Fred Keeley for Eastern British Columbia and Alberta, Jack N. Ross, British Columbia; elected delegates: Brothers David Keir, financial secretary, L. U. No. B-424, Edmonton; C. Ascroft, financial and recording secretary, L. U. No. 630, Lethbridge, also president of the Alberta Provincial Conference of the I.B.E.W.; W. R. Clark, financial secretary, L. U. No. B-1372, Medicine Hat; A. W. Smith, L. U. No. B-821, Vernon; George Gee, business manager, L. U. No. B-213, Vancouver; W. Fraser, president, L. U. No. B-213; Harry Bellingham, president, L. U. No. B-348; Alfred Baird, financial secretary, L. U. No. B-348; O. Gardner, recording and press secretary, L. U. No. B-348.

International Vice President John Raymond opened the meeting by explaining its purpose as per Article VIII Sec. 1 of the Constitution. He also gave us a resume of the International Vice President progress meeting held in Eastern Canada, which proved to be very informative. He stated we now have seven organizers in Canada and gave us some idea of what it was costing the International Office to service Canada. After urging all delegates to be sure to bring all their problems large and small before the meeting as well as their achievements he handed the gavel to Brother Fred Keeley, thus leaving himself free to concentration on questions and answering same.

The reports commenced with the organizers, starting with Brother Fred Keeley who reported good progress in Western British Columbia and the province of Alberta. Locals had been set up in Nelson and Trail and an agreement had been negotiated in Nelson which was a great improvement over the old rates but not equal to those of Vancouver. He reported that progress was being made in Alberta but there was much more to be accomplished and at present he was also assisting in negotiations with the City of Calgary. He urged locals to do all they could in the way of organizing and negotiation before calling in an international representative.

Brother Jack N. Ross stated the operators of West Kootenay were not organized. He reported that Neolite of Vancouver was now organized and many small shops would have to be signed up.

Brother C. Roberts expressed regret in the lack of representation from Manitoba which he believed was due to financial reasons. He stated they had all the big shops organized in the building trades in Winnipeg. The broadcasting station at Flin Flon had been organized, which is the second, the station at Prince Albert, Sask., having been previously organized. In Saskatoon a linemen's local is being set up and they are now waiting for the charter and this will give us a foothold in this province.

Some of the points mentioned by the delegates are as follows: Brother David Keir of Edmonton stated they could use the services of Brother Fred Keeley as they need an organizer for short periods at a time and cannot afford a business agent. The delegates wished to know more about the National Electrical Benefit Fund and agreement as pertaining to Canada. International Vice President Raymond stated such an agreement was being drafted

by International President D. W. Tracy and would be mailed in due course but in the meantime no agreement should be held up except where it interferes with negotiating a wage schedule.

It was generally agreed that the ratio of apprentices to journeymen was too high in the greater part of Western Canada.

A discussion of company pension schemes revealed that such plans are becoming more than ever a condition of employment, which is not desirable for many reasons, one being it is fast developing another lost generation, i.e., men over 40 years of age. These should not be negotiated along with wages as this too often has a detrimental effect on the wages.

A desire for uniform safety codes was expressed and it was concluded that essential safety measures should be embodied in working agreements of respective districts whenever possible.

The thought was expressed that we rely too much on government legislation and regulations, and if labor wasn't careful it would soon be legislated out of existence. Good labor laws are to be desired but when we ask or condone a government's taking over the prerogatives of a trade union, we are paving the way to our exit.

International Vice President John Raymond stated Secretary Roberts would send a copy of the minutes to every local in the west and we would have a full report of the matters brought before the meeting. He announced the next meeting would be held in Edmonton October 11, 1947, in the city of Edmonton, Alberta.

In the evening the delegates were guests of Local B-348, at a dinner in the Mandarin Gardens which (if we are to believe what we

hear) was enjoyed to the utmost, and we, of Calgary at least, are looking forward to the next meeting with this fine group that represents our organization in Western Canada and hope to see others too, who were not able to attend this meeting.

O. GARDNER.

NEW ENGLAND DISTRICT CONFERENCE

This is a partial report of the New England States District Conference, held in the Manger Hotel, Boston, Massachusetts, June 7 and 8, 1947.

The conference was called to order by International Vice President John J. Regan at the appointed time, June 7. Brother Regan called upon Joseph A. Slattery, business manager of Local 103, Boston, who in turn welcomed the delegates and urged them to make the best of the time at hand and to do all things during their deliberations for the common good.

International Executive Council Member Charles Caffrey, also business manager of Local 7 of Springfield, was one of the principal speakers and, as always, did justice to his high office and to himself, by his very interesting and timely remarks.

Walter ("Old Silver") Kenefick was appointed secretary of the conference, and in addition to his great job as secretary did himself proud by his well-timed speech. Walter was asked by one of the delegates about a "Rebel, R.A.R." meeting, but because of the many more important things to be done, the answer had to be "There shall be no 'Rebel' meetings at this conference."

John J. Murphy, Regional organizer for the A.F.L., passed on to the delegates good advice on what to expect because of certain vicious labor legislation pending before Congress. John Murphy is always welcome at any and all Electrical Workers meetings. By and large the gathering on Saturday was a huge success. The session adjourned at 4:30 p. m. to reconvene on Sunday at 10 a. m. The delegates eagerly awaited the coming of Sunday, for the principal speaker was to be none other than our great leader, International President Dan W. Tracy. It is not necessary for us to say and in truth, that Brother Tracy is a very remarkable man. He carries himself well. He commands the respect of people in all walks of life. Let us not too soon forget that Dan was Assistant Secretary of Labor during the most hectic period in our country's history, and in that office brought dignity, honor and great credit to the country, the I. B. E. W., and to himself.

His address on Sunday, in our opinion, ranks with the best of the many famous speeches made in his long experience as labor leader and friend.

We left the meeting for dinner, well satisfied that the I. B. E. W. under Dan's great leadership, is in good and able hands.

Prior to the afternoon session the delegates were invited to partake of a dinner provided by the officers and members of Local 103, who played host to the delegates.

After the dinner, entertainment was provided by Henry Tierney, of the Connecticut State Association; Gus Gilmour, of Local 103, son of our very fine President Jack Gilmour, and Business Manager Joe Slattery.

International Vice President John J. Regan, in addition to being the best of chairmen, surprised all in attendance as "master of cere-

READ

- L. U. No. 3 calls upon every union member to do his duty
- L. U. No. 18 moves into new quarters A brighter side to the Taft-Hartley picture by L. U. No. 58
- Tribute from labor to management by L. U. No. 214
- Our Canadian Brothers have their anti-labor legislation troubles too, by L. U. No. 230
- Light on the building situation by L. U. No. 353
- L. U. No. 390 sounds off on the Taft-Hartley bill
- Items of importance in the history of organized labor by L. U. No. 429
- L. U. No. 527 reports on how the Texas City disaster affected our members
- Notes on the electrical trade by L. U. No. 697
- L. U. No. 725 reports first certificate of completion of apprenticeship in Terre Haute
- The first Labor Day and how it came about by L. U. No. 835
- Plea for labor unity from L. U. No. 850
- Lot of top-flight letters this month chronicling the labor struggle

monies" unexcelled. John was in rare form and we are inclined to believe that some of his stuff was fed to him by Jack Queeney, who was by his side at the head table, particularly the one about "athletes feet."

The boys and girls from local unions in New England went their various ways happy and looking forward to the next session which will convene in six months.

So ended two happy days, which gave opportunity to make new friends and to again renew old friendships.

All good wishes.

JOE GENERAL, P. S.

L. U. No. 3, NEW YORK, N. Y. *Editor:* The Taft-Hartley Bill is now the Taft-Hartley Law.

What are we going to do about it?

President William Green of the A. F. L. is showing the way and it is up to every member of a labor union who believes in real democracy and equality of opportunity, to make a sacrifice of leisure time if necessary, to make every effort to repeal the objectionable features, if not the entire law, and to retire to private life those guilty of voting for such biased legislation.

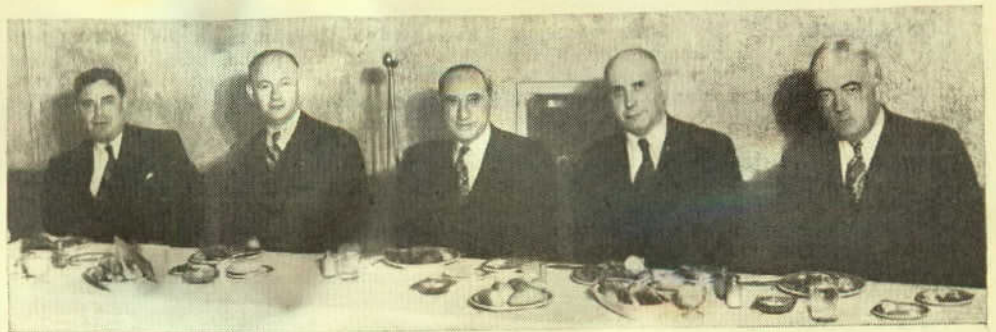
Unfortunately there are all-too-many members of labor unions who fail to attend their union meetings, do not read labor or unbiased newspapers, magazines or other literature and are "suckers" for the N. A. M. propaganda that is spewed forth by all-too-many of our newspapers and other periodicals.

One general belief among these particular members is that the T.-H. bill will do away with racketeering. What a joke! The only way it will do that is with its anti-closed shop clause which wrecks the union as well as any racketeers that may be in it. Rather a drastic remedy, in our opinion.

We know that Communists, believing that the end justifies the means, would like nothing better than to gain control of the labor movement and use it to cause the dissention and hate that is so necessary to further their cause. As is easily learned from other countries where they have gained control, they will promise anything to gain their ends even to a pretense at free labor unions, freedom of religion, free elections, etc.

An election with one party and one candidate for a particular office is not a free election. Labor unions that are controlled by government are not free unions and so on all down the line.

Many of us live in communities where one or the other of our two dominant political parties controls and has controlled for years but there is always a minority that refuses to be rubber-stamped and, when abuses arise, gains



NEW ENGLAND DISTRICT CONFERENCE

(left to right) Charles E. Caffrey, International Executive Council member, John J. Regan, International vice president, Dan W. Tracy, International president, John Queeney, financial secretary, L. U. No. 103, Walter Kenefick, International representative.

supporters and overthrows the existing regime. You can't do that under communism. The T.-H. law will drive these Communists underground where they will be more dangerous than they are now.

There is no question as to what brought about this demand for "labor legislation." It was abuses of privileges granted under our laws. It does no good to blame this one or that one. To the extent that we condoned or took part in these abuses we are all to blame. There are always those, usually a minority, that given a privilege, will abuse it, thus bringing down curtailment of the privilege or punishment on the majority.

It is up to that majority to take the minority in hand and keep them in line. It is human to resent abuse. Industry has taken advantage of this resentment to bring about this nefarious legislation, through skillful propaganda, to further enhance their already swollen profits as a result, they hope, of the disintegration of labor organizations.

Will you stand idly by and permit this or will you do your part, small though it may be?
FREDERICK V. EICH, P. S.

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

Editor: We are so confident of the success of our system of living that we are

sending our money and if need be will send our men in defense of similar systems elsewhere.

But is our system successful? Does it provide good homes and all that go with them to the majority of our people?

It certainly does not provide good homes: of 37 million dwelling units in the United States 30 per cent have no running water.

40 per cent have no private flush toilets.
45 per cent have no private baths.

Lack of sufficient income for more than half the population bars them from all the things necessary for a decent life. Educational facilities are very poor in many parts of the country. Medical care is available only to the well-to-do.

And in addition the system does not work smoothly. There are a few years of so-called prosperity and then a depression. These ups and downs have been with us over a hundred years and our leaders haven't got the sense to make the necessary changes. If the changes won't work you make more changes, that's the way it's done with mechanical things and it can also be done with social machinery. However the 3 per cent who own the country and their well-paid bootlickers are satisfied with the way things are and so they are willing to underwrite similar conditions in other countries.

The passage of the Taft-Hartley anti-labor bill should show labor who its enemies are. The un-American Committee's not going to check the ones who are responsible for this piece of subversive legislation.

I. S. GORDON, P. S.

L. U. NO. 16, EVANSVILLE, IND. *Editor:* Well some of you boys are going to

get a shock when you see this letter in the Worker. For I do not believe there has been a letter from L. U. B-16 since Brother "Jack" Hoskinson passed away quite some time ago. Brother Hoskinson knew quite a few of the old boys around the country and liked to write about them in his columns.

Well the weather is plenty hot around Evansville at this time and not only the weather for there are a few more hot situations around here at this time.

L. U. B-16 is going to get a new face-lifting which it has been needing very badly. Although we have been a little late in starting this action but we are fully convinced that it is one of the best things that has happened to L. U. B-16 in a great many years.

L. U. B-16 has started on a new venture. We have purchased a new home at Second and Main Streets and we are quite proud to be the owner of our own home, although we have quite a bit of remodeling to do before we have things as we want them. We will eventually have the home we want. We have built quite a few new offices in the building besides our own to provide us with an income to defray some of the upkeep of the building.

Work in this area is fairly good although it would be a lot better if the material situation was not as it is today.

I guess some of you boys saw *Life Magazine* for the week of June 9, 1947 and noticed what the CIO and Gale Bradford are trying to do to the home-building industry with their one journeyman to ten helpers and if you could see some of the houses you could see some of the results of this kind of a set-up.

RALPH HARPE, P. S.



DISTRICT PROGRESS MEETING

From left to right, Brother C. Roberts, International representative, Brother W. R. Clark, financial secretary L. U. No. B-1372, Miss Glen, Brother Fred Keeley, International representative, Mrs. John Raymond, Brother John Raymond, International vice president, Brother George Gee, business manager L. U. No. B-213, Brother W. Fraser, president L. U. No. B-213, Brother Jack N. Ross, International representative, David Keir, financial secretary L. U. No. B-424, Brother A. W. Smith, president L. U. No. B-821, Brother F. J. Bevis, business manager L. U. No. B-230, Mrs. O. Gardner, Brother O. Gardner, recording and press secretary L. U. No. B-348, Mrs. A. Baird, Brother A. Baird, financial secretary L. U. No. B-348, Mrs. H. Bellingham, Brother C. Ascroft, financial and recording secretary L. U. No. 630, Mrs. C. Ascroft, Brother H. Bellingham, president L. U. No. B-348.

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

Editor: Saturday, May 24th, was just another Saturday for most people, but for Local B-18 it was an important milestone, for on that day we moved bag and baggage into our new quarters at 4189 West Second Street. From eight in the morning until after six at night four husky union moving men expertly wrestled our many desks and much equipment into its new location, so that by Monday when we opened up at the new address everything was in apple-pie order and ready to go.

The new headquarters of Local B-18 is a one-story brick building with some 7,300 square feet of floor space, and in it the members of our staff now have ample room to operate. Our clearance office has its own separate street entrance, as does the meeting hall which, having seating capacity for about two hundred members, is big enough for most unit meetings and, unless something important is to come up, will also take care of the regular meetings of the local.

The floors which are concrete have been covered with asphalt tile, and the ceilings with cellotex, which it turned out was just as cheap as plaster and made a better job from the point of view of sound proofing and heat insulation.

One of the innovations which we especially like is the "work room," which has been designed to house our machines—addressograph, multigraph, graphotype, etc. All such were unwelcome occupants of the general office in the past, but are now grouped together where they cannot annoy anyone.

Lighting for the new building was installed according to the specifications of illuminating engineers of the Department of Water and is the last word in fluorescent efficiency. All wiring was installed by members of Local B-11 working for our good friend and fellow member, Dick Schurr, who for some time has been contracting electrical work in this area.

The building is one of which every member can well be proud and those who have not yet paid us a visit are urged to do so.

Local B-18 still needs a number of good linemen for work on the 4,800 volt network of this city. Most of this is hot work and only capable linemen are needed. We do not need groundmen nor foremen, nor can we place any linemen who are "too old to climb but would like a maintenance job," much as we may sympathize with them, as we have many of these of our own to try and take care of.

Housing conditions are bad in Los Angeles and any Brothers coming out here should not bring any family with them unless arrangements have been made for a place to live. Also please bring your traveler with you, since we do not like to have men working on permits.

Our new contractors' agreement, recently signed, provides for an increase of 15 cents per hour, making our scale now \$2.15 per hour. It also provides for traveling expense of 14 cents per airline mile one way each day, which makes a pretty good deal for any experienced linemen who wish to come out here but who are not interested in a permanent job. Jobs with the utility are now paying \$312.00 per month with every prospect of an increase of about \$20.00 per month by the time this appears in print.

As this is being written news has reached us that Brother Charlie Eckles, an old timer in the Brotherhood is seriously ill at the Sattelle Hospital (Room 319). A letter from some of his many friends would, I feel sure, be deeply appreciated by Brother Charlie.

GEORGE SIMMONDS, P. S.

**L. U. NO. 27,
WASHINGTON, D. C.**

Editor: It has been a long time since you have heard from the Brothers of Local 27, Washington Navy Yard. This is just to let you know that we have elected officers for the coming two years. Here is our election article we try to write every two years. The following Brothers were elected: John F. Sullender, president; Abram E. Greene, vice president; William P. Reuss, financial secretary; George Jones, treasurer; Charles Davis,

executive board. The above men were re-elected having served the past two years with a record that we are all proud of. The following Brothers are new officers elected: J. M. Williams, recording secretary; John Mahoney and Neil Graham, executive board.

Brother Neil Graham, although just elected, is well known in the labor movement all along the East Coast and is no stranger to the Navy Yards. Brother Graham was also elected on the wage committee with Brother J. M. Williams.

We all wish the two Brothers all the luck we can muster in their duties as they will need it on the wage committee but we feel that they will have the support of all the Navy Yard locals on the East Coast and the West Coast in their work. Here's hoping that they will receive the support of all Electrical Workers in their work until they finish the job.

WILLIAM T. AMOS, P. S.

**L. U. NO. 58,
DETROIT, MICH.**

Editor: Congratulations are in order to the joint apprentice committee of Local Union 58 and the Detroit Chapter of NECA for its outstanding contribution to the industry during the last two years which resulted in the graduation exercises in June for 72 of our young people who, among 259 apprentices to all trades, were presented certificates by William F. Patterson, national director of the U.S. Department of Labor, and Finlay C. Allan, president of the Detroit Building Trades Council.

And congratulations, no less, to these 72 new journeymen who will take their places in Detroit electrical industry. To them will eventually come the honor and responsibility of carrying on the traditionally fine practices which have blessed our union-contractor relations with a no-strike period of nearly 30 years.

We presume to advise these young men that patience will be their greatest virtue. Their worth to themselves and to their union will be determined by their willingness to continue to learn, not only about volts and powerfactor and electrons, but also about citizenship and community responsibility. The vagaries of the few can bring injustice to the many.

At this time of writing, the pendulum has swung far to the right and the labor union is on the defensive. There is nothing seriously wrong about that. It does us all good to be on the defensive part of the time. Where the Taft-Hartley Act is wrong and unjust to us, we will find a way to legally defeat it. While it is the law, it should be recognized as such. But, with cool, thoughtful, and resolute determination we must continuously arm ourselves with more and more knowledge which, in the long run, is the best and surest means of defense.

For every effect there is a cause. It is safe to say that Local B-58 had nothing whatever to do with the foisting of the Taft-Hartley bill on our necks. By that same reasoning, it is also a fair estimate that the bill will not affect us too adversely. We have as yet to hear of one contractor or owner expressing a desire to sever labor relations with us. And as long as our union is conducted in the highly reputable manner in which it unquestionably is being conducted, there will be more expressions of commendation by such notables as National Director Patterson, when he said that Detroit leads all American cities in labor-management apprentice relations.

The joint apprentice committee consists as follows: for the union, President Robert E. Hendricks, Business Manager Frank C. Riley, Secretary Edward T. McCarthy; for the contractors, Marshal Pierce, Francis Tufts, George Sherrin. Connie Spain is principal of the school, and under him in the electrical division, are Edward R. Ehrler, John Maser, Daniel Diamond, and Ronald Nickles.

LEONARD SMITH P. S.

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

Editor: Not since the Whitehead-Mulholland, Sr.-Duble era of Butte's Local 65 press secretaries, has any reg-

ular JOURNAL correspondence been issued from this corner of the U.S.

Stimulus of this and subsequent letters is this correspondent's appointment by our President Walter Crase—and B-65's executive committee—motivated by the fact that this year (1947 A.D.) is the Fiftieth Anniversary of Local B-65.

By way of celebration, Entertainment Committee Chairman Bernard Morrissey and his crew: Russell Williams, Walter Crase, Bill Conroy, Walter Cannon, Art Larson, Rex Clark and John Redman are arranging a special June event. This Golden Jubilee Celebration will utilize facilities of the local Moose Hall on the evening of June 28, 1947. The affair will honor new officers and pensioners joining the twenty-year roster, and especially, charter members available.

Invitations sent to 19 Montana locals are expected to garner 200 out-of-town guests. This Golden Anniversary Jubilee is an extension of parties given from time to time honoring those who paved the union road for us and for our successors.

Current elections returned all officers by unanimous secretarial ballot except for one resignation—Executive Board Member Bert Davis, and two administration hold-overs who asked permission to vacate and permit another member office-holding experience.

Our new slate includes: president, Walter Crase; vice president, Emmett Keyser; recording-secretary, Bob Gribble; financial secretary, Joe Thompson; treasurer-business agent, A. P. Coombs; Executive Board member, Russell Williams.

This local has taken all possible communication action to obtain moderation of Taft-Hartley legislation. Thanks to executive committee foresight and appointment of a legislative committee, state and national legislators were informed in straightforward, common-sense terms their mistaken interpretation of "the people's mandate." This was done before national AFL recommendations filtered down to us, and despite the discouraging fact that many labor union members were as yet uninformed on the true content of these bills. This fact was perfectly understandable in view of the sugared interpretations offered through the press. Though Presidential veto and 11th-hour pro-labor action have been defeated, there is still hope that an up-hill battle may be won.

Worth recording before closing is the mid-June departure of Arthur Boyer, assistant superintendent of the Anaconda Copper Mining Co. Electrical Department for superintendent's position in the Coeur d'Alenes, Idaho mining district.

A member, of this local, following college graduation, Arthur rose steadily through the ranks; contributed important mining safety devices; taught the boys electronics; engaged in civic activities, and without fuss or fireworks, maintained a high pinnacle of respect by journeymen and superiors.

ACM electricians in a brief shop gathering, presented Arthur Boyer a splendid rifle and a hearty "good hunting" farewell.

With this first contribution, shall close with a look to the past and to the uncertain future.

KENNETH MULHOLLAND, P. S.

**L. U. NO. 79,
SYRACUSE, N. Y.**

Editor: A week ago as I write this, the Congress of the United States overrode the veto of the President on the Taft-Hartley labor bill. What, by their action the economic and political future of this country, will be, remains to be seen. It is a restrictive and complicated bill that only lawyers will gain any benefit from. Many predictions are being made, but one thing is certain, and that is that organized labor will continue to rebel against a political or economic system which denies it its fundamental freedoms.

For too many years the industrial and economic system of this country practiced a rugged individualism which treated the workers in economic slavery as a commodity. The worker was denied most of the rights and privileges of respected human beings. There can be no wonder

at all that a militant labor movement born of men and women compelled by circumstances to adjust their lives under such conditions of labor, and being the dynamic, restless, surging humanity that we are, to seek through unity the strength to demand, not ask, for the rights and privileges we know to be ours. That we are, and with good reason, suspicious of the intent of the Taft-Hartley bill is only reasonable to expect.

It has not been very long ago that we experienced yellow-dog contracts, labor spies, blacklists, a servile press, and the injunctions. It took a hundred years to legalize the right of unions to organize—and have it put in our law books (the Wagner Act).

In spite of the unfavorable propaganda disseminated against unions there have been and still are a great majority of good relations between management and labor which are endangered because of this law. That labor leaders were given the blame was only natural for those who wanted this law.

In the game known as negotiations and labor relations, in a still-young world of collective bargaining, and pitted against experienced lawyers, the union officers, many who have come up from the ranks, trained only by experience gained the hard way and without college degrees, have had to prove themselves as smart politicians, skilled debaters, clever tacticians, smooth conciliators, stubborn antagonists, and many other characters on demand. That they have done these jobs well besides holding the rank and file together no one can deny.

Few people outside the labor movement understand the reason and need for strikes. They see and understand only groups of men, some roughly dressed, loitering about or carrying banners. They read biased accounts in the newspapers and withal jump to a hasty conclusion that such goings on are not only a nuisance but an encroachment upon the public welfare. What they do not see or understand is that strikes, unwanted by the strikers, are the only recourse left open to them by those who stubbornly insist upon maintaining an unjust, unreasonable and provocative system of negotiations. Arbitration to date is far from 100 percent perfect.

What the public must learn and understand is the need of reform, not of strikers, but of the entire industrial and economic system under which we all live. That we need today as never before, if union organization is to offset the setback that faces it, is far-sighted leaders trained in labor and administrative laws plus a fully-active membership.

That the Taft-Hartley bill was passed over the President's veto can be traced partly to political strategy, and partly to our own anti-sociality as well as to the public in general. We were born individuals with individual likes and dislikes, but we were not meant to be isolated from each other, but a great human family which demands unity and cooperation. That we are from different climates, nationalities, creeds or families has drawn many of us apart, unfortunately.

Unfortunately, some union men stay on as union men as some people stay on in their religion. They seem to lack the feeling of need in it for them but hold to it just in case.

Too, there are those who are only social-minded when it is financially or otherwise to their benefit, and those who have, want more, but have no intention of dividing with those who are unfortunate.

American labor unions, do not want nor do they advocate communism.

What they do want is free enterprise, free from unnecessary government controls, free from economic dictatorship of monopolists, and free from the evils of anti-social and selfish ideas that have shackled us in the past and which threaten us today.

FRED KING, P. S.

L. U. NO. 80, Editor: Now that
NORFOLK, VA. I've gone through the
"spring fever" stage,
will try to sweat out a few lines for the August
issue.



Honor members of L. U. No. 88 receive 25-year pins from International President Tracy

Since last reporting to the JOURNAL we have had a change in the office of the local's president. Brother J. W. Amory is now serving as president. Brother M. G. Nelson was requested to take a withdrawal card in view of his position with one of the local contractors.

Brothers A. R. Griffith and O. L. Shumate are serving with the business manager on the joint conference committee representing the local.

May I take this opportunity to say we should give "Cupid" Fulford a big hand for a bang-up job during the vacation of our business manager.

There is much to be said about the recent enactment of the anti-labor laws, but I will not take up too much space on the subject—only leave this thought with you—"We may not know who to vote for at the next election, but we will surely know who NOT to vote for, because we know who has voted against us."

Who knows? It may be possible to interest enough of our members to the extent that we could meet and discuss or study the New Code this fall. Let's try to get something constructive in our thick heads.

Not too much from the "Lap-over." (Where Virginia laps over into Carolina).

E. A. (MACK) MCCULLOUGH, P. S.

L. U. NO. 88, Editor: Nine mem-
CHILLICOTHE, OHIO bers of Local Number
88, International
Brotherhood of Electrical Workers, received
pins signifying 25 or more years of membership,
at a banquet at Eastern Star Hall on May 5,
1947. Two others, unable to attend because of
illness, received their pins at home.

Presentations were made at the banquet by our International President D. W. Tracy to Brothers W. J. Dorgan, R. A. True, Delbert Peterson, Roy Senff, Gordon Ebert, W. C. Echard, Charles Williamson, P. B. Theobald and David Dennewitz. Pins were taken to the homes of Brothers J. V. Brooks and W. D. Thatcher, who are ill.

Although they were not presented at the banquet, service buttons also were given to Brothers Roy Schneider and W. H. Ward for 20-year membership and to Brothers Earl Ebenhack and Paul Oberer for 15-year membership.

About 100 members and their wives attended the turkey dinner served by women of the Eastern Star.

Brother Earl Ebenhack, as master of ceremonies, introduced the International president. Brother Tracy extended congratulations to the

25-year men, most of whom were charter members of the local organized in 1916. He discussed principles, policies and aims of the organization and stressed the importance of unity.

Colonel David McC. McKell, president of the Chillicothe Telephone Company, in a brief talk, also congratulated the honored men and spoke of the long years of pleasant association between the union and the company.

Others features of the program were several songs by a trio composed of Robert Friend, Dave Heraldson and Richard Cutright, accompanied by Janet Friend, a chalk talk and guitar numbers by Jake Noble and piano music by Eddie Kourt before the dinner. The invocation was given by the Reverend R. E. Schluer of Salem Evangelical and Reformed Church.

Among guests at the dinner were: Brother Ira Braswell, International representative, of Winchester, Kentucky, and Mrs. Braswell; Colonel and Mrs. McKell, Mr. and Mrs. Robert McKell, Mr. and Mrs. Ray O. Duffy, Mr. and Mrs. Harry Elliott, Reverend and Mrs. R. E. Schluer, and Mr. Alvin Jones.

EDWIN D. GOEBEL, P. S.

L. U. NO. 106, Editor: Well since
JAMESTOWN, N. Y. our members were

so enthused over seeing a letter in the June issue of B-106, they told me to do it again, so here goes. At our last meeting held June 24th in the new Labor Temple, the nomination and election of officers was held and resulted as follows, President Murray F. Horn, reelected; Vice President Raymond L. Anderson; Financial Secretary Allen Webeck, reelected; Recording Secretary Paul Morse; Treasurer Marvin Ahlstrom, reelected. The following members were elected to the Executive Board, C. T. Pihl, Allen Webeck, Paul Morse, Raymond L. Anderson, Evar B. Brugge, Clinton Ball and Murray Horn.

Brother Hjalmer Sandburg passed away near Los Angeles, where he has made his home for the past three years, on May 5th. One of the oldest and most beloved contractors, Brother James E. Hanson, Sr., dropped dead in his place of business. He had been a member since 1902. He was always very fair to his employees, and his friends will all miss him. He was called daddy of nearly all the electricians. Most all the membership turned out for his funeral.

A letter was read from Brother S. C. Keller of Local B-90 thanking all the boys for their cards and letters during his recent illness. All the boys are glad to hear that he is able to be out again.



Apprentice Class of L. U. No. 106, Jamestown, New York

Brother Jack Larson is working in Pittsburgh, Pa.

Everybody is busy here at home for the present writing.

Meadville, Pennsylvania, called here recently for 60 wiremen. The scale is \$1.87½ per hour. As yet nobody has gone from here.

We are sending a photo of the apprentice class that recently finished its first year of apprentice training at the evening class in the Jamestown High school. The following names accompany the picture: Standing left to right top row, Louis Dailey, Birger Pihl, Ralph Wilson, William Pihl, Carl Carlein, Bernard Greer, Lucius Seymour, Richard Wilcox. Middle row, Marion Panzarella, class instructor; James E. Hanson, contractor member of apprentice council; Walter Linquist, contractor member and chairman of apprentice council; Marvin Ahlstrom, supervisor and secretary of apprentice council; Elliott Horn, resident representative of apprentice training of the U. S. Department of Labor; Evar Brugge, recording secretary and member of the apprentice council; E. S. Chase, Underwriters electrical inspector; Allen Webeck, financial secretary and member of the apprentice council; Kenneth Marsh, supervisor of industrial education of the Jamestown public schools. Bottom row, Marshall Carlson, Lawrence Sundquist, Russel Duink, Arthur Boardman, Paul Carlson, Donald Brugge, Arthur Anderson, Charles Fisk. There were 16 apprentices in the class.

MURRAY HORN, P. S.

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

Editor: Reaction is in the saddle and from all observations is bent on riding the horse to

an unhappy ending.

The Taft-Hartley bill, spawn of those who seek to reduce the American workman to the peon class, with little or no rights, in trying to better their meager lot, when compared to Congressman's and Senator's (unproductive) salaries, is labor's greatest challenge.

The constitutionality of the act is in grave doubt. Even the better lawyers cannot fully interpret its meaning.

Labor is in for a fight, yet it should not doubt the outcome. All its fights were against odds.

From now on, until this stigma is removed, it is up to all laboring men and farmers to join in defeating labor's known enemies, at the polls regardless of party affiliations.

Labor can do this, for in industry and invention over 75 percent of all improvements came from the men in the ranks of labor.

So let all laboring men inform their relatives, friends, neighbors and all they come in contact with of the harsh provisions of this bill and urge an early repeal or at least a national referendum after the public is fully informed of the true meaning of the bill.

Now for some information on our election of officers.

Officers elected at the June 16 meeting for two

years were: President, Frank Camp; vice president, John Fish; financial secretary, William Heppard, Jr.; treasurer, Edgar Kohler; business manager, Herbert Stickel. Executive board: Edward Burk, Joseph (Paul) Scott, Edward Gray, John Hines, Edward Penny, Harry Camp and Oscar Scull. Examining board: Hiram C. Maxwell, Frank Hurley and Edward Penny.

HERB STICKEL, P. S.

L. U. NO. 212, CINCINNATI, OHIO

Editor: By the time this article is in the reader's hands, and as this will be the last copy of the JOURNAL before our annual great picnic, remember that date, Brothers—Saturday, August 16, 1947, at Gutzwelers Grove. To each and every one of Local B-212's members this is a personal invitation from your entire picnic committee, so fellows come on out and bring your wife and family and meet your fellow members and their families and all of you can enjoy yourselves to the utmost. If you have to work that day come on out in the evening as you know we will be there until midnight. I hope to see all of you on Saturday, August 16, at Gutzwelers Grove.

And now for other business. First I have a couple of births to record.

Our Brother member, Irwin Kappner, and his wife are the proud parents of a little girl named Susan, who weighed 5½ lbs. and was born on the 12th of June, 1947. Congratulations and best wishes to mother, dad and the little lady!

Last month I spoke of William McInerney's becoming a grandpa. Now, one month later, his daughter became a mother making him grandpa for the second time in a short period of time. Best of luck to Grandma, Grandpa and the parents!

Our sick list at the present writing includes Brothers Jack Fogarty, Bob Fobbe, Art Baumann, C. Eibel, and Bryan Reenan. Hope all of you will soon be well again.

I am awfully sorry to have to record the death of one of the past presidents of Local B-212, George Frank Guy, born on May 5, 1880, initiated into Local 212 July 2, 1913, passed into the great beyond on May 28, 1947.

Frank was a grand member. He loved his local union and spoke his piece as he saw fit. We shall all miss him. The local's entire heartfelt sympathies to his wife and son, Thomas, who is a member of our local. May he rest in peaceful sleep!

Here in Cincinnati our work is in very nice shape. We have some very nice jobs going and have some good jobs about to break, so under the present situation the outlook for work here is looking very well.

Under another heading I want to mention several incidents about some of our own Brother members forsaking the tools of the electrical trade to either become superintendents for one of our contractors or to go in the contracting business on their own. Following are some of the boys whom I know of: Arthur Wes-

selman, estimator and superintendent for the Kasley Electric Company; Walter Brangan, estimating for Bertke Electric Company; and Ray Keiser, who was injured a little over a year ago while on a big big job here in Cincinnati, is also estimating for Bertke. William Cullen has been in the Fogarty Electric Company office well over a year now, and these, Paul Morton, Jack Crawford, Joseph Coy, are all in the contracting business on their own. Everyone in Local B-212, while we do miss all the fellows, is always proud to see our boys come out of the ranks. We hope all of you make good, each in your own undertaking. So that's it for this time and so once again, au revoir.

212's News Hound,

E. M. SCHMITT, P. S.

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

Editor: The huge volume of mail containing the ballots of our recent election in June nearly swamped the judge and tellers. That proved the great interest our members always display during an election of officers. Although a division of opinion will always exist in any organization, it is my belief that all of us are attempting to achieve the same goal, but our methods differ without our losing faith in our ideals, namely, simple precepts of justice and kindness to all our fellow men.

One of the enthusiastic workers during the pre-election campaign was Brother Max Fumel, traveling electrician with headquarters in Chicago. In addition to his sincere devotion for the principles of organized labor, Max has mastered the art of acquiring friends and keeping them, all this, without help from Dale Carnegie. Ask Max who Dale is, he probably would reply that he doesn't read that paper, but watch for that infectious grin when he springs a comeback. I join his host of friends covering the Northwestern System in giving voice to a tribute to a generous loyal friend and union Brother.

On the evening of June 17, 1947, a farewell dinner was given in honor of Mr. J. A. Andreucetti, retiring Chief Electrical Engineer of the Chicago and Northwestern System at the Electric Club, Civic Opera Building, Chicago, Illinois. During his tenure of 42 years of service, Mr. Andreucetti at all times expressed by action the traits of fair play and loyalty to the men under his direct supervision. I quote from a letter received from him, "I value more than words can express, such sentiments coming particularly from the men in overalls and jumpers, to whom I owe much of whatever success I have acquired and I want you to know that I have always appreciated the loyal and unstinted cooperation given freely by the men of the Electrical Engineering Department."

Our general chairman, Charles H. Foote, replied, "I have always placed a high value upon Mr. Andreucetti's word given to me at the conference table. I had no cause to doubt any deviation from an interpretation that accorded full justice to our agreement covering labor relations between management and the organized Electrical Workers. Whoever his successor may be, I fervently hope that the continuity of harmony and cooperation between the men I represent and the company will be maintained unbroken."

Electricians present were Brothers Bronk, Monson, Wolker, DeMoe, Davies, Karlson, Grigeroff, Fumel, Allison, Hilton, Ross, Gaeth, Legge, Gebbie, Foote, the chief clerk, Lou Catiline and Mr. W. C. Chapman, electrical engineer, and A. B. Miller, electrical inspector. The presence of representatives of big business and organized labor at a gathering offering testimony to a faithful supervisor of industry is a direct refutation of the vicious sentiment contained within a very small minority of our citizens that there should be any restraining legislation to prevent free and collective bargaining with industry and the worker, when both parties have contributed as much skill, energy and friendliness as we, railroad management and the organized worker have done for years to make both of our lives a full and happy one. Greetings to all!

R. H. GEBBIE, P. S.

L. U. NO. 229,
YORK, PA.

Editor: It has been difficult for me to keep up with the pace of

events the past few weeks. History is being made on every side. We have witnessed profound changes in our foreign policy, and here at home the Taft-Hartley labor bill has been passed over the Presidential veto. It's a sad day in some respects, but we'll live through it and next time elect men who thoroughly believe in organized labor. Although labor united to prevent the passage of this law to no avail, I am glad for the part Local 229 played. We bombarded our legislators with letters, cards and telegrams placing ourselves on record regarding what we thought about it.

Right here on the home front, in York, things have been moving rapidly, too. May 1st saw Local 229 without a contract and one of the lowest wage scales in the country. A new contract is now in force which provides among other things for an increase of 25 cents per hour to journeymen. This was not achieved without plenty of difficulty. First our negotiations bogged down and then our Business Agent Deardorff was taken to the York hospital for an operation. If the contractors hoped to gain anything by our unfortunate circumstances they were sadly mistaken. Our president, Brother Wilbur Kauffman, was then drafted to take over the business agent's duties. As soon as the contractors realized their men were taking out-of-town jobs the deadlock was soon broken and the new agreement signed. Let's congratulate ourselves on having such capable leadership. And to the men who fought our negotiations through, many thanks for a job well done. And while I'm passing out thanks I would not overlook the valuable assistance of Brother George Acker from the International Office, who helped with negotiations. Also the cooperation of Brother Charles Gerbig of Local 143, Harrisburg, in placing some of our men at a most critical time. This helped immeasurably to shorten our negotiations. To the boys at Middletown, "hello," sorry we could not stay longer.

The stork has been reported hovering over the home of some of our membership but just where his next visit will be is anybody's guess. Since my last contribution to the JOURNAL he has visited the homes of Brother Elmer Deardorff and Brother Jack Robertson.

STEWART HOLTZINGER, P. S.

P.S.—Business agent, Brother Harvey Deardorff, attended the last meeting and by this time has probably assumed his old post. Thanks to kind nurses?

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

Editor: Celebrating their 55th anniversary, this local went to town

on Friday, June 6. A competent committee consisting of Brothers Semple, Marshall, Robson and Bevan provided an excellent supper with sufficient liquid refreshments to get everybody in the humor for dancing and singing. A good variety show also contributed greatly to one of the most successful celebrations we have ever staged.

Welcome visitors from out of town included International Vice President Brother John Raymond and his wife, both of whom immediately made friends with the whole gang; Brother Claude and Mrs. Hill, also Brother Ted and Mrs. Knight, representing Vancouver Local B-213. We were especially glad to see a group from Nanaimo, including Joe, Mrs. Piper and daughter Shirley. Dave Reed brought some of his trusty line crew down. I hope they go back home safely over the heaps of gravel and assorted road building machinery now occupying the spots which may some day become a road.

Highlight of the evening was the lack of speeches. President Charlie Peck tried to rope Brother Raymond into saying the customary "few words." On the first call, John was missing. When finally located he made it very brief, but effective. The whole committee deserves our hearty congratulations for the time, thought and effort they devoted to a very enjoyable evening.

Negotiations are proceeding on all fronts simultaneously, making life very interesting for

the writer. Our construction wiremen have come out of hibernation and are going after more money, in earnest, we hope.

Our Power Commission Agreement is in the hands of a conciliator, the shipyard men are muttering about the increased cost of butter, etc., and the B. C. E. Railway employees are also stirring uneasily.

Hanging over everything like a dark cloud is the new Labor Act that our friends of the Manufacturers' Association have successfully inflicted upon us.

It contains dire pains and penalties in the form of fines for unions going on strike without following a certain procedure, also penalties for union officials who "authorize, encourage or condone strike action." Strangely enough there have been two strikes here since the act came into effect, with the probability of a third (in the lumbering industry), in the near future.

How any trade union official, having the welfare of his members at heart, can hold forth in the daily press extolling the virtues of such an act, surpasses our understanding. We can only assume that they have already chosen the jobs they are going to occupy when the labor movement gets wise to them.

Our new 135 kv. Steel-tower job is progressing favorably under I.B.E.W. jurisdiction. We have managed to secure a rate 4 cents higher than the prevailing lineman's scale, with all men actually engaged on tower erection receiving \$1.35.

The new power project at Elk Falls is still some distance from completion. It looks as though it will be 1948 before the first two 25,000 h.p. generators begin to roll.

Port Alberni has got the new pulp mill well under way. It will probably be ready before Elk Falls can supply the juice.

What is left of 1947 looks as though we shall keep busy, but 1948 is another matter.

F. J. BEVIS, B. M.

L. U. NO 252,
ANN ARBOR, MICH.

Editor: The best news we have is that Brother Noble "Jack"

Shawn who broke his hip last year while working at Kaiser-Frazer, is back on his feet.

Work has slowed down in our jurisdiction. All of our men are out of the Kaiser-Frazer plant. Lack of money has halted work on some of the University of Michigan buildings. That's about all there is this month.

R. BOOROM, P. S.

L. U. NO. 305,
FORT WAYNE, IND.

Editor: When this writer inquired as to the reason this local

had nothing in the correspondence part of the JOURNAL, he really stuck his neck out as never before, because our president assigned this job of writing to me. I don't know just why unless he wanted to get even, or something. I'll do the best I can.

Things have slowed down considerably here in Ft. Wayne since several of our large construction jobs, namely the Spicer Gear, Phelps Dodge, and the Supercharger, have come to a close, but the local contractors seem to be very busy.

Last meeting night was election night for Local No. B-305, but there were very few changes made in the official staff. The body voted to retain our present business manager and financial secretary, Mr. William Avery, who has filled these positions over a period of years. Mr. Jess Detwiller, who has served as president a number of years, was retained in that capacity. Both these Brothers have done a very fine and efficient job in the past, and we know they have the ability to lead this local in what promises to be very trying times ahead. We of the body doff our hats to them, as well as to all the other Brothers who have aided in making this local a success.

Well, our Congress has succeeded in "killing the goose that laid the golden egg" with the passage of the Taft-Hartley bill, a labor-crushing bill which violates the constitution of our democratic form of government. We also take note that one of our Senators made the remark that the President vetoed the bill without reading it, and that he doubted if the President had written the veto message.

Well, I doubt very much if Taft or Hartley wrote this drastic labor bill, because it stinks of "Hitlerism." Only Hitler, or the nazi party could think of rewarding labor in such a manner for its fine production record during the second world war.

Next month should bring about some interesting happenings.

J. C. CARLISLE, P. S.

L. U. NO. 309,
EAST ST. LOUIS,
ILL.

Editor: There is a great amount of commodities in stock—an amount greater than

the money in the country can buy, according to the *New York Journal of Commerce* and other informed sources.

How did we get that way? Let us look back at what has taken place since the 1929 panic.

After the crash, all industry squared up things for a sit-down period, construction projects were either carried on to a point where they could be started again sometime or other or abandoned outright. Factories shut their doors, farmers were told to stop farming.

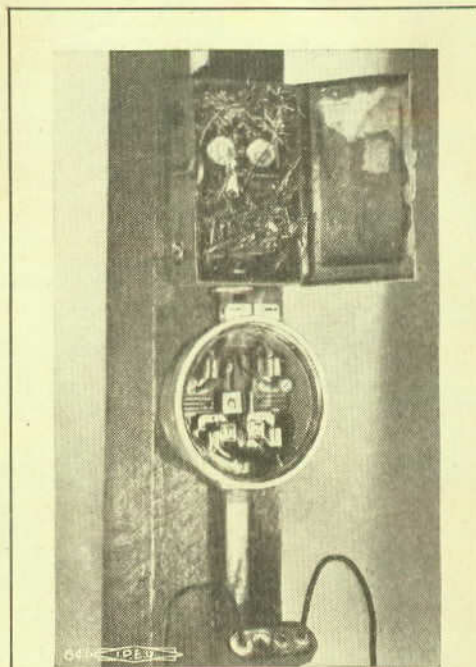
It is useless to elaborate, we remember those hectic years too well.

Nimrod, the money bag man, was hugging the sack of kale close to his belly. He can only put out the lettuce when he knows he is going to get back more than he delivers. His arithmetic says: one and one make three.

Poor old Nimrod was brooding. The zipper on the money bag was pulled tight.

Presently, somewhere, some country that wants to start a war wants to buy something.

Nimrod comes to life. The money bag lets out a trickle, just enough to kindle the spark. Soon the spark looks like the beginning of a conflagration; soon there can be no mistake about it.



THE HOUSING SHORTAGE?

Brother F. J. Bevis, business manager of L. U. No. 230, Victoria, British Columbia, sent us the above picture of a bird's nest found in a temporary service, discovered and photographed by Brother Bill McKee, superintendent of Courtenay City Light Department. Close examination revealed many shingle nails that the birds used in construction. Entrance was gained through a knockout in the side.

Nimrod revises his arithmetic: one and one makes four. He tightens the bag again. We are being dragged into the turmoil and the industries—steel, automotive and what not—are almost at a standstill. Lots of orders but they will not put out.

Nimrod says: "one and one makes four. I want more cabbage."

The powers that be have no choice. They say, "Amen."

Everything goes now, everybody wants to get into the act. Workers, intellectual, manual, clerical, farmers, laborers, begin to produce. The remuneration they get is the cost and all of the cost of the finished produce.

Raw material is a national resource and to transform it into helpful or awful gadgets, into food, necessities, luxuries, or nuisances of life, it takes work and nothing else.

Millions of parasites get into the act, all getting something for nothing, putting out a tremendous effort in the process.

Nimrod is jubilant—one and one makes five. Taxes go up, cost of living soars, wages try to keep up but cannot do it. Machines, food, gadgets, ships, etc., etc., roll out in very great abundance; nothing like it has ever been seen.

The war is won. Uncle Sam is mortgaged to Nimrod.

The war is won. Construction instead of destruction activities should begin. They start in a half-hearted way, slowly. Already, at the very beginning, we have fabricated more things than we can buy. Labor's arithmetic says: one and one is one.

Poor old Nimrod is perturbed; his poor atrophied brains understand only money; he is very proud of his last record: one and one makes five. He is thinking of starting another panic. Who knows if he does there might be another nice war. He'll have a chance of beating his own record, maybe one and one will make ten.

Poor old Nimrod. He cannot sell, he says "there is no market." That last crack is a lie.

The surplus that we cannot buy represents the amount due to labor that created all of it. It is the amount labor has been underpaid.

The so-called "surplus" should be much greater than it is and as we should be paid enough to buy it, should be no surplus at all.

The people living in the jurisdiction of Local No. B-309 alone would buy several billion dollars worth of houses and homes and gadgets if they had the stuff to pay for it. The market is inexhaustible.

We must get our just share if democracy is to endure, if we want to avoid that pair of twins—panic and war.

The workers are the only important group and organized are the only group that can and will make democracy live.

KENE LAMBERT, P. S., *Inside Branch.*

Being a press secretary certainly has its drawbacks at times, to try and beat the editorial dead-line here am I, trying to write this letter at three a. m. by lantern light.

Now to explain, we, 14 of us, left East St. Louis this morning (varying from four to six) to spend a week down here and try to catch some fish.

There were five cars in the caravan and I was of course the main one, as I was pulling the trailer with our boat and nearly all of the camping equipment, and of course everything has to happen to me. First a bad tire on the trailer (tire and tube \$17.85), then the fuel pump on my old 1937 Packard clogs up and we have to stop while I repair it temporarily until we reach a Packard service garage at Cairo, Illinois, then—bam!—\$16 for a fuel pump.

And finally after traveling 160 miles and spending nine hours on the road, we arrive here, in the middle of a swamp, where the mosquitos are as large as grasshoppers (large size) and the bullfrogs I can now hear croaking (about 150 feet away) have voices that shake the earth.

The motor for the boat won't run (it ran perfectly before we left East St. Louis). The bugs are here by the thousands and are crawling over every piece of camping equipment, and, Brothers, we have it, everything one can imagine.

We are fishing in the back waters of the Ohio river, and we are over two miles from the channel of the river and the water is still rising.

We saw all kinds of flood rescue equipment on our way down here today, and heard on our radios that several towns on the Mississippi were ordered evacuated at once.

The old rivers are again on the rampage and the people of the valleys are again losing millions and millions in crops and property damages and our government is sending billions and billions of dollars to the countries of Europe.

It is as sensible as our fishing trip. It's a great old world, as hard to understand as it is to get out of it alive; d— few of us do, either.

We call our trip sport. Our government calls their play diplomacy. Which makes sense?

Don't ask me to answer. I haven't enough paper to express myself.

To date we have spent approximately \$500, but we have caught two three-fourths-of-a-pound catfish. Can the government show as much in comparison for our dollars they have handed out? We are a great people, we of America, but let's stay that way always.

And, Brothers, don't forget our picnic August

10, 1947. Come one, come all! We'll take you like Grant took Richmond.

FRANK L. OSMAN, P. S., *Outside Branch.*

L. U. NO. 325, BINGHAMTON, N. Y. *Editor:* First let me say that at the beginning of my monthly entry I would like to have it begin with a scripture text.

A Scripture Text To Remember:

"It is appointed unto man once to die, after that the judgment."

Then the news items can begin here and follow on through. I trust that this meets with your approval.

Now to get on with the news after introducing myself—Brother Earl M. Hesse, Local No. 325, Binghamton, card No. 641555. This is my first attempt at news writing, so please bear with me.

I am enclosing two pictures which were gladly loaned to me by Brother E. Bodly, showing the recently-completed power plant of the New York State Gas and Electric Company, at Bainbridge, New York; 45,000 hp. capacity—and even now they are planning to add 45,000 hp. This plant contains the largest conveyor belt grate in the world, utilizing powdered coal for fuel. It employs one of the finest safety alarm systems possible, revealing to the operators at all times the operating conditions of the vast manifold number of machines and equipment. The interior is one of beauty and splendor, and is spotlessly clean. All work was under the supervision of members of Local 325. Erford Bodly was the superintendent of all construction work.

The Superior Electric Company of Endicott was the contractor.

A Text To Remember:

"Marvel not that I said unto thee, ye must be born again."—St. John 3:7.

Today, our great nation and all the nations of the world are faced with a multiplicity of complex problems, namely those pertaining to human survival. We are still groping and grappling with the one great postwar problem of rehabilitation, and the readjusting of ourselves to the rapidly changing methods used in the vast fields of personal, private and collective endeavor. We well know that unless there is manifested that never-failing attribute, "the spirit of cooperation," we shall all utterly fail, and find ourselves on the ash heap of despair.

The main thought that I want to leave with you is that unless we as workers in one of the most essential occupations for the health and happiness of the people of this great American nation never lose sight of one of the greatest weapons on earth, "cooperation," we shall fail. Without its virtues and never-ending potentialities we cannot succeed.

In the vast electrical organizations throughout America, let us work together for the good of all, with one aim in view, to make our nation the greatest nation on earth, for it has the welfare of its multitudes of people at heart and to make the world a better place in which to live. Let's hoist the flag of cooperation high and see the smile of happiness appear once again.

EARL M. HESSE, P. S. *

L. U. NO. 353, TORONTO, ONTARIO

Editor: According to recent reports the cost of houses is starting to come down in this area.

In the week ending June 21, 1947, 109 houses were sold in Toronto at an average of \$8,576, compared to 96 houses sold the week previous at an average of \$10,065.

While there are still thousands of people wanting to buy a home, these people are unable to pay 10 to 14 thousand dollars for a five or six room house that sold for four or five thousand before the war, so they just have to do without until the prices come down.

Before the war a builder was content to make a profit of 300 dollars on a five-room house, but now his profit is close to 3,000 dollars and the profits of the sub-trades contractors have also increased in proportion.

Electricians wages have increased about 50



Recently-completed power plant of the New York State Gas and Electric Company described in letter from L. U. No. 325.

percent, and the time to wire a house is just the same as before, about two days, or 16 hours, so that even if wages had increased one dollar an hour, the labor bill would increase the cost by 16 dollars, but the cost of wiring has increased about one hundred dollars, from \$70 to \$170. Other trades have had comparative increases.

Supply houses have come in for their share of the extra profits, too, in the increased cost of material, but the ones who really make the money are the salesmen who sell only to those contractors who pay the highest premium over and above the legitimate price. On some sales they make a net profit equal to the total sale price, for instance a contractor wanting material had enough will pay double the price and the salesman pockets half.

When the workman gets a 10- or 15-cent an hour increase, the fact is spread over the front pages of the newspapers, and editorials are written on the subject for weeks, warning the working people that their greed for higher wages will have dire results, and building will be curtailed, etc., etc. But nothing is ever mentioned about these other costs, which are the real reasons for the high cost of building, and until these big profits shrink somewhat, it will be impossible for many to buy a home.

W. FARQUHAR, P. S.

L. U. NO. 390, PORT ARTHUR, TEXAS

Editor: By the time this is read Uncle Sam's birthday, July 4, will have passed, and

in its passing let us hope we all paused long enough to thank our Heavenly Father for the men who made this birthday possible. Let's hope we all remembered to thank God for the men of vision and action who wrote the Declaration of Independence, the Constitution and the Bill of Rights, and the men who fought and died that this new nation might be born.

Do we really appreciate our heritage of the four freedoms which the founders of this nation fought, suffered and died for, or are we asleep, taking it for granted that everything is going to be OK. Obnoxious laws which take away our freedoms are just as harmful, despicable and unjust when they are made into laws by the Republican party as they were in the 17th century when imposed upon the colonies by the kings of England.

The Taft-Hartley bill is a law, Brothers. Never in the history of our nation have we had on our law books a law so obnoxious and one which curtails freedom of speech and freedom of press like this one. Praise and honor to President Truman for his bold and fearless veto and denunciation of this monstrosity. Disgust and contempt for the Republican Congressmen who worked to make it a law which they knew was wrong; they confessed that it was wrong when in their cowardice in seeking to evade responsibility for it, they wrote into the law provisions making it an offense for you and me to call this damnable law and its makers damnable, or to write it either. Even more contempt and disgust for the Democrats who became fellow travelers of a bunch of tory-inspired Republicans from whom we did not expect much better than we got. For Democrats to become fellow travelers with those of tory ideals is just as bad for you and me as if they were fellow travelers with the Communists. The eventual effect on our freedom is the same.

Thomas Jefferson, the Father of American Democracy, in heaven now we hope, must have hidden his face in shame to think that men could call themselves Democrats and stoop to such debasement. The Democrats who supported the Taft-Hartley bill should be voted into obscurity, or at least out of the Democratic party.

Yes, it's pretty nice and easy to blame our troubles on someone else, isn't it? To be honest though, we must confess that the cause of our trouble is our own. It is true that we in organized labor refused to clean our own house. It is true in a large part that the men who made this law are professional politicians whose first interest is to perpetuate themselves at the public feed trough where they are well fed. It is true

Message from the International President

THE NATIONAL "LABOR-MANAGEMENT ACT OF 1947"

Before there can be much certainty as to the extent to which this law will apply to labor-management relations in the Electrical Contracting Industry there will have to be some clarifying opinions, procedural orders and additional regulations issued by the National Labor Relations Board. We doubt if any such will be forthcoming in less than 30 days.

This office will keep our local unions and members fully informed regarding developments. It will not be necessary to consult local attorneys. Few, if any, will have the right answers to your questions. The NLRB is the only authoritative source and it does not yet have the answers, and the Board is not yet fully constructed.

However, we feel competent to advise you as follows:

1. All of the closed shop agreements now existing in our industry are legal until their anniversary date which may not in any case be later than August 22, 1948.
2. You are permitted between now and August 22, 1947, to enter into a new closed shop agreement to run until August 22, 1948, and you are also permitted to extend the life of an existing closed shop agreement until August 22, 1948.
3. The Employees Benefit Agreement for the Electrical Contracting Industry is legal within the new national labor-management law and a clause providing for employer compliance with it may be legally inserted in any existing or new agreement. If any changes in the plan or agreement are required they will be at the national administrative level only and will in no wise affect or apply to the present plan of local administration.

* * *

that we in organized labor failed to support incumbent friends of labor prior to and during the last election. Therefore let us take our medicine "like men," assist our unions in their legal fights in the courts, and above all let us remember it and do something about it when election time rolls around again.

Before closing on the Taft-Hartley law, let me ask each of you to get the *Reader's Digest* for July, 1947, and read "Freedom on Trial." See for yourself how the common people's freedom was fought in 1735, and how again in 1947 as a result of the Taft-Hartley bill we shall have to fight for it again, if we want it. After reading the article may each of us be inspired by Andrew Hamilton's greatness, and each do all that we are able to in our fight to regain our freedom and rights.

Our esteemed business manager, Joe Verret, reports that he and the committee have completed the agreement with the Texas Company, receiving a three-and-one-half-cent increase on basic wage rates and a substantial cost-of-living bonus extending until September. Also that they have been fortunate in closing an agreement with the Goodrich Rubber Company for one year.

Joe Verret is being assisted by a committee of construction workers in their negotiations on a new contract with local members of the National Electrical Contractors Association (NECA to you), and that much progress has been made and they expect to reach an agreement to report back to the membership on real soon.

Construction work in our area has hit a bad slump. However, we have prospects for quite a bit of work in the future. Many of our members are now out of town working out of other locals.

E. C. Vickers, our treasurer and vice president of the Texas State Association of Electrical Workers, and our business manager, Joe Verret, are in Dallas attending the annual association meeting. Joe Verret, E. B. Black and D. W. Benthall are delegates attending the annual meeting of the Texas State Federation of Labor meeting in Dallas.

Charley Case is back home with us again from a job with the Lummus Company, in Toledo, where he reports they had a very good job, good men to work with and good conditions. Charley is now electrical inspector for Lummus Company on the Jefferson Chemical job and our good friend, Lonnie Pickler, is electrical superintendent for Fishback and Moore who have the electrical contract from the Lummus Company. Jimmy Vickers is electrical superintendent for Badger Construction Company, on Badger's part of the Jefferson Chemical Co. job.

We wish to publicly commend radio station

KOLE, 1260 on your dial, for its foresight and generosity in donating 15 minutes, from 7 to 7:15 on Wednesday nights for "Union Hall Tonight." During this time talks are made under the sponsorship of the Port Arthur Trades and Labor Council. 390's president, A. H. Allen, made a very good talk on this program on June 11th, talking against the Taft-Hartley bill. Local 390's recording secretary, A. J. Stevens, recently spoke on the program on "What every business man should know." It is our belief that local unions in the future will have to buy radio time and newspaper space more and more to educate the general public and their own members as well as to obtain the true objectives of organized labor.

C. REVERE SMITH, P. S.

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

Editor: Railroad unions have inherited quite a headache from

the war memorandum agreement which was brought into being to protect enlisted and drafted men's jobs while they were in service. The mammoth personnel turnover and reclassification went on for five years and is only just now entering the stabilization stage. The whole problem has been dropped into the unions' laps, and they found a good solution: a buffer period of two years, so that by April 1, 1949, we should have attained normalcy. In the meantime, a lot of argument goes on for settlement of each individual case. A proof of satisfaction, in Local No. 409 at least, at the way the problem is being handled, is the return to office of Howard Wilson, chief trouble shooter, at the recent elections. Following is the slate of officers for the next 12 months:

President, Andy Tait; vice president, Robert St. Marie; recording secretary, Alfred Candeline; financial secretary, Harry Pullin; treasurer, C. Folson; executive board, Ernie Corder and John Rialland; delegates to Regional Council No. 2 and Division No. 4 conventions, to be held in Winnipeg in September, Howard Wilson and Bob Peacock.

A visitor at the June meeting was Brother Sandy MacEachern, of Vancouver, looking hale and hearty in spite of heavy (?) duty at the west coast terminal. Two Brothers on the sick list who are expected to be well again when this reaches print are Prescott and Gaidman of Transcona.

Brother George Watkins, who was treasurer of Local No. 409 for 15 years, has been retired on pension and was the honor guest at a gathering of fellow employees on his last day at work. A farewell function of this sort is always hard on

the guest, with sentiment welling up to choke any intended speech. Brother George was not troubled that way at all. At meetings he had never lagged in expression of opinions. His farewell words should have been recorded for the use of prospective pensioners. It was a hearty good-bye he gave us, and by the looks of him, he'll be around a long time to enjoy the fruit of his labors. Having been the recipient of a suitcase at a formal union function a month before, he was given a swell cheque from the Ft. Rouge section of the local.

M. J. POTHIER, P. S.

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

Editor: Did you know that—The Craft Gilds first appeared in the 12th century, were also spelled Guilds, were known in northern Germany as "Gilds," in southern Germany as "Zunft," in France as "Metier," and also referred to as fraternities, companies, and misteries.

In the 14th century the Gilds in Europe (not England) threw off the patrician government and secured more independence in the management of their own affairs and more participation in the civic government. In some towns the victory was so complete that whole civic constitutions were remodeled with the craft fraternities as a basis.

In 1503, in England, laws were passed requiring new ordinances of "fellowships of crafts or misteries, to be approved by royal justices or other crown officers."

The privileges of the Gilds were not abolished, in England, until 1835, but that the structure of the Gilds had begun to decay in about the 16th century due to the introduction of new industries, organized on a more modern basis.

Trade unions, as such, were expressly prohibited, in England, before 1800, but were formed as secret societies and became so active that the Act of 1800 provided for the imprisonment of any persons combining with others to advance their wages or decrease the quantity of their work, or in any way affect the conduct of manufacture or trade.

The Independent Labour Party in England was formed in 1893 with the object of getting independent candidates returned to parliament on a socialist program.

There was a union of journeymen bakers in New York City in 1741, and they apparently called the first strike in America in that year by refusing to bake.

In 1806 the shipbuilders and calkers in New York were agitating for a reduction in daily hours to ten, but no legislation was passed limiting hours until 1849 when Pennsylvania limited daily hours to ten in cotton, woolen, paper, bagging, silk and flax factories.

Massachusetts passed a law in 1866 providing that no child under ten should be employed in any manufacturing establishment and that no child between ten and fourteen should be employed unless he attended school six months in each year.

The *Working Man's Advocate*, published in New York in 1825, was probably the first American labor journal, and by 1860 there were 26 national unions.

The first attempt to organize on a universal scale was the International Association of Working-men, formed in London in 1864, and the second was the Noble Order of Knights of Labor of America, founded in Philadelphia in 1869.

The American Federation of Labor was organized at Columbus, Ohio, December 8, 1886, but is generally regarded as being founded in 1881 as the Federation of Organized Trades and Labor Unions of the United States and Canada.

The Homestead Strike in 1892 resulted in a pitched battle in which even a cannon was used, but was unsuccessful.

The Steel Strike in 1901 was the first strike for the principle of recognition of a union as a bargaining agent, or representative of the workers, and was also unsuccessful.

It has been said "A man will prosper in proportion to his ability to enslave his fellow man."

You can always tell a foreman . . . BUT you can't tell him much.

C. T. MAUNSELL, P. S.

**L. U. NO. 527,
GALVESTON, TEXAS**

Editor: On Sunday, June 22, 1947, 67 caskets were lowered into graves—new graves—just on the outskirts of Texas City, Texas. What will the headstones bear? "Unidentified, Died April 16, 1947; 9:12 A.M." Yes, all the world knows what happened on the above date.

April 16, 1947 was an unusual day for this time of year in this section of Texas. It dawned beautiful and clear, a cloudless sky, wind out of the northwest. As everyone journeyed to work, school, etc., there was nothing to indicate impending disaster. Shortly after 8 o'clock this writer noticed a heavy yellowish smoke arising a few miles away and upon inquiry was told it was a ship afire at the Texas City dock. Like anyone else we weren't too concerned, until some time later, we were picking ourselves up from the ground, and a few seconds later were stunned by the second terrifying blast of accumulated gases. I cannot go into detail here concerning the sight that these blasts made, only to describe them as somewhat like those of an atomic bomb.

Minutes later, after the full realization of what had happened began to sink in, hundreds of persons began rushing to the stricken town, some to aid, some to gaze, thousands went because of some loved ones, friends, etc.

We will not go into the stark terror, devastation and holocaust that met one upon entering Texas City, but will say that there was an undescrivable fear clutching all our hearts.

All plants and construction shut down both in the Galveston and Texas City areas, and all workers pitched in for rescue work or whatever task was assigned them.

Monsanto Chemical's Styrene plant was totally destroyed. This plant was just finishing the new addition for production of plastics. The week before all construction crews had been materially reduced, thus lowering somewhat the casualty list.

Local Union No. 527 at that time had nine members employed by the Fisk Electric Company and eight members employed on maintenance for Monsanto Chemical, a total of seventeen members on that company's premises. Of the number afore-mentioned six of our worthy Brothers are not now among us.

On this eventful and disastrous day Brothers A. J. (Tony) Mantzell, Aldred Sexton, M. Norman Morris, Syvert B. Christensen, William Friend, and Damian Tamberg made the supreme sacrifice. We, as Brother members and friends, mourn their loss, to their families, as good citizens to their community, and as members of our organization.

All the Brothers who were fortunate enough to remain alive received bruises and shock; two that were in the plant are still out with injuries, and one Brother is working nearby but he is also still on the injured list.

As always in times like this, the electricians, big hearted and sentimental (and practical) came forward, all two hundred and seventy members of this local, and each dug, and dug deep in his jeans so that the widows, children and families of our Brothers snatched from our midst would not be found wanting.

This along with their E.W.B.A. Insurance will sustain their needs until other plans that are in the making by labor organizations of this section are put in force.

Members of other locals working in this jurisdiction made equal contributions with our members.

Unsolicited contributions came from as far away as Ohio and Florida locals and some construction firms sent in contributions.

The money thus contributed has been set up in a fund whereby those members that are incapacitated and will be unable to work for some time will be given the bulk, and those

members who sustained material losses will receive a prorated amount. This fund, although not very large, was very timely and helps a lot.

What caused these terrible explosions that took such a heavy toll has been placed on the type of cargo that was being loaded on the French freighter "Grand Campe," the way it had been loaded and the seemingly utter disregard of precautions attending handling of materials termed "explosives." Who is responsible—well we as little people will probably never know, but, personally speaking, I do not believe as some, that it was God venting his wrath because of any prevailing wickedness, but man's utter disregard for natural law, (or maybe its passiveness). It is common knowledge that gasoline will burn if a flame is held to it openly—some certain people are just too busy to be bothered with so called "safety," it hampers their "system" of business.

VIDO L. SUCICH, President

**L. U. NO. 607,
SHAMOKIN, PA.**

Editor: The good old summer time is here again and the planning for the annual picnic got under way with the appointment of a committee composed of Russell Singley, chairman, Orville Robbins, Andrew Klick, Andrew Gordon and Louis Angelo. The 10th annual picnic will be held at Shamrock, Sunday, August 10, with the usual clam bake, trimmings, music and dancing.

Our best wishes to Arthur Ackley, Harry Raup and Michael Siekora for a speedy recovery on the road back to good health. Congratulations to Stephen Kwartek on the birth of a daughter and our sincere wishes and all blessings to the parents and the baby.

We note with interest that with the nominations and elections over which were held by our neighboring locals 686 and 743 in Hazleton and Reading respectively, the daily discussions have returned to a more normal trend. Our greetings to the elected officers and best wishes for continued successful terms and happier working days for all their members.

Electro Construction Company of Philadelphia was awarded the contract for outside work on the switching yards for the steam electric power plant under construction along the Susquehanna River at Shamokin Dam for the Pennsylvania Power and Light Company. The plant now under construction will have a total capacity of 150,000 kilowatts and there is in the development of the plans for the site, anticipation of a mammoth, future power station as much as three times the capacity of this initial installation. The 259-acre site will include nine buildings, electric switching yards, sufficient storage area for about one million tons of coal, several miles of railroad lines and other necessary power plant facilities. A crew of our members have begun unloading steel for the transmission towers and switch yards which project got under way last summer.

FRANCIS M. IWANSKI, F. S.

**L. U. NO. 654,
CHESTER, PA.**

Editor: Answer: The American Flag. Anyone who had nothing better to do than read my article in the July issue of the JOURNAL will remember the question, "What man-made object is the best known by every man, woman and child in the United States?"

Well that's it, boys, the American flag. No arguments please! The decision of the judges is final.

You will also remember that prizes of the contest winners are to be awarded by the local business managers. Be sure to collect your Lincoln-head pennies. I wonder how many business agents went broke.

Speaking of the American flag here are a few rules of flag etiquette (Public Law 829-77th Congress) that it might be well to remember:

"The flag of the United States of America should be kept at the center and at the highest point of the group when a number of flags of

states or localities or pennants of societies are grouped and displayed from staffs."

"When used on a speaker's platform the flag, if displayed flat, should be displayed above and behind the speaker. When displayed from a staff in a public auditorium, if it is displayed on the speaker's platform, the flag should occupy the position of honor and be placed at the speaker's right as he faces the audience. Any other flag so displayed on the platform should be placed at the speaker's left as he faces the audience. But when the flag is displayed from a staff in a public auditorium elsewhere than on the platform it shall be placed in the position of honor at the right of the audience as they face the platform. Any other flag so displayed should be placed on the left of the audience as they face the platform."

Look around the meeting hall, fellows, and if things are not just so, let's straighten them out.

All the rules of flag etiquette are too numerous to mention here but a complete set may be obtained from your Congressman upon request.
G. S. ANDERSON, P. S.

L. U. NO. 665, LANSING, MICH. *Editor:* Well, I see by the press that the Taft-Hartley bill has

passed, so I guess labor had better go down and sign up to vote next election. This is one thing that we have been very lax on. We never start to yell until someone steps on our toes. "Ye Ed" is just a newcomer to the union shop, but after talking to a lot of the old timers and hearing what they have to say, I can see that under the new law, it will be worse than it was before labor became organized.

Work here is as it has been for months. We have a few out-of-town men working here.

Brother Ken Blackburn is leaving town to live in Marquette. We wish him good luck. Brother Sherman will be on his way before long. Brother Norval Richards is visiting here. He was a member of 665, but transferred to Miami, Florida, a few years ago.

SPENCER C. (REBEL) MEAD, P. S.

L. U. NO. 697, HAMMOND-GARY, IND. *Editor:* L. U. No. 697 is having a problem to deal with, "man-power"! I am starting

this off as an appeal to any I.B.E.W. men who want work—and I mean men who know and can do electrical work—to get in touch with Business Manager W. McMurray and I am sure you can go to work here on any of our big industrial jobs that are now under way and on the work that is about to break. We need electricians, many of them. Anyone coming here to work under our jurisdiction will be working for one of the best locals in the United States.

Our conditions are not excelled by any other local, and you will get acquainted with a swell lot of guys in Local No. 697.

Anyone wishing to go to work here please telephone, wire, write or come in person with the old tool kit in your car.

W. McMurray's telephone number is Hammond, Indiana, 387. Our office address is 6443 Kennedy Avenue, Hammond.

Here is a commentary on our trade issued by the Chicago Home Builders Association that is of interest to all I.B.E.W. men.

A survey of electrical trades reveals, generally, less unaccountable increases in costs than others so far examined. The wages of electricians have advanced 25 percent since 1940, but their efficiency has not dropped as much as some other trades, so the present item of labor cost on electrical contracts is more in line with the advance in wages.

Three elements appear to be responsible for the excellent showing in this trade: (1) Electricians, at the end of the war, were in more ample supply and better prepared to perform the share of work assigned to them than any trade except the painters. (2) For some time electrical unions have shown a more active interest in training apprentices than any other trade and have augmented their ranks to a considerable



Members Attending L. U. No. 275's first banquet honoring apprentices who completed their training period. First row left to right: Perry Pierson, Harold Nickless, Marion Rigney, Frank Armacost, William Nicoson, Price Forsythe, Hubert McClain, John Farmer, Fred Mischler, Robert Bennett, Millard Grandidier, Robert Handick, Ralph Barkley, Robert Armacost—the apprentice receiving the certificate of completion, Albion Armacost, William Payton. Second row: Henry Schuur, Elliot French and Gilbert Bosworth (representatives of the Department of Labor), John Geiger, Richard Fields, Richard Grandidier, George Frederick, Harry Clines, Frank Teush, Clarence West, Richard Quist, Don Murphy, Riley Cannady, John Evans, Rene Gottard. Third row: Orris McCoy, John Whalen, Walter Nicholson, Everett Haney, Jacob Deheck, Paul Kaperak, Claude Reilly, George Pair, Rollin Jenkins, Charles Baker, Lorin Brigham, Thomas Barnhart, Harry Jenkins, Maurice Jenkins, John Kosco, Seibert Brackney.

degree. (3) For the most part electrical contractors appear to be trying to hold costs in line. All of this augurs that scarcity in material and labor, the mother of most of the bad practices that show up in the industry generally described as feather-bedding, profiteering and make-work practices. Excessive demand breeds arrogance among material dealers and those who work and install these materials.

All in all, I think this article is a boost for our craft.

We have a new electrical contract shop in Hammond, namely Calumet Electric Company.

Brother Charles Lundquist of Local 697 is one of the partners and F. Poliskey the other one.

Guess this is enough for this time.

H. B. FELTWELL, P. S.

L. U. NO. 725, TERRE HAUTE, IND. *Editor:* On May 28th, Local Union No. 725 held its first banquet honoring apprentices

who had completed their training period and were awarded certificates of completion. Approximately 50 per cent of the local attended the ceremony and the idea was expressed by many in attendance that we may expect a much higher percentage of the local union to attend on the next occasion.

Although only one apprentice received his certificate, the importance of the event was not diminished. This ceremony marked the first time in the history of the local that an apprentice was so honored. It, also, is the first certificate of completion to be awarded to an apprentice of any organization in this locality.

Too much credit cannot be given to the local representative of the Apprenticeship Training Division of the Department of Labor, Mr. Gilbert Bosworth. He has worked long and hard with the local building trades organizations, helping them to compile programs and helping them to be certified as approval agencies.

We are enclosing a picture taken of the occasion. Several of the members had to leave before it was taken but you can see from the large group that remained, there was a lot of interest displayed.

WILLIAM PAYTON, B. M.

L. U. NO. 733, PASCAGOULA, MISS. *Editor:* The Taft-Hartley labor bill has become a law, and I

will assure you that no individual tried in more ways to prevent it than the writer, and there are several notes in my memory book that will be there when the bill is forgotten.

I have made an intense study of each and every

section of the bill, and I cannot believe that it is intended for anything except to divide and destroy labor organizations—that is, to play one craft or one group against the other. Every clause in it seems to encourage small groups to try to bargain for themselves. Together we stand; separate we fall. This reminds me of the old legend where the man tried to break a bundle of sticks. He could not and then he separated them and broke them one by one until all had been broken.

Every war leaves some skeletons and this war on the laboring man and woman will leave its skeletons to remind us of this underhanded war on us.

What can we do about it? Well here is your answer: We can fight to prevent our members from falling for this trap or dividing, breaking up into small groups. Then we can stand together and stand forever.

One more thought, i.e., there is no law against organized labor as individuals insisting on every member and every friend paying his poll tax, registering and voting. The only record I have been able to see was one craft reported that only 25 percent of their members voted. Of course most laboring men left their homes during the war and worked in defense plants and were not at home to attend to these matters. But now, fellows and Brothers, all of us must unite and see that in the future we are 100 percent at the polls.

This article is written after careful study of the bill and several discussions with lawyer friends. Just to keep the record straight please let me say that I am not now being paid by any union and never have received a day's pay from any union so this cannot be termed as union politics.

JOHN V. HALEY, P. S.

L. U. NO. 835, JACKSON, MICH. *Editor:* On May 8th, 1882, Peter J. McGuire, a member of the Central Labor Union of

New York City, then a small organization but one which grew to tremendous size and influence, suggested that a festive or celebration day be selected to be used in honor of the American laborer and to be known as Labor Day. He urged the setting aside of one day of the year as a holiday for labor and others who cared to participate in celebrating the achievement of the laboring man.

This idea was adopted, not only as a day of rejoicing for the laborer but also as a day of honor and public tribute to the genius of American industry and to show the dependence of the two on each other.



These light and power linemen attended the Eau Claire Vocational and Adult School

It is to be noted that the idea of Labor Day is entirely American, started by Americans, and since, the idea has spread around the entire world.

One might yet wonder if the forces (labor) that built the ark for Noah, the ships for Columbus, the railroads, highways, air lines, even the atomic bomb, for America, is not yet to contribute along with industry and democracy, a something from America that will be beneficial to mankind throughout the world.

Peter McGuire urged that the first Monday in September be set aside as Labor Day due to the fact that it was a half-way day between July 4th and Thanksgiving, two great days in American history.

This idea was received with great enthusiasm and on September 5th, 1882, a monster parade in New York City was held which insured its success. The idea was next endorsed by the convention of the American Federation of Labor and the general assembly of the Knights of Labor. It spread from city to city, state to state. City council and state legislatures declared this day a legal holiday, and on June 28th, 1894, it became a national holiday by act of Congress.

Peter McGuire left us something for present-day happiness and something to look forward to in the future.

Organized Labor in Jackson and Madison County are to celebrate this day, Monday, September 1st, 1947, and urge all their friends to participate in this celebration.

Any Brothers in Jackson on Labor Day check with Local 835.

J. W. GOODWIN, P. S.

L. U. NO. 850, LUBBOCK, TEXAS

Editor: Elections are over and the new slate of officers will be obligated and seated at the next regular meeting of Local Union B-850 on July 3, 1947. They are as follows: Brothers, H. C. Hamilton, president, V. H. Melton, vice-president, Allen Loter, recording secretary, George Hamilton, treasurer, Jerry Holleman, financial secretary and business manager. On the Executive Board we have Brothers: Frank Lowe, W. W. Clark, E. H. Bradley, Earl Bloodworth, and Jack Veazey. Congratulations to our new officers! They are all excellent men and have their goal set for a bigger and better local union, and with the help and cooperation of all members, they will lead us on to a better local.

Congratulations are in order for our retiring officers as they have put in a lot of hard work and brought B-850 forward to a new high. Thanks boys, for a job well done.

Nearly every State Legislature has passed some kind of bill affecting labor unions one way or another, some more than others. Now we have the Taft-Hartley bill in the Federal Government, all these laws setting organized labor back a good many years. The writer on looking around, officially and afar, at the activities of the various crafts, and at the lack of cooperation between them and even between members of craft locals, has come to the conclusion that each and every unionist must join

hands and work as one great union for the good of all. If unions, locally and afar, had been closer together and had done the job of selling their work, and a favorable opinion of unions to the public, these bills would not have been passed. As it is now, we all will have to start anew to build brotherhood into our locals with each and every man and woman doing his or her part in getting over to the public the fact that we are not "Ogres," but are just ordinary citizens who have organized so that capital and labor may work better together, each presenting their difficulties and ironing them out in common-sense methods. We must show the public that as unions prosper, so will all people. At the same time our every effort should and will be towards the repeal of all adverse labor laws. Along this line we must be proud of our union cards and not try to hide the fact that we do have a card.

G. E. MCCLELLAN, P. S.

L. U. NO. 953, EAU CLAIRE, WIS. *Editor:* The accompanying picture is made up of the following: Sitting from left to right: Howard F. Peck, William J. Ogrosky, Max Paulsen, Jack S. Anderson, Emil H. Karlgaard, Thomas J. Schmitz, Vernon Bonkrud.

Standing from left to right: R. A. Panzer, business manager, Electrical Local B-953; William G. Patterson, instructor; Vernon A. Ellison; Roger Swenson; Theodore P. Gunnes; George B. Gordon; Orville A. Nortman; DeWayne Anderson; LaVerne Dahl; Elmer Samuelson; Arthur M. Larson; W. L. Enge, director; Frank G. Beck, coordinator.

They are a group of Light and Power linemen who attended the Eau Claire Vocational and Adult School eight hours per day on alternate weeks. This class is the largest of its kind in Wisconsin, and there are few other schools in the state that give related instruction for line-man apprentices.

This related instruction is divided in the four main headings:

1. Math
2. Drafting
3. Related Science
4. Science

Practical problems are made as real as possible, many times doing them right on the job, some of the work-on-the-job involves: Polarity testing of transformers, phasing or transformer banks, testing of ground resistances, sagging of wires, types of pole line and tower line construction transpositions use of meters and instruments.

Some of these boys travel as far as 70 miles to take advantage of this course of related instruction.

These boys come under the jurisdiction of Local B-953, I.B.E.W.

WILLIAM G. PATTERSON, P. S.

L. U. NO. 1095, TORONTO, ONTARIO *Editor:* Brethren of Local Union 1095, Canadian National and Canadian Pacific Railway electricians, wish to let you in on a very

happy occasion we held for Brother John Cretney on his retirement. He had been with the C.N.R. since 1910. We also celebrated our 20th anniversary.

Remembering that our membership is far flung and our members to a great extent are shift men, it was indeed a great night. On May 13, 1947, at the Royal York Hotel, Toronto, 63 sat down to eat, drink and be merry. Our genial president, Brother Ernie Redshaw was chairman of the evening, and he and his committee are to be congratulated.

Gracing the head table were Brother John Raymond, International vice-president, accompanied by Brother Cockran; Brother C. Shaw, business manager of Local 353; Brother Farquhar, president of Local 353, Toronto.

Representing the Canadian National Railway were Mr. A. Walker, car foreman, Toronto; Mr. D. Phillips, district electrician, and Brother J. J. Messeroll, electrical foreman, Toronto.

Representing the Canadian Pacific Railway were Mr. Carpenter, superintendent Electrical Department; Mr. A. Greenwood, electrical foreman, Toronto.

Mr. Walker made presentation of a traveling bag and purse of money to Brother Cretney and spoke highly of Brother John and the mark he has left with the company which he had so ably served.

Several at the head table spoke. Both the management of C.N.R. and C.P.R. stated that the happiest relationship exists throughout the systems with the various craft organizations, and they expressed the view that occasions such as this would bring management and labor closer together.

Finally, the evening was turned over to entertainment and I can assure you the evening was well spent by all.

To all Local Union 1095 out-of-town members, we say a cordial hello and hope you have good fishing and a good holiday season.

DENNIS NEVILLE, P. S.

L. U. NO. 1205, GAINESVILLE, FLA. *Editor:* We have been just a little busy these days. The paper mill at Palatka is calling for a few men these days.

We have about 60 men on that job, and several other jobs, that take several men.

And don't forget the dear old REA jobs, they are here, too, and some good men have union cards in their pockets, but the most of them are old first-class rats. They want the union to open the charter and take them in, get them more money and see if the boss won't pay their board.

I don't think a local can say that it has ever made a dime on these jobs and not many union men either, because there are too many good line jobs now for a good union man to have to follow these REA jobs.

We had our election Friday night and the following were elected: Brothers A. S. Riddle, president; J. O. Whiteman, vice president; J. C. Ballard, recording secretary; J. F. Brabham, treasurer; H. B. Whitaker, financial secretary and business manager; H. M. Lovett, Bruce Boyle, R. E. Lane, W. W. Hare are the members of the executive board; J. O. Whiteman, W. W. Chancy, C. B. Worthington, Leo Whittle, J. F. Brabham are the members of the examining board.

I am wondering how many of the boys really sent that card or letter to the boys in Washington, asking them not to pass the Taft-Hartley bill. If you did not don't gripe when you have to work in one of the rat shops for bread-and-water wages.

I know how easy it is to put it off and think, well John will send it in and that will do the job. When this bill becomes law some of you will say, "I did my part," and if you will remember you forgot to let that man you sent to Washington know what you wanted.

I will stop, hoping that after three p.m. tomorrow I can say that it was only a dream and they failed to override the President's veto.

We have a Taft, Jr., in this state (Tom Watson) and I don't mean watermelons either.

If labor and the GI don't line up he will be the next governor, and he and Governor Tuck of Virginia really will go to town. Our members in the house showed where they stood, and one of them belonged to the O.R.C.'s at one time. He is the man from Lakeland, Florida. The railroad men were the ones who put him in Washington, too. Yes, I did help to do it. But he did not remember me when I wired him, according to the way he cast his vote.

We are glad to say at the present all our boys are working and several outside men. It they ever make up their mind, we can use some more good pipe men, but do not have any Romax to run.

We are hoping for another paper mill to come out of the ground about the time they finish the one at Palatka, Florida.

Guess we will have to get Brother Alexander to let the boy's have their picture taken on the mill job, and spread it on the paper for the boys.
H. B. WHITAKER, P. S.

L. U. NO. 1383, BALTIMORE, MD. Editor: Before I write another line will you Brothers pardon me for a minute, while I pause? . . . There, now that's much better. I have just removed my collar, tie, and shirt, and stripped ready for action. So, here I continue, as I mentioned in my last letter to you, about the very deplorable condition of the Coast Guard yard. As yet there has not been any great improvement to boast of. While a few ships arrived for some work or other details the morale of the fellow workers still remains the same. The last list of names slated for furlough or separation had to be canceled, but that did not help much. Let us hope your scribe can give you a better, and more encouraging report in our next letter.

It was a wonderful and delightful treat to see the meeting hall overflowing with the Brothers who came to hear and see how their officers dispense their duties. Who knows? They may become office-bound in our next election, next year or sooner. So keep up the attendance, brothers. After all, it is only once a month, and it is so good "seein' ya."

And now, our "Flashy Flashes" department. Welcome home and to our midst, Brother George Harmon, former mess sergeant with the United States Army overseas. He really looked swell at the meeting. How about that, George? Just received a flash about the Coast Guard yard electric shop's starting a night shift, 4:00 p.m. to 12:00 midnight. For what??? Whose idea??? The emergency is over; we have been informed that no overtime work is to be done at the yard. Who is supplying the overtime pay? The extra six cents per hour per man means more expense to do the same amount of work the day shift does. We hope our Congressmen look into that. See what I mean?

For the benefit of all our Brothers, please read and file away the article from our Journal, page 215, June issue, entitled "So You've Been Elected. Here's the Know-How." Very good information, and a timely topic today. Be familiar with conducting meetings.

It now becomes necessary for your writer to make this sad announcement to you Brothers. Brother H. F. Abbott of Local Union No. B-1383 has passed on to the great beyond. May his soul rest in peace. Our heartfelt sympathy to his survivors.

REUBEN SEARS, P. S.

L. U. NO. 1514, HANSON, MASS. Editor: Several days ago a notice was posted here containing the following lines: "Well, mates, this is the day some of us have been waiting for. Now is the time to come to the meeting and get rid of that 'lousy' official who didn't do just what we wanted him to do. That poor, underpaid, unappreciated louse," etc.

This we felt was a hint that somebody had been finding fault with our officials, maybe a

steward or perchance with the business manager; so we all (?) went to the meeting and nominated our officers for the next two years, and since Business Manager Ralph A. Sampson and President John J. Riddell were nominated for reelection it proves that the gripes were not about them.

Sampson was reelected with a more than two-thirds majority vote and if that does not show our confidence in him we are waiting to be shown why.

It is also gratifying to have President "Red" Riddell at our head for two more years, so we feel sure our affairs are in good hands.

"Red" has been on this job as burner for more than 20 years; he can always see both sides of a question, although he has a mind of his own and is not afraid to speak up.

Of late business has been dull on account of a shortage of steel and we have missed the ones who, in accordance with seniority regulations, have been laid off. We hope before long they will be back with us again.

Shortly we will be having our annual vacation; let's make the most of it, and rest completely. Come back to our work with the resolve to give only constructive criticism, and an occasional pat on the back of appreciation, to the ones who try to serve us even though they may sometimes fail.

VERDA M. LANE, P. S.

TELEPHONE

(Continued from page 314)

Wage and Working Agreements: If affiliation occurs, it is proposed that one agreement covering all Illinois Bell Telephone Plant Employees be negotiated. (This would cover the six locals and the membership of Local B-134 working for the IBT Company.)

IUTW Treasury and Assets: If affiliation occurs, it is recommended that the treasury and assets of the IUTW be divided among its six locals on a per capita basis.

Research: If affiliation occurs, the services of the Research Department of the IBEW would be available to the six newly chartered locals and the joint board.

IBEW Assistance: The IBEW is a part of the American Federation of Labor, which has approximately 8,000,000 members. The IBEW itself has well over 300,000 members and has over 50 years' experience behind it. Should the IUTW affiliate with the IBEW, the membership would thus become a part of the labor movement represented by the A. F. of L. The IBEW would, in accord with its laws and policies, extend its facilities and assistance and its experience to those now represented by the IUTW.

THE "A" MEMBERSHIP

This carries the IBEW insurance (Death Benefit) and pension. However, those 55 years or older are not eligible for the insurance and pension.

When the member has been in continuous good standing for 20 years, and is 65 years or older, he receives a pension of \$50 monthly.

When a member has been in continuous good standing for two years or more, the following amounts are paid upon death:

2 years or more but less than 3 years...	\$ 475
3 years or more but less than 4 years...	650
4 years or more but less than 5 years...	825
5 years or more	1000

A \$2 admission fee must be paid into the Death Benefit Fund by every "A" member. After this, the monthly costs are:

\$.60 for Pension
1.20 for Death Benefit
.70 for Per Capita Tax

\$2.50

The Local dues are in addition to the above \$2.50. (Some Locals, such as No. 134, also carry group insurance for their members and this cost is added to all the foregoing.)

THE "BA" MEMBERSHIP

This has equal rights with the "A" membership, but the "BA" member does not carry the Death Benefit and Pension. The monthly cost is 70¢ per capita tax—in addition to the Local dues.

THE "B" MEMBERSHIP

The monthly per capita for this is 50¢—in addition to the Local dues. This carries no Death Benefit or Pension—and does not have equal vote on referenda and on a roll call (per capita) vote at IBEW conventions.

The Local is allowed one vote for each 50 of its "B" members or less—and one vote for each additional 50 members or majority fraction thereof—while one vote is allowed for each "A" and "BA" member.

The above "B" vote applies only on a referendum or a roll call (per capita) vote at conventions. From 1917 until 1946 there were no roll call (per capita) votes taken at IBEW conventions. There is equal voice and equal vote by a show of hands and by an "aye" and "nay" vote.

THE HAPPY HOME

(Continued from page 322)

on your cooking girls, turn out appetizing, "good looking" meals. Keep your tables attractive and celebrate holidays and birthdays with little extra touches and special dishes. Never, never, never, let a meal be spoiled by wrangling, or fussing, and make it a completely non-breakable rule that no child is ever to be scolded at the table.

There are a lot of things we could add, suggesting more rules for a happy home life, but you have heard them all before. Let's all try to put them into practice and bring to those we love as much happiness as we can in this day and age when unhappiness is so rampant.

If people could just learn that happiness is not money or success or getting all you want from life. The best things in life are free—peace of mind, honest work, simple pleasures, the beauties of nature, the many opportunities of this great country of ours. A wise man said "Much happiness is overlooked because it doesn't cost anything." It is so easy to be happy if one does not expect too much from life. There's an old saying "Happiness is not getting what you want, it's liking what you get." And there's another true saying from an ancient source: "No man is happy unless he believes he is."

And don't you ever forget the part you play in the "happy home."

Nietzsche says: "Happiness is a woman." An old Yiddish proverb puts it: "God could not be everywhere so He made mothers."

Home is the place where you are queen, reign well!

IN MEMORIAM

William Dunnen, L. U. No. 2
Initiated October 1, 1941

Roudolph Hockzema, L. U. No. 9
Initiated May 7, 1920

Fred Meyer, L. U. No. 9
Initiated October 30, 1917

William E. Nancarrow, L. U. No. 9
Initiated February 12, 1918

James Slattery, L. U. No. 9
Initiated April 15, 1895

William B. Smith, L. U. No. 9
Initiated June 24, 1905

Barney P. Tracy, L. U. No. 9
Initiated February 24, 1923

William E. Wood, L. U. No. 9
Reinitiated January 30, 1920

Henry E. Heiney, L. U. No. 68
Initiated April 22, 1946

Verner Erickson, L. U. No. 77
Reinitiated May 23, 1944

Myron S. Miller, L. U. No. 77
Initiated December 19, 1940

William Boland, L. U. No. 110
Initiated June 18, 1919

William Fischer, L. U. No. 160
Initiated May 8, 1937

George N. Whitecotton, Jr., L. U. No. 175
Initiated September 21, 1942

William A. Duncan, L. U. No. 180
Initiated May 22, 1923

Arthur J. Badgley, L. U. No. 273
Initiated August 9, 1940

Edward D. Harr, L. U. No. 384
Initiated March 10, 1943

Robert G. Motley, L. U. No. 474
Initiated January 2, 1934

Joseph Desjardins, L. U. No. 494
Reinitiated January 25, 1946

William Ratcliffe, L. U. No. 494
Initiated September 27, 1934

Henly Noel, L. U. No. 512
Initiated April 15, 1939

Gilbert Roberts, L. U. No. 512
Initiated June 25, 1939

Harold William Blackwell, L. U. No. 531
Initiated January 16, 1942

Harley W. Allen, L. U. No. 570
Initiated May 20, 1941

Albert Stillwell, L. U. No. 675
Initiated July 10, 1919

Jacob A. Becker, L. U. No. 702
Initiated May 25, 1938

Antonio Aliano, L. U. No. 763
Initiated March 3, 1943

Oscar H. Cherry, L. U. No. 846
Initiated March 4, 1938, in L. U. No. 541

John Mahaney, L. U. No. 948
Initiated September 1, 1939

John Wieder, L. U. No. 968
Initiated June 3, 1941

Olga Carlson, L. U. No. 1031
Initiated November 1, 1944

William F. Inman, L. U. No. 1031
Initiated October 1, 1945

Ella Conner, L. U. No. 1041
Initiated July 1, 1943

Frank Fessock, L. U. No. 1041
Initiated December 14, 1943

Lewis F. Hile, L. U. No. 1245
Initiated March 2, 1942

Melvin Herr Knoll, L. U. No. 1245
Initiated April 1, 1947

B. G. Nelsen, L. U. No. 1245
Initiated January 1, 1947

Randle N. Austin, L. U. No. 1392
Initiated April 28, 1947

DEATH CLAIMS FOR THE MONTH OF JUNE

L. U.	Name	Amount
L. O. (79)	Earl Harris	\$1,000.00
L. O. (58)	John A. Barter	1,000.00
425	William C. May	1,000.00
740	Rudy Mower	1,000.00
134	James M. Urquhart	1,000.00
L. O. (134)	W. F. Hensel	500.00
L. O. (1105)	G. M. Farmer	1,000.00
9	W. E. Nancarrow	1,000.00
480	Henry L. Eady	1,000.00
1210	Valney O. Sumrall	300.00
L. O. (724)	Matthew F. Reynolds	1,000.00
323	Samuel Dowrey	1,000.00
788	Ray G. Dyer	1,000.00
3	Daniel Halley	1,000.00
557	John F. Goodridge	1,000.00
L. O. (263)	Fred William Brooky	1,000.00
9	William E. Wood	1,000.00
325	Edward F. Van Buskirk	300.00
52	Edward B. Keeler	1,000.00
684	Elias A. Loukianoff	825.00
L. O. (9)	John A. Meurling	1,000.00
L. O. (328)	Henry Lauffance	1,000.00
L. O. (38)	Frank Ryder	1,000.00
212	G. F. Guy	1,000.00
1393	J. M. Riddell	1,000.00
6	R. Glittings	650.00
L. O. (309)	C. W. Carpenter	1,000.00
L. O. (134)	W. J. Cook	1,000.00
110	William Boland	1,000.00
L. O. (595)	E. Phillips	1,000.00
L. O. (1)	J. T. Osborn	1,000.00
9	William B. Smith	1,000.00
937	J. E. Wheeler	1,000.00
369	N. M. Kruse	825.00
L. O. (245)	J. Gozdowski	1,000.00
99	T. J. Quinn	1,000.00
L. O. (3)	J. Rascoe	1,000.00
77	L. C. Amundson	1,000.00
3	Karl Brown	1,000.00
569	W. C. Ford	475.00
L. O. (195)	H. J. Krause	1,000.00
L. O. (354)	Tom Chambers	1,000.00
134	Martin Bonfanti	825.00
501	S. J. Kennedy	300.00
L. O. (134)	J. P. Olker	1,000.00
L. O. (134)	William Schulze	1,000.00
L. O. (6)	E. W. McGee	1,000.00
613	F. M. Brantley	1,000.00
1208	C. R. Wells	1,000.00
L. O. (77)	Everett Moore	1,000.00
876	Merrett Jay Everts	1,000.00
134	Charles E. Diehl	1,000.00
L. O. (122)	R. Hardy	1,000.00
3	Henry Steinkamp	1,000.00
L. O. (134)	John O'Connell	1,000.00
224	F. Van Broyles	825.00
L. O. (445)	P. E. Jones	825.00
51	Vernon Girdler	1,000.00
L. O. (125)	H. M. Sechler	1,000.00
86	James H. Mulran	300.00
9	Bernard P. Tracy	1,000.00
318	Carl Whitworth	1,000.00
31	Charles F. McCormick	50.00
L. O. (38)	William W. Wylie	1,000.00
351	Howard S. Carpenter	300.00
134	Andrew J. Nelson	300.00
76	Ray Robert Wolters	475.00
581	Harold William Blackwell	1,000.00
349	Clarence E. Pay	1,000.00
3	Harry A. Leonard	1,000.00
6	William Leslie Soward	650.00
6	Ervin Francis Gates	1,000.00
558	George L. Anderson	1,000.00
587	Grover C. Magee	300.00
903	A. L. Poulos	1,000.00
953	Raymond Sircher	1,000.00
591	Charles S. Rose	1,000.00
570	Harley W. Allen	300.00
595	Earl M. Jauch	825.00
11	Carl F. Johnson	1,000.00
3	John J. King	1,000.00
160	William H. Fischer	1,000.00
L. O. (1091)	Robert P. Keeney	1,000.00
L. O. (17)	Charles Schultz	1,000.00
444	Joe Dodson	825.00
276	Raymond A. Cooke	1,000.00
963	John Wieder	1,000.00
L. O. (9)	Charles C. Wilson	1,000.00
L. O. (134)	Henry A. Olson	1,000.00
98	Robert Cavin Mitchell	1,000.00
595	Charles J. Gravier	1,000.00
11	Fred Jones	1,000.00
3	Thomas Brechtlein	1,000.00
501	Albert E. Smith	1,000.00
310	James H. McGreggan	300.00
768	Fred B. Rogers	1,000.00
L. O. (889)	Charles E. Halstead	1,000.00
68	Henry E. Helny	300.00
L. O. (949)	Leonard R. Glere	1,000.00
134	James Prickett	1,000.00
L. O. (11)	Alfred E. Tallman	825.00
675	Albert Stillwell	1,000.00
L. O. (135)	John Mastenbrook	1,000.00
5	Ralph F. Shipley	1,000.00
724	John G. Tierman	1,000.00
602	William R. Murphy	300.00
3	Donald Cuss	150.00
512	Henly Noel	1,000.00
512	Gilbert J. Roberts	1,000.00
226	Frank C. Teeter	150.00
1428	Axel G. Carlson	150.00
776	L. E. Stoker	150.00
L. O. (586)	Joseph Jackson	1,000.00
134	Henry J. Boase	150.00
L. O. (636)	George H. Mann	1,000.00
1155	Peter Wold	150.00
304	George W. Neville	475.00
3	Peter Fusco	150.00
11	Julius J. Ochs	150.00
11	J. Scott Betts	150.00

COLLECTIVE BARGAINING

(Continued from page 312)

sor Frey believes that there are no more important people in the United States today than those, who, on both sides of the table have been entrusted with doing the bargaining as to terms and conditions of employment in just a few industries, such as coal, oil, steel, and transportation. "Their importance," says he, "lies not in the fact that their decisions can materially affect the people and the interests they represent, but in the extent to which their conduct may forever affect the freedom of millions whom they do not represent. If collective bargaining does not work in these key industries, if the negotiators are unable to agree upon labor relations, or even upon a procedure for resolving disputed issues, if much-needed production is seriously and frequently curtailed while the parties sulk in their corners, government will surely intervene, a succession of regulations, controls and dictates will follow, and freedom of enterprise will become a historic memory."

The foregoing was written before the Taft-Hartley labor bill became law, and proves to be an accurate forecast.

In another article, Professor John T. Dun-

lop, an economist at the Littauer School of Public Administration, Harvard University, examines candidly the contribution which economic analysis can make to the settlement of specific wage disputes. He examines four standard arguments which are employed by the side that regards them as most effective at the time in winning a case. These are "comparable wages", "productivity", "cost of living", and "ability to pay." Space limitations in an article of this kind preclude the detailed reasoning by which Professor Dunlop concludes that none of these formulas are as simple as they sound and those who cherish the illusory precision of certain formulas in current use will be disappointed in long-range results on the economy as a whole.

He does find hope in such things as the Report of the Council of Economic Advisers which he believes can promote a widespread understanding of the problems to be confronted in particular wage negotiations. He also feels that a greater economic literacy among the rank and file of union members and business executives can improve the atmosphere in which specific wage conferences take place.

(Continued on page 340)

WORKING WITH UNIONS

(Continued from page 313)

that the employees will select leaders who will use whatever drastic measures are necessary to force management to recognize their needs. It is not quite so obvious, but equally true, that if management is just, frank and tolerant, and takes its employees into its confidence, the employees will select leaders who will justify the faith the company has demonstrated and who will work with management to advance the interests of the company. There is proof of this fact on a national scale in Canada today. Despite the dangerous anti-labor outlook of a minority group of industrial leaders, organized labor is finding it has less need for militant, table thumping revolutionaries,—and, in fact, that public opinion demands a more constructive approach. I believe that there is a sound nucleus of intelligent, conservative leadership in organized labor in Canada today.

If we are to develop our unions into constructive bodies for industrial progress, leadership must come in the initial instance from management. Dealing with the union as we see it is not a defensive action—not a last-ditch fight against every request from the union, with a grudging concession and retirement to a prepared and temporarily secure position, but a positive aggressive program which attempts to foresee the needs of the employees and enlists the cooperation of the union to meet those needs in such a way as to advance the company's interests.

Leadership is a very difficult thing to define. But perhaps the most important single factor in leadership is an example. You know the kind of father who wallops his youngster for not wiping his feet on the door mat, and then goes and puts his feet up on the chesterfield and scatters cigar ashes on the parlor carpet. What kind of an example do we set our unions? "When it comes to overtime, you fellows always demand your pound of flesh; you won't work a single minute without getting paid for it," we say. But we dock them when they are 10 minutes late in the morning. "You fellows should demonstrate a little faith in management," we say. But we delay too long to pass along information about company plans affecting the employees because the information is confidential. "You don't need any union—there is nothing you have now that the company would not have given you anyway," we say. But across the road in the office building people are working for five dollars per week less than factory workers are getting for the same type of work. "Things are slack in shipping just now—two men will have to go," we say. But over in the office we carry extra staff to take care of the year-end accounts and think nothing of it. As long as we set that kind of example, our unions will elect the kind of leadership that says, "Who d'ya think you're kiddin'?" when we talk about the employees having a little more faith in management, or working for greater efficiency, or settling for half the increase they asked for.

We ask our unions to "Have faith in management," but too often our unions can see that those that do are the last to receive consideration. The most common error, and

the most serious error, which industry makes today in dealing with the union is the manner in which it deals with its non-unionized employees.

I may briefly speak about my company's practices with respect to office staff. We hold regular meetings with elected representatives of the office, laboratory, and engineering employees. Every job salary range is set by job evaluation carried out jointly by management and employee representatives; careful studies are made from time to time to make sure that the office and laboratory jobs are at least as well paid relatively as the factory. Merit rating is applied at regular intervals, and infinite care and trouble is taken to see that salary adjustments are made impartially. All office vacancies are advertised on the company's notice boards, both in the office and the factory, and anyone from the office or factory can apply. A testing program is applied to avoid putting anyone in the position of undertaking a job which is beyond their capacity to handle, and those who are refused, are told in what respect they have failed to qualify. The minutes of the meetings of the office council are posted on the notice boards for the factory as well as the office to see. We expose our personnel policies and practices to the healthy criticism of everyone, which we believe is the surest way to see to it that we live up to them. Even the office salary ranges are known to the factory workers. Insofar as is possible we have standardized the policies with respect to office and factory staffs. If the office employees suggest an improvement in policy or working conditions, we apply it equally to the office and factory. Through our dealings with the office we offer, within the area of the union's day-to-day contacts, constant proof that—union or no union—the company gives every consideration to the wishes and needs of its employees and plays no favorites.

Even amongst personnel managers who should be giving the lead in such matters, there is still too little recognition of the fact that a strong employee organization— independent or affiliated—is one of the most effective aids to efficient management. Let me illustrate my point with a simple example. Failure to punch the time-clock was a problem with which we had struggled unsuccessfully for years, despite the fact that we deducted one hour's pay from an employee's wages every time he failed to punch. Realizing that the company was losing working time and that the employees were losing money, we discussed the problem with the representatives of the union. A joint committee prepared and posted a series of educational posters, the executive of the union raised the problem for discussion at a general meeting of the union, and in a short period of time the "no punches" had been reduced by 80 per cent. The penalty has now been dropped, "no punches" are no longer being used to screen tardiness, and the employees are taking pride in keeping the record clean.

It is because we look upon employee organizations as essential tools to efficient management that we want our union to be a strong one. When we discuss a problem with the union representatives, we want to know that their views and decisions coincide with the thinking of the employees as a whole, and that there will be sufficient dis-

cipline within the union that each employee will feel a personal responsibility to live up to agreements reached from time to time by the company and union representatives.

Ever since the union was first formed we have taken it for granted that as an organization it had, and would accept, a responsibility to work with the company for the maintenance of discipline and efficiency. When there is a dirty job to be done we agree with the union as to who should do it, and then expect and receive the full support of the union in getting the work done. At every possible opportunity we ask the union to share responsibility for problems that face management—problems of discipline, production, morale, health, and safety—and generally they accept the responsibility and live up to it.

If you can agree with me thus far, there can be little disagreement between you and your union—on the question of union security. With the exception of the check-off, the so-called security clauses were accepted by my company in the very first agreement with the union because we felt that in so doing we would insure that the administration of the union would become the direct concern of each and every employee, and thereby the democratic nature of the organization would be sustained. During the following year it was found that despite everything the company could do, the officers of the union were spending a great deal of time on the company's premises trying to collect dues from tardy members. Furthermore, the members quickly learned that they could, by withholding dues, bring pressure to bear on the officers of the union to carry supposed grievances to management. Consequently the company found itself besieged by a multitude of petty complaints which the stewards would not otherwise have supported. When, at the signing of the next agreement, the union proposed a check-off, the company accepted the suggestion with alacrity. Now we would be loath to return to the catch-as-catch-can method of collecting union dues. Let me hasten to explain that the closed shop does not come within my definition of the union security clauses. An agreement is designed to provide security to two parties, the company's employees which are represented by the union. The poor consumer, of course, must fend for himself. The closed shop extends security to a third party—a group of union members who are not employed by the company at all, and therefore should not come within the scope of the agreement.

One of the penalties of inviting comments is that you very often get them. So often companies, inspired by the vision of management and labor working together as a team, have launched themselves enthusiastically into works councils and union-management production committees only to withdraw hastily when they found that the frank comments of the union were distasteful and uncomplimentary. Before a company invites the criticism of its employees, it should make sure that management is conditioned to take it. There are six important points that must be borne in mind:

1. Every manager and every management group has weaknesses. It is a poor union that does not know what those weaknesses are.
2. The employees see the company's actions from a unique and peculiarly intimate point of view.

(Continued on page 340)

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PRODUCTIVITY

(Continued from page 301)

hours, and output per worker in each industry are identical, and that total employment is the same. If, however, in the later year more persons are employed in high value-added industries and fewer in low value-added industries, there will be an increase in gross national product per worker. This increase will have no bearing at all on changes in industrial efficiency, since these are by definition ruled out. . . .

"There is reason to expect that substantial increases in productivity will occur in the next few years, and that these increases will provide the foundation for general wage increases and a broad program of economic betterment, as they have in the past. Accordingly, accurate, comprehensive and up-to-date information on productivity in the coming period will be more important than ever before. There is no immediate possibility of expanding the scope of index measures, nor does it appear that the answer lies in the detailed field studies of particular industries which have been made in the past. These studies, while immensely useful, are extremely time-consuming, and accordingly only a limited number can be made. The bureau is therefore trying a new method of approach. We are attempting to secure periodic reports on unit labor requirements directly from manufacturers. Let me describe this program briefly.

"After choosing an industry for study, a group of products, which may range from 15 to 50 in number, is selected to represent the industry. Careful specifications are drawn up for each product, and a sample of plants manufacturing the product is chosen. From each of these plants, the bureau will attempt to secure, by direct field contact, a report on the average number of man-hours required currently to make the specified item. We will also make arrangements to secure equivalent reports in the future at regular intervals. After combining the results, to insure that reports for no single plant can be identified, there will be figures to show currently the course of labor productivity within an industry, and which will permit some detail by product. . . .

"We may, I believe, expect continuing advances in productivity, and it is likely that those advances will be especially rapid during the coming three or four years. The challenge is a serious one. Greater productive efficiency and scanty production levels may bring unemployment and distress. Greater productive efficiency and high employment levels together promise standards of living for all groups far above the best we have known in the past."

LAZARE TEPER,

Director of Research, International Ladies' Garment Workers' Union

"The controversy over the wage question cannot, however, obscure the fact that with the years wages and salaries have been steadily moving up. The average weekly earnings in manufacturing were but \$10.38 for 52.7 hours in 1909. Thirty years later in 1940, the weekly wage was \$26.11 while the average work time fell to 38.1 hours. The rise in workers' earnings did not prevent manufacturing employment from expanding by 35 per cent. Nor did it force prices to increase in the same proportion to wages (wholesale prices for that matter rose between these dates by 16 per cent, while weekly wages increased by over 150 per cent). Unquestionably the growth of industrial efficiency and productivity was an important factor which permitted wages to rise without corresponding increases in prices.

"Let us not make the mistake of believing, however, that the increase in the income of the wage-earning and salary-getting population was an automatic process. Let us not forget that an over-all statistic which portrays wage gains disguises the results of many decisions and clashes of interest—a multitude of transactions. Charles Luckman, president of Lever Bros., described the process of change from the standpoint of his own company, in a very apt way when he said:

"In . . . thirty years, our management broadened many of its viewpoints—sometimes voluntarily, and sometimes with a little persuasion from the bargaining agent chosen by our employees—the American Federation of Labor—

which is certainly entitled to credit for the influence it has brought to bear upon our thinking and behavior as employers."

"The process of wage change was not uniform throughout our industrial history. At some periods wage adjustments were rather slow. At others wage advances gave way to wage reductions. There were times when wage advances were more generally spread through the economy. At other times, they were definitely localized and sporadic. Nor were the underlying reasons for wage changes always the same in all instances.

"The process of wage and salary readjustments was not always painless, due to lack of agreement between the parties as to the course of action to be pursued. No party seems to have had a monopoly on either economic wisdom or lack of it. Suffice to say, however, that the process of adjustment increased the purchasing power of the great masses—the office, factory and mine workers of this country. As their standard of living went up, and the luxuries of yesteryear became the necessities of tomorrow, mass markets were created for the sale of the increasing output of the great industries of our nation."

Mr. Benjamin Graham of the Newman-Graham Company, New York, published recently an article entitled "The Businessman's Role in Directing Our Economic Future" in *The Commercial and Financial Chronicle*.

"I am particularly concerned with the businessman's viewpoint toward the control of our economic future. If he will examine the free-enterprise system as a whole with the same objectivity and acumen that he brings to the problems of his own business, he will observe that in recent decades it has developed an additional complicating factor—or, more properly, defect—which compels some far-reaching changes in his own economic thinking. This development is the appearance of mass unemployment in prosperity."

Then Mr. Graham reviews the history of mass production since 1900 and applies his own productivity measurement which is not unlike that of the United States Department of Labor, namely, the physical output per worker per man-hour. Mr. Graham traces the fatal fault of mass unemployment in prosperity to two factors:

- A persistent tendency for productivity to expand faster than per capita income, or living standards;
- A recent tendency for the working force to expand relative to weighted population.

Mr. Graham comments:

"The dynamics of increasing productivity—which, beginning about 1910 has shown improvement at an accelerating rate, and at a rate far outstripping the growth of per capita income."

Unless by scientific methods we can learn better control of the economic system, or bring it more in accord with scientific measurements, "we shall repeat the experience of the 1930's, in which business, clinging to old beliefs, did nothing much but mutter and obstruct while the administration groped awkwardly for new solutions." Mr. Graham asserts "that wages should advance with productivity, while the work-week should decline to the extent needed to maintain full employment."

APPRENTICE TRAINING

(Continued from page 310)

instruction is under the sponsorship of the New York State Department of Labor.

The program is initiated by the U. S. Department of Labor's Apprentice Training Service and is set up with the full cooperation of management and labor. The pattern followed in Jamestown is the same as that used in most places throughout the nation.

Labor representatives are appointed by the unions, if the job training is under a union contract, and management. Generally, as in the case of the electrical class—known as Electricians of Jamestown—two members from labor and an equal number from management, or the contractors, are appointed.

These men plan a training program with a field representative of the Apprentice Training Service. The apprentice, who works on his job in the trade during the day, attends classes in the high school at night. The classes generally meet one night a week for four hours, although the electrical class is accelerating its course by having sessions more frequently.

One of the minimum requirements of the course is that students receive 144 hours of related classroom instruction per year for four years. The schedule runs four hours weekly for 36 weeks each year.

During the time the apprentice is in training, he is given periodic wage raises, which have been every six months. These increases continue until the end of the four-year period, when the student receives a certificate of completion from the New York State Apprentice Council, with which the courses given are registered. The "graduate" is then qualified as a skilled tradesman and receives the full journeyman's pay.

Mr. Horn emphasized that apprentice training is not to be confused with on-the-job training conducted by the Veterans' Administration. "Only war veterans are eligible for the VA training," he said, "but anyone who is working in a trade for which a course can be given is eligible for apprentice training." He mentioned as another distinction that apprentice training incorporates actual job-training with classroom instruction.

Veterans, however, are eligible for apprentice training. In fact, he said, about 85 per cent of the students here and throughout the United States are veterans.

If the student is a non-veteran, Mr. Horn said, he receives the beginner's wage from his employer, or a higher wage if he has had some experience. He receives his periodic raises until the course is completed.

The veteran, however, follows the same procedure, except that a single veteran receives his wage and the difference between his wage and a monthly income not to exceed \$175, of which the government pays a maximum of \$65. A married veteran receives his wage and the difference between it and a monthly income not in excess of \$200, of which the government pays a maximum of \$90. The government subsistence decreases in proportion to the increase in wages.

The length of time a veteran may receive this subsistence money is dependent upon the length of military service he had. He is credited with one month of subsistence for every month of service, plus 12 months, but not to exceed four years' subsistence.

Mr. Horn said the first thing for a veteran to do in seeking subsistence is to file Form 1950 with the VA. This form lists the pertinent facts needed to enroll a veteran student.

The veteran and non-veteran alike must be employed in the trade in which they intend to become apprentices. If there is no program for them in the firm for which they are employed, one will be established by Mr. Horn and the Joint Apprentice Committee.

There are about 125 apprentice trades, and of this number about 50 programs, covering 20 different trades, are in operation here. Six employers are cooperating with the electrical program, which started here last June. Mr. Horn has been here since last May, when only two programs were established.

The subjects covered in the electrical course are: Blueprint reading, related trade drawing, trade theory, trade technology, trade mathematics, trade economics, related trade science and skills, safety, laboratory experiments in magnetism and electricity, motors, generator and transformer experiments, and labor history in economics. These are in addition to the courses the joint committee may recommend, he added.

About 250 students are enrolled in the program in Chautauqua and Cattaraugus counties, with most of them from the Jamestown area.

Mr. Horn said there was a serious need for skilled workers, because there had been little apprentice training since 1929. Most of the skilled workers, he said, are men in the high age brackets.

The program, which has the full support of labor and management, is expected to provide skilled workers in the proper proportion to their need.

WHICH ROAD

(Continued from page 306)

financially, to the point where it has more power than the government itself. As a matter of self defense, any government has to either liquidate or else whittle down to innocuous proportions an organization capable of defying its authority.

Organized labor in North America is now at the crossroads, it can follow the path taken by most European countries and elect governments pledged to carry out a program that will ensure national prosperity and world peace, or tread the beaten track that it has followed for many years and watch its wartime gains being nullified by legislative and economic action, at the instigation of those who own and control both the machinery of government and production.

It can consolidate its ranks and instruct its leaders to cooperate with one another in the solution of our common problems, or allow jealousy and factionalism to disrupt what is undoubtedly the greatest potential force for world peace and progress—the American labor movement.

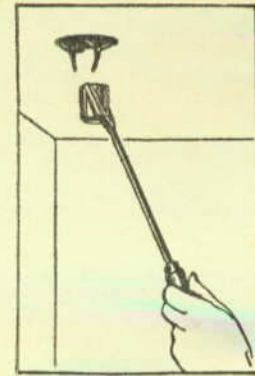
ENGLAND

(Continued from page 308)

54 per cent of all undergraduates receive some kind of scholarship aid.

At Ruskin one- and two-year courses are regularly scheduled but shorter courses are also arranged for two terms (22 weeks), one term and one month.

The main subjects studied are economic theory and history, public administration, the labor movement, social, constitutional and political history, political theory and institutions, psychology, literature and foreign languages.



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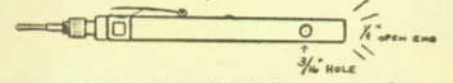
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LADIES' AUXILIARIES

(Continued from page 323)

publicity before, since our work was done for individual families. We adopted a needy family each year, to give food and clothes to at Thanksgiving and Christmas; and just after the war we sent large boxes of clothes and non-perishable foods to a Norwegian family. This family answered with lovely letters of thanks; letters which we had to have interpreted, and which were most interesting.

I hope this letter will let other auxiliaries know that doing for others is the best way to increase interest in the meetings, bring up the membership and acquire some "hard-to-get" favorable publicity. Our membership has grown by leaps and bounds since the war, and interest is at a high level.

We had a pie and cake sale combined with lots of good coffee for the boys after their meeting a few days ago, and all agreed the social atmosphere and good fellowship were wonderful. I am enclosing a small picture of our group, many of whom work through the day, and couldn't be present when it was taken. We were in the midst of a hard day at mending when this was taken.

MRS. EUGENE HENDRICKS, Reporter.

LADIES AUXILIARY
L. U. NO. 640
PHOENIX, ARIZ.

Editor: A dinner and
dance was given by
the ladies of I.B.
E. W. Auxiliary No.

640, to aid our auxiliary to build up the treasury, so we in turn will be able to help in worthy endeavors. Various electrical shops donated to our good cause. Many thanks to them. I also want to thank our electrical boys for the co-operation and response given us. I also want to give hearty thanks to our auxiliary ladies for their generous efforts and good will in making this affair a success.

I would like to state that we welcome the wives of members of our Local Union No. 640 and would appreciate it if everyone would come to our meetings. Let's make this the largest auxiliary ever. It is a worthwhile cause. Let's stand back of our boys 100 percent union. Come on, auxiliaries, let us hear from you!

3806 N. 4th St.,
Phoenix, Arizona.

EMMA OWEN.

WORKING WITH UNIONS

(Continued from page 337)

3. If the union makes useful suggestions and the company fails to act upon them, the union will lose confidence in the ability of management to direct the affairs of the company, and consequently will feel the need to be more and more militant in its demands for the protection of its members.
4. Presumably management has been chosen to direct the affairs of the company because of outstanding qualifications in terms of leadership, intelligence, and knowledge. The executives of the local union lacking the detailed knowledge and experience, are at a disadvantage in discussing the company's affairs with management. Thus it stands to reason that many of their comments and suggestions will be of little direct value.
5. For the same reasons management should not resent it or feel called upon to retaliate in kind if the union does not contrive to present its comments in the language of an economist in the diplomatic service.
6. Even ill-founded criticism and poorly-conceived suggestions are of value to management, for they reveal the misconceptions and the ignorance of the company's problems that are fostering misunderstanding between the company and its employees, and afford a golden opportunity to educate the union to a more sympathetic point of view.

There is a great hue and cry these days about "Protecting the Rights of Management." We are suddenly awakening to the fact that our agreements are pretty one-sided affairs. The rights of management should be clearly and concisely stated in an agreement, and, what is more important, management should make certain in its discussions with the union that both parties to the agreement understand clearly what the clause defining management's rights implies. Certainly the right of a company to manage its affairs must be maintained—but it cannot be maintained by pointing to a clause in the agreement when a grievance arises and saying "You have agreed that that is one of management's rights—therefore we will not discuss it." The union may accept the decision, but the problem is not as simple as that. The statement in the agreement is only a stop-gap. Management's rights will not be maintained by writing them into this year's contract. Those much-treasured clauses will appear in the union agreements of future years only if management continues to prove that it has the *ability* to manage; that it is big enough to accept justified criticism, admit its mistakes, and accept on reasonable terms the cooperation of organized labor when it is proffered in good faith.

We give much of the credit for the harmony we have achieved to the continuity of our joint discussions with the union. Meetings between management and union representatives are held not less frequently than once every other week, and sometimes as often as twice a week if there are difficult and urgent problems to be solved. In the early days management made a point of making use of the minutes of such meetings to express appreciation when the union conceded a point or presented a useful suggestion. The habit has proved contagious, and an analysis of the minutes over the past two years carry numerous references to the fair-mindedness of both parties. Consequently there is available at all times a group of skilled representatives of union and management who are able to deal with the most urgent and contentious problems in a spirit of amity and with confidence that though the road may be thorny, ultimately the *right* solution will be found.

We have found the minutes of our meetings with the union representatives provide a particularly useful medium for influencing attitudes. In the minutes are recorded, meeting by meeting, all the matters discussed, the issues at stake and the various points of view. Copies of these minutes are posted on the company's notice boards for everyone to see. No employee can

claim that agreement was reached on a matter affecting him without his knowledge. But what is more important, the company has an opportunity to present its point of view and its problems directly to each and every employee, whether or not they are active in union affairs. This practice has stimulated interest in the activities of the union executive and has thereby brought the executive under the control of the employee body to a larger degree.

The use of publicity campaigns directed at specific problems in the company-employee relationship is particularly gratifying because the response can be so immediate and so obvious. The cooperation of the union in such a project is a very important factor. If the union can be induced to take positive action by raising the problem on the floor at its general meeting at the same time that the plant is being flooded with poster material, it provides a tremendous impetus to the campaign. I have already referred to some of the problems which have been dealt with successfully by campaigns of this kind organized by joint union-management committees, such as absenteeism, lateness, no-punches, smoking, and dirty chairs in the cafeteria.

A company's reputation as a "good place to work" should be one of its most prized possessions. That companies are beginning to understand the importance of contact with the public as one of the techniques of dealing with the union is evidenced by the frequency with which their published statements appear following strikes in paid-for space in our newspapers. Effective as this undoubtedly can be as a means of influencing the attitude of the union through the pressure of public opinion, it smacks rather more of cure than of prevention. A reputation as "A good place to work" is not established by a single half-page spread, particularly when the frontpage news report of the strike suggests to the skeptical reader that there is another side to the story. If a company believes that it has something worth talking about, it should not wait until trouble arises to give it wide publicity. The story should be told at once, and if the publicity is confined to facts the employees will take a pride in the company's reputation and in time of stress will themselves be prepared to stretch a point in order to keep the record unsullied.

Let me conclude by offering positive evidence that "working with the union" has made a concrete and measurable contribution to production. Towards the close of the war years, when the company was hard pressed to meet production needs on a six-day, 48-hour week schedule, our union asked for a 40-hour week. The company explained that it was in full sympathy with the principle of a shorter work week, but pointed out that, apart from the acute labor shortage and the importance of our production to meet the country's war-time needs, the War Labor Board had expressly forbidden the shortening of working hours if it entailed increased hourly rates to compensate for the time lost. The union then expressed the belief that if all the ingenuity and enthusiasm of the management and the employees were combined in a single cooperative effort, a 40-hour week could be introduced with weekly earnings maintained at the former level, without increasing the cost per union of out-turn.

After careful consideration and discussion a joint union-management committee was formed, and the committee made a thorough study of the operations of each department. As suggestions were accepted as feasible, they were put into effect. No employees were laid off, but during the six months of the experiment a reduction of more than 15 per cent of the staff took place by the simple expedient of not hiring replacements. At the end of six months, audited accounts showed that efficiency had been so increased that a 40-hour week could be introduced without increasing the cost per unit of out-turn as compared with the period prior to the project being undertaken.

It should be borne in mind that all this time the company continued to operate on a 48-hour basis. The employees were contributing extra

effort without any assurance of extra compensation and a substantial group were actually earning less money than they had before. It still remained to convince the War Labor Board. After lengthy and involved discussions this was accomplished, and the 40-hour week was put into effect.

On the most recent occasion when the figures were studied (which was some 18 months after the 40-hour week had been adopted) the efficiency was still somewhat better than was required to justify the project.

COLLECTIVE BARGAINING

(Continued from page 336)

It seems that economic analysis can make at least these distinctive contributions to the settlement of wage disputes:

(1) The parties or other wage fixers need to be reminded of the longer-run consequences of any decision. It can serve as the conscience of the parties as to many of the less immediate effects of a wage rate decision.

(2) Economic analysis points to the impacts of wage rates in sectors of the economy outside the immediate decision. It is particularly concerned with the effects of wage changes on the total national income and the aggregate level of output and employment. "What is true of a firm or of a particular industry or of a set of industries need not be true of the economy as a whole. To draw attention continually to such relationships between the parts and the whole is probably the most distinctive function of the economist."

The writers are not all in agreement as to what should be included in arbitration proceedings, although they all agree that undissolved points of dispute in negotiations should be arbitrated. AFL economist Boris Shishkin, refers to a recent Bureau of Labor Statistics study of 1,254 representative bargaining agreements, and shows that about three-fourths of the agreements analyzed make individual wage disputes, including those over wage rates and wage classifications, subject to arbitration. In the light and power industry, practically all contracts of the International Brotherhood of Electrical Workers provide for arbitration as the final step in the settlement of disputes, including disputes over wages.

In contrast, Messrs. Fairweather and Shaw Chicago lawyers, in their discussion of arbitration clauses and grievance procedure in contracts, say that "wage increases involve the exercise of managerial judgment and should not be submitted to arbitration."

In the final article, Mr. Jesse Freidin, former general counsel, public member, of the National War Labor Board, concludes that the public interest in the settlement of labor disputes cannot be successfully distinguished from the common interests of labor and management, and any program developed in the public interest must be calculated to promote the interests of both workers and employers, for to one of these categories most citizens belong.

Mr. Freidin has some pertinent things to say about the causes of strikes. "Any device that holds out the government as an available instrument for fixing wages, hours and other conditions of employment impairs, to the extent of its availability, the process of collective bargaining. For in one party or the other to many major disputes the hope will persist that more can be gained by appealing to the government than by agreement; and the vicious circle is that, as the process of agreement-making is thus weakened, the need for government intervention will grow more critical. Until the government makes as plain as the English language permits that it is out of the decision-making business, there must be included in the list of causes of strikes the desire to compel government intervention."

"The single essential to the success of any national policy is in the last analysis, its broad and genuine acceptance by the people it is to affect."

Table with columns labeled L. U. and B- followed by numbers. The table contains multiple columns of data, likely representing a directory or index. The entries are organized in a grid-like structure with varying column widths.

L. U. B-248-B 332830, 840, 862, 871, 469960, R 733543. 262-840235, 239. 265-760846. B-266-B 46548, 576, 622, 647, 654, 729, 731, 744, 756, 768, 769, 799, 812, 821- 827, 832, 847, 852, 903-905, 913, 922, 991, 995, B 47011, 015, 021, 029, 039, 068, 070-072, 075, 078, 089, 092, 099, 119, 121, 123, 124, 137-140. 276-6109, 6112, 6147, 6148. B-283-16883, 901. 292-335593, 771. 294-205718. B-300-B 835948. B-304-167148. B-316-B 739409. B-317-490249, 922328, 298, 356. B-320-B 17441, 466, 321-077013. B-325-420881, 936. B-327-B 679274. B-329-280818. B-340-175007, 027, 040. 349-897761, 771. 354-235169, 187, 237. B-362-B 625966, 975, 998666. B-369-104445, 452, 3095, 3099, 3130, 3191, 3216, 3296, 3317, 3348, 3351, 3368, 3379. B-375-B 694050. 334-387734. 390-134540, 904626, 728, 871.	L. U. B-412-B 190553, 594, 664, 731. 415-105343, 367, 369, 417-855340. 422-337231-240. 430-83150. B-436-329143, 149, 170, B 513671. B-441-916269. 444-193116, 226, 445-331715. 457-305129. 458-168879, 709225. 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DILEMMA

(Continued from page 309)

tend from November 1 to April 30. High-school graduates intending to go on to college or directly into a vocation other than agriculture, would generally comprise the complement of trainees in the first period, whereas persons already employed or who desired to go directly into agriculture would constitute the bulk of those in the second."

After the initial six months of training were completed the trainee would be further obligated to serve the equivalent of another six months, either by continuing immediately in another phase of the training for a second six months, enlisting in one of the regular services for a minimum term of enlistment, entering into a regular service academy, enlisting in the National Guard, enlisting in an organized reserve unit, enlisting in the Enlisted Reserve Corps and enrolling in an ROTC course at a college or university, or enrolling in courses of study in civilian trade schools, vocational schools, etc., approved by the Secretary of War, or enlisting in the Enlisted Reserve Corps for (probably) six years, subject to recall for not more than one month of active training during each year of such enlistment. These alternatives are called options and are recommended for the convenience of the trainee and to fulfill specific national military demands.

The whole subject of organization, aims and execution of the program is thoroughly and ably discussed, emphasizing the need for a progressive spirit throughout, and a determination that all shall share an equal burden. Great stress is put on the necessity for high quality of leadership in the trainers who will execute the program, and it is upon them that the commission feels will fall the major responsibility for a justification of the program.

The report recommends that the physically unfit be given either under military or civilian agents opportunities for training which would

be of benefit to the nation in an emergency, and pacifists be provided training centers where they too can follow pursuits which will contribute to the national welfare.

The commission felt that impregnability on the part of the United States is necessary primarily as a guarantee to other nations that our efforts to make the United Nations a success are sincere, and as an assurance that we shall be respected—we shall demonstrate to all that we are so determined in our desire for peace that we will not encourage would-be aggressors by becoming militarily weak.

The report is a flat admission that our former hopes for international cooperation through the means of negotiation, debate and united action have been completely shattered since V-E and V-J days. That we can succeed primarily in achieving understanding through employing new methods appears to be impossible. We reaffirm our faith in war and the intimidation which military strength and might can engender in the bosoms of our potential enemies.

One of the first parts of the report essays to prove that the apparent and real military weakness of the Allies was a major factor in luring the Axis to try their military machines. We quite naturally assume that the near-success of our foes and not their defeat will loom large in the minds of another enemy, and that the chances for success, if not for spoils, will some day bring us to grips with an aggressor power. The possibility of any specific country's attacking us is not discussed, but it is clear from several statements that we are laying our plans as a discouragement to the U.S.S.R.

If it were not tragic, it would be almost amusing to compare the statements of distrust for one another which the U.S.A. and the U.S.S.R. currently circulate, each is so pathetically afraid of the other. Our commission's report clearly points out that any distrust of us by another nation is unfounded since our constitution forbids us to make a surprise attack by conferring upon Congress the power to declare war. It further comments that our national sense of morality would be too outraged by an aggressive attack to allow our people to support a war so begun.

It is concluded therefore that any future war in which we may become involved will be first a defensive one, and one which will strike us a crushing blow with atomic and other chemical weapons, at once throwing large segments of the country into bloody chaos.

While studying the how and the why of our proposed national security plan one feels that he is reading a flaming tract for peace. Although an earnest attempt is made to prove that peace is far more nearly assured if we make ourselves too frightening a nation to attack, the drastic steps which we will need to take to accomplish this end appear at times to make us more nearly inflammable, and over a period of time they would probably tend to lower our standard of living.

More than that, however, one wonders how far we may trust ourselves if we become the most bristling arsenal in the world. We shall undoubtedly breed great mistrust and animosity within nearly every other nation which will feel itself helpless should it combine even with all others against us. It is to be devoutly hoped that our sense of moral obligation will deepen with our advance in military preparedness. No nation has heretofore set such a precedent. May in this also be America first.

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"THE immediate practical problem confronting us . . . calls for reform, revision, melioration of the prevailing state-idea and prevailing state-practice. Unless we are to go on as heretofore from cataclysm to cataclysm, with ever more appallingly disastrous consequences, . . . the still rampant Leviathan of the sovereign State must somehow be curbed and humanized and brought . . . under control of its master and creator, man. It must renounce . . . the promotion of class interests and the organization of national egotism, devoting itself instead to the promotion of common interests and the organization of world-wide altruism."

—WALDO R. BROWNE