

# THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

OFFICIAL PUBLICATION  
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

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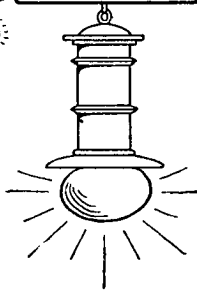
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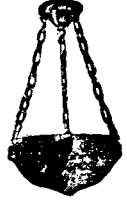
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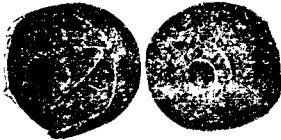
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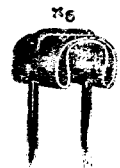
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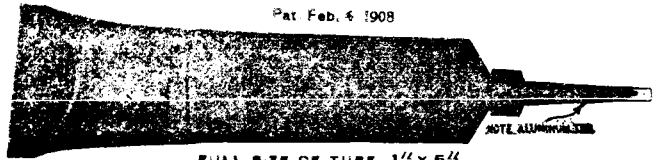


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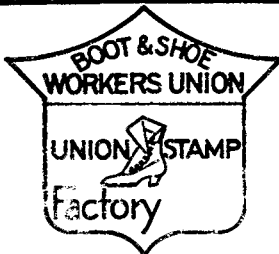


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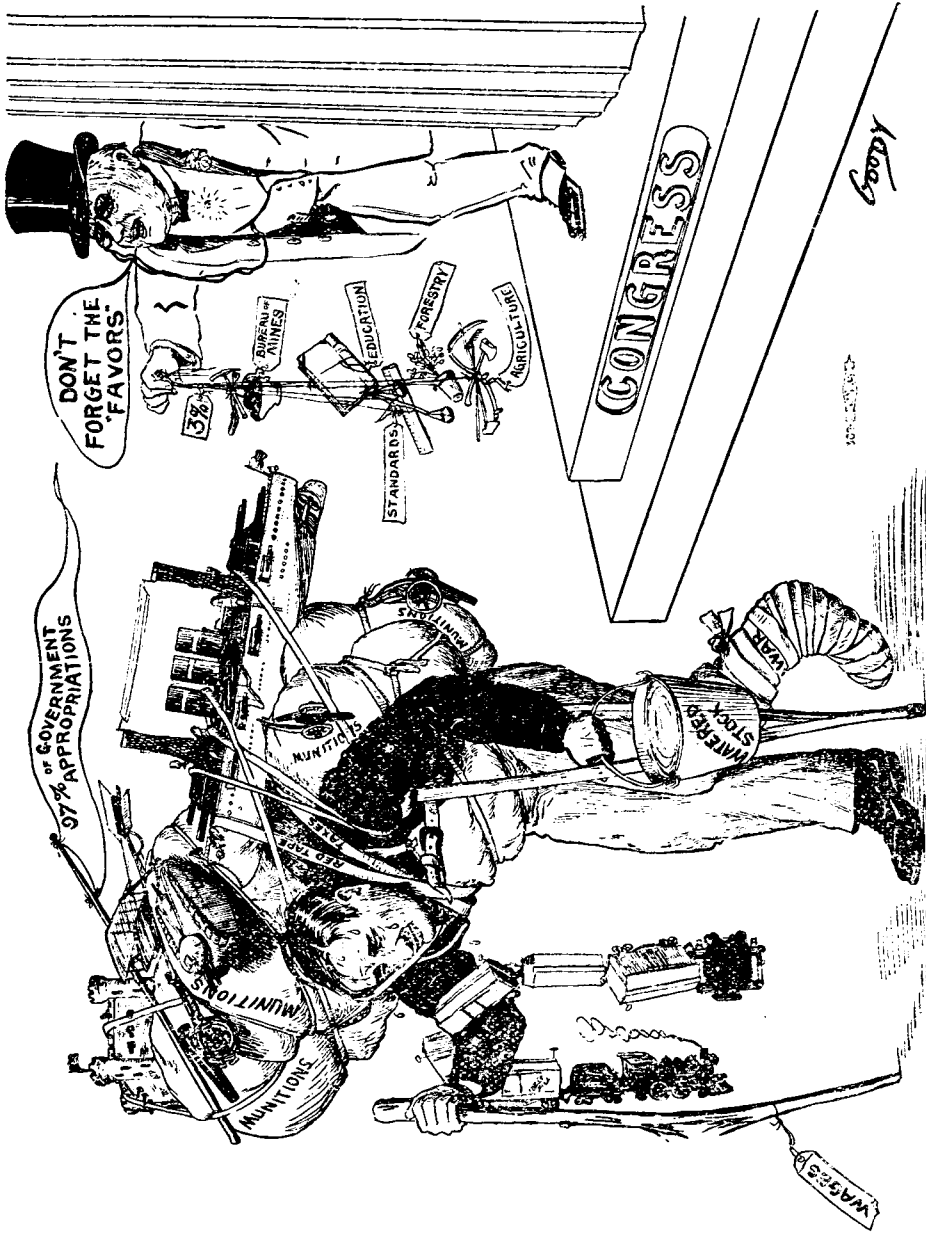
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# THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS

OFFICIAL PUBLICATION OF THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

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## RAILROAD FAKERIES.

From Jim Jam Jems.

We are going to knock the "prop" out of a mess of railroad propaganda. It clutters the mails, occupies pages in the subsidized daily press and adroitly seeks to furnish excuses for blackjacking your money. If you live in this U. S. A. and eat and wear clothes you pay tribute to this railroad satrapy. If you travel or pay freight bills direct you feel the vacuum cleaner going through your pockets—but in any event you pay the tribute.

Here's the idea. Henry Ford raised railroad wages and reduced railroad rates. The old style, dyed-in-the-wool railroad sandbaggers reduced railroad wages and raised railroad rates. Henry Ford absolutely reversed the gears—backed up the rate-raising machinery and shot forward the wage-raising machinery—and extracted a series of moans from prehistoric railroad bandits!

This railroad banditry—wage-reducing and rate-raising sandbaggery—all rests on just one proposition. The proposition is that all the railroad properties in the U. S. A. have cost and are worth twenty billions of dollars and that their owners are hereby entitled to pull from the public teat six per cent per annum or practically \$1,200,000,000 per year on that investment. They don't care how they levy this tribute—whether from raised rates or from your U. S. treasury or from both. As a matter of fact, they have milked both teats—till both teats are sore! We propose to show you that this fundamental proposition of railroad values is as rotten as punk and is just a mess of watered bunk. We are going to show you by facts and figures that these railroad octopi have ploughed into their properties huge amounts of water—from which they seek a "long green" harvest from your pockets. There hasn't been a day—literally not a day—for months that we haven't split open an envelope containing fifty-seven varieties of putrid propaganda issued by the "Association of Railway Executives, 61 Broadway, New York City," all based on

that rotten fiction of a twenty billion physical valuation. The same junk—served in other Ananias sauces—assaults your eyes in the subsidized daily press.

For years the physical valuations of the railroads have been proceeding under the direction of the Inter-State Commerce Commission. The returns have been coming in. You haven't read of 'em but we've been keeping tab on 'em. So has Glenn E. Plumb, of Washington—the most irritating thorn in the side of railroad pillage. You may or may not like Mr. Plumb's plan of railroad reorganization. But the fact is that he has served in almost every railroad capacity from office boy to general counsel to railroad president. He knows the business from carrying water as a water boy to seeing billions of water poured into railroad "securities." We sought Mr. Plumb, spent half a day with him, and verified beyond all doubt the facts we are now printing.

The physical valuations—costing millions of dollars and covering a term of years—of railroads have been coming in. Over a hundred and fifty of them are now complete. Here are the results—boiled down as briefly as possible. Railroad thugocracy isn't mentioning them—but we are. Cutting out the small fry and taking seventy-one of them as they come, all of them capitalized at over a million dollars and far upwards, here are the results. In stocks outstanding, in bonds outstanding and on other indebtedness outstanding these seventy-one railroads total up thusly:

Outstanding Stock . . . .	\$ 544,580,000
Outstanding Bonds . . . .	843,377,000
Other Indebtedness . . . .	131,086,000

Total Liabilities . . . .	\$1,520,043,000
Total Physical Valuation	\$877,000,000
Total Deficit . . . . .	643,043,000

In other words, the property of these seventy-one railroads would just about pay the bonded indebtedness, leaving the stockholders with practically nothing and leaving the other creditors with nothing

but a hot potato of bankruptcy in their hands! These railroads aren't hand-picked. We took them as they came—just the mine run.

Here's another way of measuring this vacuum. All their properties are worth but 58 per cent of their liabilities! All their properties are worth but 62 per cent of their stocks and bonds—disregarding their other indebtedness!

Why, one system alone, the Rock Island system, shows no property whatever, just muddy water, back of over \$216,000,000 of its outstanding obligations.

Now carry these figures to their irresistible conclusion and measure the whole watery mess by the measure of these seventy-one systems and you get this result. Instead of a physical railroad valuation of \$20,000,000,000 you get a physical railroad valuation of but \$11,000,000,000, leaving a water content of \$9,000,000,000 ploughed into these properties from which they want to harvest your "long green"! That's what it comes to. There is the watery foundation upon which rests all this huge mountain of railroad propaganda upon which you have been fed—in Congress, in the daily press and in cluttered mails! We say it's the greatest financial "ghost dance" ever staged! We say it's the "wateriest" grave ever dug for your money! We say the whole proposition is a fake and a fraud and that when we wallop it the water squirts all o'er the landscape! We say that you've been made to "shadow box" with about half a man! We say that based on real value you have been paying—and are today paying—railroad rates almost twice too high! We say that the Morganzed daily press has got corns on the cerebellum and bunions on the brain vainly endeavoring to defend this sandbagery.

Lay away this fact—the absolute collapse of the cornerstone of the wage-reducing and rate-raising superstructure of railroad pillage—and note just a few of the many million reasons, every one of 'em a dollar, for that collapse.

Observe a mess of millionaire mendicants in railroaddom holding out beseeching paws of predacity to your treasury! You have never read this list before and doubtless you'll never read it again. Subsidized press agents drape it in silence and a Morganzed railroad press "kills it" on sight. It's "verboden" in high circles of financial pillagedom. But it's absolutely authentic. It's a part of the salary list of railroad satraps. Here are eleven of 'em drawing more money annually from your toil and from your tax-wrung dollars than is paid to the President of the United States of America. In the order of their amounts they are: J. M. Dickinson, Receiver of the C. R. I.

& P., a crippled and looted system, \$120,-732.90; A. S. Lovett, Chairman Union Pacific, \$104,104.16; L. F. Loree, President Delaware & Hudson, Chairman Kansas City Southern and Chairman Wheeling & Lake Erie, \$91,945; J. Kruttschnitt, Chairman Southern Pacific System, \$88,680; A. H. Smith, President N. Y. Central, \$78,360; F. D. Underwood, President Erie, \$77,950; Walker D. Hines, then Director and Chairman A. T. & S. F., \$77,210; Daniel Willard, President B. & O., \$75,480; Samuel Rea, President Pennsylvania, \$75,460; E. P. Ripley, then President A. T. & S. F., \$75,400; W. H. Truesdale, President D. L. & W., \$75,399; Pretty fair salaries for a coterie of men beseeching largess from your Treasury, aren't they? Notice particularly the salary of the President of the Erie. It hasn't paid a dividend in so long that its memory is lost in the mists of antiquity and the most confirmed optimist shudders to guess when it will pay another. It's so sodden with water it squirts at every step. But looted stockholders and an overcharged public must pay more for its official head than they pay the President of the U. S. A. Good, isn't it? And a salary of over \$10,000 a month for running a busted "streak of rust and a right of way," the C. R. I. & P. system—and "crip" is right, too—is pretty good, too, isn't it?

We now list some of the Treasury supplicants at \$50,000 a year and upwards. Look 'em over: Hale Holden, President C. B. & Q., \$65,000; William Sproule, President S. P., \$62,036; C. H. Markman, President Illinois Central, \$60,555; L. E. Johnson, President Norfolk & Western, \$60,090; H. E. Byram, President C. M. & St. Paul, \$60,000; M. L. Bell, General Counsel C. R. I. & P., \$59,486; E. Pennington, President Soo Line, \$52,723; W. G. Besler, President Central R. R. N. J., \$50,210; Richard H. Aishton, President C. & N. W., \$50,240; Harrison Fairfax, President Southern, \$50,500; Ed. Kearney, President Wabash, \$50,120; J. M. Hannaford, then President Northern Pacific, \$50,000.

Incidentally, we note that the Denver & Rio Grande—a looted system—with its stock down from \$100 to \$1 a share was paying Chadbourne & Shores, Attorneys, \$63,000 a year, and Carter, Ledyard & Milburn, Attorneys, \$55,000 per year. The D. & R. G. stock is down to about a dollar a share and two firms of lawyers up to \$118,000 a year! Wasn't Henry Ford right when he lambasted the lawyer incurbs on railroads? We say he was, and here's a sample of it. And how about over \$50,000 a year for running the watery old Wabash—with dividends as remote as Mars?

Here is a list of some railroad salaries at \$20,000 a year and upwards—mostly

upwards. Take a look at them. W. W. Atterbury, Vice President Pa. R. R., \$40,000; J. F. Auch, Vice-President P. & R., \$20,000; A. F. Banks, President E. J. & E., \$25,060; W. C. Batchelder, President B. & O. Chicago Terminal, \$22,015; J. J. Bennett, President N. Y. C. & St. L., \$26,906; J. B. Berry, Consulting Engineer Los. Ang. & St. L., \$23,600; W. B. Briddle, President S. L. S. F., \$39,879; W. G. Bierd, President Chicago & Alton, \$36,646; H. M. Biscoe, Vice-President Boston & Albany, \$20,010; Joseph P. Blair, General Counsel S. P., \$34,500; S. T. Bledsoe, Assistant Solicitor A. T. & S. F., \$20,000; F. L. Blendinger, Vice-President L. Y., \$20,120; Hugh L. Bond, Jr., General Counsel B. & O., \$25,290; F. B. Bowes, Vice-President Illinois Central, \$20,115; E. N. Brown, Chairman Pere Marquette, \$21,666; Geo. F. Brownell, Vice-President Erie, \$49,960; E. G. Buckland, Vice-President N. Y. N. H. & H., \$22,699; Charles W. Bunn, Counsel N. P., \$30,000; C. G. Burnham, Vice-President C. B. & Q., \$31,249; B. F. Bush, President No. Pacific, \$44,170; E. E. Calvin, President Union Pacific, \$35,080; M. J. Carpenter, President C. T. H. & S. E., \$25,040; John Carstensen, N. Y. C., Mich. Central, etc., \$35,000; E. Chambers, Vice-President A. T. & S. F., \$25,000; J. T. Clark, President C. St. P. & O., \$25,160; E. H. Coapman, Vice-President Southern, \$30,150; D. W. Cooke, Vice-President Erie, \$25,826; Thomas Cooper, Assistant to President N. P., \$25,000; P. E. Crowley, Vice-President N. Y. Central, \$25,000; F. G. Daley, Vice-President N. Y. Central, Michigan Central, etc., \$35,000; J. M. Davis, Vice-President B. & O., \$24,000; Chauncey M. Depew, Chairman N. Y. Central, \$25,260; A. T. Dice, President P. & R., \$35,000; George D. Dixon, Vice-President Pa. R. R., \$30,000; J. A. Edson, President K. C. Southern, \$25,000; J. D. Farrell, President Union Pacific, O. W. & Nav. Co., \$30,030; S. M. Felton, President C. G. W., \$40,250; L. C. Gilman, President Spokane, Portland & S., \$30,000; J. E. Gorman, President C. R. I. & P., \$47,715; C. R. Gray, Chairman, Western Maryland, \$32,960; W. J. Harahan, President S. A. L., \$40,877; A. H. Harris, Vice-President N. Y. Central, etc., \$35,560; W. A. Hawkins, Attorney El Paso & S. W., \$25,000; F. E. House, President Duluth & Iron Range, \$34,645; Marvin Hughitt, Jr., Vice-President C. N. W., \$25,050; James H. Hustis, President Boston & Maine, \$35,200; E. M. Hyzer, Vice-President and Counsel C. & N. W., \$36,260; W. W. Inglis, Vice-President D. L. & W., \$30,030; H. U. Mudge, President D. & R. G., \$43,232.

You can pick out some of the mendicant corporate cripples from this list; such as the Pere Marquette; the Erie; the Missouri Pacific; the New York, New

Haven & Hartford; the Kansas City Southern; the Western Maryland; the Chicago Great Western and others of their ilk. Do you know anybody or do you know anybody who does know anybody in any other line of business who can draw such huge pay for running non-paying enterprises?

We have not anywhere near exhausted the list of high-salaried men for whose benefit you have been taxed by jimmied-up railroad rates and by government taxes levied to help sustain such an army—an enormous number of whom are not making but are losing money for stockholders, rate payers and tax payers! In all there are over 2,600 of 'em drawing huge salaries. We sprained our adding machine in adding up the annual salary list and it totaled just \$26,328,963.89! And bear in mind that as a whole, as an entirety and as a system, the railroads of the U. S. A. are mendicants begging at your treasury doors! As a whole they are deficit producers beseeching alms at your hands. We leave it to you if they aren't the sturdiest band of beggars you ever saw rattling a tin cup? We leave it to you how long they and their huge salaries—as a whole—would last were they running railroads like Henry Ford's "show me" railroad? We leave it to you if you can point out any other business on earth, designed to make money, where the operators draw such huge pay for losing money?

You have heard—through the vastest mass of paid propaganda, distorted facts and topsy-turvey statistics ever cluttering up a subsidized press—the heluva lot about "liquidating labor." Have you heard anything about "liquidating" a mess of swivel chair warmers at salaries a king wouldn't disdain? And isn't it about time you did? And what's the matter with pruning the tree of extravagance a little at the top?

If you had been receiving such huge salaries you could stand railroad pillage—both by railroad rates and by government taxes—better than you do, couldn't you?

If your business was on the rocks by reason of mismanagement, of extravagance, of inside looting or of stock watering and you could run bawling and squealing to the law to tax your neighbors for your benefit and "put it over" and "get away with it" it would be mighty handy, wouldn't it? If when you, Mr. Merchant, Mr. Farmer, Mr. Manufacturer, Mr. Professional Man or Mr. Publisher, got "deflated" you could run sobbing to the Government and fill your tires full of public money and continue to run smoothly o'er luxury's road, it would be quite convenient, wouldn't it? If when your business didn't pay you could get the Government to raise your

prices and then when that didn't work fill up the hole by taxation you would have an immortal cinch, wouldn't you? Why use brains, economy or initiative when you can get the bottomless treasury of the United States to fill your salary cup full to overflowing—win or lose? Why seek by work, thrift, economy and fair dealings to make your business pay when you can get just as much—or more—by letting it lose?

Has anybody representing you—who pay the bills—suggested or hinted before the Inter-State Commerce Commission or before any Congressional Committee wallowing this "graft" tree at the top? You've heard a lot—all of a sudden, too—about reducing the wages of 60 cents an hour on an eight-hour day, but you haven't heard anything about reducing a \$52 an hour salary on a four-hour day, have you?

And right now while we are writing these lines all the cohorts of railway salary grabdom, all the battalions of railway executives, all their smoothest attorneys, all their oiliest lobbyists and all their most astute expert accountants are making the most tearful appeals for more hundreds of millions from your depleted U. S. Treasury! If this isn't gnawing the bones of an emptying treasury, what is it?

Brethren, we've handed you facts—found nowhere else—anent this millionaire mendicancy. Again we ask who soldered the halos on the railroad dollars?

#### THE CHALLENGE TO THE PRESS— A PUBLIC PROPOSITION TO THE NEWSPAPER WORLD.

Organizations of labor and their publications for many years have charged that the Public Press is a "Kept Press," subsidized by financial and employing interests. This charge results from the practice of newspapers coloring news relative to industrial disputes in a manner that would crystalize public opinion in favor of the employers.

Recent evidence was the manner the proceedings before the U. S. Railroad Labor Board was reported by press associations.

The charge of press garbling has been so insistent that the Bureau of Industrial Research has issued a challenge to the press, which is quoted. It is encouraging to labor that at last attention is being directed to press practices and it will be interesting to note results.—Editor's note.

The press is challenged by recent events to investigate itself in regard to labor news.

Putting it that way sounds hostile. On the contrary the proposition, made

in this "open letter" to the press, is in the spirit of an invitation: Is it not time to take stock of the methods and standards prevalent in reporting industrial happenings or labor news? And who can investigate the press so constructively as the press itself?

In the general post bellum stock-takings, newspapers can hardly be exempt. Newspaper men recognize this; it was an editor (Frank I. Cobb of the New York World) who opened the debate in America in a notable address on "The Press and Public Opinion";

"The gravest duty that confronts the American press today is to bring these vast questions that have come out of the war into the forum of public discussion. The competent, independent, investigating reporter must come back to his own."

Thereafter, within a few months, there appeared (1) Upton Sinclair's "The Brass Check," (February, 1920), a 440-page documented onslaught on the general integrity of the press which quickly sold over 100,000 copies; (2) "A Test of the News," (in the New Republic, August 4, 1920) an exhausting analysis of 1,000 issues of one of our largest dailies, proving rather conclusively that on one item of news, namely Russia, that paper had been unreliable; (3) in the weeklies, a series of specific unanswered attacks on the press and the great news agencies; (4) the first report of the Commission of Inquiry of the Interchurch World Movement (July, 1920), which found that most newspapers during the steel strike came to be regarded by the steel workers as "strike busters."

More important than discussion came events; three may be cited:

1. A surprising effort to found labor papers began and a number of dailies were started. These are not the customary "union organs" or propaganda publications; they are designed to be real newspapers, with sporting and women's pages, funny columns, general politics, advertisements, the weather and labor news. For every town actually founding a labor paper, a dozen others are gathering funds for the same purpose. The Interchurch Report noted:

Immediately after the steel and coal strike there was quickly established the first national news service owned by labor unions.

In their reading, workmen seemed to be trying to split off from society.

2. When the insurgent railwaymen's strike burst out in a dozen states, a salient characteristic of the movement was the instant and implac-



able hostility to all newspapers displayed by the railwaymen. The new "Yardmen's Associations" springing up, isolatedly and spontaneously, all declared a "lockout" on the press. This was partly in fear of the government, but observers who mingled with the strikers almost thought that the trainmen "had one hate and one alone"—the press.

3. Striking street car men and their sympathizers attacked and partly wrecked the plant of the Denver Post. The like has happened before there have been a good many strikes; where throngs of workmen, looking for "their natural enemies" could not have been incited against the churches or the schools or the courts, but might easily have been led against newspaper offices.

Investigation, moreover, may show that it is the industrial reporting which is the core of any widespread distrust of newspapers. Newspapermen who write of the need for the press to re-establish its "ante bellum reputation for general reliability" may find this the place to head in; the heart of the matter may lie in those stories which so frequently monopolize the front page—the labor stories.

Therefore, the Bureau of Industrial Research, which was associated with the Interchurch Commission in the steel strike investigation, feels that it is merely formulating the challenge implicit in events when drafting a plan of a press inquiry into the press. It is a condition which confronts the newspapers, not a theory or a handbill. Before outlining a prospectus of investigation, the most recent findings, those of the Interchurch, should be summarized. (They were founded on the work of men not entirely "outsiders"; the press investigator had been a reporter in New York for years and the secretary to the Commission was and old newspaperman.) The "Report on the Steel Strike of 1919" says:

The findings are that most newspapers, traditionally hesitant in reporting industrial matters, failed notably to acquaint the public with the facts, failed to take steps necessary to ascertain the facts, failed finally to publish adequately what was brought out by the brief investigation of the U. S. Senate Committee.

The press in most communities, and particularly in Pittsburgh, led the workers there to the belief that the press lends itself instantly and persistently to strike breaking. They believed that the press immediately took sides, printed only the news favoring that side, suppressed or colored its

records, printed advertisements and editorials urging the strikers to go back, denounced the strikers and incessantly misrepresented the facts. All this was found to be true in the case of the Pittsburgh papers (as analyzed in a sub-report).

The average American-born discriminating citizen of Pittsburgh could not have obtained from his papers sufficient information to get a true conception of the strike.

In the minds of workingmen outside of steel areas, the newspapers' handling of the steel strike added weight to the conviction that the press of the country is not the workingmen's press. The present year brought the publication by the Interchurch Commission of its detailed analysis (in "Public Opinion and the Strike"—Harcourt, Brace & Co.), which aroused widespread comment. This, the first study of its kind, analyzes 400 issues of the Pittsburgh newspapers during the steel strike; compares the headlines, day by day, with the actual facts; cites stories which were admitted to be false by the news editors involved; specifies cases where unverified steel company claims were published as news and strikers' claims were suppressed and statements about the failure of the strike were attributed to leaders who never made them. It compares over 30 full-page newspaper advertisements against the strike with the viewpoint of the same papers' editorials. It finds in the 400 issues only one story which was the result of independent first hand investigation by a reporter.

The comparisons are extended to newspapers outside of Pittsburgh. The facts are set forth as actually found during the strike by others than reporters.

#### The Next Step.

Steel companies (very few) have replied to the Interchurch report by saying that while it may be correct on labor, it is "unfair to the companies." A leader of the strikers finds the report right on "the steel trust," but unfair to the trade unions." Some churchmen find it "correct on the newspapers," but "it does not do justice to the churches." And some editors call it accurate on Mr. Gary, but "too sweeping" in regard to news papers.

Instead of each side trying to score off the other, here is the outline of an investigation of the press, designed to furnish bases for more general conclusions than any so far reached, more detailed conclusions and more practical.

#### INQUIRY INTO METHODS AND STANDARDS OF INDUSTRIAL REPORTING.

- A. Comparative analysis of present practice in covering four representative sorts of news: Sports, finance, politics, labor.
  1. Sporting news.

- (a) Number of reporters and editors.  
 Training and experience of reporters.  
 Morgue and other technical equipment.  
 To what extent departmentalized? Separate room?
- (b) Standards determining what constitutes "news" in sports?
2. Same for financial news.  
 3. Same for political news.  
 4. Same for labor (including such questions as):  
 (a) Number of reporters and editors?  
 Departmentalized? Is there a labor editor? A labor room? A labor library? What labor papers taken? What government reports? Labor morgue. Special training of reporters? Number of labor leaders known personally? Number of strikes, negotiations, union elections or conventions covered by each reporter? Number of "extra" men, competent to cover labor? Any district labor office or labor beat? What instructions to, or qualifications required in, correspondents when covering labor?
- (b) Standards determining what is "news" in labor: strikes, elections, negotiations, meetings, programs, interviews, etc.
- B. Comparison of American average labor news practise (as determined in A) with average European practise.  
 Use specific cases, e. g.  
 Cf. British reporting of first Sankey coal commission with American reporting of President Wilson's bituminous Coal Commission.  
 Cf. British reporting of second Sankey coal commission with American reporting of Senate inquiry into steel strike.
- C. Comparison of average labor news practise at present with full requirements of the job. Analyze characteristic events: e. g. strikes.  
 What facts does the public desire to know?  
 Measures taken to check up claims concerning wages, hours, demands, number of strikers, number returning, violence, strike breakers, etc.?  
 Measures taken to cover minorities, unorthodox movements and non-English-speaking rank and file?
- D. Comparison of average practise (as determined in A) with salient results.  
 1. What classes subscribe to newspapers?  
 Do changes in treatment of labor news cause changes in circulation? In advertising?  
 2. Do attempts to found "labor papers" imply criticism of present practise?  
 Do workmen prefer "labor papers"?  
 3. What is the average newspaper's labor news" reputation among employers?  
 Among workmen? What sort of episodes or practises determine a paper's labor reputation? Are any cited episodes well founded? Does either class offer news to papers? Why?  
 Does either class refuse news? Why?  
 Has either class wrecked newspapers? Why?

The whole inquiry would be determinedly practical, a questionnaire of, by, and for newspapers. Public confidence could be ensured by having a national jury of representative newspapermen to whom evidence could be submitted publicly by printing in the various papers. Most of the lines of investigation will scarcely be called controversial. They do not specify such problems as: what relation exists between the character of the ownership of newspapers and the character of news?

This investigation simply proposes that the press lead the public through its plant to see how the wheels go round. Visitors are always welcome in the office of the "Daily Day." The editor exhibits to us the sporting room and specialized reporters, the financial editors and reporters who know, personally, the heads of banks, brokerage houses, mercantile and industrial corporations. He leads, then, to another part of the establishment, whose stories break on the front pages more frequently than do finance or sports.

"This is our industrial news department. These men are expert reporters of labor situations and we have general reporters with special labor training. Here is our library, all the authorities from Commons in this country to the Webbs in England. Here are the current trade and labor journals and government reports. Meet Mr. "A", whose railroad labor reporting makes his name known everywhere. Here is our labor editor. We are expecting a coal strike in Kansas within two weeks. We have in type on the bank now columns about its circumstances, ready when it breaks. Meet Mr. "B.", who is the "Daily Day's" general Slavic interpreter, experienced in getting the facts from unorganized immigrants."

Well, if there isn't a "Daily Day," WHAT IS THERE? The press can tell us best.

#### OUR MEMBERS IN THE RAILROAD INDUSTRY.

What They Are Doing and What They Intend Doing.

EDW. J. EVANS.

At the beginning of the New Year it is always customary for far-seeing men to take inventory, to check up past business and practices, and plan for the future. This is what the members of our craft employed on the various railroad systems of the country have done.

In that industry we find that the Electrical Worker is constantly advancing. Time was, when the supervisor had any electrical work to do he selected any "Tom, Dick or Harry" to do it, irrespective of whether he was a mechanic, laborer, or what not. But that time has

passed, never to return. The skilled Electrical Worker is now an integral part of the railroad industry, and the time is not far distant when he will be the most important and necessary one.

Immense projects are contemplated on various transportation lines, some of which will shortly bear fruit which will result in creating a condition whereby there will be an enormous demand for large numbers of the most highly skilled electrical workers, which will provide many opportunities for the members of our Brotherhood. Our members are keenly alive to this situation and are now preparing themselves to properly meet it, when it arrives. It goes without saying, of course, that they will do so with credit to themselves.

Their position among the other shop crafts in the railroad industry, with whom they are affiliated in the Railway Employees Department, is an enviable one. Their steadfast stand for the principles of true unionism has been recognized by their co-workers in the other crafts, in consequence of which they have been placed in many high and responsible positions, in which they have been uniformly successful.

Our members recognize and are willing to give credit to the Brotherhood for all the support they have received in the past, and they will in the future, as in the past, so conduct themselves to merit their right to such support.

Various parties have, in the past, attempted to split their ranks by insidious and visionary schemes, and by causing dissension among them. But these charlatans were not acquainted with these men. They thought that because many of them were comparative newcomers in our Brotherhood they would easily fall for this poisonous propaganda. Had these would-be wreckers knowledge of the ability and intelligence possessed by these men, they would never have attempted to put their plans into execution on the railroads. The railroad members are true Brotherhood men, believing in true trades unionism, and they soon put the kibosh on the would-be wreckers.

Their wages and working conditions are not yet as they would have them, but they realize that "Rome was not built in a day," and, while they are not satisfied they are taking advantage of every opportunity to better themselves. They have, in many ways, set a high ideal for themselves, and they are persistently striving in every possible way to reach it. They know it requires bull dog tenacity and a high order of courage and many sacrifices, backed by high principles, to reach the position to which they consider themselves entitled. Large numbers of them possess these qualities in a high degree, and it only wanted the occasion to bring

them into play. This depression which has existed for the past year in the industry has furnished the opportunity for them to get into action. It has shown who are the Card men and who the Union men. They stand out in the open, so that he who runs may read.

The varied experiences which they have undergone in the past few years have been as the crucible for refining metal. The result has been that now the gold has been separated from the dross. They have taken inventory and know just where their weak spots are. They have laid down a progressive program to build up for the future, better and more substantially than in the past. This program will be unfolded in these pages from time to time.

An experience many of them had was when they attended our last International Convention as Delegates, they found that men were willing, if need be, to make any sacrifice that the Brotherhood might be preserved and prosper. Out of all this has come a realization that Intensive Organization brings results, and that one hundred per cent organization is the foundation of the structure. So, they have decided to complete the foundation, right now!

On January 1st will be launched an Intensive Organizing Campaign on all railroads, having for its purpose the enrollment in our International of every man doing electrical work on railroads who is eligible, in accordance with our laws. Their battle cry is "ELECTRICAL WORK FOR ELECTRICAL WORKERS," and their slogan, "100% ORGANIZATION."

That kind of determination is bound to win out. It's only a question of time, so the Electrical Workers in other industries had better get busy or they will find themselves passed, "like a Rolls Royce passes a fiver."

#### COST OF A "WORKINGMAN'S HOUSE."

According to figures made public by the National Industrial Conference Board of New York—a concern financed by the employing class—the cost of constructing what is described as "a workingman's house"—a story and a half house, 22x44 feet, five rooms and attic—increased from \$1,200 to \$3,600 between 1914 and 1920. Since the latter date there has been a drop of 25 per cent.

However, the report states, "the lumber bill alone for this house, at the present time, is \$1,380, more than the total cost as late as 1916.

In view of the foregoing, what becomes of the contention that labor's exactions are responsible for the high cost of building?

## REFERENDUM RETURNS ON INSURANCE PLAN.

Local No.	Question 1.		Question 2.		Question 3.	
	Yes	No	Yes	No	Yes	No
1	549	1	549	1	1	549
2	40	38	28	10	5	10
3	3952	94	3990	56	10	56
4	82	17	77	5	5	77
5	400	10	410	.....	.....	410
6	.....	200	.....	200	.....	200
8	51	8	42	17	9	50
8a	358	.....	358	.....	.....	.....
9	868	1	868	.....	.....	.....
10	10	6	10	.....	.....	.....
12	26	1	26	.....	.....	16
13	.....	8	.....	8	.....	8
16	.....	22	.....	8	.....	8
17	2	58	.....	.....	.....	.....
18	33	46	31	11	1	11
20	187	.....	187	.....	.....	.....
22	52	25	52	25	.....	.....
26	190	8	184	5	10	18
28	642	.....	642	.....	.....	.....
30	22	.....	22	.....	.....	.....
31	17	2	19	1	1	.....
32	10	1	9	.....	2	.....
33	9	1	9	.....	1	.....
34	29	9	24	6	5	5
35	.....	150	.....	.....	.....	.....
37	.....	37	.....	.....	.....	.....
38	1006	.....	1006	.....	.....	1006
39	211	.....	211	.....	.....	.....
41	39	22	31	.....	8	.....
43	40	55	40	55	.....	.....
44	4	19	4	19	.....	10
45	44	2	41	5	5	41
46	15	11	14	1	.....	2
48	16	76	16	46	10	41
51	28	.....	28	.....	.....	.....
52	.....	497	.....	.....	.....	.....
53	.....	44	.....	44	.....	44
55	3	9	3	.....	.....	.....
56	6	16	4	.....	2	.....
57	33	3	28	.....	3	2
58	29	92	26	3	3	26
59	34	15	34	15	1	.....
60	22	9	21	8	2	25
62	75	.....	75	.....	.....	.....
64	85	.....	85	.....	.....	85
65	35	7	35	2	.....	10
66	88	1	89	.....	.....	.....
67	.....	.....	28	.....	.....	.....
68	59	7	57	5	2	29
69	7	.....	7	.....	.....	.....
72	11	.....	11	.....	.....	11
73	6	4	4	.....	2	.....
74	11	17	10	.....	1	.....
75	11	2	11	1	1	1
76	2	11	.....	.....	.....	.....
78	13	.....	12	.....	1	.....
79	11	21	11	20	2	28
80	17	.....	9	8	8	9
82	23	17	22	4	1	13
83	51	27	49	27	2	27
84	143	12	132	12	10	12
86	15	47	14	36	1	36
88	3	21	1	1	.....	1
90	31	6	26	10	4	26
93	1	34	.....	35	1	34

WORKERS AND OPERATORS

Local No.	Question 1.		Question 2.		Question 3.	
	Yes	No	Yes	No	Yes	No
94	3	10	3	10	.....	13
98	710	.....	710	.....	.....	.....
99	34	13	30	.....	2	.....
100	85	.....	85	.....	.....	85
101	20	20	20	20	.....	.....
104	2	415	2	415	2	415
106	19	6	19	6	.....	.....
107	15	.....	15	.....	.....	.....
108	32	1	32	1	.....	33
109	8	.....	8	.....	.....	.....
110	54	16	54	16	.....	.....
111	6	8	5	2	1	2
113	21	1	21	.....	.....	.....
116	6	42	6	39	5	41
117	8	11	6	7	2	6
119	14	.....	14	.....	.....	.....
120	6	6	6	6	.....	.....
122	28	15	28	4	.....	5
124	320	.....	320	.....	.....	.....
125	88	95	87	37	6	54
127	8	6	7	7	1	13
130	96	26	90	26	6	106
131	.....	12	.....	.....	.....	.....
134	3845	186	3710	306	319	3652
135	22	.....	22	.....	.....	.....
136	14	7	12	2	1	1
139	49	.....	49	.....	.....	49
140	68	.....	68	.....	.....	68
141	47	.....	47	.....	.....	47
146	.....	8	.....	.....	.....	.....
150	22	.....	.....	22	22	.....
151	.....	245	.....	237	.....	237
152	21	20	20	21	1	40
153	18	3	16	1	2	1
154	2	14	2	14	.....	14
155	2	54	1	55	1	55
156	.....	31	.....	31	.....	31
162	17	1	17	1	.....	.....
163	31	4	31	4	.....	.....
164	36	87	30	.....	5	.....
169	7	1	7	.....	.....	.....
172	.....	34	.....	.....	.....	.....
173	5	9	5	9	.....	9
177	13	1	12	.....	.....	.....
178	1	25	1	25	.....	26
180	10	16	8	6	.....	6
182	18	87	.....	.....	.....	.....
183	11	.....	11	.....	.....	.....
184	.....	8	.....	.....	.....	.....
185	.....	21	.....	.....	.....	.....
186	9	.....	9	.....	.....	.....
187	2	12	2	12	.....	12
188	10	2	10	2	3	1
192	5	23	4	24	1	27
193	11	15	11	15	.....	15
195	37	69	36	50	1	63
197	.....	17	.....	.....	.....	.....
200	8	5	8	2	.....	5
202	10	425	9	426	1	434
205	15	11	7	19	8	18
206	8	.....	8	.....	.....	8
207	1	13	3	3	.....	5
210	.....	17	.....	.....	.....	.....
211	38	6	37	.....	1	.....
212	174	123	174	123	1	.....
213	41	14	38	2	2	12
214	46	48	40	9	7	15

Local No.	Question 1.		Question 2.		Question 3.	
	Yes	No	Yes	No	Yes	No
215	.....	38	.....	.....	.....	.....
218	22	.....	22	.....	22	.....
220	74	.....	74	.....	.....	74
221	.....	14	.....	14	.....	14
223	2	78	2	78	2	78
224	.....	33	.....	33	.....	33
226	12	5	10	1	2	1
230	16	36	13	23	2	23
231	10	12	11	.....	.....	.....
234	9	.....	8	.....	1	.....
237	13	.....	11	.....	2	.....
238	10	11	9	.....	.....	.....
243	.....	14	.....	14	.....	14
245	28	10	27	3	1	21
247	28	2	24	2	4	2
250	15	9	13	4	1	6
254	4	4	3	5	1	7
255	17	.....	16	1	1	.....
256	7	11	7	11	.....	18
259	11	12	9	.....	2	.....
262	17	9	17	.....	.....	.....
263	1	17	1	.....	.....	.....
266	19	.....	19	.....	.....	.....
267	11	53	15	51	6	58
268	12	.....	12	.....	.....	.....
269	89	1	89	1	.....	.....
271	12	1	12	.....	.....	.....
275	9	5	8	5	1	5
276	25	.....	25	.....	.....	.....
277	10	6	10	6	.....	.....
281	.....	26	.....	15	.....	15
283	166	.....	166	.....	.....	.....
285	11	.....	9	2	2	9
286	.....	26	.....	26	.....	26
288	3	10	5	6	2	6
290	4	3	4	3	.....	.....
291	3	53	4	53	.....	58
292	3	146	3	34	1	11
294	11	.....	11	.....	.....	.....
296	38	16	35	3	3	35
298	13	3	10	1	3	3
300	30	.....	30	.....	.....	.....
305	9	4	9	3	1	4
308	11	18	10	19	1	28
309	92	11	77	.....	14	.....
313	29	1	27	2	2	27
321	15	4	15	4	.....	4
322	9	2	4	2	3	4
323	16	2	16	2	2	16
325	45	.....	45	.....	.....	45
328	10	.....	10	.....	.....	10
329	.....	35	.....	.....	.....	.....
330	8	1	8	1	.....	9
332	.....	46	.....	46	.....	46
333	6	3	4	3	3	3
334	12	7	10	4	3	7
337	11	16	11	.....	1	.....
339	.....	19	.....	.....	.....	.....
340	35	5	36	2	2	19
341	7	1	7	1	.....	1
343	11	6	10	2	1	1
345	13	6	8	.....	.....	.....
347	21	.....	20	.....	1	.....
348	5	45	4	46	1	49
350	8	.....	8	.....	.....	.....
353	16	10	15	10	4	15
354	42	.....	42	.....	.....	.....

WORKERS AND OPERATORS

Local No.	Question 1.		Question 2.		Question 3.	
	Yes	No	Yes	No	Yes	No
358	.....	30	.....	30	.....	30
368	23	.....	23	.....	.....	23
371	6	.....	6	.....	.....	.....
372	.....	49	.....	.....	.....	.....
376	.....	9	.....	.....	.....	.....
377	24	11	18	6	6	18
378	12	6	11	.....	.....	5
381	51	41	33	.....	18	.....
382	2	16	2	16	.....	18
386	.....	84	.....	84	.....	84
389	8	4	8	.....	.....	.....
390	7	.....	7	.....	.....	.....
391	.....	21	.....	21	.....	21
394	15	.....	15	.....	.....	.....
396	.....	278	.....	.....	.....	.....
397	6	26	7	25	1	31
400	38	.....	38	.....	.....	.....
401	12	.....	12	.....	.....	5
403	.....	25	.....	.....	.....	.....
406	22	.....	22	.....	.....	.....
408	12	4	12	4	.....	.....
409	8	42	.....	.....	.....	.....
411	9	8	10	7	.....	10
413	22	4	22	4	.....	.....
414	31	7	25	13	28	10
416	1	5	1	5	.....	6
417	7	.....	7	.....	.....	.....
418	7	3	7	3	.....	4
422	5	2	5	.....	.....	.....
424	22	15	21	15	1	34
427	18	.....	18	.....	.....	.....
428	2	21	.....	21	.....	21
429	8	8	7	.....	1	.....
430	.....	10	.....	.....	.....	.....
434	7	.....	7	.....	.....	.....
436	39	11	35	15	3	47
437	14	1	12	2	2	12
438	.....	34	.....	.....	.....	.....
440	6	.....	6	.....	.....	1
445	.....	7	.....	7	.....	7
446	7	8	6	2	2	3
447	6	11	6	.....	.....	.....
452	158	.....	158	.....	.....	.....
456	12	3	10	3	2	3
458	18	.....	18	.....	.....	.....
461	22	.....	22	.....	.....	.....
463	10	97	3	104	6	101
465	9	16	7	11	3	12
466	30	2	27	.....	3	.....
467	13	.....	13	.....	.....	.....
468	17	22	10	.....	6	.....
473	.....	13	.....	13	.....	13
474	28	1	28	1	.....	1
477	6	9	4	7	2	7
481	222	36	221	26	9	49
482	12	.....	12	.....	.....	2
483	5	70	5	70	.....	.....
485	13	17	14	10	3	11
487	2	7	2	7	.....	9
488	11	25	11	25	.....	.....
490	8	.....	8	.....	.....	8
492	43	16	37	7	7	16
494	3	168	14	168	3	168
500	35	2	35	2	.....	37
501	165	10	165	10	10	165
508	38	2	38	2	2	38
514	.....	45	.....	45	.....	45

Local No.	Question 1.		Question 2.		Question 3.	
	Yes	No	Yes	No	Yes	No
520	12	12	12	12	.....	12
521	7	6	3	10	4	9
522	7	26	6	2	2	3
527	20	.....	20	.....	.....	20
528	4	21	3	15	2	12
530	15	1	15	1	1	15
532	22	4	22	4	.....	26
533	.....	25	.....	.....	.....	.....
535	17	1	17	1	.....	13
537	7	9	7	8	1	14
538	7	7	6	5	1	6
540	34	.....	34	.....	.....	34
544	1	79	.....	.....	.....	.....
549	13	7	12	7	.....	19
552	10	2	10	.....	.....	4
557	4	9	4	.....	.....	.....
559	.....	7	.....	.....	.....	.....
560	15	1	14	1	1	1
563	.....	8	.....	.....	.....	.....
566	12	30	10	32	2	40
567	67	.....	67	.....	.....	.....
568	25	14	19	7	7	19
569	4	42	4	42	.....	42
571	8	3	8	3	.....	11
574	.....	12	1	11	.....	12
577	22	.....	22	.....	.....	.....
578	5	31	2	24	8	22
579	6	.....	6	.....	.....	.....
581	66	.....	66	.....	.....	.....
584	31	7	28	7	3	7
585	9	.....	9	.....	.....	9
587	3	7	3	7	.....	.....
588	6	8	5	5	7	1
589	.....	64	.....	64	.....	64
590	10	1	9	2	.....	1
591	6	10	7	5	1	8
592	34	.....	34	.....	.....	.....
593	7	3	7	.....	.....	1
595	43	30	42	22	3	44
597	10	.....	10	.....	.....	.....
601	11	11	15	7	2	20
608	11	4	11	.....	.....	.....
609	7	15	7	15	.....	22
611	15	.....	15	.....	.....	15
617	.....	15	.....	15	.....	15
619	9	1	9	1	1	9
620	7	2	7	2	.....	.....
622	3	123	2	124	1	125
624	1	14	1	14	.....	15
627	11	.....	11	.....	.....	11
630	5	20	5	20	16	9
631	19	2	15	2	2	5
635	.....	34	.....	34	.....	34
642	2	13	2	.....	.....	.....
646	1	5	1	.....	.....	.....
647	.....	29	.....	29	.....	29
648	.....	21	.....	21	.....	21
649	22	.....	22	.....	.....	.....
653	9	.....	9	.....	.....	9
654	4	29	2	.....	2	.....
659	20	10	18	.....	2	.....
664	12	113	12	113	50	75
666	5	15	5	13	.....	.....
667	11	3	11	3	12	2
669	.....	12	.....	12	.....	12
670	6	.....	6	.....	.....	.....
675	6	45	6	45	.....	.....



Local No.	Question 1.		Question 2.		Question 3.	
	Yes	No	Yes	No	Yes	No
679	8	.....	8	.....	.....	.....
680	5	7	5	4	.....	5
681	20	.....	20	.....	.....	.....
684	11	.....	10	.....	1	.....
688	19	.....	19	.....	.....	19
694	6	33	5	27	8	22
695	29	1	28	1	.....	13
696	.....	40	.....	.....	.....	.....
697	82	7	84	5	2	87
702	21	1	18	1	3	19
704	1	18	1	13	1	14
706	7	.....	7	.....	.....	.....
707	13	3	13	3	.....	2
711	13	13	13	13	.....	.....
712	1	12	.....	13	1	12
713	.....	726	.....	.....	.....	.....
716	126	1	126	1	.....	.....
717	26	50	18	.....	8	.....
719	7	20	7	20	.....	.....
720	3	92	2	92	1	92
723	60	.....	60	.....	.....	60
724	11	1	10	1	1	.....
732	25	2	24	1	1	8
734	69	76	69	76	.....	.....
735	6	11	5	12	1	16
738	14	1	14	1	14	1
741	15	.....	15	.....	.....	.....
743	1	19	.....	.....	1	.....
744	13	23	9	4	2	11
745	14	1	13	2	1	14
750	28	5	26	5	2	5
752	95	.....	95	.....	.....	.....
753	.....	111	.....	.....	.....	.....
762	14	.....	15	.....	.....	8
763	15	.....	15	.....	.....	15
764	6	7	5	4	1	4
774	15	5	14	6	1	19
776	.....	18	.....	18	.....	18
782	.....	14	.....	14	.....	14
784	3	26	2	26	1	26
786	20	10	20	10	.....	15
791	24	71	24	.....	.....	.....
793	13	85	10	.....	3	.....
794	135	40	135	40	.....	.....
796	17	1	16	1	2	12
797	12	3	11	.....	1	.....
802	19	.....	19	.....	.....	.....
803	.....	48	.....	.....	.....	.....
805	24	.....	24	.....	.....	.....
808	2	8	3	.....	.....	1
810	14	5	14	5	.....	.....
814	.....	14	.....	.....	.....	.....
817	16	40	13	23	4	23
822	12	.....	9	.....	3	.....
823	17	22	17	.....	.....	17
827	.....	5	.....	.....	.....	.....
829	20	.....	19	.....	1	.....
834	3	32	3	32	.....	35
838	24	2	22	.....	2	.....
840	6	3	6	.....	.....	.....
841	9	1	9	1	.....	.....
852	5	.....	5	.....	.....	.....
854	80	.....	73	.....	7	.....
855	7	5	7	.....	.....	.....
857	6	4	8	2	1	2
860	65	130	50	145	15	180
870	14	4	12	2	2	2

Local No.	Question 1.		Question 2.		Question 3.	
	Yes	No	Yes	No	Yes	No
873	21	.....	21	.....	.....	.....
884	25	.....	24	1	1	24
888	22	5	19	8	3	24
890	6	6	5	2	1	2
895	24	32	19	13	6	20
902	56	127	52	4	4	52
910	9	1	6	2	2	2
912	13	9	13	3	2	6
917	24	8	20	2	3	4
921	21	.....	21	.....	.....	.....
924	18	.....	18	.....	.....	18
937	19	3	18	1	1	.....
938	25	3	22	6	3	25
942	8	.....	8	.....	.....	.....
944	.....	39	.....	.....	.....	.....
953	21	.....	17	4	4	17
963	.....	11	.....	.....	.....	.....
967	10	3	10	3	.....	3
994	15	.....	13	.....	2	.....
995	36	.....	36	.....	.....	.....
1002	20	1	20	2	1	.....
1005	23	.....	20	3	3	20
1008	11	17	11	17	.....	.....
1012	7	.....	7	.....	.....	.....
1014	2	15	1	15	1	15
1016	20	4	19	.....	1	2
1020	32	4	32	.....	.....	.....
1021	14	.....	14	.....	.....	14
1023	11	1	11	1	.....	.....
1029	5	10	5	10	.....	10
1030	1	12	1	12	.....	12
1031	6	31	.....	.....	.....	.....
1033	4	21	3	.....	1	.....
1037	27	38	23	.....	3	.....
1039	19	.....	19	.....	.....	19
1045	14	.....	14	.....	.....	.....
1055	13	.....	13	1	1	.....
1066	8	.....	8	.....	.....	.....
1072	12	1	12	.....	.....	12
1086	23	28	20	13	2	10
1091	2	15	2	.....	.....	.....
1098	14	.....	14	.....	.....	.....
1099	9	1	9	.....	.....	3
1101	10	1	10	1	.....	11
1105	25	.....	25	.....	.....	25
1106	12	5	12	5	.....	.....
1108	9	3	8	1	1	.....
1118	9	5	9	.....	.....	.....
1128	5	9	2	.....	3	.....
1144	12	.....	12	.....	.....	12
Total	21518	9848	20996	5593	1031	12498

### A FEW DON'TS.

Don't condemn the labor movement because you know of "objectionable features." Every man and every human institution has some imperfections.

Don't "wait for others." Others are waiting for you. Some must be among the first—why not you?

Don't forget that the more bitterly the employer opposes labor unions, the more the employe should support them. There's financial reason. Think it over.

Don't shirk the moral obligation to do all you can to uphold the dignity of our occupation—to elevate the standard of our living.

Don't be blind to your own interests; unionism helps all workmen, all society, the home and state.

Don't let so-called "independence" prevent you from being unselfish. We are all dependent on someone or something. "No man stands alone." Let's get closer together.



# IN MEMORIAM

## **BROTHER WALTER BLAKE OF L. U. NO. 9.**

Whereas, The sudden and unforeseen call of Our Heavenly Father has removed from our midst an esteemed friend and Brother; and

Whereas, In his life, Brother Walter Blake was as a true and loyal member of our Brotherhood, as the Heavenly Father gave him the light to see those interests; therefore be it

Resolved, That Local No. 9 pay tribute to his memory by expressing our sorrow of his loss and extend to his family our deepest sympathy, in this their hour of bereavement; and be it further

Resolved, That a copy of these resolutions be spread upon our minutes and a copy be sent to our official journal for publication.

## **BROTHER FRANK COOL OF L. U. NO. 9.**

Whereas, It has pleased our Heavenly Father, to call from our midst, our esteemed Brother, Frank Cool; and

Whereas, There will always be a vacancy that cannot be filled and we in our weakness must mourn his departure from this life; therefore be it

Resolved, That we extend to his bereaved family and relatives our heartfelt sympathy, in this, their hour of bereavement, and bow our heads in reverence to an all wise Father, who moves in mysterious ways, his wonders to perform and say "Thy will be done"; and be it further

Resolved, That a copy of these Resolutions be spread upon our records and a copy be sent to our Official Journal for publication.

## **BROTHER W. H. GREEN OF L. U. NO. 9.**

Whereas, It has pleased our Heavenly Father, in His infinite wisdom to call from our midst, our beloved Brother W. H. Green, who died December 18, 1921; and

Whereas, Local Union No. 9 has lost a true and loyal member; therefore be it

Resolved, That we the members of Local Union No. 9 extend to his relatives our heartfelt sympathy in their sorrow; and be it further

Resolved, That our Charter be draped for a period of thirty days and that a copy of these resolutions be sent to our Official Journal for publication.

## **BROTHER HUBERT F. PITTS OF L. U. NO. 84.**

Whereas, It has pleased Almighty God, in His infinite wisdom to call from our midst our esteemed, beloved Brother Hubert F. Pitts who died with an internal rupture, December 15th, 1921; and

Whereas, Local Union No. 84 has in the death of Brother Pitts, lost a true, staunch, and loyal member; be it

Resolved, That the officers and members of Local Union No. 84, International Brotherhood of Electrical Workers, extend to the bereaved wife, and loved ones, their heartfelt sympathy; and be it further

Resolved, That a copy of this resolution be sent to the bereaved family, one to the International Office for publication, and one be spread upon the minutes of the Local Union; and be it further

Resolved, That our Charter, in token of respect for our deceased Brother, be draped for a period of thirty days.

## **BROTHER R. G. WRIGHT, ("OLD CRIP") OF L. U. NO. 156.**

Whereas, Almighty God in His infinite wisdom and mercy has seen fit to relieve from his long suffering, our highly honored and esteemed Brother, R. G. Wright, of Denton, Texas; and

Whereas, Brother Wright had been totally paralyzed from his shoulder down for 26 years; and

Whereas, By his long suffering and his constant devotion to the cause of organized Electrical Workers he has taught us a lesson of fortitude bravery and devotion to our great organization; therefore be it

Resolved, That Local Union No. 156 meekly submit to the will of a loving and merciful God who doeth all things well; and be it further

Resolved, That Local No. 156 and the entire membership of our Brotherhood extend to the widow of Brother Wright the appreciation of the noble life of her husband, and also our sincere sympathy in her great loss; and be it further

Resolved, That a copy of these resolutions be sent to the bereaved widow, a copy sent to the Electrical Worker for publication, and a copy be made a record of our minutes; and be it further

Resolved, That for a period of thirty days our charter be draped in loving remembrance of a life so well spent.

**BROTHER WILSON ALEXANDER CAPPS OF L. U. NO. 345.**

Whereas, We, the members of Local Union No. 345, I. B. E. W. of Mobile, Alabama, have been called upon to pay our last tribute of respect and esteem to our departed Brother Wilson Alexander Capps, whom it has pleased Almighty God to remove from our midst; and

Whereas, That in his departure from this life, this local has lost a loyal member; and Whereas, To his bereaved family we can offer but little consolation, though the sympathy that we do offer comes from the bottom of our hearts; be it

Resolved, That we bow our heads before Almighty God in silent prayer that his soul may rest in Eternal Peace; and be it further

Resolved, That Local Union No. 345, in testimony of its loss and to express its brotherly love, drape its charter for a period of thirty days in due respect of his memory; a copy of these resolutions sent to his loved ones, a copy to the Electrical Journal for publication and a copy spread on the minutes of this local.

**BROTHER J. A. SHIRCLIFF OF L. U. NO. 995.**

Whereas, It has been the will of the Almighty God to call from our midst our esteemed friend and brother, J. A. Shircliff;

Whereas, The members of Local Union No. 995, I. B. of E. W. have lost a true friend and a loyal brother; therefore be it

Resolved, That we extend to his bereaved widow and family our deepest sympathy in their hour of grief; and be it further

Resolved, That we drape our charter for a period of thirty days in due respect to his memory; and that a copy of these resolutions be sent to his bereaved widow and family, a copy be sent to the Official Journal for publication, and a copy be spread on the minutes of L. U. No. 995.

**TWENTY-ONE REASONS WHY A MAN  
SHOULD BELONG TO A  
LABOR UNION.**

1. Because it tends to raise wages. This is proven by all sorts of evidence.

2. Because it prevents a reduction in wages; reductions rarely come to well-organized labor.

3. Because it aids in getting shorter hours. Ask the Union men who are working eight hours; they can prove it. They can show a union card also.

4. Because in union there is strength. This is as true of wage earners as of States.

5. Because it makes labor respected. Power wins respect from employers as from all men.

6. Because it gives men self-reliance.

7. Because it develops fraternity. Craftsmen are all too jealous and suspicious of one another even at best.

8. Because it is a good investment. No other investment gives back so large a return for expenditure of time and money.

9. Because it makes thinkers. Men need to rub intellects together in matters of common concern.

10. Because it enlarges acquaintances. The world is too restricted for wage earners.

11. Because it teaches co-operation. When laborers co-operate they will own the earth.

12. Because it curbs selfishness; the grab-all is toned down by the fear of the opinion of his fellows.

13. Because it makes the job better place to work. The bully foreman can't bully the union card.

14. Because it helps the family; more money comforts, and a better opportunity to improve your social conditions.

15. Because it helps the state. Un-organized and discontented labor is the parent of the mob. The trade union

stand as a rock between the government and anarchy.

16. Because it is universal. The trade union is coexistent with civilization.

17. Because it pays you benefits when sick or disabled.

19. Because it pays death benefits of \$100 and upwards.

20. Because it stands for conciliation of all differences between employer and employe.

21. Because a union man's card is treated with respect and consideration by all union men, and the bearer of a card is never without friends, and can always get assistance if in needy circumstances.—Houston Labor Journal.

**FACTS CONCERNING NATION WOULD  
STAGGER PEOPLE IF KNOWN,  
SAYS MADDEN.**

What did Congressman Martin Madden of Chicago, chairman of the committee on appropriations—the most powerful committee in the House—mean when he made the following statement on the floor of the House while opposing the administration bill providing \$20,000,000 for the relief of the starving people of Russia?

"For myself I wish I could say what I know to be the facts. I would not dare say it, but I do know of conditions in America that would appall the Congress and the people if they dared to be told. Knowing them as I do from confidential information given to me, I can not see my way to vote a dollar out of the treasury of the United States to be paid for any purpose that does not mean a relief to the conditions of the people of the nation which we are sworn to serve."

Congressman Cockran of New York asked Mr. Madden why the House should not have the "confidential information" which he claimed to possess. But the chairman of the committee on appropriations refused to reply.

**Official Journal of the  
INTERNATIONAL  
ELECTRICAL WORKERS AND OPERATORS  
Published Monthly**

**CHAS. P. FORD, Editor**  
Machinist Bldg., Washington, D. C.

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

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

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International Secretary . . . . . Chas. P. Ford  
56 Machinist Bldg., Washington, D. C.  
International Treasurer . . . . . W. A. Hogan  
130 E. 16th St., New York, N. Y.

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President . . . . . Julia O'Connor  
1108 Tremont Bldg., Boston, Mass.  
Secretary . . . . . Mable Leslie  
1108 Tremont Bldg., Boston, Mass.



**NOTICES.**

This is to advise that Local 308 of St. Petersburg, Fla., has placed an assessment on Brother J. A. Crisman, Card No. 376740 of five hundred dollars and expelled him from membership for gross violation of the interest of the Brotherhood.

M. C. Driggers, Rec. Sec.  
L. U. No. 308, St. Petersburg, Fla.

We desire to inform the members that the following individuals have worked unfair in the jurisdiction of Local Union No. 910 of Watertown, N. Y.:

Wm. Barr, F. Wilson, H. Miller, C. Mathison, J. Hayship, D. Bailey, W. Lafave, A. Jarvis, A. Wilson, C. Pearson and Chas. McCarter.

Particular attention is directed to the case of Chas McCarter, card No. 461964, who we believe was responsible for influ-

encing other men to assume an unfair attitude toward our local union. McCarter made the boast that he would join some other local union when he had occasion to carry a card.

We request all local unions to treat these individuals in accordance with their conduct.

(Sgd) Albert W. Norton, R. S.  
L. U. No. 910, Watertown, N. Y.

This is to advise all members that the following men have violated Article 25, Section 5 of International Constitution, and have been indefinitely suspended from Local No. 1110 of Livermore Fall, Maine. Also these men have been assessed the sum following their names.

Name	Card No.	Assessed.
Lee T. Ware	538116	\$300.00
T. M. Fairchild	538106	300.00
Harold Swift	538113	300.00
LaForest Hobbs	538110	300.00
F. M. Green	538101	300.00
W. E. Thompson	538114	300.00
L. F. Allen	538103	300.00
John Murray	538118	300.00
Harold Allen	538102	50.00
Wm. Greenleaf	538108	300.00
H. J. Buscher	538105	300.00

Frank L. Scudder, Rec. Sec'y.  
L. U. No. 1110, Livermore Falls, Maine.

If Brother N. C. (Red) Davis sees this notice or anyone knowing his whereabouts, please write to the following address:

Ray C. Johnson,  
Drawer G,  
Benton Harbor, Mich.

Anyone knowing the present address of Jack Robinson, whose nickname is "Dublin," aged 32, a lineman, please notify Miss Barbara Long, General Delivery, Detroit, Mich.

If this comes to the attention of Alfred Holliday, formerly of Edmonston, Alta., he is requested to communicate with W. Schopp, P. O. Box 1782, Calgary, Alta., who has information of value to him.

Any one knowing the present whereabouts or of the death of John M. Fisher, will please notify his father, A. S. Fisher, 168 Grant St., Uniontown, Pa., or L. M. Burnnorth, Fin. Sec'y of L. U., 1021, 48 E. Fayette st., Uniontown, Pa.

When last heard from in 1913 was in Portland, Oregon.

Owing to the many Locals failing to return tickets or send money for same, we are compelled to postpone the drawing on Automobile for the benefit of Bro. Geo. Bastnagle, by L. U. No. 309, East St. Louis, Ill., until Feb. 23, 1922.

All Locals having tickets are requested to forward money or return tickets so Committee will have an opportunity to dispose of same before that date.

Fraternally submitted,  
Pat. Walsh,  
Domnick Weir,  
A. B. Towbette, Sec'y.

For violation of Sections 7, 12 and 13 of Article 23, Local No. 564 has placed an assessment against George Kramer of Local No. 82.

(Signed) W. M. Jellison,  
F. S., Local No. 564.

This is to advise that Geo. H. McCall, Card No. 213146, has been assessed and suspended from the Local Union for working on an unfair job, after having been ordered to stay off by the Local Union.

C. F. Wilson, Fin. Sec'y.,  
L. U. No. 584, Tulsa, Okla.

## INJUNCTION WRIT.

The following writ of injunction is in force in Cook County, Illinois, and is published for the information and guidance of those interested. Due observance of the conditions thereof are important.

In the Superior Court of Cook County.

Kaestner & Hecht Co., Complainant, vs David Dunn, William Sims, Robert Mau and others, Defendants.	} No. 370032.
-------------------------------------------------------------------------------------------------------------------	---------------

STATE OF ILLINOIS }  
County of Cook, } ss.

The People of the State of Illinois

To David Dunn, William Sims, Rudolph Mau, Emil Wagner, Frank Janda, Thomas Murphy, Fred Schwartz, George Lindquist, Ernst Roggenkamp, Ted Tolke, Louis William J. Beutel, J. Guntis, Edward Oesterich, Carl Brenne, Joseph Cerney, Fred Schegel, William Klockow, John Certik, Frank Karwin, William Cuculic, Louis Bushongville, Adam Folin, Adam Huber, George Ecklove, J. Dietrich, James Nouzak, John Spacek, Vincent Zak, Eugene LenBrün, Fred Stack, Edward Roggenkamp, Charles H. Hardie, Jacob Kadir, Frank Krasek, Herman Gross, Frank Stierstoffer, H. Kindeck, Frank Trochlich and Jim Markvart, defendants; and all associations, firms and persons assisting, aiding, confederating or conspiring with them, OR HAVING KNOWLEDGE HEREOF, and to each and every of them, GREETING:

Whereas, It hath been represented to the Honorable Denis E. Sullivan, one of the Judges of the Superior Court of Cook County, in the State aforesaid, on the part of Kaestner & Hecht Co., a Corporation, Complainant in its certain Bill of Complaint exhibited before said Judge, and filed in said Court against you, the said above named defendants, among other things, that you are combining and confederating with others to injure the complainant, touching the matters set forth in said Bill, and that your actings and doings in the premises are contrary to equity and good conscience. And the said Judge, having under his hand entered an order that a Writ of Injunction issue out of said Court, according to the prayer of said Bill: We therefore, in consideration thereof, and of the par-

ticular matters in said Bill set forth, DO STRICTLY COMMAND YOU, the above named defendants, and all associations, firms and persons assisting, aiding, confederating or conspiring with you, OR HAVING KNOWLEDGE HEREOF, and the persons before mentioned, and each and every of you, that you do absolutely DESIST AND REFRAIN

(1) From picketing or maintaining any picket or pickets at or near the premises of the complainant, or along the routes used by persons going to and from the premises of the complainant;

(2) From standing, patrolling or congregating in front of or in the vicinity of the premises of the complainant in furtherance of said picketing;

(3) From soliciting or inducing or attempting to induce or influence persons not to enter into or continue in the employment of the complainant;

(4) From boycotting or maintaining a boycott against the complainant;

(5) From soliciting, commanding, inducing or influencing persons or firms to refrain from sending or taking goods in vehicles or otherwise to and from the premises of the complainant, or to refrain from doing business with the complainant;

(6) From assaulting, menacing, threatening or intimidating persons employed by or going to and from the premises of the complainant;

(7) From intercepting, stopping, following or talking to employes of the complainant against the manifest wills of such employes, and from calling at the homes or talking to the families of such employes against the manifest wills of such employes and their families;

(8) From calling, addressing or referring to employes of the complainant as scabs or finks, and from calling, addressing or applying other epithets or offensive language to the employes of the complainant;

(9) From threatening, attempting, advising, encouraging or assisting in the doing of any of the things which are herein forbidden

until this Honorable Court, in Chancery sitting, shall make other order to the contrary. Hereof fail not, under penalty of what the law directs.

To the Sheriff of said County to execute and return in due form of law.

Witness, SAMUEL E. ERICKSON, Clerk of said Court, and the Seal thereof, at Chicago, aforesaid, this 20th day of September, A. D. 1921.

(Seal) SAMUEL E. ERICKSON,  
DUDLEY TAYLOR, Clerk.  
Solicitor for Complainant.



# EDITORIAL



## INSIDE OF AN EMPLOYER'S OFFICE.

We are indebted to an active and loyal member of the Brotherhood for a dictographic transcript of a discussion which took place in the offices of the President, General Manager and Superintendent, of a large manufacturing company. It gives a concise story of the methods and schemes used by employers to destroy the labor movement. It is an old story, told in a new way, and should interest every member and give them an insight into the real interest many employers—particularly the larger corporations—have in the welfare of their employes. It provides evidence sufficient to convince intelligent members of what they may expect from company unions, welfare associations, independent, and dual organizations. The ramifications of the employers' detectives, used to foment trouble and start dual movements, are unconsciously but effectively pictured by the Superintendent of the Company.

After digesting the transcript, if there remain any members of the Brotherhood or of the labor movement who care to experiment with company organizations, independent and dual movements, we advise them to lose no time in severing their identity with the bona fide labor movement, and openly aligning themselves with the interests of Capital in its efforts to enslave the workers.

### TRANSCRIPT OF DISCUSSION.

**Place:** Office of President of a large manufacturing concern, with a capital stock of over \$25,000,000.

**Time:** December, 1921.

**Present:** President, General Manager, Superintendent, of Company.

**PRESIDENT:** Gentlemen, I have called you in to discuss the industrial situation and our labor problem.

**GEN. MGR. AND SUPERINTENDENT:** Yes, sir.

**PRESIDENT:** It is very evident that in spite of the depression and lack of work, we have not entirely destroyed the unions or stamped out the spirit of resistance among the employes. It is imperative that we complete this work without delay, as we are approaching a business revival, and unless the unions are destroyed before work becomes plentiful, all the advantages we hoped to gain during the period of business depression, and the profits sacrificed during that time, will be for naught, for if the workers still retain their organizations, they will quickly reform their lines and be as militant as ever, and force restoration of the wage reductions we have made. What have you accomplished? How much organized strength remains among the employes?

**GENERAL MANAGER:** Well, we have as you know, been conducting an intense drive against the unions. We have discharged many of their officers, and it has had a discouraging influence upon the union members. Their morale has been greatly weakened. The Superintendent informs me the men are much frightened and complain about the inability of the union to give them the protection they consider they should have.

**PRESIDENT:** Yes, but notwithstanding that the unions still remain.

**GENERAL MANAGER:** Well, yes, but greatly weakened and are not a potent force at present. Our spies, many of whom as you know are members and in some cases officers of the unions, report that a great many have dropped membership; and as usual during slack times, many of those remaining are complaining about paying dues and assessments, and our secret agents are all instructed to take advantage of the situation and stress the inability of the union to accomplish results.

**SUPERINTENDENT:** You know, Mr. President, our secret agents are well schooled, in their work and know just how to prey upon the imagination of the employes. They not alone work in a general way, by finding fault with the officers for their

failure to adjust this or that grievance, but work upon the individuals as well; particularly exploiting their narrow prejudices: For example, if a man is found to hold narrow racial, religious or political prejudices, they stimulate his pet prejudice, and it really works well. You would be surprised to know to what extent racial, religious and political prejudices can be used to create dissension and bring about division in the unions.

GENERAL MANAGER: Yes, it really is astonishing in this day and age, how many men who seem to have fairly good intelligence can be influenced by such means. The fools, if they only realized their strength, they surely would make it mighty uncomfortable for us, but we have little to fear while they will allow us to keep them divided by their petty jealousies and prejudices. There is no gain saying the fact that the workers, after all, stand in fear of the employer, while really the only thing they have to fear is their lack of loyalty to their organizations. If once they realize this, it surely will be a bad day for capital.

PRESIDENT: Yes, it is fortunate they do not realize their power, but I am apprehensive because each day there are some who wake up, and that means added converts to the union principle, and once converted, you cannot influence a man or woman who really becomes imbued with the trade union spirit; and we should do something in addition to destroying the unions. This is an age of organization: The spirit permeates the people: I believe we ought to provide a substitute for the union.

SUPERINTENDENT: Well, I have thought of that; however, the Company, or American Plan union is not working out any too well. Many large industrial corporations have tried it, and sooner or later, due to the employer being too aggressive and over-anxious to cut wages and destroy conditions, rebellion occurs, which results in costly strikes. For instance, look at the packing industry at the present time; and the miners in Southern Colorado.

PRESIDENT: Yes, I know about that; but I believe we can handle it differently. You know we have not had any strikes that resulted in lasting bitterness, and I feel that the employes have more than the average confidence in me, and will really take an interest in a plan I might propose.

GENERAL MANAGER: What sort of plan have you in mind?

PRESIDENT: Oh, just the usual Company-owned-and-controlled Union, Shop Committees, etc., that the men think they have selected, but are really under our control and subservient to the Company's wishes. We can carefully disguise the plan, so that it will not appear as being the usual American Plan or Company Union. I think that would be easy to do.

SUPERINTENDENT: How do you intend to start it?

PRESIDENT: Well, you have the knack of impressing the employes as being fair. You have followed the habit of going through the factory and addressing the men, in a very patronizing way, by their first name. They like that. They think that it is displaying a democratic spirit and kindness, and feel complimented when you stop and talk with them. Don't you notice how they are inclined to smile at your attention, and laugh when you laugh; they don't realize that you are really laughing at their ready response to your attention.

SUPERINTENDENT: Yes, I do wield some influence. I admit they like the attention I give them. I find it is quite effective even though deceptive.

PRESIDENT: Well, now, what I have in mind is you inviting to a meeting a number of old employes who are representative men from the various departments. Include some of strong and pronounced union activities, if there are any left.

SUPERINTENDENT: There are a few.

PRESIDENT: Well, invite them; mixing the invitations so they appear impartial, and as having been selected at random. Have them meet in your office and tell them you want to discuss conditions with them. You know—play on their vanity; that is very effective. Drag the meeting along so you can, with propriety, invite them to lunch, at the Company restaurant; then the General Manager and I will just casually drop in, and of course appear surprised and pleased to see the party; we will join in and chat with everybody; and at the opportune time I will mention how glad I am to see our Superintendent and the representatives of the employes getting along so amiably, and state that it is the kind of spirit that ought to exist in all industrial plants; expressing the hope that such spirit of co-operation can be extended. At the opportune time, I will suggest that we form an association that will enable us to get together oftener, and discuss our mutual interests. I will then suggest the formation of a welfare organization; emphasizing that we have no intention of fighting the unions, and have no objection to employes belonging to the unions. That will tend to disarm suspicion. You know it is natural for men to show deference to the views of their superiors. I am confident we can successfully put over the plan. You arrange the meeting and leave the rest to me. Good day, gentlemen.



## SCENE II.

General Manager's office:

GENERAL MANAGER: Well, Superintendent, what do you think of the plan?

SUPERINTENDENT: It may work; however, what there is left of the unions will oppose it in every possible way. They would be fools if they didn't. I question their intelligence if they don't.

GENERAL MANAGER: It really is a sad commentary upon the workers' intelligence where they show such susceptibility to the employers' schemes. I often wonder how they really become mechanics. I just wonder why the workers fail to realize their economic strength. My, what they could do if they should all combine and really show loyalty to their organization and themselves!

SUPERINTENDENT: Yes, it is strange men treat their obligations so lightly. You know they are required to take a very solemn and binding obligation when they join the union, and I often wonder if those who violate that obligation are really trustworthy.

GENERAL MANAGER: I would hate to trust them very far; however, it would be fatal to our interests if the workers knew how we really distrust those who are disloyal to their associates. You, no doubt, have often heard a union member say,—“To Hell with the union: I won't pay any more dues.” You, of course, encourage him and say,—“I don't blame you.” Yet what secret contempt you have for such individuals! It would be bad if the employes really knew our actual feelings.

SUPERINTENDENT: Yes, I know the feeling. I have often experienced it. Right now, I must go to my office and meet the Chief Operator of our secret service. Do you know, my self-respect is outraged every time I meet that fellow, and get his reports from his subordinates. Those parasites are nothing but the scum of the earth. They stop at nothing to undermine their fellow men. Personally, I loathe them, and hold them in the deepest contempt, but of course we must use them. I have a particularly important matter to instruct them about today.

GENERAL MANAGER: Is that so? What is it?

SUPERINTENDENT: The Brotherhood of Electrical Workers have raised their per capita and levied a special assessment for the support of members who are locked out and involved in strikes; also, have started an insurance society under an arrangement that all members take insurance. This, of course, considerably increases the cost of membership, and you know how everybody dislikes increased taxation; no matter how much benefit they may derive later on. It is human nature to resent taxation, whether it be City, State or Federal, and what is true of taxpayers, I find it also true with members of labor organizations. Well, I am instructing our secret agents to give particular attention to the Electrical Workers and play up the increased cost of membership, for I am confident it will influence many to drop out of the union.

GENERAL MANAGER: That is a good idea. The Electrical Workers are a pretty strong organization, and we should do everything to retard their growth. I have read over their insurance plan and it certainly will prove very beneficial to the members; however, we must do all we can to discredit it, as it will give the employes' welfare associations an awful setback.

SUPERINTENDENT: Yes, it surely will. I attended the meeting of the Associated Employers yesterday and practically the entire session was taken up considering the Electrical Workers' Insurance plan.

GENERAL MANAGER: Is that so? Were any definite means adopted to oppose the plan?

SUPERINTENDENT: Oh, yes, there was a representative of the National Association present, and he explained that a nation-wide drive is now being conducted against the Electrical Workers.

GENERAL MANAGER: Is it well-organized?

SUPERINTENDENT: Yes, indeed. Every method that can be devised that appears practicable is being used.

GENERAL MANAGER: That is interesting. What are some of the methods?

SUPERINTENDENT: Well, the Employers' Association agents are having those local unions that they have gained control of circularize the Brotherhood; protesting against the increased taxation, assessments and insurance. The Employers' Association has also organized dual movements in various places, that carry titles that appeal to the worker. Some of them are known as the Rank and File, Workers in the Electrical Industry, Canadian Electrical Union, United Electrical Workers, and a number of others whose names I have forgotten; however, they are well distributed covering such places as New York, Detroit, Chicago, and the Pacific Slope. There is a local union in Detroit, Mich. and one in Dayton, Ohio that are particularly active in promoting opposition. There are a number of such locals affiliated with the Electrical Workers that are controlled by the agents of corporations, and are very effective

in hampering the officers of the International. There is also about to be launched a movement for an independent company-controlled union, in Schenectady, N. Y., and other places.

**GENERAL MANAGER:** Splendid! Do you really think these various movements will be successful?

**SUPERINTENDENT:** There is no possibility of their permanent success; however, they are temporarily helpful to the employer. They attract the attention of the workers from their real problems, and while they are experimenting in the formation of new unions, naturally the employer profits. Ultimately, of course, the workers realize the usefulness of such institutions and return to their old affiliations; yet I suppose, even so, the results are worth the time and trouble to employers.

**GENERAL MANAGER:** Yes, it seems so; at least practically all employers endeavor to establish organizations they control the policies of.

**SUPERINTENDENT:** Yes. Well, I will say goodbye and hurry along and give the Chief of our detective force his instructions; and arrange the meeting we discussed with the President.

We have faithfully reported the proceedings of the discussion. You have before you a picture of the methods, schemes and deceit practiced by employers to influence men to desert their organizations. It should convince you that a finish fight is on—a fight to destroy your conditions and control your industrial life.

If you have not previously understood it, you should now realize that the modern financial and industrial tyrant is autocratically-minded and profit mad. The blood and soul of you and your dependents are disregarded by these forces of greed, who think more of profit and power than they do of justice and humanity. If your future, or your family's future, is worth anything to you, you will refuse to be influenced by those who would destroy your loyalty to the only institution that stands between the workers and industrial slavery.

If the toilers hope to retain any portion of what little they have, and improve their conditions in the future, they can only do it through the medium of organized effort. No man, or group of men, who has the interests of the workers at heart and understands their needs, will advise you to give up membership in your labor organization. Those who do so advise, either lack understanding, or are the paid representatives of the employer.

If you refuse to heed warnings; if you decline to profit by the experience of others; it is your misfortune.

Remember similar discussions take place daily; if there is a movement for a welfare association or any other form of organization where you are employed, one of these discussions have occurred.

Because we live in the best country on earth, and nature has endowed it with every resource, is no reason why inequalities should not be corrected and conditions made better.

We are all human, and must live together. No one man, or group of men, possesses the right to destroy another. Capital cannot hope to destroy Labor, any more than Labor can hope to destroy Capital. Both should and could be valuable to society.

On the industrial field, too frequently we imagine we see new things; whereas, in reality, we see old things dressed up in new clothes; but regardless of new or old clothes, new or old names, those who assume they are the only ones who have a solution for our industrial problems, and are best equipped to determine the conditions under which men and women shall toil, are more dangerous to society than those who preach violence, apply the torch, or throw the bomb; Mr. Gary and Governor Allen notwithstanding.

**THE NEED OF EDUCATION.** It was momentous that the President proclaimed the week of December 4th, to 10th as Education Week.

It would be of still greater and immeasurable moment were the members of labor to directly appropriate to education a little time one night a week during the new year. There is much for all of us to learn. As long as we are not too old to play, we are not too old to learn.

In their youth, the great mass of the workers receive an education which is but elementary—like reading, writing, arithmetic and a bit of history. As we grow older, we desire—our needs demand—a social and industrial education. We want to, and must know the things about which the ordinary school does not teach us.

For some time there has been a nation-wide move to deny in numerous ways full education by subsidizing or regulating it out of existence. And as time passes, it is realized that education is one of the most, if not the most, fundamental issue confronting the labor movement; and that its hope lies in the increasing intelligence of its membership.

We must be broad enough to realize that within our ranks exists a vast amount of ignorance—ignorance of the everyday problems with which the officials and members of the organizations are constantly grappling—ignorance of the struggle we are in and how to deal with it in an intelligent and practical way.

This ignorance among ourselves must be fought before we can successfully combat the aggressions of unscrupulous employers. And it is freely admitted that the abuse to which the workers are now subject would not be attempted by the majority of their foes were the scales of education more equally balanced.

The point has been reached where the law of self-preservation now dictates that the trade union make the education of its members a part of its daily routine. When being first founded, the little education it requires comes easily and naturally. A discussion of the needs of the unorganized workers, is sufficient. But after organization has been established, a new kind of education is required—the education that goes with responsibility.

To merely organize is not enough. This in itself is not the end. If contented with that and no effort is made towards a higher elevation, we simply confine ourselves in the commodity and wage status. While organization is power, education will equip the workers to use this power intelligently and effectively. Education is the basis of permanent and responsible organization.

Labor needs education,—not the sort which will teach correct grammar—cultural education while refining is out of the question and requires much seasoning to make it palatable—it needs labor and a social education; the kind which cannot be taught in childhood and which can be taught only in mature minds. That for the worker is as important as a medical education for a practicing physician.

The workers need to know the relation of the industry in which they are engaged, not only to the labor movement, but to society at large, and the place it occupies in our economic structure. They need an understanding of the social forces at work which caused the formation of the labor movement—an understanding that it deals not alone with theories but mainly with facts and conditions—an understanding of the problems that it, and it alone, must solve.

Unfortunately, most of those who are highly successful teachers of children or college students, cannot meet the needs of the workers for education. They are either ignorant of the true life of the latter or they

approach the work in a condescending academic way. And as a general rule the institutions of learning, outside of the labor movement, are of two kinds; those who attempt to give the workers education in a patronizing spirit, and those that wilfully seek to mislead and misinform.

The needed education will not and cannot be successfully given from the outside or from above. It must be provided by the organizations of labor themselves; and in this task they should avail themselves of the knowledge which conscientious men of learning are willing to place at their disposal.

Organizing for the workers education should be made an integral part of the union movement. It is inevitable that the organizations of labor will establish on a National and International basis their own educational and research departments, as have many industries; and it is felt we can reasonably look forward to the day when the American Federation of Labor will erect a workers university to whose halls wealth will not be a passport.

Some concept of the amount of education received by the mass of workers in their youth has been gained by the Bureau of Labor Statistics. A study in the industrial centers, disclosed that more than 75 per cent of the children leave school before reaching the Seventh Grade. The report of the Census Bureau shows there are 4,931,000 people over 10 years of age in America unable to read or write. Army tests revealed that twenty-nine per cent of all men called in the draft could not read or write, and that more than seventy of every one hundred possessed the intelligence only of a twelve year old child.

It is an undisputed fact that only fourteen out of every one thousand have an opportunity to acquire a college education. All too often these fourteen men are taught to be cunning and to take advantage of the other 986. These college trained men for the greater part, fill our pulpits, edit our papers and magazines, fill our executive positions, and generally are members of our law-making bodies; and because of training and environment, are with few exceptions opposed to the interests of the masses.

The Trade Union is a protest against—is a challenge of these conditions. It is compelled to realize that it has an educational interest of its own. And its members must not think that because they have been taken out of school they have to cease all efforts for knowledge.

Where labor classes or schools are already formed—as is now true in many towns and cities in the U. S.—our locals should strive to have as many of their members as possible enroll as students. Where these have not been formed, the locals should urge of and cooperate with the local, central and state labor bodies in establishing them.

These classes or schools, which operate at little cost, must not be propagandist institutions, nor spread any particular dogma, but must give those interested a chance to ground themselves in the fundamentals of industrial psychology and economics, as it relates to sound practice and theory.

In addition, every local—and this practice is now followed by many organizations—should devote at least thirty minutes of each meeting to the subject of education. They should appoint an Educational Committee to arrange for reading matter; and as the majority of workers prefer to learn by means of the lecture, good speakers are essential.

Unenlightenment is not so discouraging as mental laziness. Most adults shun mental effort as the fat hog shuns physical effort. Many people protest vigorously against anything that disturbs their mental

repose. It is so much easier to sit and listen, and then criticise, than to think out answers to questions.

While it is encouraging to listen to lectures, as they call up in the mind illustrations, confirmations and objections in more effective ways than book information can provide—but we should not end there. One cannot reach the heart of a question by listening to another. We must make investigations for ourselves.

We should feel gratified if any the more vigorous and serious minded can be roused, no matter how small the number. Better a handful of thinkers, even slow, clumsy, and deliberate thinkers, than a multitude of believers who only think that they are thinking. Even this small group can be trusted to exert a moral influence over and share the information and knowledge they acquire with their fellows. Their advice will be gladly listened to and accepted by the others. In most all cases they steer the others safely over the shoals.

The informed, thinking member of the Trade Union will be among its successful leaders. He or she is more precious than their weight in gold. The organization that avails itself of education will succeed permanently. The one that ignores it does so at its own peril.

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All should be workers, not shirkers, and it should be our endeavor to understand and help one another. Don't magnify errors. Nothing is more common or certain than human error. No job is easier than picking flaws in someone else, and nothing is more rare than locating our own faults.

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Figures of the American Bankers' Association disclose that 95 out of every 100 men attaining the age of 75 are without means of burial, and must depend upon relatives, friends or the public—another example of how insurance makes for independence.

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**INSURANCE PLAN ADOPTED.** This is to advise of the referendum result, on the matter of establishing an Insurance Company, as provided by the action of the St. Louis Convention. Tabulated returns appear starting with page 10.

The vote of the membership is as follows:

	YES.	NO.
Question 1 .....	21,518	9,848
Question 2 .....	20,996	5,593
Question 3 .....	1,031	12,498

You will note from this result that the general membership has directed that the action of the St. Louis Convention be carried out, and the officers of the Brotherhood are taking the necessary steps to carry out the instructions of the Convention as approved by the membership.

The insurance shall start as of January 1. There will be a considerable amount of detail work incidental to perfecting the plan, and within a short time applications for insurance will be forwarded to all local unions for distribution among the members. These applications are to be filled out and returned to the International office. In exchange for the applications, a regular insurance certificate will be issued. This formality is necessary in order to fully comply with the insurance laws of the various States; however, this detail work will not delay the operation of the beneficial features of the insurance plan, and Financial Secretaries are to collect

from the members the initial premium of ninety cents; starting the month of January.

Payment of the initial premium by the member provides that the member shall be entitled to benefits as set forth in the plan, in accordance with his continuous good standing. "Continuous" means the standing now accrued to the member's credit, and future additions thereto.

Members now having one year continuous standing .....	\$ 300.00
Members now having two years continuous standing .....	475.00
Members now having three years continuous standing .....	650.00
Members now having four years continuous standing .....	825.00
Members now having five years continuous standing .....	1,000.00

The prompt and successful institution of the insurance plan can be greatly facilitated by each and every local union, and member, giving us their willing co-operation. We assure you of ours, and earnestly and respectfully solicit yours.

It should be kept in mind that the Insurance Society is your property. You should take an active interest in its welfare, and we ask that you advise all members of their rights and privileges under the plan, and impress them with the importance of making early returns on the applications that will be forwarded for distribution, in order that their certificate may be returned to them at as early a date as circumstances will permit; also note that receipts for premiums will represent their interim certificate, and should a member die following the payment of the initial premium, and any subsequent payment prior to issuance of certificate his heirs will be entitled to benefits as provided by the schedule set forth herein.

We would also call to your attention that the Constitution, as amended by the St. Louis Convention, will now have to be corrected to conform to the provisions of the insurance arrangement. This will mean some delay in distributing new Constitutions, and pending their distribution, local unions are requested to refer to the digest of constitutional changes that was sent out October 15, 1921 to all local unions.

You are also advised that in admitting new members after January 1, you are to collect and report to the International office an additional amount of initiation fee of \$2.00; this, to represent the admittance fee to the Insurance Society; it being equivalent to the amount contributed by all present members of the Brotherhood, through the accumulation of surplus in the present Funeral Benefit Fund.

If there are any questions you are in doubt about, kindly communicate with the I. O. for further information.

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Employers and employes should recognize that while their interests may not be identical, they are reciprocal; that the well-being and prosperity of each is dependent upon the other; and that whatever is done for the progress of industry as a whole will act favorably to the interests of both vital elements.

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A study of history and current events shows that man rarely responds to any appeal except an appeal to selfishness. The greater portion of our economic ills and industrial trouble is traceable to selfishness.

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It is unfortunate, but true, that men's views depend for the most part upon the station in life they occupy.

**L**OCAL Union Official Re-  
ceipts up to and including  
10th of the current month : :

L. U.	Numbers.
1	418961 419174
1	309750 309764
1	378311 378325
2	222373 222695
4	428270 428471
5	433881 434250
5	413001 513058
5	513001 513058
6	6001 6106
7	173696 173820
7a	446351 446500
10	317756 317783
12	166048 166113
13	119161 119176
14	316531 316545
15	810485 810507
16	293883 293937
17	422251 422460
17	323871 324000
18	189214 189359
21	308142 308200
22	423078 423175
23	37478 37500
24	149381 149450
27	453032 453045
28	104705 105560
30	399826 399871
31	172005 172043
33	832884 832905
34	147591 147605
35	168808 168164
36	150511 150533
37	198896 198916
38	403220 403283
38	134138 134139
39	261093 261400
41	449476 449675
42	402825 402837
43	135678 135750
43	342751 342826
45	595666 595686
47	729631 729661
48	335551 335725
51	717078 717101
52	362074 362197
53	262199 262250
54	990559 990585
55	988451 988485
56	737873 737889
57	313629 313665
58	332961 332970
59	255694 255750
59	475501 475557
60	145946 145992
62	891773 891806
63	323438 323441
64	120554 120611
65	334344 334470
66	399335 399520
67	516895 516909
68	460525 460544
71	866073 866082
72	769290 769297
73	278196 278250
74	125931 126000
75	73101 73127
76	138746 138812
78	231845 231855
79	552564 552600
79	476251 476361
80	763613 763650
80	498001 498042
81	364021 364070
82	328843 328925
83	383348 383560
85	348832 348854
87	779973 779977

L. U.	Numbers.
88	302470 302481
93	896005 896030
95	889118 889127
96	430677 430700
97	440708
98	192591 192780
100	417774 417800
101	146919 146970
102	391121 391279
103	369001 369750
103	365251 365390
104	447001 447110
104	878747 878850
106	310024 310056
107	461302 461336
108	392344 392365
109	648096 648102
110	410513 410638
111	912259 912281
112	308507 308528
113	929142 929187
116	378879 378925
117	310277 310297
120	541233 541245
121	897227 897228
122	360881 360939
124	386586 386880
125	395365 395906
126	779100
127	720223 720245
129	591757 591783
130	951253 951584
131	277426 277435
132	401801 401812
133	6443 6454
134	235501 236388
134	233251 233928
134	237988 238500
134	234001 234750
134	241217 242250
134	51501 51750
135	729417 729436
136	350546 350569
137	306952 307006
140	593300 593376
141	150961 151008
142	963121 963140
143	222373 222376
146	223015 223024
149	923566 923568
150	8393 8396
151	245110 245250
151	462001 462050
153	659592 659620
155	176946 176976
158	744527 744533
159	896821 896864
161	10571 10582
163	354919 354982
164	387317 387446
165	225867 225873
166	328738
169	135985 135993
172	4921 4949
175	599572 599590
176	306085 306107
177	593636 593688
178	379529 379549
179	142495 142513
180	372906 372976
201	602860 602877
202	256898 257250
202	257701 257938
202	459751 459782
205	362516 362566
206	435944 435945
207	604027 604045

L. U.	Numbers.
209	39369 39400
210	137452 137465
212	397716 397948
213	78875 79031
214	429860 429930
215	908697 908710
217	16887 16899
218	159936 159957
219	455273 455283
220	916467 916502
181	363204 363260
182	425381 425512
183	118588 118592
184	295171 295180
185	279791 279804
186	284354 284359
187	267736 267750
188	54846 54867
191	43871 43917
192	25087 25103
193	604051 604091
195	351392 351484
200	175078 175125
221	734713 734715
222	741485 741497
223	774796 774861
224	434279 434342
225	986615 986635
226	773669 773720
227	199718 199731
232	782976 782984
233	599371 599382
234	728951 728968
237	348085 348097
238	247073 247117
239	352458 352492
240	891982 891989
245	348431 348540
252	278871 278880
254	596734 596822
255	517915 517923
256	414049 414086
259	178001 178032
260	73801 73826
262	226116 226124
263	276187 276201
265	454277 454310
266	96968 96971
267	277024 277192
268	56793 56814
269	656681 656749
272	895110 895125
273	319827 319828
274	180702 180750
274	609451 609458
275	850954 850967
276	387643 387666
277	21503 21538
278	497626 497631
281	843633 843650
283	203011 203083
285	929082 929092
286	389289 389303
287	788964 788970
288	327985 328029
290	691633 691650
292	405931 406140
294	712194 712199
295	292088 292100
298	276761 276788
299	640494 640510
300	272902 272928
301	705415 705430
302	121005 121023
303	309573 309603
306	218571 218580
307	702254 702279
308	704241 704250
308	607351 607376
309	188451 188620
310	446843
310	215061 215250
310	296401 296423
312	224514 224556
316	150491 150498
317	534141 534169
320	822588 822596
321	222812 222824
322	141134 141146





L. U.	Numbers.	L. U.	Numbers.	L. U.	Numbers.			
790	320401	320406	900	910172	910216	1028	158405	158418
790	513895	513900	902	331171	221500	1029	291361	291367
791	596878	596966	902	502501	502520	1031	876147	876150
795	373738		903	658233	658237	1031	466501	466548
796	217680	217698	904	290724	290728	1033	154767	154796
797	269301	269348	905	256428	256459	1036	607052	607077
800	339751	339753	908	697143	697165	1037	583125	583260
802	731999	732013	909	698632	698636	1039	442636	442650
803	743156	743163	910	177140	177154	1044	444640	444642
805	989588	989595	912	442257	552298	1045	299505	299514
808	846379	846390	914	66892	66904	1047	169655	169666
809	651166	651186	917	349828	349865	1049	450103	450110
810	686763	686790	918	603157	603170	1054	452108	452110
811	318930	318957	919	714428	714429	1055	330038	330048
817	211164	211354	920	724166	724171	1057	456362	456387
822	495834	495840	921	943181	943202	1058	456681	456688
823	924592	924615	924	577234	577247	1060	732390	732395
824	304906	304917	927	503468	503471	1071	699345	699349
828	859253	859272	929	27060	27069	1082	704670	704679
829	169192	169230	931	862087	862092	1083	705126	705134
832	624838	624855	934	282075	282087	1085	117878	117884
834	163028	163133	936	220628	220635	1086	435781	435803
835	606151	606164	937	172946	172967	1087	709810	709813
838	469271	469302	938	986301	986331	1090	711807	711811
839	840445	840457	939	292246	292248	1091	291093	291116
841	896208	896220	942	708389	708397	1095	714301	714314
842	130972	130978	944	511636	511655	1096	330189	330196
847	582160	582161	945	801506	801515	1098	717880	717886
849	369767	369777	949	280285	280286	1099	280919	280943
853	502117	502134	953	6635	6667	1105	742614	742640
855	851667	851680	954	312938	312990	1106	725471	725488
857	586743	586760	955	725160	725165	1108	725941	725946
859	799146	799154	958	594762	594796	1110	726422	726428
862	282525	282577	962	115091	115186	1111	726521	726530
863	425081	425099	972	753580	753600	1116	735561	735569
865	389424	389491	972	603451	603455	1121	740064	740072
867	219201	219240	973	516209	516215	1122	740365	740372
868	432162	432283	975	403584	403601	1125	264965	264978
870	29651	29673	976	716541	716550	1128	269841	269851
873	279350	279356	978	756213	756215	1131	271823	271835
874	645063	645066	984	126064	126068	1132	381772	381778
881	701992	701997	994	294191	294205	1137	280000	280004
882	599274	599287	1002	941189	941220	1138	295369	295400
884	136311	136327	1004	303027	303033	1140	295901	295910
885	372861	372870	1005	771453	771469	1141	299855	299882
886	75781	75785	1006	274298	274301	1144	311788	311803
887	488717	488737	1011	415182	415189	1145	311448	311455
888	432806	432837	1012	416718	416723	1146	312040	312051
889	289951	289957	1014	301773	301790	1147	312385	312420
891	660033	660041	1016	959815	959830	1151	601368	601390
892	305164	305179	1021	241424	241439	1152	601951	601967
895	214008	214150	1023	126991	127013	1153	604651	604657
899	197454	197473	1025	304367	304384			

MISSING RECEIPTS.

- 6—6055.
- 18—189344-347, 349-351, 353-358.
- 82—328897-914.
- 93—896004.
- 96—430681-700, 779-780.
- 109—648097.
- 110—410512.
- 117—310276.
- 183—118587.
- 202—602861, 864, 866, 868, 870, 871, 873.
- 214—429859.
- 222—741487.
- 237—348096.
- 269—656745.
- 275—850953.
- 292—406071-137.
- 295—252456.
- 303—309576.
- 307—702258-278.
- 329—493680, 686-688, 690-695.
- 375—808580.
- 383—739434-441.
- 392—942756, 842, 124526-530, 537.
- 411—391580-594.
- 417—592365.
- 467—515434-446.
- 476—180971-980.
- 488—885861-889.
- 493—337491-494.
- 505—94450.
- 564—519012.

- 590—741013.
- 624—420810.
- 648—393871-880.
- 668—277998.
- 677—372099-114, 539842-845.
- 709—894480.
- 711—153414.
- 771—512285-390.
- 795—373531-537.
- 797—269321-336, 341-343.
- 811—318931-946.
- 867—319161-200.
- 870—29650.
- 881—701990-991.
- 887—488724-725, 731-732.
- 895—214147-149.
- 909—698631.
- 921—943180.
- 931—862089-090.
- 954—312941-947.
- 1082—704669.
- 1105—724636-637.
- 1111—726518-520.

VOID RECEIPTS.

- 1—418943, 953, 309745, 419154, 418961, 378318.
- 4—428404.
- 5—513008, 056.
- 7—173708.

17-422375.  
 18-189298.  
 24-149420, 426.  
 28-104858, 935, 095, 116, 224, 366, 502,  
 858.  
 30-339854.  
 34-147598.  
 38-103213.  
 39-261274, 372.  
 43-342816.  
 48-335627, 670.  
 60-145981, 988.  
 62-891778.  
 65-334358, 381.  
 66-399342, 365, 370.  
 68-460537.  
 80-763642.  
 81-364036.  
 82-328919.  
 83-383436.  
 96-430721.  
 104-447005, 035.  
 110-410580.  
 111-912269-270.  
 122-360888.  
 124-386670.  
 125-395739.  
 131-277429.  
 137-306969, 988.  
 146-223019.  
 151-245046.  
 191-43872, 43874, 43876.  
 195-351433.  
 200-175092.  
 202-257704, 710, 715-717, 789, 832, 921,  
 924, 926, 459751, 754-755, 757, 759,  
 763, 768-769, 773, 776-777, 779,  
 256901-902, 909, 913, 917, 920-921,  
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 012, 023-026, 029-030, 031, 034, 035,  
 037, 039-040, 042, 060, 066, 075, 077-  
 079, 082-083, 088, 090-091, 097, 108-  
 109, 116, 118-119, 128-129, 131, 133,  
 136, 145-146, 148-149, 151, 154-156,  
 166-167, 170, 172, 174-176, 178, 180,  
 185-186, 189, 194, 198, 203, 206, 213,  
 217, 220-221, 226, 228, 233, 240, 244-  
 245, 250, 256898-899.  
 211-246163.  
 223-774797, 831-833.  
 227-199714.  
 232-782980, 983.  
 234-728951, 953, 966.  
 245-348437, 459, 493, 538.  
 238-247087, 092, 095, 103.  
 277-21518.  
 281-843649.  
 308-607354, 357, 359, 365-366, 375, 704243,  
 247.  
 317-534146.  
 321-222812.  
 323-487668, 676.  
 334-312685.  
 337-429023.  
 352-318393.  
 369-159716.  
 371-846342-345.  
 382-195491-500.  
 411-391573.  
 413-16011.  
 417-592366.  
 425-937424.  
 437-401377, 417, 771078.  
 446-607976, 978.  
 467-515419.  
 488-885869.  
 502-387258.  
 527-360102.  
 530-325489.  
 533-537369.  
 557-317120.  
 561-62251.  
 564-519005.  
 569-886146.  
 572-265887, 891.  
 589-114283.  
 629-525099-100.  
 631-324060.

659-587012.  
 675-805504.  
 677-372068, 070-072, 074, 076, 091.  
 679-437789.  
 681-794838.  
 683-98560.  
 689-906261-271, 274, 277.  
 731-204736.  
 756-436506.  
 771-806341.  
 809-651179.  
 819-686756-757, 771-772, 686775.  
 817-211212.  
 859-799146.  
 865-383474.  
 902-331341-350.  
 905-256437, 443.  
 908-697164-165.  
 954-312971, 985.  
 962-115137, 148.  
 967-172963.  
 1024-302157, 209.  
 1036-607068.  
 1045-299506.  
 1051-601353.  
 1083-705127.  
 1095-714308.  
 1121-740067.  
 1141-299863, 865, 872-882.  
 1146-312047-048.  
 1152-601965.

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**RECEIPTS PREVIOUSLY LISTED AS  
 MISSING RECEIVED.**

38-403212-215.  
 113-929100-108.  
 151-244934-940, 943, 945-946, 948-994, 996,  
 245091, 003-105, 107-198.  
 192-25085.  
 214-429791-858.  
 227-199711-715.  
 272-895100.  
 273-319815, 817-821, 824-825.  
 293-699452-453.  
 343-353318-320.  
 354-82777.  
 368-849523.  
 406-666158.  
 493-337476-477.  
 508-7985-7989.  
 560-101522-525.  
 590-740981-996.  
 629-525099-100.  
 682-812042-045, 047.  
 778-763802-805.  
 810-686756-757.  
 817-210990.  
 855-851662-665.  
 954-312935-940.  
 955-725158.  
 1024-302157.  
 1105-724601, 604, 606-609, 611-612.  
 1151-601363-365.

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**BLANK RECEIPTS.**

60-145946-950.  
 184-295177-180.

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**RECEIPTS LISTED VOID BUT NOT  
 VOID.**

31-172040.  
 57-313535.  
 275-850937-938.  
 429-297485.  
 695-314536, 541.  
 706-821736-737.

### CIRCULAR LETTER ARTISTS AGAIN ACTIVE.

The increase in per capita, the special assessment, and the insurance plan have provided the circular letter artists with material to work with. Those who feel that they have a remedy for the economic problems of the workers, and have been unable to impress any substantial number of the membership with the merits thereof, are now exceedingly active putting their propaganda before the membership.

In addition, the corporation agents in the Brotherhood are carrying out the instructions of their employers to take advantage of the situation and create what dissension they can with their propaganda.

The per capita increase, the assessment, and the insurance, were fully discussed at the Convention. The debate shows that there was not a delegate in attendance at the Convention, who expressed an opinion, that did not anticipate just such moves on the part of troublemakers. The officers of the Brotherhood anticipated them, and shared the feelings of the delegates; yet the delegates and the officers realized that they were dealing with a condition and not a theory. They had to treat with facts, and not dreams, and had the courage to meet the situation by such methods as seemed best calculated to serve the interests of the organization. They knew they were legislating for trade unionists, and their action was based upon that knowledge. No regard or attention was paid to the feelings of the faultfinder, and little consideration was given to what the corporations' stool pigeons would do.

In managing the affairs of a labor organization, those responsible must, of necessity, in coming to decisions, forget that the labor movement numbers, among its membership, detectives, company stool pigeons and theoretical parasites, and give consideration only to trade unionists,—those who are members of the Brotherhood and the labor movement as a matter of principle, and because of economic conviction.

What time the officers and representatives of the Brotherhood may have left on their hands, after looking after the needs and wants of the members who are trade unionists at heart, they can employ trying to convert the card men, and in ferreting out the stool pigeons and sneaks.

It is fortunate that the Brotherhood's existence does not depend upon the card men, theorists and employers' representatives. It was organized by trade unionists; is supported by trade unionists;

and will be perpetuated by trade unionists; the activities of all others notwithstanding.

Daily we receive copies of letters sent by locals to the headquarters of the circular letter artists, which reflect the real quality of ninety per cent of our membership. Space will not permit the publication of all these letters. We have selected a representative letter, which reflects the sentiments conveyed by a large number of locals to those who would divide us and destroy the only barrier that stands between the Electrical Workers of the North American continent and industrial bondage.

The answer sent by Local Union 108 to Local Union 17 is the answer of a local union composed of men who know their rights, and possess the courage to demand them, as is evidenced by their conduct when called upon to defend those rights upon the industrial field. The membership of Local Union 108 is no exception to the general rule, and represents the average local union affiliated with the organization. The letter is quoted herewith, and we believe represents the most effective antidote for the poison of disruption poured out by those who would destroy what they cannot control, turn over or subsidize to corporate interests.

"Tampa, Florida, Jan. 2, 1922.

'Electrical Workers Union,'  
No. 17, Labor Temple,  
Detroit, Mich.

Greetings:

Your circular of Dec. 16, 1921, received and contents noted, and in reply would say: We note you were not represented on the convention floor at St. Louis, where it would have been your duty and privilege to have voiced your sentiments against the laws which you condemn. Had you been represented, I am sure your delegate would have seen the necessity of both the raise in per capita and the special assessment to reimburse the Difficulty Fund which was expended to no small amount to help the telephone workers in the New England district. We note further that L. U. 17 is listed as an inside local and do not understand why you are circularizing all outside and mixed locals.

L. U. 108 knows the necessity of the per capita raise and the difficulty assessment, and we fully endorse the action of the convention and are going to bear our portion of this burden willingly.

With best wishes to L. U. 17 and the I. B. E. W., I am,

Fraternally yours,  
(Signed) Jno. A. Murphy,  
F. S., B. A., 108.

# Correspondence

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

Editor:

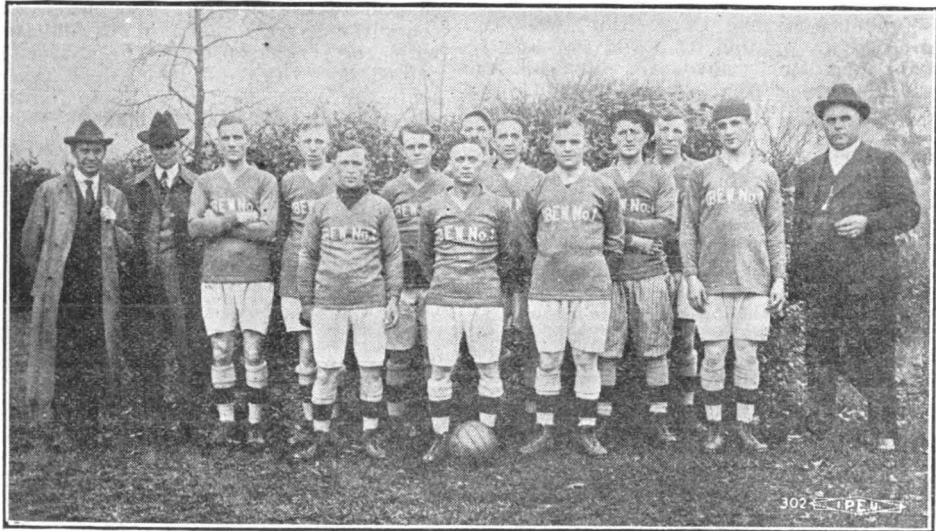
St. Louis is still working hard after the convention. We still maintain our \$1.25 per hour with the Master Builders trying to give us a cut. Two other articles did not appear in the last Worker. In the October Worker I mentioned about Scotti Webster. He was very unfortunate as two weeks later he died.

A strong bunch for insurance and here's hoping it goes through. Xmas is near and we are more than glad to wish you all a Merry one.

## L. U. NO. 5, PITTSBURGH, PA.

Editor:

Your correspondence in the November issue was rather limited. No. 5 has not been seen in the correspondence pages for quite a while. Listen to my alibi and take it at face value. We have been locked out since the 16th day of May and are still on the street. We have fought our own battle. We have not as yet asked for a penny from the outside. Those who have been fortunate enough to keep going have come to the assistance of the needy. We have lost a few by desertion; not over eight or ten. A settlement in the immediate future looms up at the present writ-



LOCAL NO. 1, FOOTBALL ELEVEN.

### S'Funny.

I went to church last Sunday and the subject was about Lot's wife looking back and turning to salt. I was talking to Gus Loepker and Leo McCarthy the other day when a young girl passed with a short skirt and showed silk socks and they both turned to rubber.

I was told you can't cure ham  
with a hammer  
or  
Mend socks with a socket  
or  
Get your watch fixed with a  
fixture.

Hit—Did you ever see a jelly-roll on the street?

Miss—No but I looked out the window and saw the fire-escape.

S'All.

M. A. Newman.

ing. The membership of No. 5 can hold up their heads and be proud of the fact that they have stuck together and battled for the things to which every American is entitled: The right to organize and collectively bargain for the wages they are to receive and the conditions under which they shall work. Now, Mr. Editor and readers, I had hoped to be able to write and give you a brief outline of our trouble and then tell you it is all over with and so have deferred writing. Do you accept the alibi?

Since a letter has last appeared in the Worker we have had the misfortune to lose through death two members who were members of the I. B. E. W. in all that the word implies. Brother John Ward and Brother Harry Detrow. Our heartfelt sympathy goes out to the bereaved families of the deceased.

As press secretary of L. U. No. 5 I have at all times tried to be charitable toward

all concerned, both in my letters to the Worker and in my dealings with the members in the Brotherhood, however, there is a limit, brethren! When a wolf throws off the sheep's clothing and stands before you, you instantly recognize the beast. We have had the clothing shorn from a wool-be-sheep that pastured in the fields of our local for many years. Had he not been inclined to regard himself as a bell-sheep and a second Solomon his acts would not have been noticed quite so prominently. Those of you who attended the I. B. E. W. Convention in Boston will in all probabilities remember one Walter Wynn, agitator and atheist extraordinary. Yes, he is the wolf. He showed up his true character when he scabbed on us and took an old man's job when he could have been a regular scab and feathered his nest had his vision not been as narrow and contracted as his poor, devoid-of-gray matter brain.

"When in the course of human events" as Nero said when he crossed the Alps, it becomes necessary to levy an assessment; by all means brothers let us dig it up. The various Manufacturers' Building Employers' etc. Associations most assuredly had to dig up and dig hard to finance the strikes, lockouts, etc., that they have just finished hanging on to us. But what a boomerang it was. Did they weaken? Yes, but they will dig up again and soak us again if we don't prepare. Nowhere in the country has the electrical worker gotten such a slap as in Pittsburgh. Eight months on the curbstones is quite a stretch. A lot of us are going to have to sacrifice to pay that assessment to the G. O., but we are going to make the sacrifice no matter how it hurts. All history is a record of sacrifices. Without the valorous deeds and sacrifices of a hand-full of Colonists in 1776 we would still be a British colony instead of the leading nation of the world. So without any grumbling let us get together; vote for the assessment and the insurance plan and aim to make the electrical worker the leader in the trades union movement in the world. With heartfelt good wishes to the Brotherhood, its officers and all its members and employees for a most happy and prosperous New Year, I am

Yours fraternally and sincerely,  
Harry L. Kluppell,  
P. S., L. U. No. 5.

#### L. U. NO. 12, PUEBLO, COLO.

Editor:

Here we are again after our long past due notice, that we could continue to air our views in the Journal.

It is hard to get everything in, as space is too valuable to have too much allotted to Local 12. Anyway we will give it to you as short as possible. Starting with our good luck as bad as you may see it. April and May the slump came to us; no work of any kind; almost every journeyman in the city was walking the streets. All on the account of agitation of open shop and the reduction of wages. Which would have surely came if it had not been for the flood on June 3rd which all of you brothers have heard of. Then work picked up, all troubles and disputes stopped, work was plentiful, journeymen from all over the country came in to help us out, everyone worked and we continued so for five months when all the clean up work was done then the agitation of wage reduction came again. Our contractors notified the State Industrial Board giving thirty days' notice that on and after December 11th our wages would be reduced from \$9.00 per day to \$7.00. Brothers can you imagine the inconsistency of a bunch of con-

tractors that only work about fifteen journeymen, who never in their history gave a journeyman a dime out of their pocket asking such a cut in salary. That they have the unlimited gall to say that amongst the building trades craft the electricians stand at the bottom and by us taking the reduction it would stimulate business to such an extent that we would be able to have more work in the future also in the same breath saying that they would not cut their prices one cent. Great stuff for brains to hand out. Anyway brothers, Local 12 is and always will do the square thing, matters not who it hits. We had one conference and offered to accept one dollar reduction which they flatly refused but later on accepting. Now the master builders of this city have filed with the Industrial Board a reduction from one to two dollars per day to take effect January 1st.

A statement made public by the electrical contractor that the electricians would continue work on the 11th with a reduction of one dollar but another effort would be made after the first of the year to force them to accept an additional cut of one dollar which we think very unjust and shall stand pat.

Brother Jackson, our International representative was with us in November and gave a long talk advising and assisting in our expected troubles which we greatly appreciated. His good will not be forgotten and we want him to come often.

We have held the election of officers which is to be installed the 1st of January and I can't say whether the local is satisfied or not as your humble servant stands very conspicuous in the election. Anyway we have all done our best and by the vote they have elected practically all the old officers of 1921 to hold over 1922. President, J. L. Seay; Vice-President, W. S. Gannt; Financial Secretary, Ed Carlson; Recording Secretary, R. S. Hutt; Treasurer, A. B. Griffin; Foreman, A. E. Rosberg; First and Second Inspector, F. S. Cook and Will French; Trustees Seay, French and Mosley; Executive Board, Carlson, Griffen, Seay, Macey and French; and yours truly to represent the press. Why? No one else would have it.

We have not heard anything to date regards the insurance plan whether it carried or not. Local 12 did what she could to make it go. There was only one vote cast against it.

We have just received a communication from Local 18 and believe they have started something if carried out will be one of the greatest aides to the electrical workers in the seventh district. We are behind you 18, go to it.

Brothers, the interest all Locals are taking in the Worker is great. The Nov. issue had two letters in it, one from 202 and the other from 220. Glad to note that there is still a kick. The editorials were good, they help each Local. Also the co-operative news should be helpful to all Locals. And Brother Editor if not asking too much and you deem it advisable, would you cause to be published in the January Worker the percentage of labor in the different crafts on jobs also material cost by Government reports; the increase and decrease of living in electrical districts; also the prevailing electrical wage in same districts and the scale of a few cities fifty thousand and up. We know that this is asking of you considerable work but coming from you through the Worker we believe that Locals having the same fight to contend with we have and not being able to get this data through reliable sources would be beneficial to all as well as Local 12.

The Arkansas Valley Light & Power Co. has started again to construct their new million dollar power plant in this city which was discontinued on the account of the flood but sorry to say that it is being built with rats as the crafts have not been able to make any settlement with them. The building prospects for spring look very good on paper but we can not give our prospects as there is too much for all crafts to handle after January 1st but hope for the best.

At our last meeting Brother Carlson furnished the cigars for all on the strength of a ten pounder at his house, a new Ed. Jr.. Good luck Ed.

Our tri-state conferences have proven a good help to us. We feel now that the workers of Colorado are behind each other. A friendly spirit is shown everywhere; it is not like the old time dog eat dog. Brother Noten of 68 the financial secretary has just sent out some interesting letters and it is the duty of every Local in the state to keep him posted, so let's do it brothers and we can hear oftener from him.

Brother Fred Swerngen who was former president of Local 12, now working in Denver we are sorry to report has been stricken with a paralytic stroke and Local 12 extends its sympathies and will gladly do anything for the relief of the brother. Our secretary has been instructed to attend to the welfare of Brother Swerngen and give whatever assistance needed.

Brothers this letter is a mighty long but if it passes the boss why you worry it is only intended for those of Pueblo and those brothers who have passed through. Little you think you P. S.'s what a line means to a wandering brother in Mexico, South America, Canada or the Philippine Islands, who has put his labor in a small local and has something to remember and never hearing from anyone. Stranded in a desolate place where the I. B. E. W. button and Old Glory looks so good. Always be true to yourself, your brothers and your Local for a scab is always one. It never leaves him, he can never get over it. Hold to your cards as you would your life. That if nothing else makes me in favor of the insurance plan for a man will think a long time about dropping his insurance and he surely will have to keep up his card to get the benefits that he has worked for.

Brothers I have worked in foreign lands and I have not yet seen a place that looked as good as the old U. S. A. There are brothers North, East, South and West that have worked with me and know that there is not a drop of scab blood in my veins or theirs. I can vouch for every brother in Local 12 and that there shall be no back sliders when the time comes. Some of the contractors wonder where Local 12 got so much money; well, I wonder too, but if they think that we are behind the times and can't keep up to date just let them start something. We live on the square, we work on the square and by the Eternal we will die the same.

Yours fraternally,

J. L. Seay,  
P. S., Local 12.

#### L. U. NO. 75, GRAND RAPIDS, MICH.

Editor:

The November edition of the Worker did not have many letters from the various locals, probably because the Worker has not been printed for the past two months or are the press agents laying down on the job. I, for one enjoy reading the letters that are printed in the Journal and think it one feature that should be kept up. Keep the boys that like to travel posted where

work is most plentiful and also give them a tip to keep away from various localities where trouble is expected.

Conditions here in Grand Rapids for the linemen are fair, all the boys working and prospects are favorable to continue throughout the winter. One Company (the City Tel. Co.) gave their men a cut in wages, 10 per cent last August. They are also working nine hours again, owing to their lack of organization, they expected it without protest.

I. O. Representative James Slattery made us a visit the latter part of November and gave us some dope on the recent Convention and also reports outside conditions throughout the country to be normal. Very few linemen loafing.

L. U. No. 75 gave a smoker December 2 at Trade and Labor hall, it being the first meeting for the nomination of officers. About 60 members were present and enjoyed the banquet. There seems to be quite a spirited rivalry for some of the officers expect to have another blowout at Installation night.

With best wishes for a prosperous New Year, I am

Yours fraternally,

Chas. Anderson,  
Press Agent.

#### L. U. NO. 122, GREAT FALLS, MONT.

Editor:

The year which is just drawing to a close has been an unusually trying one for our Local, but with the New Year's coming, a promise of better things to come. During the slack period, a number of our members have gone to other fields, but we have maintained our organization and better times will bring us our share of prosperity. The smelter is gradually opening up, and most of our boys are now getting in full time. As a culmination to the days of depression came the news that the American Trust & Banking Co. had closed its doors, and several of our boys were left with hardly street car fare in real money. A re-organization of the bank is now being perfected, and there is a prospect that eventually the depositors will receive practically every cent, but it will be a matter of time, possibly several years.

International Representative Mike Murphy was with us at our December 13 meeting, and gave us an enlightening report on financial and labor conditions. Come again, brother Murphy, our latch string is always out.

We extend the seasons greetings to all Locals, and sincerely hope that 1922 may bring unparalleled prosperity and good fortune to all the brothers.

Fraternally yours,

G. P. Hurst.

#### L. U. NO. 140, SCHENECTADY, N. Y.

Editor:

Brother John Fleming and Local Union No. 140 wishes to extend their thanks to the Local Unions that contributed so generously for the aid of Brother John Fleming.

We are sorry that we could not acknowledge every letter, as it would be a big expense out of the fund. We thought the best way was through the Worker.

The winning number was 3032 and we will hold the \$10.00 gold piece for 30 days from date and if anyone holding that number will send it to Local 140 we will send them the prize.

At the end of thirty days if no one calls for it we will donate the \$10.00 gold piece to Brother John Fleming.

The Local and Brother John Fleming again wishes the locals and members a happy and prosperous New Year.

The following is a list of locals that donated:

Local.	
1	\$ 2.50
3	2.50
9	2.50
12	2.50
17	2.50
28	2.50
33	2.50
36	2.50
37	2.50
38	2.50
40	2.50
42	2.50
44	2.50
45	2.50
47	2.50
48	2.50
52	2.50
60	2.50
65	2.50
68	2.50
78	2.50
84	2.50
85	2.50
93	2.50
104	2.50
113	2.50
117	2.50
125	2.50
130	2.50
134	2.50
151	2.50
153	2.50
163	2.50
193	2.50
195	2.50
196	2.00
200	2.50
205	2.50
211	2.50
213	2.50
220	2.50
224	2.50
230	6.50
239	2.50
250	2.50
258	1.50
262	2.50
263	2.50
283	2.50
292	2.00
294	2.50
308	2.50
320	1.00
328	2.50
333	2.50
337	1.00
340	2.50
367	2.50
378	2.50
382	2.00
396	2.50
403	2.50
409	2.50
427	5.00
427	2.50
444	2.50
477	2.50
485	2.00
500	2.50
521	2.50
534	2.50
535	2.50
549	1.00
560	2.50
569	1.00
579	2.50
585	2.50
511	1.00
588	2.50
584	2.50
585	2.50
622	2.50
628	2.50
635	2.50
653	2.50

694	2.50
696	3.00
702	2.50
711	10.00
716	2.50
720	10.00
722	2.50
734	2.50
779	2.50
786	2.50
797	3.00
794	1.00
805	2.50
817	2.50
823	2.50
828	2.50
834	2.50
848	2.50
868	2.50
882	4.00
884	2.50
885	2.00
888	2.00
902	2.50
910	2.50
912	2.50
917	10.00
938	10.00
944	2.50
1002	2.50
1004	2.50
1014	2.00
1027	2.00
1029	5.00
1031	2.50
1057	2.50
1072	10.00
1099	2.50
1110	2.50
Charles P. Ford	5.00
E. Hale, Sandwich, Ill.	2.50

Total ..... \$354.75  
 H. A. Boink, Rec. Secy.

**L. U. NO. 156, FT. WORTH, TEX.**

"Old Crip."

Editor:

"Old Crip" has gone—another mile stone in the ranks of Union Electrical Workers has crumpled before the scythe of Father Time.

On Dec. 3, 1921, at his home in Denton, Texas, Brother Robert G. Wright, better known as "Old Crip" received his time check, and with it we know went the highest of recommendations for faithful services rendered. And although we know that in the near future we must all follow Brother Wright on this unexplored journey, yet it always makes us sad to hear of one of our fellow workers being called to the Great Beyond, from whence no worker ever returns.

Twenty-six years ago Brother Wright received a fall which paralyzed him from his shoulders down, and since then he has never received any relief from his sufferings. Brothers think of this—26 years of the tortures of Hell and without a murmur. And also think of the troubles and trials of that faithful and loving wife. How many of us would have stood the gaff, and how many of our wives would have stood by us for twenty-six long years.

If Brother Wright, paralyzed as he was, could meet you with a smile, and bid you go on to better and greater attainments for our great Brotherhood, how much more so should we with our faculties strive every minute to promote the advancement of our cause and the betterment of mankind. Our great trouble is selfishness. We have got to get out of this and realize that we are our brothers keeper, and while we are looking to our own comfort let us not forget the other fellow.

Brother Wright was the oldest member of our local having joined the Brotherhood

Aug. 6, 1894, and although it was impossible for him to attend our meetings we always knew we had his heart and feelings with us, and his little home in Denton, Texas was always open to an electrical worker, whether in broadcloth or the dirtiest overalls, so long as his heart was 100 per cent union.

Brothers to try to eulogise Brother Wright in words is impossible. To those who know him no words of praise are necessary, but to those who did not know him I don't think a better monument to his name could be erected than the words of his wife in a letter to this local as follows:

"To me he was both husband and baby. always had him to bathe and dress as you would a baby, but at the same time he was a man and a protector, and I am heart broken without him and feel the terrible loss, and the world is empty without him." Would to God such could be said of every man when he has passed away. "With it all he was a man."

Mrs. Wright also tells us that she has on her hands quite a number of the little booklets published by "Old Crip" and it would certainly be appreciated if the different locals would all send her an order for as many as possible. So brothers come across and send in an order for our "Old Crip" books to Mrs. R. G. Wright, Box No. 646, Denton, Texas. Get busy now.

Brothers, I only intended to write a few lines on the death of Brother Wright, but if Brother Ford will bear with me for a moment I want to say that in the death of Brother Wright it has brought forcibly to my mind the condition of several of our old time members, whom you all know, not a great many of them are left, so lets be kind to them, realizing that the active members of today will be the "Down and Outers" of tomorrow. So let's give the old-timers a glad hand when occasion permits.

Times are hard we know, but let us be optimistic. Let's all look for the silvery lining. By everybody getting together and pushing we can make better times.

Speaking of conditions in this part of the country will say that they have been worse and that they can get better. So if you can't be a booster, don't be a knocker. The work is here for all of us if we can only get together right.

With sincere wishes to every local and member for a happy Xmas and a prosperous new year, I am,

Yours fraternally,  
Chas. Funkhouser,  
L. U. No 156.

#### L. U. NO. 162, KANSAS CITY, MO.

Editor:

Well once more we have received the Worker and I, for one, was very glad to get it even though there was very little correspondence this time, there were facts and figures concerning the R. R.'s that are good for anyone to know and I am very sorry that we are unable to get this dope before the "Dear Public" but we all know that the capatilistic owned and operated press won't put that kind of stuff out. If they did maybe the R. R.'s couldn't make any more wage cuts and rearrange hours of work and working conditions so they could make "Big Savings" to their poor little selves.

Boys, right now the R. R.'s and packers are trying to take it all, and leave the real producer, the guy that wears the overalls and makes the world go around, only a near existence. The packing boys are fighting hard and here is hoping they win their rights, but it certainly looks to me as though the R. R. boys are afraid to

start anything, or rather finish what has already been started. Listen fellows, are we going to let them eat us alive? like Bosco the snake cater, eats 'em alive? I guess that's enough of that kind of stuff, I expect you think I am a nut on it but even if I am, I sure have got lots of company.

Say Bunch, what do you think of I. B. of E. W. insurance? I'll tell you what L. U. No. 162 thinks of it, just so much that all except one voted for insurance at \$1,000.00 per member at our last meeting. Why? Because it is cheap insurance, the money is retained within our own ranks, it is our money to do as we like with and that is saying a mouth full. There is really no limit to what we may be able to do with it. We can, in time, open our own cooperative stores, banks and shops, thereby reducing the cost of materials, supplies and food stuffs to ourselves, not only that but we can lend money to our membership cheaper than other banks can, also we can have a large strike fund if we like. In fact there is no limit to what we may be able to do in time. And remember at all times we have the say about what shall be done with our money. We don't pay it into the coffer of capital to be loaned out to us at a high interest or to be used against us in case of strike, or for others to make money off of it and live fat but we can make money with our money and get the benefits. Still another point we, because we are electrical workers, won't have any hazardous rates to pay, we all pay the same and we all have to belong which is another good thing, it may sound hard to say you have to take insurance, but brothers, when you belong to the organization, there are other things you have to do in order to be a member that you may not like but when you stop to consider it is best for the greater number, so boys don't be selfish, and vote yes. There is considerable more I might write about this subject but as I have a little more to say on other subjects and don't want to take all the space in the Worker I will dead end the insurance line but remember said line is hot at present and let's hope this high tension stuff doesn't blow up.

Brother H. S. O'Neil dropped in on us very unexpectedly two weeks ago and we were delighted to have him in our midst once again. He gave us quite a talk on insurance, some of the points I have brought out were his for which I thank him and wish to give him full credit. I used them because they were very good and I know there are locals who won't be as fortunate as we were by having brother O'Neil with them, therefore, I take this means of conveying part of his talk at least. Brother O'Neil brought brother Bronkie and brother W. A. Vaughn of L. U. No. 695 of St. Joseph, Mo., with him. Brothers, we are glad to have had you with us, come again, you are always welcome and that invitation goes for all.

Now boys, last but not least, I wish to announce the wedding of Mr. Russell Gagnet to Miss Rhodes. Russell accept our hearty congratulations, wishing you a most happy and prosperous future.

I will pull the switch on the old year after wishing one and all a very Merry Christmas and a Bright, Happy New Yerr. I am

Fraternally yours,  
J. V. Sibley, P. S.

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

Editor:

Holiday season in our beautiful city and neighboring towns.

Weather—Sluggishly warm with drizzling rain eventually developing into drizz-



cloudbursts has no horrors for the belated Xmas shopper. Department store windows offer suggestions which you would think, on account of the general public cry of high prices and business depression would not appeal to the average purchaser, but it seems that they all fell for it. According to late reports all stores have done an exceptional good two weeks business.

Lined up in front of mostly any movie house ticket booth are persons of various standing in life, patiently awaiting their turn to secure a ticket while nearly all the higher price theatrical houses are clamoring for patronage.

You stop for a minute at Fountain Square to look over the community Xmas tree, here you see a multitude of several hundred, mostly men out of employment all offering suggestions of improvement on how the job should have been put across (no doubt that is the reason of their being at present with the unemployed), these suggestions were being offered by tongues from every corner of the globe. Wonder just how some of these poor cusses will spend Xmas.

Such luck, just broke my perfectly good umbrella which necessitates continuing my journey in the rain. Hope Santa Claus leaves me another. Vine street has no vacant stores, all the smaller ones being secured by holly or Xmas card merchants where you see men and women struggling with one another, eager to depart with their last bit of change, left from a day's shopping tour. Fifth street is filled with butterfly women fluttering back and forth wearing waists and skirts that reveal rather than conceal which naturally makes it extremely difficult for a fellow to keep his eyes where they belong and caused me to get my broken umbrella caught in that guy's coat. Yule has also reached the down town district where at Pearl and Broadway you see the Salvation Army using their best endeavors to raise funds to provide special Xmas baskets to the poor and needy. Presenting them with one of my hard earned dollars left me with a better feeling than any one thing I have done during this holiday season.

High finance is carried on by various street vendors offering to the transit trade "modern" trinkets and novelties for five or ten cents. What these special merchants engage in during the remainder of the year is a mystery.

Met brother Allen who found it necessary to return to his home town for his holiday purchases, from Evansville, Indiana. Being chaperoned by his faithful wife saved him considerable time, through this he was not compelled to look for signs at street intersections.

Leaving Cincy I directed my steps toward my ever inviting Kentucky home, which necessitates my going through our brand new Dixie Terminal, where I mingled with human beings half buried under packages, battling desperately to get through turnstiles and making a mad rush for cars with their last minute purchases.

Arriving in Kentucky we can immediately discover that in gay defiance of Mr. Volstead and his many assistants, there still flows in large abundance various liquors of the old school for thirst quenching purposes.

What is merry making, anyway, without it.

A prosperous New Year to all is my best wish.

E. S.

**L. U. NO. 271, WICHITA, KANSAS.**

Editor:

Please do not come to Wichita, Kansas for a job, for there is none here for nearly

all the boys who have homes here. Don't believe all the newspapers say. There were so many of the boys coming this way we had to put on the 90 day clause.

The boys here want the Insurance as proposed by the I. O. I think it will be a great help to the Brotherhood.

Our boys have been holding up well under the heavy strain of the past few months and are looking forward to better times next Spring. We have done what we could to help keep the boys from suffering from lack of work. The Packing House boys came out on strike today. It looks like this will be a hard winter, not many big jobs in sight here. We had our first snow Saturday. The boys will have plenty of meat as long as the jack rabbits last. Brother Miller says he intends to kill his own meat as long as the Packing House Strike lasts. When Brother Startzman first saw one of our good sized Jack rabbits on the run he said at first he thought it was a deer, as it made so much noise.

Brother Hugh O'Neal was with us in meeting three weeks ago. We were glad to see him and he gave us a good helpful talk.

Yours fraternally,

O. Mann,  
Press Secy., L. U. 271.

P. S.—Charles Pettit, please write me.  
P. O. Box 458, Wichita, Kansas.

**L. U. NO. 288, WATERLOO, IOWA.**

Editor:

As there has been no news in the Journal from No. 288 for some time, will try and scratch a few lines to let the Brothers know that we are still on earth and getting what we can. As work has been slow the Brothers seem to have gotten the habit of staying home so much that they forget when meeting nights come, so we decided that we would try and stir up some interest among our membership for the rest of the winter months. We are having a smoker on the second meeting night of the month during January, February and March. These are for the members and families. Our first family gathering took place on Thursday night, December 8th. We served an oyster supper which seemed to hit the right spot with all. We found that it caused a feeling of Brotherhood more than anything I have seen in some time. It also made a noticeable different feeling to see the members families enjoying themselves. The balance of the evening was spent in cards and dancing. It created a desire to get together oftener and brought out members who were almost strangers. Our next family gathering will be the second Thursday in January which will be an open meeting to which all are invited for a better understanding of what we are striving for as an organization. Enough of this.

There is one thing more that I think we need to keep in mind and study on as it is staring us all in the face in the Spring and that is the Open Shop movement. We have a good example before us locally, the job print shops go on Open Shop basis on the morning of January 1st. They are offering their men more money if they will stay on the job but nothing else. Open shop or nothing they say.

Here is hoping that conditions are so in the spring that we can laugh at the Open Shop movement in all organizations. Well here is hoping that you will be able to read this and find a small space in the Worker for the same.

Fraternally yours,

H. A. M.,  
Recording Secretary.

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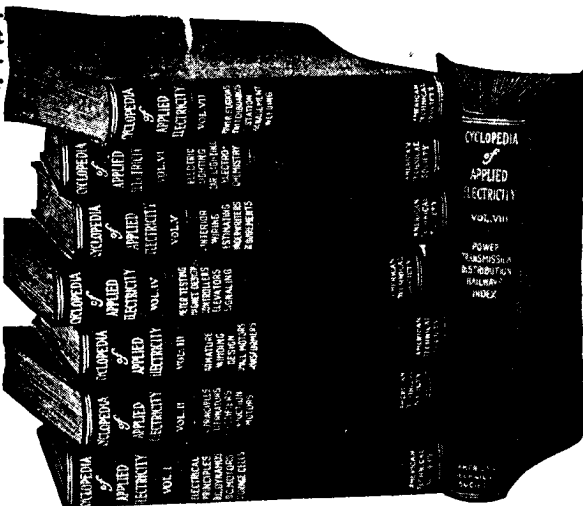
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WORKERS AND OPERATORS

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

Editor:

I have had the job of press secretary wished on to me by the brothers of this Local so I guess it is up to me to try and make the best of it by trying to write a few lines to the Journal.

Well brothers, trade is just fair in Toronto at present, and I advise all brothers that are floating around to float away from here for the time being. Should any of the brothers that are travelling around, happen to land in Toronto, they don't want to forget that we have a dual organization here, and that Local 353, I. B. E. W. are fighting it tooth and nail so that it is up to all the brothers to be sure that they land at the right address which is the Labor Temple, Church st., Toronto.

Well, I will now dry up as that is what my fountain pen is doing but I promise to have it filled in time to write the Journal next month, and don't forget brothers, to boost the International when you visit Toronto.

Fraternally yours,

E. Henson.  
Press Secy.

Local 353, I. B. E. W.

**L. U. NO. 590, NEW LONDON, CONN.**

Editor:

A few words from Local 590 to let the boys around the States know that we are still alive and "looking for work." That is the old story in most places, but believe me, things are sure dull in this burg. About the only job that was going was the new Capitol Theatre and that has just been finished.

Several of our large shops have shut down, which of course threw quite a few basket contractors in competition with our several local contractors, that is in the bush and bore line. In conduit and B. X. work there is hardly a thing doing.

This town had a few war electricians which some how or other just can't find work in the electric line. Several of the brothers have been on the Hamburg job for the Whittal Co., but are nearly finished up now.

Out of our nearly 100 members we are down to about 35 of our old standbys. When the shipyard broke up that took nearly half of our membership away. We just received a letter from one of our best old timers, L. F. Darling who left us to go to a job in New Hampshire, and he wrote that he had been deer hunting for the past month. Did you get any Les? We all hope work will pick up in the next five years. What's that!

To the boys that read this short letter, it is unnecessary to say that the green past board is unwelcome at this time. Nuff said.

With best regards to the brothers all over the states and Canada. Here's hoping to better times in the near future.

With best regards to all

Fraternally yours,  
Fredk. C. Rathbun.  
S. T. of Local 590.

P. S.—Say, "Brother Ream" of Local 48, I noticed your degree letters back of your name. I formed a mental opinion of those letters, so I have added a new degree letter. Can you guess them? Ha! Ha! Ours are good if I caught them right.

**L. U. NO. 738, ORANGE, TEXAS.**

Editor:

The situation at Orange for the Electrical workers looks good. Every member of Local 738 is working and local union

excepted four traveling cards at our last meeting. We have good meetings and good attendance at our meetings and we have plenty of work at present.

**(ORANGE OIL FIELD.)**

First in importance, in view of the number of men it has given employment to, is the Orange County Oil Field, where a year ago one rig employing just a few men was in operation. There are now seventeen producing wells and no less than forty rigs running, sending the drill down to pay sand.

The oil field now employs more than twelve hundred men and this force is being daily added to. Conservative Oil experts say the Orange Field will give employment to ten thousand people before the end of 1922. Yet this is the fact in Orange today and there is every reason to believe that the coming winter will find fewer unemployed in this city than at any time since the signing of the Armistice.

The Orange Oil Field is located six miles from Orange and in the jurisdiction of Local Union 738 and don't think for a minute that we will let you work at the Field without complying with the Constitution of the I. B. E. W., Article 23, Section 7. So boys if you come down this way don't forget to get in with your Secretary and get a Traveling Card. The Orange Ice, Light and Water Co. have extended their lines to the Field to take care of a load of 1,000 K. V. A. This line will be completed in a few weeks.

I would advise that any member desiring to come to Orange get in touch with our Local, and if any jobs at the Field, you will be notified of same. The Oil Companys will have a bunch of electricians all the time at the Field, but are filled up at present time.

Yours for a better Brotherhood and a Merry Christmas to all.

Fraternally yours,

E. L. Spaugh, Secy.

Local No. 738.

**L. U. NO. 936, ENID, OKLA.**

Editor:

Enid Local No. 936 is doing fairly well. But times here are bum. Five inside workers and a stick walker or two are idle or are doing something else to get by. So it's no use to hunt work here just now.

There are four or five "rats" here now. These men are a curse to the town, The dear people and themselves as well. But they don't bother much on conduit work. They can't cut the buck. They injure us and the good shops by taking bungalows, etc., at nearly or less than cost and thus ruin a very important class of business.

Brother Weaver, foreman at Prince Elec. Co., lost an eye Saturday, while hanging a fixture. Screwdriver slipped and went through his eye. He is doing fine now though and "will be a good man still, for his other eye seems to be safe.

The insurance proposition is popular here. But we don't take kindly to those I. O. assessments.

Also, we do not despise those who need help, or are in difficulty with employers, but deliver me from financially supporting a strike in a neighboring state, to fight a constitutionally enacted law, enacted by men elected because union men voted for them on a platform that called for such a law. No strike can get Wowatt or Dorchy out of jail. But the next election could be used by Kansas Union men as the dying day of the Industrial Court.

J. E. Cabb,  
Press Secretary.

**L. U. NO. 1002, TULSA, OKLA.**

Editor:

Let us hope these few words find the way to the next issue of the Worker, as they are needed to help keep peace in our little family of 1002. Most all the Brothers are working, in fact one has work around Tulsa or go hungry, as some of these wise merchants don't know but what the war is still in effect, and still charge war prices and war tax, unless the one happens to be an oiliner.

Some of the old home guards are still here. The Bell is doing a little job, but you all know their system. We don't hear of any new work. About all we hear from the Companies is a little cut.

Our Business Agent advised them to lay off one man if the \$200.00 per month would keep them from going into the hand of the receiver.

Brothers the city just voted a six-million dollar water bond. Now the chamber of profiteers will do their part advertising for labor. The writer will suggest at this time that all delegates to Trades and Labor Councils and different Labor bodies sound the warning to beware of the American plan of getting workers to come to Tulsa to build the big dam and water duct because we have more than enough idle men here to do the job if they can get the work.

Still for the better, I am,  
Fraternally yours,  
O. L. Woodall,  
L. U. No. 1002, Tulsa, Okla.

**TRADES UNIONS.**

It is popular today to denounce unions, largely because of the mechanic's reluctance to accept a cut in wages, not always justified by any means. Yet, consider his case. Trades unionism aims to afford workers an opportunity to appreciate desirable things in life, with leisure beyond the hours of employment; it quickens the intellect by giving them means, time and opportunity for culture; its entire program prepares the way for enlightenment and uplift of workers.

Thousands of children are today emancipated from the grind of the mine, the mill, the workshop, through its efforts. Myriads of childish voices would, if they could, proclaim their redemption from a condition that stunted life and menaced the whole generation. Children are a special care of labor unions; their salvation from industrial slavery during their immature years makes it possible for them to become strong men and women, intellectually, physically, and spiritually. In this the work of the unions is essentially Christian.

Women are another care of the unions. Their interests as workers are carefully

guarded by these organizations. For them is demanded all the conditions that will enable them to live and earn their living without harm to themselves or to the generation that may come after them. The principle of union is built on the broad foundation of humanity. Its doors are open always, in welcome to the humblest. Its mission is the redemption of the workers from the oppression of industrial slavery.

Like all great reform movements, trades unionism has bitter opponents. It is continually reviled and maligned. Its faults are magnified. Its representatives are calumniated and their motives misrepresented.

Inquiring minds are deceived by these attacks, too often unwarranted. Frequently the public is poisoned against a cause that is built upon the broadest possible foundation. Accusations of tyranny and lawlessness are hurled against the men. Every available channel of publicity is used to spread such denunciations broadcast. Faults of an individual are always the signal for an attack upon the organization. Officials are accused of aiding, inciting and abetting crime. The opponents of organized labor are frequently most unjust in their charges. It is not fair to judge an organization by the misdeeds of some of its members. Its aims, its efforts in behalf of worthy objects, and its achievements offer better standards.

No matter what may be said against unions, no matter what charges are made, its records point to much that is excellent. Shorter hours of employment that workers enjoy, improved working conditions, present-day conveniences, special care of women and youthful employees, increased wages, development of trade apprentices, homes for diseased and aged members, insurance protection for wives and children, all point to conditions for which every workman and his family should never cease to be thankful. Such benefits could not otherwise be obtained. Often they were literally forced into being.

A union man never applies for charity. He is taken care of in sickness and his family provided for in case of his death. Members are encouraged to temperance. His labor hall provides a social center, for his craft an ideal gathering place. Meetings are held where much attention is given to mechanical, mental and moral improvement, especially of juniors in the trade. Good men should join unions and work towards the ideals in view. Their influence will speedily correct abuses and will succeed in placing leaders of sound judgment in charge. The industrial world owes too much to union achievement to stand idly by without proper recognition at this time.

—The New World.



# Cooperative News



## FARMERS WIN LONG FIGHT AGAINST WHEAT GAMBLERS.

After decades of struggle to get the wheat gamblers and speculators off their backs, the American farmers will celebrate a signal victory when the Capper-Tincher Anti-Grain-Gambling bill goes into effect December 24, 1921. This measure, forced through Congress by the "agricultural bloc," compels the admission of farmers' co-operative associations to all boards of trade, and places a prohibitive tax of 20c a bushel on gambling in wheat "futures," "puts and calls," and other forms of gaming on "phantom" wheat. The gamblers' method of "marketing the farmers' wheat" has proved too expensive a luxury. Last year it cost the western farmers \$49,000,000 to maintain the Chicago wheat pit alone, to say nothing of the added burden placed on consumers by speculative control of market prices.

Now that the wheat gambler has been relegated to the museum of economic atrocities, the path is blazed for the elimination of those parasites who "market" the farmers' other crops by the same method. It is not true, as the comptroller of the currency stated in a recent speech, that "the law of supply and demand is as dead as a New England salt mackerel." Under normal conditions the price of every commodity is still determined by the level at which the producer's supply and the demands of the world's consumers meet. But this law is now paralyzed, as far as the marketing of agricultural products is concerned, by the speculators, gamblers and monopolists who "rig" the market to beat down the price paid the producer and artificially fix the price exacted from the consumer. The natives of India, whose cotton competes with that of the American farmer in world markets, pay a delicate tribute to this "American marketing system:" every day five quotations on cotton are cabled from New York to India; the Indians gamble as to the total of the five figures, the nearest guesser taking the stakes.

Without waiting for action by Congress American farmers are putting an end to this speculative marketing system by means of their own co-operative marketing organizations. According to a recent estimate of the growth of producers' co-operation in the United States, over 300,000 growers, united in 50 farmers' co-

operative associations in 22 states, are now eliminating parasitic middlemen in the distribution of their products to consumers. The produce thus marketed ranges all the way from beans to maple syrup. Elsewhere in this issue we record the sale of wheat by the northwestern farmers direct to European consumers without the intervention of commission agents or wheat gamblers.

## Thirteen Thousand Cooperatives Flourish In Japan.

Although the first co-operative societies in Japan were established in 1892, recent reports show that there are now more than 13,000 societies spread through more than 12,000 cities and villages. The average membership of these co-operatives is 145, though the larger societies comprise several thousand, with one society numbering 19,782 members. The strength of these societies is greatly increased by a system of local, district and provincial federations.

The progress of co-operation in Japan has been greatly aided by the law of 1900, which defines precisely what constitutes true co-operation, and classifies societies into four groups: credit societies, productive societies, societies for the sale of products and consumers' purchasing societies. A society, however, may belong to more than one class, as when a credit society aids its members to sell their crops or purchase articles they need. The law also authorizes the federation of co-operatives.

In point of numbers the co-operative credit societies exceed all other forms of co-operation in Japan. They have rendered a tremendous service to the peasants and workers, much as have the credit unions and people's banks which exist throughout Europe. The consumers' purchasing societies, which rank second in number, are now increasing rapidly in the cities, due to the pressure of the high cost of living on the industrial workers. As yet, however, over four-fifths of all co-operatives in Japan have been organized by farmers.

The Japanese Government has encouraged the growth of co-operative enterprises by granting the societies freedom from taxation. Furthermore, the government advances credit to societies willing to undertake public contracts, such as the supplying of grain, rice and hay to the army and to public institutions.

America has long posed as the teacher of Japan in the achievements of Western civilization. Our government would bring something good in return if it would take a leaf from co-operative legislation in Japan.

#### **Workers Get Education in Co-operation.**

The St. Paul Labor College, organized by the Trades and Labor Assembly of the Minnesota city, announces a course on banks and finance, including co-operative control of credit, to begin January 15, 1922. Forty workers are already enrolled for the course, which will be given by a banker in sympathy with labor's ideals.

As the outcome of a course in co-operation in the Boston Labor College, the building trades unions have formed the Construction and Housing Company of Boston with \$100,000 capital, which is not only building homes for workers, but doing important construction work for outside parties. General courses in the principles of co-operation are now being provided for New York workers by the Rand School of that city, and by the educational departments of two of the larger labor unions.

The workers' colleges of Europe have long had extensive courses in the achievements and methods of co-operation. In England, Belgium and Austria it has received especial emphasis. Danish labor is now organizing an international college for the study of the labor movement, the social and international significance of co-operation and other social questions, while the conservative college of France has acknowledged the importance of the French co-operative movement by instituting on December first of this year a course in co-operation, which is given by the eminent French economist and co-operator, Professor Charles Gide.

#### **German Co-operative Banks Report Immense Resources.**

One of the most important documents that has come out of Germany since the war is the report of the German co-operative credit unions or people's banks. The distress inflicted by the Kaiser's war upon German farmers and workers has greatly increased the number and resources of these co-operative banks, since they offer almost the only means of economic salvation for the producing classes.

The idea of co-operative credit societies originated in Germany in 1849. By 1910 the Raiffeisen (farmers') credit unions numbered 14,993, with a membership of one and one-half million; while the industrial workers' co-operative banks, the Schulze-Delitzsch societies, totaled 1,051, with 671,589 members. The present report shows that the Raiffeisen societies increased by 1920 to 32,500,

supported by 5,399 local savings and loan banks, with a business of five and a half billion marks for the year. These local banks are merged in three central loan banks, with a turn-over for 1920 of nearly one and one-half billion marks and a national clearing house known as the Central Agricultural Loan Bank of Germany. The immense power of the Raiffeisen co-operative banks is indicated by the increase in business of this central bank from 1,398,000,000 marks in 1913 to 11,900,000,000 marks in 1919, and 22,700,000,000 marks in 1920, with deposits exceeding withdrawals by 349,600,000 marks. The credit balance of this great workers' bank now totals 1,608,000,000 marks. Although this huge figure is in part due to the depreciated value of the mark, the main reason is the growth of the local societies which own the central bank and supply its resources.

Besides providing credit for their members, the Raiffeisen people's banks help them buy food and clothing and market their crops. These co-operative banks are the backbone of 27,000 co-operative enterprises, including dairies, distilleries, electrical supply societies, societies for the sale and purchase of cattle, and consumers' purchasing depots. These purchasing depots supplied co-operators with the necessities of life to the extent of 813,474,215 marks in 1920, on which a net surplus of 2,284,914 marks was saved.

The co-operative people's banks of Germany are the power houses for all other forms of co-operative activities. Realizing the vast possibilities of co-operative banking for the co-operative movement in this country, the All-American Co-operative Commission of Washington, D. C., has prepared a model co-operative banking bill for submission to the state legislatures at their next sessions.

#### **Northwest Co-operators Sell Wheat Direct to Europe.**

For the first time in the history of American agriculture, farmers have sold their wheat crop direct to Europe without the aid of brokers, commission agents or other middlemen. Without once losing control, they have followed their product from the field to its ultimate destination for consumption across the sea.

The steamer Texan has left Portland, Oregon, with 40,000 bushels of wheat for London and Antwerp, shipped by the Northwest Wheat Growers, Associated, the farmers' co-operative marketing agency of the four northwestern states. While this is the first co-operative shipment of wheat to the center of the world's grain market, the northwestern farmers have already shipped nearly a

million bushels of wheat to the Orient under special contracts. The valuable connections thus established will enable them to save hundreds of thousands of dollars for the farmers in commission agents' fees and speculative profits, and at the same time reduce the cost of wheat flour to the consumer by eliminating the speculative element. A further result of the shipment is to open the eyes of the farmers to the costly inefficiency of our railway system. The freight on this shipment of wheat to London and Antwerp was 15c a bushel, which is the same amount charged by the railroads for carrying a bushel of wheat from Eastern Oregon or Washington to Portland for shipment. Farmers at more distant points actually have to pay a higher rate to get their wheat to market in this country than to send it across to Europe.

#### Co-operative Guilds Grow in Britain.

Following the successful organization of co-operative guilds by the building trades workers and the furniture makers of Great Britain, the London tailoring employes have formed a guild of clothiers to manufacture garments under the best possible conditions and with the best workmanship obtainable. The tailors are starting the enterprise with their own funds, and are ready to do business with the general public, as well as with clothing retailers. The latter are supporting the guildsmen, since co-operative production eliminates the risk of unfilled contracts through labor troubles, and assures the lowest possible price consistent with the highest quality of materials and workmanship.

#### North Carolina Labor and Farmers Unite.

Following a conference in Raleigh last week, the executive boards of the North Carolina State Federation of Labor and the State Farmers' Union adopted a declaration of affiliation uniting the farmers and workers for joint action in all matters affecting their common welfare. While labor and farmers in a half dozen states already have some form of co-operative agreement between them, the North Carolina Declaration of Affiliation is the first to lay down a definite program and plan a state-wide educational campaign to bring together the two great classes of producers to defeat their mutual enemies and realize their mutual aims and aspirations.

The declaration of affiliation of the North Carolina farmers and workers is the result of a long-growing friendship between the two organized bodies, and is the direct culmination of a resolution adopted at the recent Farmers' Union state convention, demanding good wages for the workers of the state, since low wages inevitably injure business and de-

crease the demand for the farmers' products.

The purpose of this significant alliance of farm and labor forces is set forth in the following paragraph of the declaration of affiliation:

"Between the farmer and the wage earner, civilization's two great and necessary forces, there has been erected by a common enemy a barrier of prejudice that has played havoc with both the farmers and the wage workers. The wily manipulations and expert propaganda of the speculators, who neither produce nor convert raw products into finished articles, have succeeded in creating in the minds of millions of farmers and wage workers the impression that the farmer and the laborer are natural enemies, each advancing at the expense of the other. As a result of this false impression, a small clique of politicians, who always do the bidding of their bosses, have all but ruined our state and nation. If Christianity is to survive, if civilization is to progress, if human freedom and liberty are not to become mere hollow mockeries of the Declaration of Independence and our national constitution; the farmers and wage workers must strike to the dust that barrier of prejudice and ignorance and shoulder to shoulder battle for the common rights of mankind."

#### Co-operation Thrives in Nebraska.

A study of farmers' co-operative enterprises just completed by the Nebraska State Department of Agriculture shows that the Nebraska farmers are successfully conducting the business of 244 co-operative elevators, four lumber yards, five implement houses, 13 creameries, 114 stores, 46 combined elevators and lumber yards, 39 combined stores and elevators, six elevators, stores and lumber yards combined, two telephone companies and one very successful fire insurance company. These co-operative enterprises represent an investment of over \$5,000,000 by the farmers, and are all saving a substantial dividend for the co-operators.

#### Intellectual Workers Start Co-operative Laundry.

In order to cut the cost of keeping clean, a number of writers and artists down in Greenwich Village, that section of New York City inhabited by devotees of the pen and brush with high aspirations and low bank accounts, started a co-operative laundry. A large number of laundry bill victims put up \$5 for a share in the enterprise, \$1,000 worth of equipment was purchased and competent manager secured. After several months' operation, the co-operative laundry is now an established success, disproving



the charge that intellectual workers will not co-operate. The business of the laundry has steadily increased, due to the high class of work produced and the return of all surplus earnings to the patrons. The shareholders can receive only 6 per cent on their investment and have but one vote each in the management of the business, regardless of the number of shares held. Ten per cent of the net earnings are set aside in a reserve fund to make possible the expansion of the business.

#### Steel Trust Head Gives Argument For Co-operation.

In a recent speech before the American Iron and Steel Institute, Judge Elbert H. Gary, head of the United States Steel Corporation, showed unmistakably the great need for co-operative stores to protect the consumers from profiteering middlemen. Judge Gary did not mean to do it. He simply wanted to shield the big manufacturers from the charge of exploiting the public by placing the blame on the retailer. But his words are the strongest argument for co-operation that can be made. He says:

"On men's shoes there is a spread by retailers of 28.6 per cent; on men's suits, 60 per cent; on hats, 50 per cent; on overcoats, 85 per cent; on round steak, 100 per cent; on sirloin steak, 82 per cent; on lard, 65 per cent; on furniture and bedding, 40 to 100 per cent; installment houses, 100 to 200 per cent. As to rents and coal, everybody is familiar with the facts."

Thanks, judge. We have only one name to add to your list. In the years 1916-1917 the U. S. Steel Corporation extorted \$887,000,000 profit from the nation at war, which is more than \$20,000,000 in excess of its entire capital stock. The following year it cleaned up \$473,600,000 out of the people's misery, or more than 50 per cent on its capital stock. One of its subsidiaries, Cambria Steel, only made 22.2 per cent clear profit last year, so that its president declared its energies "must be devoted to the solution of inefficient labor."

In Europe co-operators are already strong enough to take over and operate some of the largest industries. When the profiteering, slave-driving Steel Trust is subjected to co-operative control it will be a great day for democracy.

#### President Harding a Convert to Co-operation.

Saul also is numbered among the prophets. President Warren Gamaliel Harding has joined the ranks of the advocates of co-operation as a fundamental solvent for our economic ills. In his message to Congress last week, the president urges that "every proper encouragement should be given to the co-

operative marketing programs," and proffers his sympathy to the deflated farmers who are suffering from "the earlier and heavier burden of readjustment"—in other words, too much normalcy.

"There is actual depression in our agricultural industry," the president advises Congress, "while agricultural prosperity is absolutely essential to the general prosperity of the country. . . . There must be some economic solution for the excessive variation in returns for agricultural production. It is rather shocking that nine million bales of cotton grown on American plantations in a given year will actually be worth more to the producers than 13 million bales would have been. Equally shocking is the statement that 700 million bushels of wheat grown by American farmers would bring them more money than a million bushels. In a world where there are tens of millions who need food and clothing, which they cannot get, such a condition is sure to indict the social system which makes it possible. In the main the remedy lies in distribution and marketing. Every proper encouragement should be given to the co-operative marketing programs. These have proven very helpful to the co-operating communities in Europe."

President Harding's conversion to the cause of co-operation is not a political accident. That strong group of western congressmen known as the agricultural bloc has been playing hop with certain administration measures inimical to the people's interests, and demanding agricultural relief. This agricultural bloc contains some of the ablest men in Congress, and has begun to assume the proportions of insurgency against reactionary leadership. In plain English, these senators and representatives must be propitiated if the administration is to get through Congress its program for big business, including the half-billion dollar railroad subsidy, the "refunding" of the Allies' war debts and agreeable tariff and tax legislation.

We do not want to embarrass the president with questions too difficult for a recent convert to answer, but there are two important queries which will indicate better than messages to Congress the depths of his new-found ardor for co-operation. One of the most important co-operative measures ever introduced in Congress is the Capper-Volstead bill, legalizing farmers' co-operative associations and protecting them from persecution by their enemies. This measure has been in the hands of the judiciary committee for months. The committee is controlled by the administration, which has 300 out of 432 members now compos-

ing the house. Instead of reporting out this Magna Charta of co-operative development, the committee has endeavored to smother it and nullify it by all sorts of legislative tricks. The committee has just proposed a little joker in a three-line amendment to the bill which will entirely destroy it, and actually brand as illegal any cooperative organization even "attempting" to help the farmers control the price of their products! President Harding's first obligation to the cooperative principles he professes is to see that the Republican leaders of the Judiciary Committee promptly report out the Capper-Volstead bill in at least as good shape as when committed to it.

Secondly, we wish to know if President Harding's advocacy of cooperation extends to industrial workers as well as farmers. If cooperation is the salvation of the farmers, who produce the raw materials for food and clothing, why is it not also desirable for the workers who transform these raw materials into finished products? The President appeals to the example of Europe to show the benefits of cooperation for the farmers. From the same source he can secure equal instances of how cooperation is solving the industrial problem and placing the manufacture and distribution of human necessities on the basis of service rather than greed for profits. In his message to Congress the President declares that industrial unrest is one of the most serious problems of the day. In his next message will the new convert to cooperation point out the effective remedy—or will the large contributors to his campaign fund permit it?

**BRITISH COOPERATIVES POWERFUL.**

The British Cooperative Wholesale Society now supplies one-seventh of the total amount of tea sold in the country, and one-eighth of all flour used. Its competition has prevented private dealers from raising prices on these articles. Perhaps that is why bread made from American flour is cheaper to-day in England than in this country? Think it over.

**THE RAILROAD SITUATION.**

**Inflation of Railroad Values by Government Edict.**

The Transportation Act of 1920 places an increased tax upon the American people of approximately \$300,000,000 per year, through increased railroad values and guaranteed percentage of returns. The average annual naval appropriation of the United States Congress for the five years ending with 1917 was \$175,622,885.53, and for the ten-year period ending with 1922, the annual appropriation is \$474,353,721.68. Will it be necessary to

take a ten-year naval holiday in order to pay the railroads this amount?

Railroad employees opposed the enactment of the Cummins-Esch Bill, now known as the Transportation Act of 1920, and one of the principal reasons why railroad employees offered such strenuous objections was that if the purposes of the bill were consummated it must be either at the expense of the entire people, through higher freight and passenger rates, or at the expense of railroad employees, through reduced wages.

The Transportation Act provides that the Interstate Commerce Commission shall determine, as nearly as may be, the aggregate value of railway property held for and used in the service of transportation. The act also provides that in fixing passenger and freight rates it shall be in sums that will earn a return equal to 5½ per cent of such aggregate value, but the commission may, in its discretion, add thereto a sum not exceeding one-half of 1 per cent of such aggregate value to make provision in whole or in part for improvements, etc.

**Estimated Valuation of the Railroads.**

In carrying out these provisions of the act the Interstate Commerce Commission has estimated the valuation of the railroads at \$18,900,000,000, as set forth in Ex Parte 74, in the matter of the application of carriers for authority to increase rates. Assuming that the real value of the railroads is represented in an amount with which all railroad securities might be purchased upon the public market, any valuation of the railroads by whatever other process, the result of the Transportation Act, may well be termed an inflation of railroad values by governmental edict.

In estimating the market value of all railroad securities as of October 17, 1921, a leading economist has submitted the following compilation:

<b>Maximum Estimate of Market Value of Railroad Securities.</b>	
Total market value of all stock quoted in New York Times Annalist of October 17, 1921.....	\$ 3,581,900,000
Total par value of all stock not quoted in the Annalist .....	955,200,000
	<hr/>
	\$ 4,537,100,000
Total market value of all bonds quoted in Annalist of October 17, 1921.....	5,230,100,000
Total par value of all bonds not quoted in the Annalist .....	3,171,500,000
	<hr/>
	\$ 8,401,600,000
	4,537,100,000
	<hr/>
	\$12,938,700,000

Add for capital expenditures of Railroad Administration for additions and betterments, either funded or to be funded. 1,144,000,000

Total ..... \$14,082,700,000

From the foregoing it will be seen that the maximum market value of railroad securities as of October 17, 1921, was placed at \$14,082,700,000. Under the provisions of the Transportation Act of 1920 the total maximum value of the railroads has been placed at \$18,900,000,000.

#### Government Guarantee on Inflated Value.

By government fiat the value of the railroads has thus been increased, upon which increased value the Transportation Act requires the Interstate Commerce Commission to fix rates that will produce as nearly as possible a return equal to 5½ per cent of such aggregate value, but may, in its discretion, add thereto a sum not exceeding one-half of 1 per cent of such aggregate value to make provision in whole or in part for improvements.

Not only has the Transportation Act resulted in this enormously increased value of the railroads beyond what the United States Government could have purchased all of the railroads in the open market, but has guaranteed upon this inflated value a return of 5½ or 6 per cent.

It is estimated that in order to accomplish this purpose of the Transportation Act almost \$300,000,000 a year more must be earned by the railroad corporations to pay 6 per cent upon the inflated value of the railroads of almost \$5,000,000,000. This burden upon the people is nearly as great as the annual burden of maintaining the past naval building policy of the United States. If the people escape this burden of maintaining a large navy they will have the burden placed upon them by the Transportation Act of paying this additional amount to the railroad corporations.

#### The Railroads' Publicity Campaign.

When it became evident that because of decreased railroad traffic and because of the uneconomic purpose of the Transportation Act, the railroads could not be benefited as originally contemplated, a great publicity campaign was undertaken by the railroads for the purpose of convincing the people that it was now necessary to make great reductions in the wages of railroad employees.

On the first day of July, 1921, the wages of railroad employees were reduced, upon the demands of the railroads, and it was estimated by the United States Railroad Labor Board that such reductions would result in \$400,000,000 less labor costs per year to the railroad corporations. No doubt it was believed that the railroads would immediately reduce freight and passenger rates in like amount, but it should be remembered that it requires

three-fourths of this great saving by wage reductions to pay 6 per cent upon the fictitious value of the railroads, created by the Transportation Act.

#### Have Railroad Corporations Become Slave Owners?

Neither slavery nor involuntary servitude, except as a punishment for crime whereof the party shall have been duly convicted, shall exist within the United States or any place subject to their jurisdiction. This language indicates that there is a distinction between slavery and involuntary servitude. An eminent authority, in defining the word slavery, says that it is involuntary servitude of one human being to another. Servitude is defined as a condition or duties of a servant, dependent or servitor. Therefore, we may assume that servitude is a duty of a servant, and a servant is a person employed to labor for the pleasure or interest of another; in law, one employed to render service and assistance in some trade or vocation, but without authority to act as an agent in place of the employer.

Railroad employees are evidently servants of railroad corporations; in fact, they are so called in Great Britain, for one of the largest of railway employees' organizations has been known as an "association of railway servants."

May Congress, under its constitutional limitations, enact a law requiring railroad employees to serve a railroad corporation involuntarily?

Assuming that Congress does establish post-roads and in doing so assumes the ownership, control and operation of the railroads; then, perhaps, the question just propounded might be answered in the affirmative. But until such ownership is asserted by Congress, when railroad employees would be the servants of the Government, neither by law nor by administrative ruling would railway employees legally be required to involuntarily serve the railroads, unless we are to disregard the implicit prohibitions of the Constitution.

May a President of the United States, through executive order, or by co-operation with the judiciary, accomplish that which the Constitution specifically proscribes, and thereby establish the principle that railroad employees shall be subject to involuntary servitude? Assuming that Congress has declined to enact a law which enforces involuntary servitude upon railroad employees, may the President, under his obligation, by any subterfuge, establish involuntary servitude of railroad employees? If so, then the executive takes upon himself the duties of the legislative branch of the American Government, and violates provisions of the Constitution.

It has been asserted recently, when it appeared that certain railroad employees would leave the service of the railroad

corporations because of their dissatisfaction and unwillingness to continue their employment under the rate of wages objectionable to themselves, that they were guilty of conspiracy. Thus, in the absence of any law enforcing involuntary servitude upon railroad employees, the Attorney General, with the assistance of the courts, would "prevent the strike and destroy the employees' organizations."

What is a conspiracy? It is defined as an agreement between two or more persons to do an evil act in concert; particularly, a combination to commit treason, or excite sedition or insurrection; any plot; secret combination of men for an evil purpose; as a conspiracy against the Government.

If the Attorney General was truthfully quoted by the press reports, he must have decided that a strike was a conspiracy; that is, when railroad employees peacefully withdraw from the service of the railroad corporations, in what is known as a strike, it is an evil act or a combination to commit treason or to excite sedition or insurrection.

No person shall be held to answer for a capital or other infamous charge unless on a presentment or indictment of a grand jury, except in cases arising in the land and naval forces, or in the militia, when in actual service, in time of war or public danger. Presumably conspiracy is a crime, but until the Congress enacts legislation prohibiting the peaceful withdrawal of railroad employees from the service of the railroad corporations, they are neither guilty of conspiracy nor crime.

No person can legally be deprived of life, liberty or property without due process of law, and in the absence of law prohibiting a strike there can be no proper process of any imaginary law.

Why should any administrative officer of the American republic assume that a strike against the railroad corporations is a strike against the Government? These questions are left unanswered; but that the evolution of American principles has changed rapidly in the last sixty years I have only to quote Abraham Lincoln on the right to strike, and the following words were said before the people of the United States endorsed them through the enactment of the Thirteenth Amendment to our Constitution:

"I thank God we have a system of Labor where there can be a strike, and whatever the pressure there is a point where the workmen may stop." (Abraham Lincoln, speech at Hartford, Conn., March 5, 1860, anent the Massachusetts shoe strike.)

"I am glad to see that a system of Labor prevails in New England under which Laborers can strike when they want to, when they are not obliged to

work under all circumstances, and are not tied down and obliged to labor whether you pay them or not." (Abraham Lincoln, speech at New Haven, Conn., March 6, 1860, anent the Massachusetts shoe strike.)

### 'NIFTY' PLAN FOR BREAKING STRIKES.

In the current issue of National Service, an organ of employers, this statement appears:

"It is only by universal military training that we can provide a force sufficient to keep order and to operate vital industries left unmanned by war. Furthermore, universal training and the organization of the men trained into a reserve itself affords one of the niftiest ways of keeping order, for as fast as the men are called out of work they can be called to the colors as part of the military and naval forces and the creation of a large idle class thus prevented. In a great emergency the men thus called to the colors can be put back to operate the very industries that they have left through the strike."

### THE STRIKE.

#### Rev. Dr. Ryan Points Out the Possibilities of the Labor Board.

"Now that the railway strike has been called off," writes the Rev. John A. Ryan, D.D., in the Catholic Charities Review for November, "it is in order to congratulate the officers of the unions on the moderation, their public spirit, and their capacity for sacrifice. To the railway heads, no praise nor credit is due, for they showed themselves unyielding and as inconsiderate of the public as of their employees. They are flagrant types of incompetent Bourbons. To the Railroad Labor Board must be given high praise for the patience and the sense of fairness which the majority of its members displayed. If it will deal impartially with the other disputed matters which are before it, or will come before it in the next few months, namely, the working rules and the unwarranted request of the railroads for a further reduction in wages, it will have established itself in the eyes of all fair-minded men as an adequate instrumentality for the adjustment of industrial disputes on the railroads. It will have rendered the strike unnecessary and antiquated. We do not want compulsory arbitration in this country, but we do want, as a substitute for strikes, compulsory investigation and decisions which will approximate justice as closely as is humanly possible. Let us hope that the Railroad Labor Board will show itself competent to meet this demand."

### DIVISION LINEMEN AND DECISION NO. 222.

How much or how little the United States Labor Board knows or cares what effect their decisions have upon the economic welfare of railroad employees is evidenced in the statement of facts made by a lineman who has detailed the effect of "Decision No. 222, Docket 475," by the U. S. Labor Board.

The board can hardly plead lack of knowledge of the situation, as plenty of data was placed before them explaining how this class of employees would be affected. That the evidence was ignored is shown by the decision.

The press of the country gave much space to the industrial situation on the railroads, published colorful accounts about overtime advantages enjoyed by employees, which pictured the railroad workers as a bandit preying upon the railroads and public to such an extent that it imperiled the very existence of our transportation system. What was published was nothing more or less than railroad propaganda of the most effective sort. It worked well. The public was convinced. The Railroad Board didn't need to be. Most of them were from the start. Environments took care of that and now we present a picture of the results.

The story is told by a lineman in his own language. His life and soul have been weighed against dividends. Those handling the scales manipulated them in dividends' favor, that the tired railroad magnate might sojourn with the cooling breezes of a northern lake in summer and enjoy the comforting clime of Palm Beach in the winter, while the lineman battled with heat and rain, cold and snow, without rest or food, that transportation would be reasonably safe.

His reward probably will be dismissal from the service.—Editor.

#### Statement of Facts on Overtime of Linemen Employed on Iowa and Des Moines Divisions of C. M. & St. P. Ry. Co.

As an employee of one of our greatest transportation systems, The Chicago, Milwaukee and St. Paul Railway Company, I have charge of the maintenance work of the telegraph and telephone service over a section of their lines in the State of Iowa.

I wish to give my experience as a telegraph and telephone lineman, and also submit data and facts pertaining to this class of work, which may not heretofore have been given by the workmen personally. However, if I can enlighten and bring out the justice of the payment of a fair wage to this class of service, or assist by some means of eliminating some of the excessive overtime hours which we

are required to work on eight hours' pay, I will feel that it is a service well rendered to those who are worthy of it.

I feel that it can and will be done, if facts are brought out in an impartial manner to those having jurisdiction and authority to establish our rules, wages and working conditions, by which we exist.

On August 11, 1921, "Decision No. 222 (Docket 475) was completed by the United States Railroad Labor Board and put into effect immediately. Rule No. 15 of this decision applies to men in my line of work with the railway company. This rule does not recognize the payment of more than eight hours' pay each day, regardless of the number of hours worked each day.

This differs from Rule No. 15 of the National Agreement, inasmuch as time and one-half was paid for Sundays and legal holidays, this being given not especially because the men were required to work Sundays and holidays continuously, but because it was thought right by this body that some recognition should be given to absorb the week-day overtime, which was impossible to get out of doing in this particular class of work; hence Rule 15 was thought fair by this body and by the men, which remunerated them for the service rendered on overtime hours during week-day periods.

I note a paragraph in Rule No. 15, of Decision No. 222, which reads as follows: "If it is found that this rule does not produce adequate compensation for certain of these positions by reason of the occupant thereof being required to work excessive hours, the salary for these positions may be taken up for adjustment."

For your information and to establish facts, which I have on file, I will recite my own experience as an example of excessive overtime hours worked during the month of November, 1921, just passed. I will follow by giving the data and the number of hours worked each day during this month. This month of November showing overtime hours worked is no exception to any other month of the year which could be given as an illustration. However, I may add the overtime hours as shown in this month is not as great as usually follows the four extremely cold winter months, beginning in December; also wish to state, in giving the month of November as an example of overtime hours worked, that the nature of the work performed for the month was located near our terminal or in a radius of thirty miles, which permitted us to return to our headquarters during the daylight hours, this happening on ten days for the month. Another phase in favor of November was no out-of-town calls received for Sundays or the holiday and only one night call received during week days.

The hours worked each day as shown includes time actually on company property and does not include time to and from our residence.

Date.	No. hours worked, waiting and traveling.	
Nov. 1	13 hours.	
" 2	9	"
" 3	15	" 20 minutes.
" 4	12	"
" 5	13	"
" 6 (Sunday)	3	"
" 7	9	"
" 8	19	"
" 9	10	" 30 minutes.
" 10	9	"
" 11	9	"
" 12	12	"
" 13 (Sunday)	2	"
" 14	13	"
" 15	14	" 30 minutes.
" 16	9	"
" 17	12	"
" 18	9	"
" 19	14	"
" 20 (Sunday)	5	"
" 21	20	"
" 22	9	"
" 23	9	"
" 24 (Holiday)	5	"
" 25	9	"
" 26	9	"
" 27 (Sunday)	4	" 3 a. m. call.
" 28	12	" 30 minutes.
" 29	9	"
" 30	12	" 30 minutes.

The hours on duty, working, waiting, and riding for this period totals 301 hours and 20 minutes. We will be paid by Rule 15 for this month's service, which states that 243 hours at 77 cents per hour shall be the basis of pay. There will be 58 hours, or seven eight-hour days, that are taken from our rest period and our families, that we are not compensated for, in the one month alone. The question may arise as to why the excessive overtime hours. Is it a necessity, or can it be eliminated to some extent by the railway company?

Wish to state for your information at this time that I and one assistant have charge of the following territory: Council Bluffs, Iowa, to Marion, Iowa, on the Iowa division of the main line, a distance of 254 miles; track mileage and 3,302 wire mileage, exclusive of terminals. The territory extends on the branch lines, which is the Des Moines division from Des Moines, to Boone, Iowa; track mileage 42, wire mileage 153. From Des Moines to Rockwell City, to Storm Lake, Iowa; track mileage 135, wire mileage 232. The train service over the above territory is such that it is necessary to ride nights to and from points where the work may be located, as may be seen from a time card of the company. The railway company

can not change train service to benefit this condition materially.

The only benefit the railway company can grant us, outside of a money consideration, is a reduction in mileage which we cover, or an increase in help. At this point I wish to comment on the fact that in 1910 there were stationed at points on this territory four experienced maintenance men, where today two men are handling this work, which since that time has increased in wire mileage and equipment at least 15 per cent.

It has been said, and is generally understood by some, that men in my class of service are not called on many Sundays or holidays to perform work. I wish to have the privilege of taking exception to this belief. There was once a time, as stated above, where the territory was short and the men stationed only a few miles apart, where Sundays and holidays were days for recreation and could be depended on. However, today on the long territory it is only a memory. I do not know of a Sunday or a holiday where as much as one day of the month can be depended on, or where I get that much time for my own. If it is taken by the men, I may say it is practically stolen. During the past I have had my superior officer tell me, where the necessity arises that I am required to work 15, 20 or more hours continuous time; that if conditions were normal, the following day could be taken as a rest period in order to recuperate. Today this privilege is not granted, not that it is an order from our superior, but the work increase, due to lengthened territory, does not permit this to be done. Many times during the last two years I have worked continuous time until I became physically exhausted from work and lack of sleep, and would have to go to some hotel, unbeknown to anyone, in order to be permitted to get needed rest. Day after day this has happened, and on again, working days and riding nights. My home is located in the middle of my territory on this main line. Many the time during storm periods have I passed within two blocks of my residence, both day and night, on the railway for most a week at a time without being able or permitted to see my family. Is not this devotion to duty worthy of consideration? I have come into my home during the night time for a week at a time and not be able to see my children, only as I would see them in slumber. Have you heard complaint before from this class of men, gentlemen? I do not believe so.

Maintenance lineman classed as combination men are on duty 24 hours per day, 365 days per year, working day or night in storms and in wrecks, that you in your homes or in your offices may get your daily paper, or that trains may run

by telegraphic or telephone train orders, instead of being flagged from station to station. Many is the time when our people are asleep in their homes or riding transcontinental trains, that you may be able to reach out only a few feet from your berth and notice a lineman hanging on the icy side of a telegraph pole, performing his duty that you may go in safety.

I have stated facts from a financial and physical standpoint of one maintenance lineman. Now, a few words from a moral standpoint, and I will leave the issue with you.

A paragraph, following Rule 15, reads as follows: "These monthly positions must be desirable, because they are usually occupied by the older men, and there is regularity as to the monthly compensation."

And again, in the closing statement of the Labor Board, at the completion of Decision No. 222, this paragraph reads: "In this case, as so often happens in human experience, there is a point somewhere between the extreme positions of opposing forces where justice and reason may be found."

It is the desire of every righteous, conscientious American born man to, some time in his experience, have a home and family and be a citizen in the place in which he lives. He is willing to work with fire and water and long hours in order to bring this about. These positions in a way make this possible. The family, the home, may be established by regular work and by regular compensation. The breadwinner of the home may be or not be with them at regular hours. However, this does not lessen the desire.

In all of human experience we are the creatures of some circumstance, but in the experience of maintenance linemen, socially, they are extremely limited or handicapped for opportunities for social pleasures and the home life, compared with other occupations which allow time for this.

I have explicit faith in our great American people to remedy every ill when the true facts are brought before them of the needs of our people; in a moral way for freedom when the cards are placed face up on the table, as stated above, there is a point somewhere between the extreme positions of opposing forces where justice and reason may be found.

In my closing remarks may I ask: Is this craft worthy of their hire?

(Signed) Chas. Robertson,  
Maintenance Lineman, C., M. & St. P. Ry.  
Perry, Iowa.

**CHURCH WILL NOT RETREAT IN ITS BATTLE FOR JUSTICE.**

There is to be no retreat on the industrial program of the Federal Council of Churches in America, and the boycott instituted by "Big Business" following the steel strike investigation has only strengthened the determination of this religious organization, comprising more than 20,000,000 members of Protestant churches, to go forward in the search for truth.

At the annual conference in Chicago last week the following declaration was adopted:

"The Council has passed through a grave crisis with losses and gains in both financial and personal support. Although the balance can not yet be struck with accuracy, the churches have acquired a new influence in the life of the nation. Though not desiring to provoke controversy, they have dared risk the loss of financial support in fulfilling their teaching duty. Their ground has been held under fire and they are advancing. Employers and men and women of influence rally to them in unexpectedly increasing numbers. There is no thought of changing this attitude. The churches must and will insist upon the application of Christian ideals and standards in industrial and business relations."

Net railroad earnings for October in 199 class One railroads amounted to \$105,196,283, the largest figures in many months, according to figures compiled today from the Interstate Commerce Commission report by the Association of Railway Executives. Operating expenses in October consumed 74% of revenue as compared with 82% for the same month of last year.—Baltimore Sun, Dec. 8.

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	<h2 style="margin: 0;">Decisions of United States Railroad Labor Board</h2>	
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After a lengthy and exhaustive investigation of the wages of railroad employes in effect up to July 1, 1920, the United States Railroad Labor Board issued its "Decision No. 2," which decision increased the wages of approximately two million railroad employes in an amount estimated by the railroads to have been approximately \$618,000,000, an average for each employe of \$309 per year, \$25.75 per month, or 86 cents per day.

As a part of this decision the United States Railroad Labor Board made comments on same as follows:

"In arriving at its decision the Board has taken into consideration, as the Transportation Act prescribes:

"(1) The scale of wages paid for similar kinds of work in other industries.

"(2) The relation between wages and the cost of living.

"(3) The hazards of the employment.

"(4) The training and skill required.

"(5) The degree of responsibility.

"(6) The character and regularity of the employment; and

"(7) Inequalities of increase in wages or of treatment, the result of previous wage orders or adjustments.

"The Board has endeavored to fix such wages as will provide a decent living and secure for the children of the wageearners opportunity for education, \* \* \*

"The Board decides upon the present dispute and submission that the rates of increase set out below added and applied to the rates established for the positions specified by or under the authority of the United States Railroad Administration, constitute for the said positions on carriers named herein a just and reasonable wage."

This decision, although issued under date of July 1, 1920, was made retroactive to May 1, 1920, because of the great delay, amounting to about two years, in securing the just relief sought by railroad employes. The Labor Board in its decision estimated that the increase in the cost of living had been approximately 100 per cent., and this statement was based upon a report of the United States Department of Labor for December, 1919. It is known, however, that subsequent to December, 1919, there had been an additional increase in the cost of living of approximately 16 per cent., but this was not made public by the Department of Labor until after the issuance of Decision

No. 2; therefore, the increase in the cost of living, that had reached its peak in June, 1920, was not considered in this decision of the Labor Board.

Under the guise of an intention to bring about a substantial reduction in passenger and freight rates the railroad corporations, by concert of action, demanded, during the early part of 1921, that wages be promptly reduced back to the rates in effect before the issuance of Decision No. 2. Under a great coercive pressure the Labor Board announced to all railroad employes that inasmuch as certain railroads had already filed requests for wage reductions, and as the Board anticipated that all the other railroads would file similar requests, a date was set for a hearing upon the matter, and eight hours was given to the representatives of the two million employes to make a defense against such demands of the railroads. The Labor Board subsequently conceded five daily sessions of the Board in which the employes could make defense.

Immediately following this brief hearing the Labor Board issued its Decision No. 147, which, according to the estimate made by the Board, reduced the labor costs to the railroads approximately \$400,000,000 per normal year.

On December 1, 1921, the press announces that the Labor Board has issued another decision making void the "National Agreements" placed in effect by the United States Railroad Administration, which included practically all railroad employes other than those engaged in engine and train service. According to the press reports, it was estimated by the Labor Board that this decision revising the rules of the national agreements would result in a saving of Labor costs to the railroads of approximately \$80,000,000 per year, and that with previous decisions on changes in the national agreements would increase this saving to the railroads to \$100,000,000 per year.

In their protests to Congress and in their demands for immediate reductions in wages of employes, the railroads' alleged purpose was to make it possible to reduce freight and passenger rates in an amount equal to the wage reductions, and thus pass the benefits of such reductions in wages and modifications of rules of employment to the "Public."

Almost six months have now elapsed since the Labor Board reduced the labor



costs to the railroads approximately \$400,000,000 per normal year, and yet neither the railroads nor the Interstate Commerce Commission have volunteered or imposed any reductions in rates that are perceptible to this "Public," for whom, presumably, the wage reductions were made.

Much is now being said in the public press by representatives of the railroads to convince the public that freight rates on many commodities have already been reduced, but who has any personal knowledge, based upon his own experience, of any such freight reduction? It is said by the representatives of the railroads that they have reduced the rates on grain and hay "for the benefit of the farmer," but if a reduction has taken place it was after the farmer had sold his grain, and if there be any benefit it will go to the grain speculator, who now has the grain in his possession.

**UNITED STATES RAILROAD LABOR BOARD.**

Chicago, Illinois, November 19, 1921.

Decision No. 421 (Docket 816)

Railway Employees' Department, A. F. of L. (Federated Shop Crafts) vs. Grand Trunk Railway System (Western Lines).

Question—Are employees who were in the service of the carrier May 1, 1920, and who remained therein up to and including 12:01 a. m., July 20, 1920, and employees who entered the service subsequent to May 1, 1920, and remained therein up to and including 12:01 a. m., July 20, 1920, entitled to the increases established by Decision No. 2 for the time so served?

Decision—Yes. See Interpretation No. 19 to Decision No. 2.

By order of

**UNITED STATES RAILROAD LABOR BOARD.**

Attest: R. M. BARTON,  
C. P. CARRITHERS, Chairman.  
Secretary.

**UNITED STATES RAILROAD LABOR BOARD.**

Chicago, Illinois, November 4, 1921.

Decision No. 338 (Docket 466)

Railway Employees' Department, A. F. of L. (Federated Shop Crafts) vs. Ann Arbor Railroad Company.

Question—The question in dispute is in regard to the application of rule 10 of the national agreement covering the Federated Shop Crafts.

Statement—Dispute was duly certified to the Labor Board and oral hearing conducted in connection therewith. The dispute is in regard to the application

of rule 10 of the national agreement, which reads in part as follows:

"Overtime rates for all overtime hours and straight time for the recognized straight-time hours at home station, whether working, waiting, or traveling, except that after the first 24 hours, if relieved from duty and permitted to go to bed for five or more hours, they will not be allowed time for such hours.  
\* \* \*"

The dispute resolves itself into the question, is it the intention of the above rule to pay employees for time traveling to their home station when such employees are permitted to go to bed for five or more hours on the cars in which they are traveling?

Decision—The Labor Board decides that under the rule above quoted employees shall be paid for all time traveling irrespective of whether or not they are relieved and permitted to go to bed for five or more hours on the cars in which traveling.

By order of

**UNITED STATES RAILROAD LABOR BOARD.**

Attest: R. M. BARTON,  
C. P. CARRITHERS, Chairman.  
Secretary.

**UNITED STATES RAILROAD LABOR BOARD.**

Chicago, Illinois, November 19, 1921.

Decision No. 405 (Docket 626)

Railway Employees' Department, A. F. of L. (Federated Shop Crafts) vs. Chicago, Rock Island & Pacific Railway Company.

Question—Shall telephone and telegraph equipment supervisors be permitted to perform mechanics' work?

Statement—The evidence indicated that the carrier employs three men whose classifications are that of telegraph equipment supervisors, and who are paid a monthly salary established by the carrier and allowed actual expenses while traveling on the carrier's business.

Employees' Position—The position of the employees has been summarized by the Labor Board as follows:

The employees contend that the three telegraph and telephone equipment supervisors employed by the above-named carrier are used to perform mechanics' work in violation of rule 32 of the national agreement, covering Federated Shop Crafts, which reads as follows:

"None but mechanics or apprentices regularly employed as such shall do mechanics' work as per special rules of each craft, except foremen at points where no mechanics are employed"

At the time the submission was made it was the employees' claim that two of the men in question were engaged in the rehabilitation of the telephone plant at Silvis, Illinois, and that the other employee was engaged in rebuilding and installing a telephone switchboard on the Kansas division; and further, that these men are used regularly to perform other classes of work, which are covered by rules 140 and 141 of the shopmen's national agreement, these rules providing for the classification of work for electrical-worker mechanics.

The employees claim that when the dispute in question arose the supervisors in question were performing ordinary mechanics' work, such as stringing wires, knocking holes in walls of buildings to run conduit, et cetera, their position being that they have never objected to a supervisor showing a mechanic how to adjust a piece of machinery, or to his adjusting some intricate instrument in case of an emergency, but contend that the performance of ordinary mechanics' work by these supervisory employees is contrary to the meaning and intent of rule 32 above quoted.

The employees also call attention to Decision No. 1682 rendered by Railroad Board of Adjustment No. 2 of the United States Railroad Administration regarding the classification of telephone and telegraph equipment supervisors, which decision provided in effect that said supervisors should not be permitted to perform mechanics' work.

**Carrier's Position**—The position of the carrier has been summarized by the Labor Board as follows:

The carrier does not deny that the men in question are performing work specified in rules 140 and 141 of the national agreement in that when new and intricate types of telephone and telegraph apparatus are installed, or when defects or troubles develop in the apparatus requiring the attention of an expert and the nature of the work requires them to install or remove some equipment, they are so employed; that regardless of the titles of the men and the wages paid them, the carrier requires men who are qualified to perform and direct installations of the more complicated types of apparatus, new type of apparatus with which the division linemen are not familiar, and such installations and repairs where more than the average ability is required; that the ordinary division are not familiar with and qualified to do this work, and are not expected or required to have the expert knowledge and skill necessary in its performance.

The carrier also requires men of some engineering skill, who are familiar with standard practices and methods, and with knowledge to apply them efficiently

and economically, and who are qualified to inspect and pass on the quality as well as quantity of work performed by field men to determine if such work, both construction and maintenance, conforms, with standard practices and methods; they must be able to investigate, locate, and correct conditions mitigating against the service, as for example, mechanical or electrical defects in the lines of apparatus that slow down or affect transmission efficiency, where linemen and wire chiefs fail; and they must have a good general knowledge of the plant, which is acquired from long employment and gained by experience.

The carrier contends that the three men in question can under normal conditions handle all work of the character described, on the system, and as in a majority of cases the jobs require but one man, it would not be economical, and in many instances impracticable to employ more. Insofar as actual work with tools is concerned, less than one-half of the time of these men is required.

**Decision**—The Labor Board does not construct the language of rule 32 above referred to as prohibiting supervisory employees from instructing other employees in the performance of their work, whereby to carry out such instructions it is necessary that they perform certain mechanic's work; nor is it the Board's construction of that rule that such supervisory employees are prohibited from performing emergency service where mechanics are not available. It is, however, the Board's opinion, based upon the evidence before it, that the employees in question have been performing certain work of mechanics other than that specified in the preceding sentence that should have been properly assigned to mechanics, which practice is contrary to the intent of the above rules and should be discontinued.

By order of

UNITED STATES RAILROAD LABOR BOARD.

Attest: R. M. BARTON,  
C. P. CARRITHERS, Chairman.  
Secretary.

UNITED STATES RAILROAD LABOR BOARD.

Chicago, Illinois, November 19, 1921.

Decision No. 400 (Docket 444).

Railway Employees' Department A. F. of L. (Federated Shop Crafts) vs. Southern Pacific Company (Pacific System).

Question—Application of Decision No. 2 to telegraph and telephone linemen coming within the scope of rule 15 of the national agreement covering the Federated Shop Crafts.

Statement—In applying the provisions of Decision No. 2 the carrier followed the method prescribed in section 3, Article XIII thereof, which awarded an increase to the employees in question of thirteen cents (13c) times 204, or twenty-six dollars and fifty-two cents (\$26.52) a month. The employees claim that this is an improper application, and call attention to Interpretation No. 3 to Decision No. 2, which specifies the method of applying increases to regularly assigned road-service employees covered by rule 15 of the national agreement.

Decision—Interpretation No. 3 to Decision No. 2 shall be followed in applying increases to the telegraph and telephone linemen in question.

By order of  
UNITED STATES RAILROAD LABOR BOARD.

Attest: R. M. BARTON,  
C. P. CARRITHERS, Chairman.  
Secretary.

UNITED STATES RAILROAD LABOR BOARD.

Chicago, Illinois, November 19, 1921.

**Decision No. 423 (Docket 821).**

Railway Employees' Department, A. F. of L. (Federated Shop Crafts) vs. Southern Pacific Company (Pacific System).

Question—Proper compensation for three employees temporarily assigned to perform certain telegraph line work occasioned by a storm.

Statement—The joint submission contained the following:

"Statement—A conference was held in compliance with Section 301 of the Transportation Act, 1920, in which a mutual agreement was not reached. System Federation No. 114, affiliated with the Railway Employees' Department of the American Federation of Labor, believes that the employees mentioned herein should have been compensated according to the provisions of rule 10 of the shopmen's national agreement instead of rule 15.

"Employees' Position—A. E. Burges, Ross Fox, and C. W. McAlpine were employed by the Southern Pacific Company in the telegraph department as linemen from August 6 to 15, 1920, on an emergency job caused by a storm east of Bowie, Arizona, and at Tucson, Arizona, on the Tucson division. These men were employed at Los Angeles at the rate of eighty-one cents per hour and were required to go from Los Angeles to Bowie to repair telegraph lines and replace poles which had been torn down by a storm. When this job was completed, the men were informed that they would be compensated ac-

ording to the provisions of rule 15 of the shopmen's national agreement.

Rule 15 of the shopmen's national agreement provides the way in which an employee is regularly compensated according to the work that he performs.

Rule 10 provides the way in which compensation should be allowed to men sent out on emergency work.

"Rule 10—Employees, except as the provisions of rules 12 and 15 apply, sent out on the road for emergency service, shall receive continuous time from the time called until their return as follows:

"Overtime rates for all overtime hours and straight time for the recognized straight-time hours at home station, whether working, waiting, or traveling, except that after the first 24 hours, if relieved from duty and permitted to go to bed for 5 or more hours, they will not be allowed time for such hours, provided that in no case shall an employee be paid for less than 8 hours on week days, and 8 hours at one and one-half time for Sundays and recognized holidays, for each calendar day. Where meals and lodging are not provided by the railroad, actual expenses will be allowed. Employees will receive all allowances for expenses not later than the time when they are paid for the service rendered. Employees will be called as nearly as possible one hour before leaving time, and on their return will deliver tools at point designated."

"Employees' Contention—The employees contend that the employees named in this submission should be compensated according to the provisions of rule 10 of the shopmen's national agreement instead of rule 15.

"Carrier's Position—Messrs. Burges, Fox, and McAlpine were not employees sent out on the road for emergency service. They were, instead, linemen hired at Los Angeles, California, for service at San Simon, Arizona. In August, 1920, a storm blew down some telegraph line; the regular district lineman at Tucson repaired this line temporarily in the emergency. It then became necessary to repair permanently the line thus temporarily repaired. There was at the same point and at the same time, then awaiting attention, some other general maintenance work which the district linemen could not handle alone. Accordingly, it was necessary to employ additional men to assist him. These additional men were unable to obtain at Tucson, which was the nearest town of importance. It was, therefore, necessary to seek these men at Los Angeles, the

next town of importance. At Los Angeles, Messrs. Burges, Fox and McAlpine were employed for service at San Simon, all the circumstances of their employment being thoroughly understood by them, and apparently being satisfactory to them.

"Rule 10 covers employees sent out on road for emergency service; these men were not employes; they were hired as new men to fill regular temporary jobs and perform regular duties as regular road linemen. They were hired at Los Angeles instead of at the scene of the work—which was unsettled territory—merely because they happened to be in Los Angeles when employed.

"The carrier feels that these gentlemen have been adequately and honestly compensated according to the understanding with them at the time of their employment, as follows:

"1. Rate of pay—eighty-one cents an hour.

"2. Day's pay for traveling between point of employment and scene of work.

"3. Free transportation and Pullman space Los Angeles to scene of work and from scene of work back to Los Angeles.

"4. Actual living expenses while at scene of work, amounting to thirty-one dollars and ninety-six cents (\$31.96), thirty-two dollars and ninety-four cents (\$32.94) and thirty dollars and eighty-one cents (\$30.81).

Decision—The service in question should have been compensated for in accordance with rule 10 above quoted; therefore, the employees in question should be reimbursed to the extent of the difference between the amount that they would have earned under the provisions of rule 10 as compared with their actual compensation under rule 15.

By order of

UNITED STATES RAILROAD LABOR BOARD.

Attest: R. M. BARTON,  
C. P. CARRITHERS, Chairman.  
Secretary.

UNITED STATES RAILROAD LABOR BOARD.

Chicago, Illinois, November 19, 1921.

Decision No. 422 (Docket 817).

Railway Employees' Department, A. F. of L. (Federated Shop Crafts) vs. Detroit & Toledo Shore Line Railroad Company.

Question—Alleged refusal of the carrier to negotiate rules and working conditions.

Statement—A dispute was duly filed with the Labor Board by representatives of the employees, purporting to show that the employees of the above-named carrier had endeavored to secure a con-

ference with the carrier for the purpose of discussing rules and working conditions, but that said carrier declined to enter into such negotiations.

At the oral hearing which was conducted by the Labor Board, only representatives of the employees were present. After a general discussion of their case, they stated that a further effort would be made on their part to secure a conference with the carrier for the purpose of settling, if possible, the dispute in question, but requested that the Labor Board accept the evidence which was submitted, and that in the event of their failure to effect a settlement and the case being again brought to the attention of the Labor Board, that said evidence be then considered.

Decision—This case is considered closed, but if further submission is made in connection with the dispute, the evidence which has been submitted in connection therewith will, in accordance with the request of the employees, be given due consideration.

By order of

UNITED STATES RAILROAD LABOR BOARD.

Attest: R. M. BARTON,  
C. P. CARRITHERS, Chairman.  
Secretary.

UNITED STATES RAILROAD LABOR BOARD.

Chicago, Illinois, December 1, 1921.

Decision No. 427 (Docket 25).

Railway Employees' Department, A. F. of L. (Federated Shop Crafts) vs. Pullman Company.

Question—The question submitted is in regard to request for continuation of the national agreement in accordance with ruling of the Labor Board extending Decision No. 2 to cover the Pullman Company.

Decision—This case together with several other cases was referred to the Labor Board for decision. The Board understands that subsequent to filing this dispute an agreement has been negotiated and consummated between the above named parties, and that further negotiations will be conducted with a view to disposing of this and other disputes.

In view of this fact, this case will be considered closed without prejudice to the right of either party in making further submission in connection therewith, if it so desires.

By order of

UNITED STATES RAILROAD LABOR BOARD.

Attest: R. M. BARTON,  
C. P. CARRITHERS, Chairman.  
Secretary.

**UNITED STATES RAILROAD LABOR BOARD.**

Chicago, Illinois, December 2, 1921.

Interpretation No. 1 to Addendum No. 2 to Decision No. 119. (Dockets 1, 2, and 3).

Question—(a) What is the proper compensation for time worked outside of the established day of eight hours, July 1, to August 15, 1921, inclusive?

(b) What is the proper compensation for time worked by hourly-paid employees for service rendered on Sundays and the designated holidays, July 1 to August 15, 1921, inclusive?

(c) What is the proper compensation for monthly-paid employees for service rendered on Sundays and the seven designated holidays, July 1 to August 15, 1921, inclusive?

Statement—A number of disputes have been presented to the Labor Board involving payment for time worked as outlined in the preceding question. These disputes arose largely through misunderstandings of the language contained in Addendum No. 2 to Decision No. 119.

Decision—(a) The overtime rate specified in the first paragraph of rule 6, Decision No. 222, shall apply for time worked outside of the established day of eight hours, July 1 to August 15, 1921, inclusive, except on roads and for classes of employees having a more favorable method of payment prior to the effective date of any supplement to General Order No. 27 promulgated by the United States Railroad Administration or who had reached an agreement pursuant to Decision No. 119 providing a more favorable method of payment; in either event the more favorable method of payment shall apply.

(b) The second paragraph of rule 6, Decision No. 222, shall apply for service rendered by hourly-rated employees on Sundays and the designated holidays, July 1 to August 15, 1921, inclusive, except on roads and for classes of employees having a more favorable method of payment prior to the effective date of any supplement to General Order No. 27 promulgated by the United States Railroad Administration or who had reached an agreement pursuant to Decision No. 119 providing a more favorable method of payment; in either event the more favorable method of payment shall apply.

(c) The provisions of rule 15 of Decision No. 222 shall apply for the period July 1 to August 15, 1921, inclusive, except on roads and for classes of employees having a more favorable method of payment prior to the effective date of any supplement to General Order No. 27 promulgated by the United States Railroad Administration, or who had

reached an agreement providing a more favorable method of payment; in either event the more favorable method of payment shall apply.

Employees who were compensated on a less favorable basis than outlined in the three preceding paragraphs shall be reimbursed to the extent that they have suffered a wage loss for the period July 1 to August 15, 1921, inclusive, account of such improper application.

By order of  
UNITED STATES RAILROAD LABOR BOARD.

Attest: R. M. BARTON,  
C. P. CARRITHERS, Chairman.  
Secretary.

**UNITED STATES RAILROAD LABOR BOARD.**

Chicago, Illinois, December 23, 1921.

Addendum No. 9 to Decision No. 222 (Docket 475)

Decision No. 222 (Docket 475)—Chicago & North Western Railway Company et al. vs. Railway Employees' Department, A. F. of L. (Federated Shop Crafts).

ENTRY—Relating to the Louisville & Nashville Railroad Company et al. and to their Employees in the Shop Crafts.

The Labor Board decides that Decision No. 222 shall apply to the carriers herein-after named and to their employees in the shop crafts with the same force and effect as if the said carriers had been named originally in said decision, except that the effective date shall be January 1, 1922, as set out below, instead of August 16, 1921, as shown in Decision No. 222, and hereby issues the following:

Addendum Effective January 1, 1922. Add to the list of carriers named as parties to the dispute in Docket 475, Decision No. 222, the following carriers:

Louisville & Nashville Railroad Company.

Pittsburg & Shawmut Railroad Company.

By order of  
UNITED STATES RAILROAD LABOR BOARD.

Attest: R. M. BARTON,  
C. P. CARRITHERS, Chairman.  
Secretary.

Strikes still continue to menace German industries, according to reports received by the Department of Commerce. In the Krupp Works at Essen, a formal demand has just been presented to the management for a living cost bonus of 2,000 marks per month to each employe. It is not anticipated that this demand will remain long disputed for it is clearly recognized in Germany that the profits of manufacturers are enormous.—Boston Herald, Dec. 5.

### PENNSYLVANIA SYSTEM AND ALLIED LINES.

At this writing conditions on this System, with reference to our fight for recognition of our organization, have not been materially changed, however, I expect there will be favorable developments before this appears in the Journal.

The officials of the Penna Railroad were cited to appear before the Railroad Labor Board on October 20th to show cause why they should not be found guilty of violating the Transportation Act and decisions of the Board. The Penna was represented by their chief legal representatives at this hearing and their statements contained no new evidence, merely attacking the authority of the Labor Board to make such decisions as 119, Addendum 2 thereto, and 218. The Labor Board should have branded the Penna System publicly as violators of the Transportation Act and decisions of the Board in accordance with the provisions of the law. They, however, delayed in doing so and when they were finally prepared to issue such a statement the Penna officials secured a temporary injunction in the Federal Court restraining the Board from issuing it.

Hearing was held December 10th to determine whether the injunction should be made permanent. At this hearing the Board agreed to withhold their statement against the Penna and continue the case until December 21st. The Department of Justice assigned Solicitor General Beck to represent the Board and as he could not be in Chicago for the 21st it was necessary to postpone the case until January 3rd. On January 3rd the Board moved to have the case thrown out of Court claiming the Court was without jurisdiction. Judge Landis refused the motion of the Board and set January 18th for the hearing.

We have read the brief presented by the Penna and know the Board will have very little difficulty in offsetting all they have said. They have made some very startling admissions which no doubt can be used to our advantage when the proper time comes. We feel confident the Court will uphold the Board in making Decisions 119, Addendum 2 thereto, and 218 and will find a way to enforce them on the Penna Railroad.

I trust all of our members noticed how ready and willing all departments of the government were to do everything possible to force the Transportation Brotherhoods to comply with decisions of the Labor Board, also how surprisingly silent they are when the Penna and other railroads refuse to comply with them. It would seem the laws apply differently to the Railroads than they do to the employes. We must remember that the

fault is with those elected to enforce the laws. We had a very fair administration under President Wilson, yet SOMEBODY wanted a change. WE got it and will continue to get it until the laboring people realize that their economic conditions are measured largely by their political action.

Our attention has been called to the fact that some of our Locals are experiencing trouble in having members take an active part in the conduct of the business of the Local, they seem to be imbued with the spirit of "Let George do it," yet some of these same ones are the first to complain that the organization is not doing anything. Every member must realize that no organization is stronger than the individual members make it, and if the Locals do not get the proper support from all of their members it naturally weakens the entire organization, with the result that the System or International organization cannot secure all of the benefits the members feel they should have.

The Penna Railroad is putting forth every effort possible to break up our organization. Why? It is their desire to get back to "THOSE HARMONIOUS CONDITIONS EXISTING PRIOR TO FEDERAL CONTROL." Do you remember what they were? Do you want to go back to them? The conditions under which your wages and working conditions could be changed at the will of the officials without consulting you in any way. There is only one way to prevent going back to them, i. e., boost your Local and the I. B. E. W. as a whole, as it is the only organization through which the electrical workers on the Penna Railroad or anywhere else can hope to secure and hold those conditions they are entitled to.

The Penna Railroad has tried different methods to disrupt our organization but so far all have failed. They have started several kinds of organizations and have paid, and are still paying, representatives of these RUMP organizations to go over the System and try to get the members away from our organization. Why do they do this? Did you ever know of a corporation, especially a labor hating corporation like the Penna Railroad, spending money organizing employes in this manner if they did not expect, and get, results that would repay them a thousand times over. You need only refer back to the conference of April 4th, 1921, on the last wage cut when the spokesman for the M. B. A. agreed to accept anything the management was willing to give. That is the attitude of the representatives of all such "Company unions," they are paid by the company and must naturally do what the company wants or lose their

jobs. Your organization would not be having the trouble we have today if your representatives were willing to sell you out and accept anything the company offered, as these RUMP organizations are doing. As usual many of these so-called representatives are those who received the highest benefits from our organization, and are now showing their appreciation by helping the railroad take away many of the conditions our organization has fought to obtain.

The application of Decision 218 of the Railroad Labor Board will mean that System Federation No. 90 will again represent the shop craft employes on the Penna System, then things will be different. Support your organization so that ALL things can be properly settled when the time comes.

#### THE EFFECT OF DISCIPLINE IN SAFE OPERATION.

Address by Mr. C. B. Rogers.

"Discipline and Safety First"—surely much could be said on such a subject.

Was there ever anything worth while accomplished, especially on a large scale, without discipline?

Imagine, if you can, an army victorious without it. No one in full possession of his senses would ever lend his aid or put his trust in an organization, of whatever nature, minus discipline and training. No country would be safe in such an existence for even 24 hours, for if not molested immediately from without, it soon would be from within its own borders and its own ranks. Lack of discipline carried far enough means anarchy, or freedom to do as one pleases

without regard for law or other people's feelings.

Whatever else may be said of the German Army Corps of 1914-15-16, everyone admits it was a marvelous organization and its success during those first years was entirely due to discipline, and because of that discipline there was a wide margin of safety. Nothing was overlooked for safety, even to the color of uniforms. Each individual soldier knew months before mobilization just what he was to do when the call came. It has been said that as the family so the State and Nation will be, or eventually become. If discipline is necessary for the family, community, State and Nation, it, of course, must be applied to enterprises and as railroads are these, then our own line comes under the heading and all must agree that discipline is very, very essential but it must be of the right kind if it is to accomplish what we are after, namely, SUCCESS and the other half of the title of this paper, SAFETY. Safety for employes, safety for the traveling public and safety for property. I think I am safe in saying no man here would wish to serve on any line where the individual was given a free hand unrestrained and allowed to go as he pleased. A real havoc would result and very quickly we would find ourselves out of employment for the simple reason that no sane person would travel over our line, neither would he ship his freight. So we must understand that Safety and Discipline go hand in hand and one assuredly cannot exist without the other. Discipline carried out to the letter, I believe, would almost wipe out completely accidents of many

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descriptions. Failure to religiously regard instructions and rules inevitably leads to disaster. It may be long delayed but I think no man in this room but who can recall personal experiences where his or another employe's lack of obedience had caused disaster of more or less magnitude.

It remains then to say that just how we can administer discipline so as to get the results we so much wish for. I think we will agree that no hard and fast rule can be used, for what will do for one individual will be disastrous for some others. Personally, I think we must study the personality of those in the service and deal with them accordingly. I have known men, first class, that have become mediocre through constant fear of criticism and censure and some who have become nervous wrecks from fear of losing their position. We should be absolutely sure of our ground before administering punishment; perhaps sleep over it until we have studied from all angles that case before us. Having made up our mind to what is right, stick to it. Never, however, be unwilling to reverse decisions when shown that we were in the wrong. I have known, in my experience, men in official positions who have been rigid disciplinarians and others who have been rather lax. There is a happy medium and a manner that I am sure will carry us through and get for us what we are aiming for, cheerful obedience and as a result a wonderful decrease not only in personal injuries but accidents of all descriptions. It should not be the fear of punishment that keeps us going right; that would not do at all and is certainly not the proper spirit. We should have a certain pride in our work, whatever that work may be, that would assure our putting forth every effort to do our very best and in so doing we would be helping to bring about just what this Safety movement calls for—Safe railroading, accidents reduced to the minimum and punishment administered but rarely."

#### "OPEN SHOP" MOVEMENTS ALIAS I. W. W., O. B. U., ETC.

(By Thos. A. French)

When the "Open Shop" movement was launched in its latest model, the employing interests seemed to think something new had been sprung, and the vigor applied to it would indicate that they had kidded themselves into the belief that a scheme had been hit upon that would put labor organizations out of existence forever. The idea that something new had been started would be correct to some extent if names and terms was all there was to be considered, this especially after they had added the phrase "American Plan." But they seemed to have forgot-

ten that they had many times before banded themselves together with the same objects in view and pursued the same course with the identical results certain to obtain in this instance, viz: More money expended than decent wage conditions would entail under a system of collective bargaining, at the same time meet with failure in their attempt to disrupt the labor movement and, last but not least, expose their own subterfuge and find themselves and their wolves stripped of their sheep's clothing, in bare nakedness, facing the public.

The "Open Shop" movement is an old one and it has been sprung many times and has failed in each case. It is a significant fact that its methods are so slimy that it hardly ever dares to poke its foul presence before the public twice under the same name or slogan. The open shop associations of a few months ago and what is left of them today, are one and the same as the "Citizen's Alliance" of nearly twenty years ago; it is fostered by the same interests and with the same objects as their goal, it attempts to play the hypocrite by hiding behind the flag of the nation, and in every way playing the same old game, except that their latest attempt is a greater failure than any in the past because of their having made their efforts more sweeping and thereby more self convincing.

The latest "open shop" movement like similar schemes of the past has failed and its lack of success is due to the fact that its objects were inhuman, furthermore, it was spawned and hatched by the process of misrepresentation; its promoters promised better business conditions to those who contributed financially; bad business conditions followed instead, just as they did in former years. Knowing that it is hard to catch the same fish twice with the same bait, they are again obliged to look around for another fishing device, new names, fresh slogans, new organizations, (with the same personnel, and some of the same old suckers to bite again).

With the above facts in view and the "open shop" falling of its own weight, we must now look to see history repeat itself. They are not going to give up their fight on organized labor completely, not yet, so we must now figure on what to expect next and while we do so, we must not forget the "Citizen's Alliance" movement of years ago, its failure and sequel.

When the "Citizen's Alliance" was pretty well crumbled, due to its infamous tactics, a certain gigantic corporation operating copper mines in Montana, concluded that there was value to the method of boring from within. The agents of the particular corporation in question, successfully started an agitation among



the element of organized labor, that considered itself more progressive than the others, to form a new organization, an industrial organization that would include every branch of labor under the one charter, etc. The Chicago Manifesto of 1905 was issued and the organization of the Industrial Workers of the World followed. The boring from within scheme of the corporations in its purpose of splitting the labor movement of this country and Canada succeeded to a considerable extent and continued until their tactics become so ridiculous that they could not very well function further under their former style and title.

However, before the organization of the I. W. W. had completely played out its game, it accomplished much for its masters, it was successful in poisoning the minds of thousands of working people against the bona fide labor movement of the country. It was successful in starting so-called free speech fights in many cities and causing municipal governments to enact ordinances against free speech and free assemblage. It was successful in many cases in securing recruits to fill the jails and then, as unbelievable as it may seem, they were successful in collecting funds under the pretenses that such funds were to be used in efforts to liberate the same men whom they had caused to be imprisoned. These appeals served two purposes, they supplied the operatives with funds to fight the same organizations that had made the contributions, as well as having reduced the treasuries of the contributing unions. These methods were employed unceasingly until their purpose became so apparent that funds were no longer forthcoming and their organization stripped to the skin could hardly further function.

Thus, with the exception of occasional up-shoots, under different names, such as the "O. B. U.," etc., the "I. W. W.," has been a dead one for some years. But one important phase of the program must not be lost sight of, viz: The indications that both the wobbly and "open shop" movements are directed by the same minds. The former has several times concealed itself behind the service men and it has presented itself in Arizona once under the title of "Soldiers, Sailors and workmen's Council." (Organized in Phoenix in 1919, and adopted a revolutionary preamble while the legislature was in session and during the time the state's law makers had pending a proposed act "DEFINING CRIMINAL SYNDICALISM AND PRESCRIBING PUNISHMENTS THEREFOR, AND DECLARING AN EMERGENCY." Under the provisions of this bill, landlords renting to organizations would be liable for the con-

duct of the tenants. Had the measure been enacted it would probably have resulted in compelling labor organizations to furnish security as a requisite to renting lodge quarters). And at another time under the name of "World War Veteran's Auxiliary."

The employer group of the "Open Shop" movement always presents itself garbed in the Stars and Stripes and shrieking "Americanism" from the house tops.

Imagine if you can, a wobbly having the interest of a soldier at heart and at the same time picture in your mind the "Open Shop" profiteers of this country who coined billions in profits out of the world war, having any love or regard for Americanism and American institutions as such.

Let us now come back to the matter of a sequel for the so-called "Open Shop" Associations. As above stated, the Industrial Workers of the World was the sequel of the Citizens' Alliance and now since the year 1921 has passed out we hear the crumbling and stumbling of the shattered and discredited remnant of the "Open Shop" movement, we pause to look—to listen. We notice some strange faces in our midst—we hear some strange voices and we hear some new phrases such as "The Rank and File or the Broken Chain Movement." Let us not ask what it all means, but let us take it to our mental laboratories and apply the logical test of our past experiences and we will probably have no trouble in finding the new sequel to be the same old fisherman with the same old bait and nothing new except the name.

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**HOME BUILDERS CLUB, Dept. D32 BATAVIA, ILL.**

**LOS ANGELES LABOR ACTIVE.**

The most widespread and systematic boycott ever launched and carried on in the history of the labor movement of America is that of the Los Angeles Central Labor Council and Building Trades Council against four moving picture studios, which locked out every union mechanic in their employ last July, when the latter refused to work a ten-hour day instead of eight and accept a cut in pay ranging from \$1 to \$3 per day. Hundreds of skilled men and women were forced upon the streets, thus adding to the already large army of unemployed. But the four studios which attempted to lower wages and lengthen the work day now realize they made a very costly mistake, as practically every trade unionist in Los Angeles is paying a monthly assessment of 50 cents, the vast sum thus realized being devoted to carrying on the boycott. The committee representing the two councils is sending letters to every national and international union and every central body in the United States and Canada and to every city throughout the world where there is a labor movement. Letters are being forwarded daily to Australia, New Zealand, England, Ireland, Scotland, Wales, France, Italy, Russia and Germany. These letters request that trades unionists and their friends refrain from patronizing any theatre displaying films produced by the following Los Angeles studios: Goldwyn, Lasky-Famous Players, Realart, William Fox and Universal.

Following are the "stars" employed by the four unfair producers:

**GOLDWYN STUDIOS.**

Mary Alden	Tom Moore
Will Rogers	James Kirkwood
Helene Chadwick	Ralph Lewis
Richard Dix	Howard Davy
Colleen Moore	Cullen Landis
Pauline Fredricks	

**UNIVERSAL FILM CO.**

Herbert Rawlinson	Eileen Sedgwick
Priscilla Dean	Gladys Walton
Harry Carey	Marie Provost
Art Acord	Frank Mayo
Hoot Gibson	Miss DuPont

**FAMOUS PLAYERS—LASKY.**

Wanda Hawley	Jack Holt
Bebe Daniels	Walter Hires
Mary Miles Minter	Conrad Nagle
Constance Binney	Lois Wilson
Theodore Roberts	Mildred Harris
Monte Blue	May McAvoy

**REALART CORP.**

Wallace Reid	Ethel Clayton
Thomas Meighan	David Kirkwood
Gloria Swanson	Agnes Ayres
Elliot Dexter	Julia Faye
Dorothy Dalton	"Fatty" Arbuckle
Betty Compson	Lila Lee

**WILLIAM FOX PRODUCTIONS.**

Tom Mix	William Russell
Barbara Bedford	Shirley Mason
Eileen Percy	Chester Conklin
Jack Gilbert	Al. St. John
Buck Jones	Clyde Cook
Dustin Farnum	Harry Debs

The Los Angeles Central Body asks all friends to cut out the above list of producers and "stars" and to consult the list before entering a "movie" picture show. If any one of these names appear on the program in front of the theatre or on the handbills, the Los Angeles Trades Unionists ask that you do not spend your money on the enemies of labor.

**MEMBERS OF CONGRESS DISAGREE WITH THE PRESIDENT AND ATTORNEY GENERAL.**

As evidence that leading members of Congress, who were directly responsible for the enactment of the Cummins-Esch bill, did not intend that the proposed law required the involuntary servitude of railroad employees to railroad corporations, the following quotations are made:

Senator Cummins of Iowa—"With respect to the labor provisions of the conference report, I am utterly unable to understand the opposition which they have aroused among Labor leaders, for they leave all men free, whether employees or employers, to do whatsoever they please at any time, at any place or under any circumstances."—Page 3328, Bound Volume, Cong. Record. Second Session, 66th Congress.

Congressman John J. Esch of Wisconsin—"There is nothing in the bill regarding the compulsory putting into effect of the award of this Railway Labor Board. It relies for its effect upon the force of public opinion, and public opinion in this country is more effective than acts of legislatures and more effective than the decrees of courts. Public opinion once directed, as it will be, by the decisions of this Railway Labor Board, will result in the adjustment of difficulties or will discourage the initiation of such difficulties." (Applause.)—Page 3270, Bound Volume, Cong. Record.

Congressman Mondell of Wyoming—"Gentlemen attempt to justify their opposition to the bill on account of the provisions of the labor section, and yet anyone who has given that section careful consideration knows that there is not a line or a word in it that can reasonably be objected to by any reasonable man; there is not a line of coercion or compulsion in it. If it is any fault at all, it is the fault of furnishing overelaborate provision for the submission and consideration of labor questions, but no man is required to either submit his grievances to or be con-

trolled by the decisions of the agencies which are provided. (Applause.) It leaves every man free to work or quit work, individually or in combination with his fellows, and binds him not at all."—Page 3315, Bound Volume, Cong. Record.

Congressman Goodykoontz of New York—"I have made it my business to critically examine the provisions of the bill relating to the settlement of disputes and am pleased to find that there is no provisions therein which forbids employees to strike at any time, either before, pending or subsequent to arbitration. There is no provision making strikes unlawful or denouncing them as conspiracies or defining them as crimes, much less inflicting punishment. There is no provision holding unions or members thereof liable in damages for violating contracts or refusing to abide by the award of the officers appointed to hear and decide. The bill therefore leaves the settlement of labor disputes to the honor and patriotism of the men. If the measure be passed it will be the first time in the history of the country where a tribunal has been erected to which the working men may go and present their cause and challenge the carriers in vindication of their just rights."—Page 3307, Bound Volume, Cong. Record.

Congressman Madden of Illinois—"The provision embraces neither coercion nor compulsion. Any action to be taken in connection with such labor problems as may arise from time to time is purely voluntary. No man is forced to submit his case for consideration to the boards created by the labor section of the bill and neither is he bound by any decisions that may be rendered by such boards. \*\*\*

"The labor section of this bill leaves every man free to work or free to quit, either as an individual or in groups."—Page 8832, Bound Volume, Cong. Record.

#### "IT IS AN UNEQUAL STRUGGLE"

Under the caption, "Playing for Another Strike," the Oregon Journal of November 20, 1921, has this to say:

"A new drive for lower wages is planned by the railroad heads.

"Something like a dozen big eastern banks own the controlling interest in most of the roads. The men who operate those gigantic financial institutions have little knowledge and less concern about the great people out in the United States.

"Their world is Manhattan Island and legislation down at Washington. With them the railroad system of America is not a thing for service to the people but a sideshow to their great financial institutions. They were among the men to whom Theodore Roosevelt referred in his many denunciations of 'swollen fortunes' and 'crimes of cunning.'

"Great wealth is not a crime. It is the matter of how some great fortunes were obtained and how they are used that is sometimes a crime. When owners of these fortunes reach out beyond their own field and seize a country's transportation system and operate it for their own profit instead of for the service of the country's enterprises and people, it is wrong. Yet that is exactly what has been done with the transportation system of America.

"It is true that there are thousands of private stockholders. It is true that shares of railroad stock are widely distributed. But it is true that the owners and great directing force and the beneficiaries of the American rail transportation are a handful of big eastern financial houses, consisting principally of the great Morgan and great Rockefeller groups.

"The struggle that recently took place over the threatened strike of the men was a struggle between these gigantic banking houses and the men who operate the trains, keep a watchful care over the lives of millions of passengers, keep up the tracks, repair the rolling stock and do the other work in the transportation system. In truth and in fact, it was a struggle between dividend takers and the men who do the world's work.

"The workers are at an extreme disadvantage. The great financial institutions have the money with which to buy propaganda and propagandists. We had in the late struggle the spectacle of editorials in American newspapers written almost bodily from printed railroad propaganda. A long interview a few days ago by a railroad head announcing rate reductions on certain farm products was filled with propaganda for reduction of wages with which to catch the public and was widely carried by the newspapers, in many cases on first pages.

"*It is an unequal struggle.* The workers have no money with which to meet this propaganda and have no means by which to hire skilled propagandists. The public never got, for example, in the late struggle, a realization of what the revision of rules meant to the employes, yet that revision cut as much, or more, from their earnings than did the actual reduction of wages.

"Nor did the public, while giving so much of its sympathy to the great institutions that manipulate the roads, remember that there is better business for all and more prosperity for all when the lion's share of railroad earnings goes not to a small group of financiers with men poorly paid, but when a reasonable share goes to millions of well-paid men."

## LOCAL UNION DIRECTORY

(m) Mixed. (l) Insidemen. (c) Craneman. (mt.) Maintenance. (t.o.) Telephone. (b.o.) Bridge Operators.  
 (i) Lineman. (t) Trimmers. (c.s.) Cable Splicers. (s) Shopmen. (r.r.) Railroad Men. (p.o.) Picture Operators.  
 (f) Fixture Hangers. (p) Powerhouse men.

A. U.	Location.	Rec. Sec'y	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting
(i)	St. Louis, Mo.....	Walt O'Shea.....	4848a Labadie Ave..	J. J. Hartman.....	4318 N. 21st St....	2651 Locust St.....	Every Friday.
(i)2	St. Louis, Mo.....	H. G. Soliday.....	Box 587.....	W. E. Santz.....	3000 Eastern Ave...	3000 Easton Av....	Friday.
(i)3	New York, N. Y....	Geo. W. Whitford..	130 E. 16th St.....	W. A. Hogan.....	130 E. 16th St.....	Labor Temple.....	Every Tuesday.
(m)4	New Orleans, La...	W. Graham.....	308 S. Cortez St....	R. L. Hottinger...	7311 Cohn St.....	715 Union St.....	2d & 4th Wed.
(i)5	Pittsburgh, Pa....	Monte Getz.....	607 Bigelow Blvd...	J. F. Manley.....	McGeah Bldg.....	607 Bigelow Rd....	Every Friday.
(i)6	San Francisco.....	Jas. McKnight....	200 Guerrero St....	J. H. Clover.....	200 Guerrero St....	Bldg. Tr'des Temp.	Every Wed.
(i)7	Springfield, Mass..	D. A. More.....	21 Sanford St.....	J. A. Beauchemin..	21 Sanford St.....	19 Sanford St.....	Every Monday.
(i)8	Coloedo, O.....	C. A. Bremer.....	1467 Chester St....	C. E. Arnold.....	1601 W. Woodland Ave.	Labor Hall.....	Every Monday.
8a	Boston, Mass.....	Marjorie Willis....	1460 Washington St	Helen Fleming.....	72 Harvard St.....	3 Boylston Pl.....	2d & 4th Mon.
(i)9	Chicago, Ill.....	Harry Slater.....	5 S. Sangamon St..	L. M. Fee.....	5 S. Sangamon St..	5 S. Sangamon St..	Every Friday.
(m)10	Butler, Pa.....	R. F. Knittle.....	144 N. Main St.....	R. E. Forsythe....	317 Elm St.....	Un'td Lab. C'n Hall	2d & 4th Tues
(i)11	Paterson, N. J....	A. Huber.....	Labor Inst.....	Chas. Phalen.....	936 E. 19th St....	Labor Institute....	1st & 3d Tues
(m)12	ueblo, Colo.....	H. L. Hutt.....	Box 70.....	Ed. Carlson.....	Box 70.....	Labor Temple.....	Every Thurs.
(m)13	Dover, N. J.....	Archibald Boyne..	Box 278, Wharton, N. J.	Russell Pope.....	54 Hudson St.....	Labor Temple.....	2d & 4th Fri.
(i)14	Pittsburgh, Pa....	E. L. Huey.....	1223 Reddour St... N. S.	L. W. McCleanhan.	City Bldg., Ohio Federal St. N. S.	Union Labor Temple.	1st & 3d Frida
(i)15	Jersey City, N. J..	W. R. Burke.....	1501 Summit Ave....	E. A. Richter.....	258 Barrow St....	553 Summit Ave....	1st & 3d Tues.
(i)16	Evansville, Ind...	Frank Smith.....	580 E. Oregon.....	E. E. Hoskinson...	1227 S. 8th St....	311 S. 1st St.....	Every Sunday.
(i)17	Detroit, Mich....	Wm. McMahon.....	274 E. High St....	Wm. Frost.....	274 E. High St....	274 E. High St....	Every Thurs.
(i)18	Los Angeles, Calif.	F. Bartholomew...	Rm. 112, Lab. Tem.			Labor Temple.....	Thursday.
(m)19	Concord, N. H....	A. Melniss.....	47 S. State St....	Earl Frost.....	27 Fayette St....	Cent. Labor Hall..	4th Tues.
(i)20	New York, N. Y....	Leon Irving.....	234 Albany Ave.... Brooklyn, N. Y.	W. F. Young.....	220 E. 117th St... Westville, N. J.	McDermott Hall..	1st, 3d & 5th Friday.
(i)21	Philadelphia, Pa..	H. Weber.....	2545 Turner St... N. S.	W. T. McKinney...	4732 N. 36th St..	Labor Temple.....	Tuesday.
(i)22	Omaha, Nebr.....	Sidney Slaven....	2305 S. 13th St...	I. M. Gibb.....	212 Dakota Bldg...	75 W. 7th St....	1st & 3d Thur
(i)23	St. Paul, Minn....	P. G. Larson.....	267½ W. 7th St...	P. G. Larson.....	212 Dakota Bldg...	A. O. U. W. Hall..	1st & 3d Tues
(m)24	Minne. & St. Paul, Minn.	Ed. M. Shave....	1764 Hennepin Ave				
(i)25	Ferre Haute, Ind..	Geo. Thomas.....	129 S. 13½ St....	J. D. Akers.....	104 N. 14th St...	624½ Main St....	1st & 3d Wed.
(i)26	Washington, D. C.	Wm. F. Kelly.....	902 Penn. Av., NW.	B. A. O'Leary.....	902 Penn Av., NW..	902 Penn Av., NW..	Every Thurs.
(i)27	Baltimore, Md....	J. Shipley.....	535 E. 23d St....	J. Everett.....	304 Cole Ave.....	Hendricks Hall..	Monday.
(i)28	Baltimore, Md....	F. J. Meeder.....	20 N. East Ave....	T. J. Fagan.....	1222 St. Paul St...	1222 St. Paul St...	Friday.
(i)29	Princeton, N. J....	Jack Sullivan....	125 Burton Ave....	Fred Rose.....	20 Parkinson Ave..	Broad and Front St.	1st & 3d Thurs.
(i)30	Erie, Pa.....	W. C. McEnteer...	407 German St....	W. L. Cross.....	147 W. 18th St....	C. L. U. Hall.....	2d & 4th Fri.
(m)31	Duluth, Minn....	G. Hartmann.....	1405 E. 9th St....	Wm. Murnian.....	915 E. 4th St....	Tr. Union Hall....	1st & 3d Thurs.
(m)32	Lima, Ohio.....	D. M. Donehoo...	957 Eliz. St. N....	S. M. Leidy.....	558 Hazel Ave....	219½ S. Main St...	Monday.
(m)33	New Castle, Pa....	H. P. Callahan...	701 Chestnut St...	J. P. Merrilees...	716 Wilmington av.	8 N. Mill St....	Every Fri.
(i)34	Peoria, Ill.....	Wm. Burns.....	207 Clark Ave....	Frances Roche....	216 N. Jefferson Av. Apt. No. 9.	Bldg. Trds. Coun..	2d & 4th Thurs.
(i)35	Hartford, Conn...	Wait G. Cramer...	104 Asylum St...	Chas. H. Hall.....	104 Asylum St...	104 Asylum St...	Every Friday.
(m)36	Sacramento, Cal..	E. J. Berrigan...	Box 38 Labor Temple.	J. Noonan.....	1120 20th St....	Labor Temple.....	Every Thurs.
(i)37	New Britain, Conn.	Louis Allen.....	Box 495.....	Thos. F. Stanton..	61 Garden St....	Eagles' Hall.....	2d & 4th Thurs.
(w)38	Cleveland, Ohio...	E. J. Cavan.....	2182 E. 9th St.... Browning Bldg.	F. J. Bilger.....	2182 E. 9th St.... Browning Bldg..	2182 E. 9th St....	Every Tues.
(i)39	Cleveland, Ohio...	Jos. Lynch.....	1708 Willey Ave....	H. J. Sutherland..	2182 E. 9th St., 3d Floor.	2182 E. 9th St., 3d Floor.	Every Thurs.
(i)41	Buffalo, N. Y....	E. Johnston.....	128 Edna Pl.....	G. C. King.....	460 Olympic Av...	270 Broadway....	Tuesday.
(i)42	Utica, N. Y.....	W. T. Gardiner...	1925 Mohawk St...	W. T. Gardiner...	1025 Mohawk St...	Labor Temple.....	1st & 3d Friday
(i)43	Syracuse, N. Y....	Dan Welch.....	Box 416.....	J. B. Young.....	Box 416.....	149 James St....	Friday.
(i)44	Rochester, N. Y...	F. Miller.....	1192 E. Main St...	Howard Traver...	77 Asbury St....	Fraternl Bldg...	2d & 4th Tues.
(i)45	Suffalo, N. Y....	John Allison....	55 Central Ave... Lancaster, N. Y.	F. H. Lamme.....	188 Riverside Ave..	48 W. Eagle St...	2d & 4th Thurs
(i)46	Seattle, Wash....	A. W. Esselback...	317 Labor Temple.	A. G. Heller.....	Rm. 317 Lab. Temp.	Labor Temple.....	Thursday.
(m)47	Sioux City, Ia....	C. D. Wyant.....	426 Stone Pk. Blvd	G. A. Parks.....	Box 102.....	Labor Temple.....	1st & 3d Tues.
(i)48	Portland, Ore.....	Frank Green.....	319 Lumber Ex... Bldg.	J. D. M. Crockwell.	319 Lumber Ex... Bldg.	Carpenter's Hall..	Wednesday.
(i)51	Peoria, Ill.....	Albert Sims.....	611 7th St.....	Fred V. Klooz....	316 Pope St.....	Franklin- & Jefferson.	1st & 3d Tues.
(i)52	Newark, N. J....	Albert Bell.....	3 W. Park St....	Edw. A. Schroeder.	262 Washington St.	262 Washington St.	Every Tues.
(m)53	Kansas City, Mo..	Oscar C. Hull....	2106 E. 42nd St..	Jos. Clounhley...	923 Orville Ave... Kas. Citty, Kas.	Labor Temple.....	Tue-day.
(i)54	Columbus, O.....	Walt D. Gaver....	Brigg-dale, Ohio.	C. L. Williams....	86 W. N. Broadway	21½ N. Front St...	2d & 4th Tues.
(i)55	Des Moines, Ia...	G. Cook.....	3300 2nd St....	Ike Johnson.....	2352 E. 15th St...	Labor Temple.....	Friday.
(i)56	Erie, Pa.....	N. Amand.....	1605 Sassafras St.	E. H. Falls.....	1194 E. 30th St...	17th and State...	2d & 4th Wed.
(m)57	Salt Lake City, U.	C. Cannon.....	1426 S. 15E...	A. P. Lockett.....	626 W. 1st St. So.	Labor Temple.....	Every Thurs.
(i)58	Detroit, Mich....	W. W. Borsch....	55 Adelaide St...	H. J. Harris.....	55 Adelaide St...	333 Cass Ave....	Tuesday.

WORKERS AND OPERATORS

No. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date
(w)59	Dallas, Tex.	Robt. Roy	8 Labor Temple	L. B. Irvin	Rm. 8 Lab. Temp.	Labor Temple	Every Mon.
(i)60	San Antonio, Tex.	Max Niedorf	407 Indiana St.	Wm. Canze	R. D. 43 F.	Trade Council Hall	Every Wed.
(i)62	Youngstown, O.	E. Hughes	150 E. Marion Ave.	W. J. Fitch	133 Benita Ave.	223 W. Federal St.	1st & 3d Thurs.
(m)63	Warren, Pa.	F. M. Scheaffer	207 Jackson Ave.	A. A. Keller	116 Main Ave.	S. B. of A. Hall	2d & 4th Thurs.
(w)64	Youngstown, O.			Lee Stenerwald	P. O. Box 195	Resh. Hall	Tuesday
(i)65	Butte, Mont.	N. Marick	Box 846	W. C. Medhurst	Box 846	I. O. O. M. Hall	Every Friday
(m)66	Houston, Tex.	E. C. McQuillian	4816 Caroline St.	J. P. Willson	Box 454	Labor Temple	Every Wed.
(m)67	Quincy, Ill.	Warren Hartzel	801 Adams St.	B. J. Flotkoetter	727 N. 16th St.	Quincy Lbr. T'mple	8 p. m. 2d & 4th Mon.
(i)68	Denver, Colo.	Jack Flattery	4701 W. Hayward Pl.	F. J. Kelly	3301 Tennyson St.	412 Club Bldg.	Every Mon.
(i)69	Dallas, Tex.	T. D. Betts	P. O. Box 827	A. M. Lewis	P. O. Box 827	Labor Temple	Every Mon.
(i)71	Columbus, O.	John McGehan	Box 1082	R. W. Michael	Box 1082	34½ E. Rich St.	Every Mon.
(i)72	Waco, Tex.	T. S. Cox	Box 814	Claude Doyle	P. O. Box 814	Labor Hall	2d & 4th Mon.
(i)73	Spokane, Wash.	E. J. Franks	Box 635	W. A. Grow	Box 635	Carpenters' Hall	2d & 4th Fri.
(rr)74	Danville, Ill.	Leslie Cunningham	722 Bryan Ave.	E. F. Truby	927 N. Franklin St.	Trds. Council Hall	2d & 4th Thurs
(i)75	Gr'd Rapids, Mich.	Frank Harrison	742 Woodworth St. S. E.	Chas. Anderson	1432 Wilcox Pk. Av.	Trds. & Labor Hall	Friday
(i)76	Tacoma, Wash.	Geo. Sanderson	Box 1261	Roy Hunt	210 St. Helen Av.	Bldg. Trades Hall	1st & 3d Tues.
(ca)78	Cleveland, O.	W. R. Lennox	2182 E. 9th St.	Leo A. Connors	14016 Castalia Ave. N. E.	2182 E. 9th St.	Monday
(i)79	Syracuse, N. Y.	J. E. Dibble	319 Craddock St.	Robt. Taylor	1121 3rd St. No.	Myers Hall	Friday
(m)80	Norfolk, Va.	Geo. Roberts	52d St. & Myers Av.	T. J. Gates	846 41st St.	I. O. O. F. Hall	Wednesday
(i)81	Scranton, Pa.	M. J. Meehan	121 N. Sherman Av.	Wm. Dailey	822 Prospect Ave.	225 Wash. Ave.	1st & 3d Thurs.
(i)82	Dayton, O.	J. W. Howell	122 Stillwater Ave.	Robt. Brown	209 E. Pease Ave.	Labor Temple	Every Mon.
(i)83	Los Angeles, Cal.	F. J. Connolly	540 Maple Ave.	Geo. W. Nelson	540 Maple Ave.	Labor Temple	Every Wed.
(m)84	Atlanta, Ga.	J. L. Carver	Box 669	S. C. Mann	Box 669	112 Trinity Ave.	Every Thurs.
(a)	Schenectady, N. Y.	Fred E. Schuldt	405 Pleasant St.	C. V. Platto	32 Front St.	246 State St.	3d Friday
(w)86	Rochester, N. Y.	J. Downs	43 Dove St.	A. L. Knauf	34 Wilmington St.	Musicians' Hall	Ev. other Wed.
(ca)87	Newark, Ohio	Fred D. Haynes	45 N. Arch St.	J. L. Levensperger	237 N. 11th St.	Engineers Hall	2d & 4th Tues.
(m)88	Chillicothe, O.	J. V. Brooks	236 Hirn St.	C. B. Maddox	233 Eastern Ave.	Trds. & Lab. Hall	2d & 4th Tues.
(m)89	Crawf'dsville, Ind.			W. V. Symmes	Box 82	Rm. 13, K. of P. Bldg., Market & Washington	1st & 3d Thurs.
(i)90	New Haven, Conn.	Wm. Dedrick	215 Meadow	H. Wyatt	215 Meadow St.	215 Meadows St.	1st & 3d Tues.
((m)93	E. Liverpool, O.	Arthur Czech	336 W. Church Alley	C. D. Lentz	301 Washington St.	Fowler Bldg.	1st & 3d Fri.
(m)94	Kewanee, Ill.	L. J. Metcalf	508 5th Ave.	O. G. Smith	852 Pine St.	Taylor Hall	2d & 4th Fri.
(m)95	Joplin, Mo.	N. Graham	713 Moffett Ave.	W. E. Hough	2222 Connor Ave.	Labor Temple	1st & 3d Fri.
(m)96	Worcester, Mass.	C. McKinstry	1001 Main St.	Jas. Rice	94 Hamilton St.	Labor Temple	1st & 3d Mon.
(i)97	Waco, Tex.	L. O. Niles	Box 1128	J. Caldwell	Box 1128	102½ S. 4th St.	1st & 3d Fri.
(i)98	Philadelphia, Pa.	J. S. Meade	123 N. 15th St.	W. S. Godshall	1807 Spring Garden St.	13th and P. Garden Sts.	Every Tues.
(i)99	Providence, R. I.			Jas. B. Kennedy	116 Orange St.	72 Weybosset	Every Mon.
(i)100	Fresno, Cal.	O. D. Fincher	1917 Toulumme	C. R. Russell	217 Thesta St.	1917 Toulumme	1st & 3d Tues.
(i)101	Cincinnati, O.	Ben Lloyd	86 W. McMillan St.	A. J. Stayton	1629 Herbert Ave.	359 VanHouten St.	Wednesday
(i)102	Paterson, N. J.	Robt. Sigler	401 Ellison St.	C. Campbell	Box 41	Clifton, N. J.	Every Thurs.
(i)103	Roston, Mass.	Frank R. Sheehan	30 Fapon St. East Boston	J. T. Fennell	987 Washington St.	987 Washington St.	Every Wed.
(m)104	Roston, Mass.	H. W. Shivers	10 Ashland St. Malden, Mass.	J. S. Mahoney	18 Woodbridge St. Cambridge, Mass.	Paine Men Bldg.	Thursday
(m)105	Hamilton, Ont., C.	E. Osier	98 Catherine St. So	S. Mitchell	75 Alberta Ave.	Orange Hall	Friday
(i)107	Jamestown, N. Y.	H. W. Fisher	62 Lakin Ave.	F. J. Kruger	869 Spring St.	8 W. 3rd St.	Alternate Mon.
(m)108	Gr'd Rapids, Mich.	Ellis Cribbs	Y. M. C. A.	F. J. English	853 Dayton St.	Tr. & Labor Hall	Every Tues.
(m)103	Tampa, Fla.	J. B. Ellis	Box 662	John Murphy	208 S. Edison	Ross & Nebr. Ave.	Friday
(i)109	Rock Island, Ill.	E. N. Crouse	901 14½ St.	A. Asplund	807 29th St.	21st & 3rd Ave.	2d & 4th Mon.
(i)110	St. Paul, Minn.	I. P. Kelly	210-11 Dakota Bldg.	R. W. Holmes	210-11 Dakota Bldg.	75 W. 7th St.	1sa & 3d Mon.
(i)111	Denver, Colo.	Geo. Roberts	730 13th St.	Geo. Roberts	730 13th St.	412 Club Bldg.	Every Thurs.
(i)112	Louisville, Ky.	John Choape	1315 Winter Ave.	Frank Roth	2612 Duncan St.	Carl Marx	Monday
(m)113	Colo Spas., Colo.	E. E. Norman	117 E. Moreno	F. C. Burford	514 S. Weber	Rm. 11, Woolworth Bldg.	Every Friday
(m)114	Port Dodge, Ia.	W. Sanford	716 6th Ave. No.	E. M. Gulden	1 No. 18th St.	Labor Temple	1st & 3a Tues.
(i)116	Ft Worth, Tex.	Chas. Shyroce	1101 Houston St.	J. J. Farrell	Rox 1243	Musicians Club	Every Tues.
(m)117	Elgin, Ill.	J. Costello	723 Cedar Ave.	R. W. Pinkerton	Box 135	Woodman Hall	1st & 3d Wed.
(m)119	Temple, Tex.	A. C. Hornmuth	Temple Elec. Co.	H. S. Newland	506 S. 11th	Over Busy Bee	Sun. morn.
(m)120	London, Ont., C.	C. Burthwick	643 Lorne Ave.	J. A. Woodley	377 Rattle St.	Richmond St.	2d & 4th Thurs
(m)121	Augusta, Ga.	J. T. Woodward	2238 Central Av.	F. A. Schueler	323 Walker St.	Labor Hall	1st & 3d Tues.
(m)122	Great Falls, Mont.	Earl Buker	Box 385	D. Gogzans	Box 385	Lyceum Hall	Every Tues.
(m)123	Wilmington, N. C.	M. J. Crumpleer	312 S. 4th St.	J. W. Chadwick	918 S. 5th St.	I. O. O. F. Hall	Friday
(i)124	Kansas City, Mo.	Arthur Erickson	2610 Cleveland Av.	G. W. Slade	2923 Walnut St.	Labor Temple	Every Tues.
(rr)125	Portland, Oreg.	M. DeCarr	Box 644	W. E. Bates	Box 644	E. Pine & Grand av.	Every Friday
(rr)126	Manchester, N. Y.	Arthur Penny	75 State St.	Howard Sprague	16 Howard St.	Bairds Hall	2d & 4th Fri.
(m)127	Kenosha, Wis.	Ray Thornton	477 Edward St.	Thos. O'Connor	1055 Pickwick	Union Hall	2d & 4th Wed.
(m)129	Flvria, O.	Gaylord Tucker	Oberlin Rd.	H. A. Sauer	420 Kenyon Ave.	Painters Hall	2d & 4th Thurs
(i)130	New Orleans, La.	D. J. Byrne	715 Union St.	H. M. Muller	822 Union St.	822 Union St.	Friday
(m)131	Kalamazoo, Mich.	Geo Allen	228 Vine St.	W. G. Pountain	605 Portage St.	Metal Tr. Hall	Monday
(m)132	Chifton Ariz	G. E. Dichtenmiller		S. A. Beck	Box 364	Town Hall	1st Tues.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Days.
(i)123	Middletown, N. Y.	Geo. Gibbs.....	43 Houston Ave.....	T. E. Hodge.....	12 Watkins Ave....	Gunther Bldg.....	1st Thurs.
(i)124	Chicago, Ill.	Robert Brooks.....	1507 Ogden Ave.....	Syl Williams.....	1507 Ogden Ave....	1507 Ogden Ave....	Every Thurs.
(m)125	La Crosse, Wis.	M. C. Dokken.....	430 Liberty St.....	Theo. Strauss.....	326 N. 9th St.....	427 Jay St.....	1st & 3d Tues.
(m)126	Birmingham, Ala.	A. H. Vickery.....	Box 205.....	C. M. Baker.....	Box 205.....	Bur Hur Temple....	Tuesday.
(m)127	Albany, N. Y.	Roy Zealman.....	245 Livingston Ave..	John O'Neil.....	105 Myrtle Ave....	130 Madison Ave..	3d Tues.
(m)128	Elmira, N. Y.	Jerry Sheehe.....	370 Clinton N.....	Ed. Jones.....	666 Park Pl.....	200 E. Water St...	2d & 4th Wed.
(i)129	Schenectady, N. Y.	H. A. Boink.....	620 Smith St.....	Chas. Dickson.....	R. F. D. No. 7.....	246 State St.....	1st & 3d Wed.
(i)140	Wheeling, W. Va.	J. Yost.....	141 20th St.....	E. Hagen.....	643 Market St....	Odd Fellows Hall..	2d & 4th Fri.
(i)141	Boston, Mass.	John Hession.....	987 Wash. St.....	Wm. Glacken.....	Wells Mem. Bldg..	987 Washington St.	Friday.
(j)142	Harrisburg, Pa.	Geo. Miller.....	1518 Susquehanna St.	J. J. Kaufhold.....	430 Hamilton St...	221 Market St.....	2d & 4th Mon.
(i)146	Decatur, Ill.	Geo. Kossieck.....	Box 431.....	Chas. J. Winter.....	Box 431.....	Stein Hall.....	2d & 4th Fri.
(to)147	Chicago, Ill.	Mack L. H. Larsen..	175 W. Wash. St...	Jas. McAndrews...	175 W. Wash. St...	412 Masonic Te'ple.	1st & 3d Tues.
(rr)148	Washington, D. C.	E. H. Pickel.....	406 1st St. S. E....	John Manahan.....	915 Columbia Rd., N. W.	Moose Hall.....	2d & 4th Fri.
(i)149	Aurora, Ill.	Morris Wright.....	136 Forlan Ave.....	E. E. Green.....	618 Benton St.....	77 Fox St.....	2d & 4th Wed.
(i)150	Waukegan, Ill.	F. Wilcox.....	19 Deerpath Ave... Lake Forest, Ill.	W. F. Vetter.....	401 McDaniels Ave. Highland Pk., Ill.	218 Wash. St.....	1st & 3d Wed.
(i)151	San Francisco, Cal.	J. Hansen.....	24 Ramsel St.....	H. S. Walker.....	1235 12th Ave....	Carpenter's Hall..	Every Thurs.
(rr)152	Deer Lodge, Mont.	J. V. Steinberger..	Box 522.....	John Ward.....	Box 715.....	I. O. O. F. Hall....	Friday.
(i)153	South Bend, Ind.	H. N. Austin.....	1231 Portage Ave..	Oliver Davis.....	728 W. Oak St....	315 S. Mich.....	Thursday
(i)154	Davenport, Ia.	Wm. Thompson.....	621 E. 12th St....	E. E. Koontz.....	3 Schricker Flats..	5th & Brady Sta...	2d & 4th Wed.
(i)155	Oklahoma City, Okla.	R. R. Million.....	24 W. 8th St.....	O. A. Waller.....	1841 W. 11th St...	Carpenter's Hall..	Tuesday.
(i)156	Ft. Worth, Texas.	J. C. Estill.....	Box 251.....	Chas. Funkhouser..	Box 251.....	Musicians' Hall...	Wednesday.
(m)157	DuQuoin, Ill.	Jno. Davison.....	706 S. Jefferson..	Lester B. Howell..	E. Main St.....	E. Main St.....	1st & 3d Mon.
(m)158	Green Bay, Wis.	A. Verheyden.....	708 S. Jefferson..	Jas. Gerhard.....	1288 Crooks St....	213 N. Wash.....	2d & 4th Tues.
(m)159	Madison, Wis.	H. A. Fieldman.....	1243 Jenifer St...	Elliott Barron.....	326 W. Willson...	27 N. Pickney St..	2d & 4th Thurs.
(m)161	Greenfield, Mass.	W. Sanderson.....	S. Deerfield, Mass.	W. D. Clark.....	41 Russell St....	Union Hall.....	1st Thursday.
(rr)162	Kansas City, Mo.	L. B. White.....	2510 Holmes St...	F. S. Eldred.....	Box 69, Gateway Station.	813 Walnut St....	2d & 4th Mon.
(m)163	Wilkes-Barre, Pa.	Harold V. Deubler..	105 Cary Ave.....	BriceMcMillan....	38 S. Bennett St.. Kingston, P. O.	24 Simon Long bldg	Every Thurs.
(i)164	Jersey City, N. J.	Frank X. Belanger..	1089 Summit Ave..	Maxwell Publitz...	1446 Smith Ave....	583 Summit Ave....	Friday.
(c)165	Superior, Wis.	Wm. Tuttle.....	1405 Cummings Av.	Jos. Hennessy.....	No. Bergen, N. J.. 2004 Butler Ave..	Moose Hall.....	1st & 3d Tues.
(i)166	Lincoln, Nebr.	B. L. Rigger.....	Labor Temple.....	J. P. Evans.....	Labor Temple.....	Labor Temple.....	1st & 3d Tues.
(i)169	Fresno, Calif.	Walter Egli.....	Box 64, Route C...	W. M. Friend.....	2966 Illinois Ave..	Bowling Auditorium Bldg.	2d & 4th Tues.
(rr)171	Watertown, N. Y.	M. Van Alstyne.....	529 Cross.....	R. P. Wiley.....	333 Logan Ave....	890 Rothstock bldg.	2d & 4th Wed.
(i)172	Newark, Ohio.	Ralph Bradley.....	48 E. Chamel St...	S. C. Alsdorf.....	115 Ash St.....	3½ N. 3d St.....	1st & 3d Thurs.
(m)173	Ottawa, Ia.	C. E. Nichols.....	Box 158.....	L. C. Stiles.....	Box 158.....	Labor Hall.....	1st & 3d Tues.
(m)175	Chattanooga, Tenn.	T. J. Tucker.....	308 S. Wilborn St..	C. K. Gennoe.....	2409 Union Av....	Cent. Labor Hall..	Every Tuesday.
(i)176	Joliet, Ill.	R. V. Allen.....	S. Ottawa St.....	R. G. Worley.....	104 Cogwin Ave..	Labor Hall.....	2d & 4th Thurs.
(m)177	Jacksonville, Fla.	A. V. Allison.....	18 E. Adams.....	E. C. Valentine....	621 Main St.....	Labor Temple.....	Wednesday.
(i)178	Canton, Ohio.	J. Swarts.....	1116 Auburn Pl., N. W.	Jas. Strow.....	1725 14th St. S. W.	Moose Hall.....	1st & 3d Mon.
(i)179	Norristown, Pa.	E. L. Whitman.....	704 Stambidge St..	Jas. Decker.....	Astor St.....	Norristown Trust Bldg.	1st & 3d Tues.
(m)180	Vallejo, Cal.	J. F. Lyman.....	Box 251.....	G. Stanley Pearce..	423 Louisiana St..	Labor Temple.....	Every Wed.
(i)181	Utica, N. Y.	E. J. Crave.....	512 Square St.....	W. R. Gardiner.....	708 Varick St....	Labor Temple.....	2d & 4th Fri.
(bo)182	Chicago, Ill.	A. J. Cullen.....	2816 Hillock Ave..	Geo. McLaughlin..	4129 N. Hermitage Ave.	19 W. Adams St...	2d & 4th Fri.
(i)183	Lexington, Ky.	E. H. Umstead.....	266 College View Avenue.	L. D. Kitchen.....	383 Spring St....	Union Hall.....	1st & 2d Mon.
(m)184	Galesburg, Ill.	Wm. Mills.....	351 W. North St...	M. E. Howe.....	460 W. South St...	Labor Temple.....	2o & 4th Mon.
(m)185	Helena, Mont.	S. L. Beckwith.....	Box 267.....	S. L. Beckwith.....	Box 267.....	Eddy's Hall.....	1st & 3d Tues.
(e)186	Gary, Ind.	Frank Lawrence.....	Box 32.....	W. M. Tucker.....	429 Harrison St...	K. of P. Hall.....	1st & 3d Fri.
(m)187	Oshkosh, Wis.	S. Robertson.....	70 Evans St.....	Patk Joy.....	41 Oakland Ave..	Labor Hall.....	1st & 3d Tues.
(i)188	Charleston, S. C.	T. A. Corby.....	Box 914.....	J. W. Bense.....	51 N. Alexander St.	Labor Temple.....	1st & 3d Fri.
(m)191	Everett, Wash.	O. Almvig.....	Labor Temple.....	J. M. Gibbs.....	3119 Oakes Ave..	Labor Temple.....	Every Monday.
(i)192	Pawtucket, R. I.	Jas. Trainor.....	51 Downes Ave....	Andrew Thompson..	38 South St.....	21 N. Main St...	1st & 3d Tues.
(i)193	Springfield, Ill.	O. E. Golden.....	605 W. Calhoun Av.	W. H. Sammons....	1018 W. Edwards St	Painters Hall.....	2d & 4th Wed.
(i)194	Shreveport, La.	L. T. Rogers.....	Box 740.....	H. C. Rogers.....	Box 740.....	Majestic Bldg....	Mon. night.
(bo)195	Milwaukee, Wis.	Jos. B. Veit.....	479 14th Ave.....	Louis Brandes.....	405 Albion St....	300 4th St.....	2d Wed. 8 p. n.
(i)196	Rockford, Ill.	S. Sessall.....	787 N. 1st St.....	Henry Fortune.....	916 Elm St.....	Cent. Labor Hall..	Every Friday.
(i)197	Bloomington, Ill.	Maurice Kalohar..	1521 S. Main St...	L. E. Reed.....	620 S. Clinton...	208 W. Front St...	2d & 4th Wed.
(m)199	Oskaloosa, Iowa.	Frank Jameson.....	109 F. Ave. W.....	J. H. Jamison.....	109 F. Ave. W.....	Cor. Market & 1st Ave.	Mondays.
(rr)200	Anaconda, Mont.	E. A. Mayer.....	Box 483.....	J. W. Flynn.....	Box 483.....	I. O. O. F. Hall....	Every Friday.
(m)201	Connersville, Ind.	Clyde Webster.....	219 E. 2d St.....	L. B. Lucas.....	1301 Eastern Ave..	Elec. Wkrs. Hall..	1st & 3d Tues.
(c)202	Boston, Mass.	Wm. C. Crane.....	57 Mt. Vernon St.. Braintree, Mass.	John T. Danchy...	46 Adams St., Dorchester, Mass.	Ancient Landmark Hall.	1st & 3d Wed.
(i)204	Springfield, Ohio.	Melvin Bell.....	916 W. Mulberry St.	C. P. Baughman....	525 W. Columbia St	Labor Temple.....	Tuesday.
(rr)205	Omaha, Nebr.	O. Bond.....	2021 Locust St....	H. H. Bradshaw....	714 Perrin Ave....	New Labor Temple	1st & 3d Thu.
(m)206	Jackson, Mich.	J. W. Hinton.....	104 Gibson Pl.....	E. Wideman.....	537 S. Park.....	Labor Hall.....	2d & 4th Thu.
(i)207	Stockton, Cal.	O. Williams.....	Box 141.....	Frank Kinne.....	Box 686.....	Labor Temple.....	Fridays.
(m)209	Logansport, Ind.	P. C. Lamborn.....	605 Wheatland Ave.	H. Whipple.....	821 W. Melbourne Ave.	Trades Assem. Hall	1st & 3d Fri.

U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
1)210	Atlantic City, N. J.	Chas. Swapp.....	116 N. South Carolina Av.	D. C. Bach.....	1428 Atlantic Ave..	1620 Atlantic Ave..	Tuesdays.
1)211	Atlantic City, N. J.	Frank Hurley.....	3 Chelton Ave.....	J. S. Bennett.....	1602 Pacific Ave....	1620 Atlantic Ave..	Mondays.
1)212	Cincinnati, O.	W. B. Slater.....	2540 Lidel St.....	Arthur Liebenrood..	14 Glencoe Pl.....	12th & Walnut.....	1st & 3d Wed.
213	Vancouver, B. C.,	F. R. Burrows.....	440 Pender St. W..	E. H. Morrison.....	148 Cordova St. W.	.....	.....
1)214	Chicago, Ill.	J. A. Wright.....	3251 W. Madison..	J. A. Cruise.....	642 N. Troy St.....	4142 Lake St.....	1st & 3d Fri.
1)215	Poughkeepsie, N. Y.	Clarence Fay.....	16 Lagrange Ave..	Chas. Smith.....	74 Delafield St.....	Bricklayer's Hall..	2d & 4th Mon.
1)217	Trenton, N. J.....	J. J. Hines.....	24 Southard St.....	L. Lewallen.....	134 Lynwood Ave....	Broad and Front...	1st & 3d Fri.
1)218	Sharon, Pa.....	G. C. Gardner.....	856 Cedar.....	F. Z. Neal.....	272 Spruce St.....	Carpenters' Hall...	2d & 4th Fri.
1)219	Ottawa, Ill.....	J. W. Mercer.....	117 Center St.....	Gus Krause.....	402 E. Glover St...	Union Hall.....	1st & 3d Thurs
1)220	Akron, O.....	J. J. McGinnis.....	5 E. Buchtel Ave...	S. P. Morgan.....	5 E. Buchtel Ave...	C. L. U. Hall.....	Every Mon.
1)221	Beaumont, Tex.	.....	.....	F. H. Lindsey.....	Box 524.....	Moore Hall.....	2d & 4th Wed.
1)222	Medicine Hat, Alta., Can.	F. J. McComb.....	Box 342.....	F. J. McComb.....	Box 342.....	Labor Hall.....	2d Wed.
1)223	Brockton, Mass.....	R. L. Windsor.....	192 Warren Ave....	A. B. Spencer.....	Crescent St., West. Bridgewater, Mass. Box 14, Sub. Sta. No. 1, Fairhaven, Mass.	Rm. 26, 126 Main...	Every Wed.
1)224	New Bedford, Mass.	Wm. Hemmings.....	710 Brock Ave.....	J. H. Griffin.....	.....	Theatre Bldg.....	Mondays.
1)225	Norwich, Conn.....	Ed. Shannon.....	69 Boswell Ave....	H. H. Bernier.....	70 Norwich Ave....	Carpenters' Hall...	1st & 3d Mon. N. London, 3d Monday, Norwich.
1)226	Topeka, Kas.....	C. J. Maunsell.....	222 E. Euclid Ave..	J. L. Lewis.....	1715 Park Av.....	418 Kansas Ave....	1st & 3d Wed.
1)227	Sapulpa, Okla.....	Wm. Rogers.....	P. O. Box 981.....	L. R. Connaway.....	Box 981.....	Labor Hall.....	1st & 3d Sun.
1)229	York, Pa.....	H. W. Deardorff...	933 W. College Ave.	Geo. Small.....	21 E. Princess St..	York Labor Temp..	1st & 3d Thurs
1)230	Victoria, B. C.....	F. Shaplard.....	823 Broughton St..	W. Reid.....	2736 Asquith St...	I. O. O. F. Hall...	Every Mon.
1)231	Sioux City, Ia.....	S. J. Lanning.....	Box 557.....	C. R. Price.....	Box 557.....	5th & Nebraska...	1st & 3d Thurs
1)232	Kaukauna, Wis.....	Wm. Reardon.....	S. Kaukauna, Wis.	Nick Mertes.....	S. Koukauna.....	Corcoran Hall.....	1st & 3d Tues.
1)233	Newark, N. J.....	.....	.....	H. W. Herriger.....	546 Springfield Av.	262 Wash. St.....	Wednesday.
1)234	Brainerd, Minn.....	Benj. Johnson.....	1 Kendall St.....	E. L. Dahl.....	302 1st Ave.....	Tr'ds. & Labor Hall	1st Tuesday.
1)235	Taunton, Mass.....	Arthur Nixon.....	173 Shores St.....	F. B. Campbell.....	122 Winthrop St...	I. O. O. F. Bldg...	2d & 4th Thurs.
1)236	Treasure, Ill.....	John Seeger.....	1801 N. Everitt St.	Wm. Markowitz.....	306 Rush St.....	Main St.....	1st & 3d Wed.
1)237	Niagara Falls, N. Y.	A. C. Vair.....	Box 325, La Salle, N. Y.	O. A. Weber.....	723 Augustus Pl...	Oriole's Hall.....	2d & 4th Fri.
1)238	Asheville, N. O.....	Charles Hollingsworth.	.....	E. B. Murdock.....	Box 24, W.....	Elks Club Bldg....	1st & last Mon.
1)239	Williamsport, Pa.	L. I. Gottschall...	401 Park Ave.....	A. M. Schlick.....	22 W. Lincoln Av. S.	Labor Temple.....	Every Wed.
1)240	Muscatine, Iowa...	Chas. G. Erdman...	123 W. Front St...	Max Oldenburg.....	118 W. 8th St.....	Labor Assem. Hall.	2d & 4th Thurs
1)243	Savannah, Ga.....	L. L. McWatty.....	127 Abercorn.....	G. T. Roberson.....	309 E. Gordon St..	DeKalb Hall.....	Friday.
1)245	Toledo, Ohio.....	Louis Schertinger..	826 Broadway.....	Oliver Myers.....	Labor Temple.....	Moose Temple.....	Friday.
1)246	Steubenville, Ohio	H. Watt.....	212 N. 6th.....	E. A. Schaefer.....	Box 700.....	4th & Market.....	Monday.
247-b	Schenectady, N. Y.	Herbert M. Merrill.	228 Liberty St.....	Jas. Cameron.....	213 4th St., Scotia, N. Y.	Elec. Wkrs. Hall..	1st & 3d Thurs
1)250	San Jose, Cal.....	H. Shake.....	235 N. 9th St.....	Wm. White.....	Box 577.....	Labor Temple.....	Every Friday.
1)251	Pine Bluff, Ark.....	T. White.....	1416 W. 5th St...	J. L. Boynton.....	1291 E. 2nd Ave...	Build. Trade Hall..	2d & 4th Tues.
1)252	Ann Arbor, Mich...	Otto Zemke.....	211 W. Summit St.	Frank Beardsley...	325 Braun Ct.....	Labor Temple.....	2d & 4th Wed.
1)254	Schenectady, N. Y.	M. T. Northup.....	6 Forest Rd.....	J. J. Callahan.....	720 Hattie St.....	246 State St.....	1st & 3d Mon.
1)255	Ashland, Wis.....	S. J. Talaska.....	Cemetery Road.....	O. Margenan.....	Badger Elec. Co...	Eagles' Hall.....	2d Wed.
1)256	Fitchburg, Mass...	Jas. McKee.....	195 Haywood St...	John Burns.....	50 Goodrich St...	C. L. U. Hall.....	1st & 3d Tues.
1)258	Providence, R. L.	T. A. Toomey.....	118 Orange St.....	W. O'Neill.....	36 Hancock St...	116 Orange St.....	1st & 3d Fri.
1)259	Salem, Mass.....	P. J. Dean.....	54 Beaver St.....	T. Hussey.....	Jersey St.....	53 Washington St..	1st & 3d Mon.
1)260	Baltimore, Md.....	O. Fille.....	301 E. 22nd St...	Wm. Wilkerson.....	Marblehead, Mass. Halethorps, Md.	Cockeys Hall.....	1st & 3d Wed.
1)261	Petersboro, Ont., C.	H. Jeffery.....	Albertus St., Claraday, P. O.	O. W. Saunders.....	137 Romaine St...	Labor Hall.....	2d & 4th Wed.
1)262	Plainfield, N. J.....	Wesley Barrett.....	714 E. 6th St.....	Russell Hann.....	115 Johnston Av...	Bldg. Trades Hall.	2d & 4th Mon.
1)263	Dubuque, Iowa.....	H. F. Pfeffer.....	1313 Lincoln Ave...	Leo Gregory.....	577 W. Locust St..	Carpenters' Hall..	2d & 4th Thurs
1)265	Lincoln Nebr.....	R. H. Cruse.....	2314 Randolph St.	Oscar Schon.....	Labor Temple.....	Labor Temple.....	1st & 2d Thurs
1)266	Sedalia, Mo.....	Harry Inch.....	1301 S. Ohio St...	O. R. Carpenter.....	710 E. 4th St.....	Labor Temple.....	1st & 3d Fri.
1)267	Schenectady, N. Y.	A. V. Gould.....	521 Chrisler Ave...	J. W. Cain.....	Route No. 6.....	246 State St.....	1st & 3d Sat.
1)268	Newport, R. I.....	H. F. Buzby.....	98 Warner St.....	F. O. Gurnett.....	7 Third St.....	Music Hall.....	1st & 3d Fri.
1)269	Trenton, N. J.....	Rupert Jahn.....	121 Park Lane.....	Jos. Powers.....	126 N. Willow St..	112 S. Broad.....	Tuesday.
1)271	Wichita, Kan.....	Don Meeker.....	723 S. Main St...	W. Dunham.....	214 S. Estelle St..	119 S. Lawrence Av.	Every Mon.
1)272	Sherman, Tex.....	Ray Miller.....	.....	E. Crump.....	c/o Elect. Sup. Co.	Labor Hall.....	2d & 4th Tues.
1)273	Clinton, Iowa.....	Olaf Carlsen.....	225 Maple Ave.....	Paul J. Clark.....	704 6th Ave.....	Moose Hall.....	2d & 4th Wed.
1)274	Columbus, O.....	C. B. Jackson.....	227 Minnesota Ave.	Robt. Marshall.....	2483 Summit St...	199 1/2 S. High St..	1st & 3d Wed.
1)275	Muskegon, Mich...	W. E. Gerst.....	72 Octavus St., 2d Floor.	Geo. Bonjernoor...	43 Sophia St.....	Woodman Hall.....	1st & 3d Thurs.
1)276	Superior, Wis.....	H. E. Tilton.....	1920 Tower Ave...	C. O. Boswell.....	2421 John Ave.....	Labor Hall.....	1st & 3d Tues.
1)277	Wheeling, W. Va...	H. Duckworth.....	Bridgeport, Ohio..	H. Vermillion.....	1625 Chaplin St...	1506 Market St....	Every Thurs.
n278	Paris, Texas.....	.....	.....	Thos. G. Martin...	Box 496.....	106 Grand.....	1st Monday.
1)281	Danerson, Ind.....	Henry Schmitz.....	707 Cottage Ave...	Ed. Thompson.....	1916 Jeff St.....	Labor Temple.....	Tues.
1)282	Chicago, Ill.....	John McGeever.....	5415 S. May St...	Robt. Ryan.....	5746 S. Peoria St..	5445 S. Ashland Av.	1st & 3d Fri.
1)283	Oakland, Cal.....	J. E. Fifield.....	1626 6th St., Berkeley, Calif.	Geo. Wagner.....	1110 Ranleigh Way, Piedmont, Cal.	Labor Temple.....	Wednesday.

L. U.	Location.	Rec. Sec'y	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting D.
(m)285	Peru, Ind.....	Riley Quince.....	423 W. 2nd St.....	Fred Barth.....	103 E. River.....	Labor Trds. Hall...	2d & 4th M
(m)288	New Albany, Ind.....	Fred Hartel.....	Glenwood Pl.....	Alf. Seigle.....	R. R. No. 2..... Jeffersonville, Ind.	Pearl & Market.....	2d & 4th T
(m)287	Ogden, Utah.....	Ed. Smith.....	2647 Monroe Ave.....	G. E. Brooks.....	227 22nd St.....	Eagles Hall.....	1st Wed.
(m)288	Waterloo, Iowa.....	H. A. Mayer.....	141 Summit Ave.....	W. H. Webb.....	314 Oak Ave.....	Eagles Hall.....	Every Thur
(m)290	Bartlesville, Okla..	W. H. Province.....	504 Quapino Av.....	W. H. Province.....	910 Shawnee Ave...	Elec. Wks. Office..	Monday.
(m)291	Boise, Idaho.....	R. F. Murphy.....	Box 525.....	R. F. Murphy.....	Box 525.....	Labor Temple.....	1st & 3d T
(i)292	Minneapolis, Minn..	Pete Tangent.....	225 S. 5th St.....	G. W. Alexander.....	225 S. 5th St.....	225 5th St. So.....	2d & 4th M
(i)293	Springfield, Mass..	E. Swaine.....	43 Lathrop St..... W. Spgfd, Mass.	C. W. Haggins.....	249 Tyler St.....	Cent. Labor Hall...	Last Wed.
294	Hibbing, Minn.....			L. H. Mahood.....	Gen. Del.....	Public Library.....	2d & 4th F
(i)295	Little Rock, Ark....	Harry Cartney.....	1123 W. 4th St.....	J. C. Parr.....	1001 W. 15th St...	112 1/2 W. 5th.....	1st & 3d T
(m)296	Berlin, N. H.....	John Hayward.....	119 Maundering St..	Ora A. Keith.....	1659 Main St.....	K. of P. Hall.....	1st & 3d M
(m)298	Michigan City, Ind..	Ben Pfefferle.....	212 Wash. St.....	Ed Timm.....	214 W. 11th St.....	429 1/2 Franklin St..	2d & 4th F
(m)299	Camden, N. J.....			A. G. Watkins.....	816 Grant St.....	Mozart Hall Broad- way and Wash.	Every Wed
(i)300	Auburn, N. Y.....	J. M. Barrette.....	31 Mattie St.....	A. Dickens.....	50 Aspen St.....	Cent. Labor Hall...	2d & 4th F
(m)301	Texarkana, Tex.....			T. A. Collins.....	2209 Pecan St.....	Labor Temple.....	2d & 4th F
(m)302	Martinez, Calif.....	G. H. Armstrong.....	Box 574.....	C. J. Campbell.....	707 Los Juntas.....	Moose Hall.....	Saturday.
(m)303	St. Catherines, Ont., Can.....	M. H. Laird.....	184 1/2 Welland Ave..	J. Jones.....	Labor Temple.....	Labor Temple.....	1st & 3d V
(m)304	Greenville, Texas..	C. A. Duck.....	2813 Lee St.....	C. A. Duck.....	2813 Lee St.....	Municipal Shop...	1st & 3d V
(i)305	Ft. Wayne, Ind.....	Geo. W. Long.....	410 E. Wash. Blvd..	M. Braun.....	1525 Taylor St.....	Federation Hall...	Every Mon.
(m)308	Anniston, Ala.....	G. W. Latta.....	226 Main St.....	D. M. Clarke.....	Box 362.....	Knox Bldg.....	Friday.
(m)307	Cumberland, Md....	Roy Lilly.....	128 N. Center St...	H. H. Jacobs.....	Box 12.....	Bldg. Trds. Hall..	Thursday.
(m)308	St. Petersburg, Fla.	M. C. Driggers.....	Box 522.....	W. P. Smith.....	Box 522.....	Cent. Labor Hall...	Thursday.
(i)309	E. St. Louis, Ill...	R. Eastman.....	213 Arcade Bldg....	B. S. Reid.....	213 Arcade Bldg....	337 Collinsville Av.	Every Thur
(m)310	Vancouver, B. C., Canada.....	J. E. Davis.....	1016 16th Ave..... New West- minster, B. C	W. E. Buntin.....	1746 Barclay St...	Labor Temple.....	Monday.
(rr)312	Salisbury, N. C.....	D. P. Linebarrier..	Salisbury, N. C.....	A. T. Sweet.....	514 W. Council St..	Woodman Hall....	1st & 3d M
(m)313	Wilmington, Del....	G. L. Brown.....	614 Pine St.....	W. J. Outten.....	3302 Wash. St.....	Labor Temple.....	Every Frid
(m)314	Bellingham, Wash..	C. Olds.....	202 E. North St...	E. T. Reynolds.....	1919 King St.....	Labor Temple.....	2d & 4th V
(m)316	Ogden, Utah.....	Geo. Ball.....	Box 44.....	F. W. Barrie.....	Box 44.....	Old Eagles Hall...	Every Tues
(i)317	Huntington, W. Va..	E. Miller.....	1901 9th Ave.....	G. L. Hawes.....	240 8th Ave.....	Hornrichs Hall...	1st & 3d V
(rr)318	Knoxville, Tenn...	B. R. Acuff.....	Fountain City, Tennessee.	E. H. Turner.....	305 Caldwell Ave...	709 1/2 Gay St.....	4th Tues.
(m)320	Manitowac, Wis....	O. L. Anderson.....	705 State St.....	Edw. Krainik.....	1210 Huron St.....	Union Hall.....	2d & 4th M
(m)321	LaSalle, Ill.....	Edw. Blaine.....		Earl Gapen.....	655 Marquette St..	Post Hall.....	1st & 3d F
(m)322	Casper, Wyo.....	John Mullen.....	534 S. Durkin.....	E. R. Trollope.....	637 W. 9th St.....	Trds. Council Hall.	Tues.
(m)323	W. P. Beach, Fla...	Joseph E. Bell.....	222 2d Ave.....	Stephen L. Harmon	135 Okeechabee Rd.	Bldg. Trds. Hall..	1st & 3d F
(m)325	Binghamton, N. Y..	Jas. Hastings.....	35 Mitchell Ave...	A. D. Barnes.....	6 Bevier St.....	77 State St.....	2d & 4th M
(m)326	Lawrence, Mass....	Jos. Hutton.....	45 Forest St.....	Augustine Raidy...	21 Exchange St...	Lincoln Hall.....	1st Friday.
(m)327	Pensacola, Fla.....	C. H. Parker.....	Box 1316.....	C. H. Parker.....	Box 1316.....	I. B. E. W. Hall...	1st & 3d M
(i)328	Oswego, N. Y.....	E. C. Bough.....	144 W. Bridge.....	Frank W. Gallagher	79 E. 8th St.....	Lab. Hall, W. 1st St	1st & 3d T
(m)329	Shreveport, La....	C. A. Long.....	1601 Fair Pl.....	G. H. Billasch.....	Box 740.....	Majestic Bldg....	1st & 3d T
(m)330	Lawton, Okla.....	J. B. Sanders.....	209 A St.....	R. F. Hayter.....	609 Dearborn St...	Chamber of Comer- merce Bldg.	Tuesday.
(i)332	San Jose, Calif....	Carl Bascom.....	171 S. 2nd.....	Edw. A. Stock.....	528 So. 2nd St...	Labor Temple.....	2d & 4th
(m)333	Portland, Me.....	N. A. Peterson.....	84 Union St..... Westbrook, Me.	M. E. Crossman.....	85 Market St..... Suite 33	Pythian Temple...	1st & 3d F
(m)334	Pittsburg, Kan.....	C. A. Martin.....	Box 85.....	C. V. Wallar.....	609 E. 9th St.....	Labor Temple.....	Thursday.
(m)335	Springfield, Mo...			C. W. Lamons.....	823 W. Division St.	Dingledine's Hall.	2d & 4th
(m)336	Manhattan, Kan...	John Lund.....	1414 Fairchild Ave.	C. B. Custer.....	112 S. 17th St...	Labor Temple.....	2d & 4th M
(rr)337	Parsons, Kan.....	E. G. McGinnes...	1910 Stevens Ave..	G. A. Fitchner.....	Box 532.....	1816 1/2 Main St...	1st & 3d V
(m)338	Dennison, Tex.....	Jerry Gleason.....	731 Woodward.....	Patk Fox.....	511 N. Burnett Ave.	W. O. W. Hall.....	2d & 4th M
(m)339	Pt. Wm., Ont., C...	Wm. Huarlison.....	223 Noral St. S....	C. Doughty.....	137 W. Francis St..	Trds. Labor Hall...	2d & 4th T
(i)340	Sacramento, Cal...	C. E. Turner.....	906b H St.....	F. R. Merwin.....	2435 Portola Way.	Labor Temple.....	Every Frid
(m)341	Livingston, Mont..	R. E. Landon.....	Box 491.....	E. Hansen.....	Box 491.....	Masonic Hall.....	1st & 3d V
(m)343	Taft, Cal.....	Chas. Triplett.....	Box 573.....	S. D. Green.....	Box 573.....	Labor Temple.....	Every Wed
(c)344	Prince Rupert, B. C., Canada.....			S. Massey.....	Box 457.....	Carpenters' Hall..	2d Friday.
(m)345	Mobile, Ala.....	H. C. Weist.....	355 Washington Av.	C. H. Lindsey.....	Dauphin & Alex- andria Sts.	Labor Temple.....	1st & 3d M
(i)346	Ft. Smith, Ark.....	John McNeil.....	508 N. 18th St.....	C. L. Cooper.....	611 S. 13th St.....	Labor Temple.....	1st & 3d T
(i)347	Des Moines, Ia....	O. Haptonstahl...		Theo. Kooreman...	106 6th Ave.....	Labor Temple.....	Every Frid
(m)348	Calgary, Alta., Can.	W. Schopp.....	926 5th Av. N. E...	A. J. Jorgenson...	714 8th Ave., W...	Labor Hall.....	2d & 4th V
(i)349	Miami, Fla.....	John Early.....		A. J. Taunton.....	Box 244, Route 1...	Carpenters' Hall...	Every Wed
(m)350	Hannibal, Mo.....	Lee Fowler.....	408 Church St.....	Harry Baldwin...	Route No. 1.....	Labor Temple.....	1st Tues.
(i)352	Lansing, Mich.....	John A. Swan.....	1012 W. Main St...	Orlo Recter.....	502 N. Butler St...	227 1/2 N. Wash. Av.	1st & 3d F
(m)353	Toronto, Ont., C...	J. Baraby.....	485 Shaw St.....	P. Ellsworth.....	122 Galt Ave.....	Labor Temple.....	2d & 4th T
(iw)354	Salt Lake City, N...	Geo. Haglund.....	Box 211.....	R. Gillett.....	Box 211.....	Labor Temple.....	1st Wednesday



U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date
a)356	Gr. Island, Nebr...	Stanley Landgren...		H. Sutter.....	504 W. 3rd St.....	Labor Temple.....	2d & 4th Wed.
a)357	Roanoke, Va.....	A. L. Anderson.....	1323 Tazewell Ave.	G. B. Cromer.....	Vinton, Va.....	Labor Bldg.....	2d & 4th Sat.
a)358	Perth Amboy, N. J.	Geo. Grimm.....	406 Laurie St.....	Victor Larsen.....	441 Compton Ave...	Wash. Hall.....	2d & 4th Thur.
a)361	Tonopah, Nev.....	R. Robb.....	Box 446.....	T. S. Peck.....	Box 635.....	Musician Hall.....	2d & 4th Fri.
i)364	Rockford, Ill.....	C. E. Ingerson.....	203 N. Winnebago St.	H. Sandberg.....	724 Kishwaka St...	402½ E. State St...	1st & 3d Thurs.
a)367	Easton, Pa.....	J. E. Hurlbert.....	612 Belmont St.....	H. J. Stever.....	143 Ferry St.....	433 Northampton St	1st & 3d Fri.
1)368	Indianapolis, Ind..	J. F. Scanlan.....	1315 W. Market St.	Wallace Simmons...	239 N. Davidson...	Labor Temple.....	Friday.
a)369	Louisville, Ky.....	Irwin Hudson.....	2409 Montgomery St.	F. J. Kintner.....	2616 Bank St.....	Moose Home.....	Every Mon.
a)371	Monessen, Pa.....			B. C. Enlow.....	Bellevornon, Pa...	French Hall.....	2d Tuesday.
a)372	Boone, Iowa.....	N. Maynard.....	313 Linn St.....	Geo. Smith.....	611 W. 5th St.....	716½ Keeler St.....	Wednesday.
a)373	Kitchener, Ont., Canada.	F. Benninger.....	46 Cott St.....	Jos. Mattell.....	18 Dekay St.....	Trades and Labor Hall.	2d & 4th Mon.
a)374	Augusta, Me.....	L. McCurdy.....	78 Bangor St.....	A. L. Tavernier.....	17 Summer St.....	271 Water St.....	2d Thurs.
a)375	Allentown, Pa.....	H. Ellis.....	Box 234.....	Howard Ellis.....	Box 234.....	605 Hamilton St...	Every Tues.
a)376	Princeton, Ind.....			D. M. Stormont.....	405 N. Main.....	Modern Woodmen Hall.	1st Tuesday.
1)377	Lynn, Mass.....	F. Donoghue.....	23 Broad St.....	F. A. Williamson...	37 Beacon Hill Av..	Carpenter's Hall...	2d & 4th Tues.
a)378	San Francisco, Cal.	L. Shallich.....	3662 16th St.....	W. J. Reilly.....	3342 N. Calif. St...	168 Stuart St.....	Every Wed.
a)379	Copperhill, Tenn..	Arthur Carver.....	Box 44.....	O. E. Mitchell.....	Box 44.....		
i)381	Chicago, Ill.....	Jas. McKinstry.....	210 N. Leamington Ave.	H. E. Glass.....	1648 Morse Ave.....	165 N. LaSalle St...	2d & 4th Tues.
a)382	Columbia, S. C.....	L. A. Smith.....	1337 Assembly St.	R. H. Worrell.....	1337 Assembly St...	1615 Main St.....	Tuesday.
n)385	Gillespie, Ill.....	Chas. Edwards.....	Staunton.....	J. Kisel.....		Miners Hall.....	2d & 4th Mon.
a)384	Muskogee, Okla...	Rex Ball.....	2011 Denver St...	A. J. Thomas.....	1311 Georgetown...	Severs Bldg.....	Thursday.
r)385	Marshall, Tex.....	E. L. Hilliard.....	901 E. Bowie St...	E. L. Hilliard.....	901 E. Bowie St...	K. of P. Hall.....	2d & 3d Fri.
r)386	New York, N. Y.....	E. Reynolds.....	151 E. 127th St...	Arthur Hannah.....	218 Hull St.....	Peper's Casino.....	2d & 4th Fri.
a)388	Palestine, Texas..			E. B. Myers.....	416 S. Sycamore St...	Labor Tempie.....	2d & 4th Mon.
a)389	Gleason Falls, N. Y.	E. C. Dalrymple...	17 Garfield St...				
r)390	Pt. Arthur, Tex...			F. E. Sparks.....	Box 1004.....	Fuller's Cafe.....	1st & 3d Wed.
a)391	Ardmore, Okla...	T. Walcot.....	4th & G. S. E.....	G. Gardner.....	137 D. St., S. W...	Labor Hall.....	1st & 3d Fri.
a)392	Froy, N. Y.....	John Ryan.....	59 Congress St...	I. S. Scott.....	Young Bldg., State St.	City Hall.....	2d & 4th Thurs.
r)393	Havre, Mont.....	H. J. McNally.....	Box 1268.....	H. McNally.....	Box 1268.....	112 Masonic Temp...	1st & 3d Wed.
i)394	Auburn, N. Y.....	Geo. Greule.....	233 Janet St.....	Geo. Greule.....	233 Janet St.....	Mantel's Hall.....	2d & 4th Wed.
s)396	Boston, Mass.....	A. L. Dinsmore...	480 E. 7th St...	Ernest Hampton...	30 Canal St., Medford, Mass.	Well's Memorial Hall, #27 Wash.	1st & 3d Wed.
a)397	Balboa, C. Z., Pan.	B. G. Tydeman.....	Pedro Miguel.....	H. Howard.....	Pedro Miguel C. Z., Pan.	Balboa Lodge Hall.	2d & 4th Tues.
1)398	Lexington, Ky.....			W. S. Weaver.....	142 Chair Ave.....	B. G. Fed. of Labor Hall.	2d & 4th Mon.
a)400	Asbury Park, N. J.	O. E. Burdge.....	1118 Ocean Grove, N. J.	David Reilly.....	129 Abbott Ave...	Winckler Hall.....	1st & 3d Fri.
n)401	Reno, Nevada.....			Geo. I. James.....	212 N. Virginia...	Union Hall.....	1st & 3d Thurs
i)402	Greenwich, Conn..	Herbert Bennett...	Box 497, Harrison, N. Y.	W. D. Peck.....	11 Lawrence St...	Red Men's Hall...	2d Mon.
r)403	Portsmouth, O.....	Harry Kinder.....	1516 10th St.....	W. T. Sowers.....	1215 Young St.....	Red Men's Hall...	Thursday.
i)405	Cedar Rapids, Ia...	F. D. Phelps.....	1850 O. Ave., E...	Willard Tarr.....	515 N. 3rd St., E...	Y. M. C. A.....	2d & 4th Wed.
a)406	Okmulgee, Okla...	I. Nixon.....	202 E. 8th St...	A. B. Vincent.....	815 S. Severs St...	Eagles' Hall.....	2d & 4th Mon.
c)407	Quincy, Mass.....	Chas. R. Smith.....	15 Valley St., Quincy, Mass.	Jos. Norris.....	19 Central St., So. Braintree, Mass.	Canal & Wash. St.	1st Tues. Night and 3d Sunday afternoon
a)408	Missoula, Mont...	B. A. Vickrey.....	Box 792.....	J. H. Heydorf.....	742 S. 2nd St.....	E. Main St.....	1st & 3d Fri.
c)409	Washington, D. C.	P. Cullen.....	718 4th St. N. E...	Jas. E. Gribbin...	2518 Park Pl. S. E.	Washington Hall...	1st & 3d Thurs.
a)410	Laurel, Miss.....	G. Smith.....	714 8th Ave.....	J. R. Feazell.....	Boulevard St.....	I. O. O. F. Hall...	2d & 4th Thur
a)411	Warren, Ohio.....	W. P. Barto.....	1419 Trumbrier Av.	E. C. Blair.....	237 N. Tod Ave...	Moose Hall.....	2d & 4th Tues.
i)413	Santa Barbara, Cal	Ed. Edwards.....	613½ State St.....	Don Humphries...	1302 Garden St...	613½ State St.....	Monday.
r)414	Macon, Ga.....	M. L. Ryan.....	1118 Ash St.....	C. B. Daly.....	2357 2d St.....	509½ Mulberry St...	1st & 3d Wed.
a)415	Cheyenne, Wyo...	H. D. Mitchell...	653 Kitt Ave.....	H. A. Linn.....	Box 423.....	Eagles' Hall.....	2d & 4th Thurs
a)416	Bozeman, Mont...	H. Dale Cline.....	Box 515.....	H. Dale Cline.....	Box 515.....	Maxwell Hall.....	1st & 3d Tues.
a)417	Coffeyville, Kans.	P. A. Guiles.....	1214 Maple St...	Ralph Mecum.....	913 W. 1st St.....	821½ Union St.....	1st Thurs.
a)418	Pasadena, Calif...	J. A. Barbieri.....	1450 Locust St...	W. R. Boyles.....	595 Howard Pl...	Labor Temple.....	Friday.
a)420	Keokuk, Ia.....	E. H. Rockefeller...	1618 Carroll St...	E. H. Rockefeller...	1618 Carroll St...	519 Main St.....	1st & 3d Tues.
a)422	New Phila, Ohio...	R. S. Carroll.....	W. High St. Ext...	C. Herpick.....	220 E. Plano St., Dover, Ohio.	O. L. U. Hall.....	1st & 3d Fri.
r)423	Moberly, Mo.....	Geo. Evans.....	529 Barrow St...	J. H. McCollum...	827 Meyers St...	Carpenters' Hall...	2d & 4th Wed.
r)424	Decatur, Ill.....	Jas. Quinn.....	2129 E. Prairie...	Chas. Smick.....	936 W. Green St...	Carpenters' Hall...	2d & 4th Wed.
a)425	Dean, N. Y.....	M. B. Lyman.....	225 E. Water St...	Thos. O'Toole...	115 E. Water St...	Trds. & Lab. Hall.	2d & 4th Fri.
a)426	Siox Falls, S. D.	L. Keefer.....	1200 E. 9th St...	H. D. Winter.....	831 W. 9th St...	Labor Hall.....	1st & 3d Mon.
i)427	Springfield, Ill...	F. H. Becker.....	2712 Peoria Rd...	J. W. Ritter.....	315 W. Mason St...	212½ S. 6th.....	2d & 4th Wed.
a)428	Bakersfield, Calif.	E. J. Sartley.....	Box 238.....	W. L. Maybe.....	Box 238.....	Labor Temple.....	Every Monday.
a)429	Nashville, Tenn...	G. D. Edwards.....	1405 Delta Ave...	M. Newson.....	212½ 8th Ave.....	212½ 8th Ave. N...	Wednesday.
i)430	Racine, Wis.....	J. E. Raven.....	513 S. 8th St...	Otto Rode.....	1227 Carlisle Ave...	Union Hall.....	2d & 4th Wed.
a)431	Mason City, Ia...	Joe Holub.....		W. F. Dull.....	303 1st St., S. W...	K. P. Hall.....	2d & 4th Thurs.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Da.
(m)432	Bucyrus, O.	Chas. Larcamp	121 Wiley St.	Jno. J. Fell	614 S. Poplar St.	Trades & Labor Hall	1st & 3d Mo
(m)433	Benton Harbor, Michigan	S. Roberts	697 Broadway	Ben Frances	293 Pipestone St.	Labor Temple St. Joseph	2d & 4th Mo
(m)434	Douglas, Ariz.	J. C. McCunniff	1021 B. Ave.	J. F. Johnson	Box 221	Union Hall	2d & 4th Fr
(m)435	Winnipeg, Man., C.	A. Mackey	10 Ashland Ct.	J. L. McBride	Labor Temple	Labor Temple	1st & 3d Mo
(m)436	Watervliet, N. Y.	H. Farrar	127 Northern Blvd. Albany, N. Y.	O. Fausel	1230 7th Ave.	Maccabee Hall	3d Sat.
(m)437	Fall River, Mass.	Frank Mullen	101 Adams St.	James Reynolds	360 Durfee St.	Edwards Bldg.	1st & 3d Mo
(m)438	Twin Falls, Idaho	C. E. Webb	546 2d Ave. No.	M. M. Hobson	452 5th Ave. No.	Union Hall	2d & 4th Tu
(l)439	Akron, Ohio	H. E. Gray	86 S. 11th St. Kenmore, O.	M. Fruits	33 S. Maple St.	Cent. Labor Union Hall	1st & 3d Thur
(m)440	Riverside, Calif.	V. W. Dundas	293 Locust St.	J. A. King	770 W. 12th St.	Mechanic's Hall	Each Wed. 4th Sunday
(rr)441	Spokane, Wash.	Ed. Thomas	Pendelton Hotel	B. K. Waller	903 E. Princeton Av.	Bakers Hall	2d Thura. Tuesday.
(m)443	Montgomery, Ala.	E. A. Woodworth	400 Dexter Ave.	J. C. Kendrick	710 Washington Av.	C. Labor Hall	Thursdays
(m)444	Ponca City, Okla.	C. Brainard	314 N. 4th St.	A. F. Dunkin	117 N. 4th St.	309 1/2 E. Grand	Tuesday.
(l)445	Battle Creek, Mich.	F. Jaehne	420 Maple St.	J. Fetter	160 Green St.	Brothers Homes	Every other F
(m)446	Monroe, La.	.....	.....	C. C. Sutherland	Box 574	Moose Hall	2d & 4th Tu
(m)447	Pandusky, Ohio	Edw. Smith	428 McKelvey St.	Welby Weidman	1416 Lindsley St.	Central Labor Hall	1st & 3d Fri
(m)449	Pocatello, Idaho	.....	.....	J. H. Guymon	141 Randolph St. R. F. D. 1	Eagles Hall	2d & 4th Mon
(m)450	Durham, N. C.	J. Carden	Yates Ave.	J. Latta	R. F. D. No. 3	Labor Hall	Monday.
(m)452	Gloucester, N. J.	W. C. Starm	1435 S. 10th St.	T. R. Dunlevy	250 Woodlawn Ave. Collinswood, N. J.	4th Spruce St.	1st & 3d Fri
(l)453	Billings, Mont.	.....	.....	C. Bradshaw	Box 373	Cooks and Waiters Hall	1st & 3d Thur
(rr)454	Bluefield, W. Va.	J. C. Harry	135 Princeton Av.	E. T. Spencer	164 Giles St.	Moose Hall	1st & 3d Thur
(l)455	Miami, Fla.	W. B. Rathbun	Box 722	K. L. Vernon	Box 722	Avenue D.	2d & 4th Fr
(m)456	New Brnswick, N.J.	C. J. Murray	316 Woodbridge Av. Highland Park.	Julius Kampf	86 Ray St.	340 Geo St.	2d & 4th Fri.
(l)457	Altoona, Pa.	H. I. Linderlitter	Box 457	J. O. Hoover	Box 457	B. of R. T. Home	1st & 3d Mo
(m)458	Aberdeen, Wash.	H. A. Trager	Box 91	J. T. Gray	Box 91	Labor Press	2d & 4th We
(m)460	Chickasha, Okla.	Edwin Yeaton	Phillips Elec. Shops.	Everett Sugg	1002 S. 6th St.	Union Labor Hall	1st & 3d We
(l)461	Aurora, Ill.	Ed Bach	59 So. Brdwy	J. L. Quirin	364 Talma St.	I. B. E. W. Hall	2d & 4th Tu
(r)462	Waycross, Ga.	J. W. Yerkes	12 Brewer	D. S. Whitehurst	28 Jane St.	Bunn Annex	1st & 3d Mo
(rr)463	Springfield, Mo.	A. Jertburg	760 W. Scott	J. W. Dieterman	835 Guy St.	Harmony Hall	2d & 4th Tu
(m)464	Columbus, Ga.	W. E. Greene	2025 Robinson St.	A. L. Morgan	2007 1st Ave.	Cooks and Waiters Hall	Monday.
(m)465	San Diego, Cal.	C. H. Morris	Box 118	C. A. DeTienne	Box 118	Labor Temple	1st & 3d We
(m)466	Charleston, W. Va.	B. Morgan	209 1/2 Roane St.	T. N. Crawford	713 Penn Ave.	706 1/2 State St.	Friday.
(m)467	Miami, Ariz.	A. V. O'Leary	Box 581	V. M. Long	Box 581	Cooks & Waiters Hall	1st & 3d Thur
(rr)468	Van Nest, N. Y.	A. W. Stevenson	776 Melrose Ave. Bronx, N. Y.	Edw. Slevin	2436 Lyvere St. Westchester, N. Y.	Central Hall 163d St. & 3d Ave. Bronx.	2d & 4th Tu
(m)470	Haverhill, Mass.	S. Sutzbach	68 Lafayette Sq.	Jno. W. Perry	33 Pleasant St. Bradford, Mass.	Labor Temple	2d & 4th Tu 1st Friday.
(m)471	Millinocket, Me.	Jos. Nickless	Box 6	A. W. Boynton	Box 6	Rush Block	2d & 4th Tu
(rr)473	Terre Haute, Ind.	H. Thomas	1219 N. 6th St.	W. O. Partridge	2621 Fenwood Ave.	I. O. O. F. Bldg.	Friday.
(m)474	Memphis, Tenn.	A. R. McGoldrick	Box 274	Polk Byrd	Box 274	Italian Hall	Friday.
(m)476	Saginaw, Mich.	Wm. Burns	811 Jackson St.	I. McCoy	741 Bundy	Machinist Hall	Friday.
(m)477	San Bernardino, C.	J. Wilson	737 Cort St.	W. J. Watts	379 20th St.	Labor Temple	Every Thura.
(m)478	Valparaiso, Ind.	Clarence Wade	508 Erie St.	H. Sauter	307 Mich. Ave.	Labor Hall	Monday.
(l)479	Beaumont, Tex.	Joe Graves	Box 932	C. A. Weber	Box 932	Labor Hall	Friday.
(l)480	Marshall, Tex.	F. Howell	c/o Howell Elec. Co.	Paul Fraley	902 E. Crockett St.	Davidson & Black deck Bldg.	1st & 3d Tu
(l)481	Indianapolis, Ind.	O. R. Scott	41 W. Pearl	Peter A. Boland	41 W. Pearl St.	41 West Pearl St.	Wednesday.
(m)482	Eureka, Calif.	L. E. Starkey	806 E. St.	Henry Tornwall	222 Munay St.	Union Labor Hall	Tuesday.
(l)483	Tacoma, Wash.	C. L. Thompson	Box 53	J. W. Clark	Fern Hill Sta., Box 32	1117 1/2 Tacoma Av.	Every Mon.
(l)485	Rock Island, Ill.	M. G. Welch	1622 32d St.	Ed. Holzhammer	830 9th St.	Industrial Home Bldg.	1st & 3d Fri
(rr)487	Hannibal, Mo.	W. I. McCarty	1613 Fulton Ave.	Chas. Fagerstrom	201 S. 8th St.	Trds & Labor Assn. Hall	2d Friday.
(m)488	Bridgeport, Conn.	Emmet Wood	262 Laurel Ave.	Oscar Kubasko	84 Ravra St.	Plumbers Hall	1st & 3d Mo
(m)489	Dixon, Ill.	H. L. Minnihan	328 W. Chamberlain St.	H. L. Minnehan	328 W. Chamberlain	.....	.....
(iw)490	Centralia, Ill.	B. F. Smith	515 E. 2d St. So.	Jacob F. Huff	824 E. Morrison St.	Metropolitan Odd Fellow's Hall	1st & 3d Mo
(l)492	Montreal Que., C.	Oscar Belleisle	455 Frontenac	Chas. Hodgkiss	458 Rielle Ave.	417 Ontario St., E. Verdun.	2d Wed. & 4 Wed.
(l)493	Johnstown, Pa.	Thos. Byers	339 Walnut St.	Jas. Fetterman	664 Cypress Ave.	Ellis Bldg.	Tuesday.
(l)494	Milwaukee, Wis.	Art Seidel	1394 11th St.	Chas. Hansen	802 69th Ave. W. Allis, Wisc.	Elec. Wks. Hall	Friday.
(eo)495	San Francisco, Cal.	R. C. Morris	206 Rose St.	C. Brandhorst	1906 Falsom St.	Labor Temple	1st & 3d Thur
(l)500	San Antonio, Tex.	Grover Lee	214 Riddle St.	B. O. Radke	R. 7, Box 40 F. 101 New York Pl.	Trades Coun. Hall	2d & 4th Mo
(m)501	Mt. Vernon, N. Y.	H. Wildberger	119 S. High St.	Henry Stroh	15 Fernbrook Ave. Yonkers, N. Y.	Dearborn Bldg.	Friday.
(m)502	Portsmouth, N. H.	Louis Cottage	B St., Hampton Beach, N. H.	D. L. Glidden	105 Burkitt St.	Metal Trds Hall	1st Wed.
(f)503	Boston, Mass.	Geo. Mooney	276 Bunker Hill St. Charleston, Mass.	F. J. Cunningham	102 Roslindale Av. Roslindale, Mass.	995 Wash. St.	1st Wed. 2d & 4th Fri

WORKERS AND OPERATORS

No.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date
504	Meadville, Pa.	Stanley Wasson	Green St.	C. A. McGill	718 Hickory St.	Central Labor Hall	2d & 4th Wed.
505	Onarlotte, N. C.	J. D. Graham	Care Y. M. C. A.	W. M. Sullivan	239 1/2 W. Trade St.	Central Labor Hall	Thursday.
506	Chicago H't's, Ill.	Otto Koehler	1543 Aberdeen St.	F. E. Martin	204 W. 14th St.	Moose Hall	1st Monday.
508	Savannah, Ga.	S. L. Morgan	121 Congress St. E.	J. T. Hill	204 W. Henry St.	Eagles Hall	Monday.
509	Lockport, N. Y.	I. A. Nerber	41 Beattie Ave.	Albert Rothmeier	184 Lock St.		
511	Topeka, Kas.	Chas. G. Sheetz	2015 Lincoln St.	G. D. Stitt	313 Lake St.	418 Kansas Ave.	1st & 3d Thurs
513	Manchester, N. H.	F. Wardner	35 Temple St.	W. Lovejoy	146 Tolles St.	C. L. U. Hall	1st & 3d Mon.
514	Detroit, Mich.	C. Masterson	8962 Ostego Ave.	L. Haidt	23 Hamon Ave.	25 Adelaide	Every Friday.
515	Newport News, Va.	R. W. Twaddee	4749 Wash. Ave.	B. T. Boyd	551 Shipyard Bar- racks.	Labor Temple	Tuesday.
517	Astoria, Ore.	W. Trullinger	Box 113.	C. F. Kullmir	Box 113.	M. E. B. A. Hall	Wednesday.
518	Meridian, Miss.	J. D. Graham		W. R. McGee	Box 723.	Pythian Castle	1st & 3d Fri.
520	Austin, Texas	W. J. Pike	1115 W. 5th.	Chas. Spreen	1509 W. 6th St.	206 W. 7th.	2d & 4th Mon.
521	Greeley, Colo.	A. Hornmuth	614 11th Ave.	J. Jones	614 11th Ave.	625 8th Ave.	2d & 1st Mon.
522	Lawrence, Mass.	Geo. Crabtree	Box 100.	Jos. Merrick	Box 100.	Lincoln Hall	2d & 4th Thurs.
523	Yakima, Wash.	W. S. Gallant	Box 1066	R. P. Kinne	Box 113.	Labor Temple	1st & 3d Mon.
524	Duluth, Minn.	T. J. Egan	459 Mesaba Ave.	John Anderson	3915 W. 3d St.	Woodman Hall	1st & 3d Mon.
527	Santa Cruz, Cal.	J. Tondorf	Box 49.	J. Tondorf	Box 49.	109 Pacific St.	2d Sun.
527	Galveston, Tex.	I. Smith	1410 Avenue H.	H. Wells	1915 M. 1/2	309 Tremont.	2d & 4th Fri.
528	Milwaukee, Wis.	Wm. Ranthum	304 32nd Ave.	Jas. Hagerman	519 Linus St.	3rd Res. Ave.	2d Thurs.
530	Rochester, Minn.			H. J. Fricke	904 2d Ave., NW.	Trades & Labor As- sembly Hall.	1st & 3d Thurs
531	New Haven, Conn.	John Halpin	167 1/2 Chatham St.	Jas. Duffy	38 Eld St.	215 Meadows	1st Fri. & 3d Sat.
532	Billings, Mont.	A. M. Brill	Box 646.	W. T. Gates	Box 646.	Odd Fellows Hall	2d & 4th Mon.
533	Proctor, Minn.	A. G. Brouse	427 7th Ave. E.	W. H. Koch	2625 W. 1st St.	Odd Fellows Hall	2d & 4th Mon.
535	Evansville, Ind.	F. W. Wahnstedler	Duluth, Minn.	Roy Judd	1410 E. Virginia St.	Elec. Wks. Hall	Every Friday.
536	Schenectady, N. Y.	Wm. Damon	1711 E. Iowa St.	T. O'Rourke	359 Carrie S.	247 State Hall	1st & 3d Sat.
537	San Francisco, Cal.	D. C. Wallace	112 Foseter Ave.	F. Dougan	59 Dorland St.	166 Stewart St.	1st & 3d Mon.
538	Danville, Ill.	F. Williams	146 Stuart St.	Forest Driver	632 Shurman St.	Trades & L a b o r Council.	1st & 3d Mon.
539	Pt. Huron, Mich.	H. D. Duce	1226 Varney Ave.	Gustav Lindke	1334 6th St.	Trades Labor Hall	2d & 4th Tues.
540	Tanton, O.	H. C. Hinds	2816 9th St. S. W.	J. McMurray	911 3rd St. S. W.	116 Market Ave. So.	Friday.
541	Lynn, Mass.	A. Cross	10 Richard St. W.	Edwin J. Breen	709 Boston St. W. W. Lynn.	St. Mary's Hall	1st & 3d Thurs
542	unction City, Kas.	J. E. Simmons	Wathena, Kas.	Ed. Overhoff	539 W. 7th St.	Chase Elec. Co.	2d & 4th Mon.
543	Charleston, S. C.	R. W. Timmerman	Box 19, Navy Yds.	H. J. Thayer	13 Judith St.	282 King St.	2d & 4th Thurs
544	Edmonton, Alta, C.	A. Rutherford	Box 292.	Jos. McGregor	Box 292.	101 & Jasper Ave.	2d & 4th Wed.
545	Honolulu, Hawaii.	E. L. Bellinger	3710 Park Ave.	W. F. Branco	1518 Magazine St.	Carpenter Union Hall.	1st & 3d Mon.
549	Huntington, W. Va.	I. R. Diehl	2584 1st Ave.	W. O. Bradley	2124 10th Ave.	Carpenter's Hall	2d & 4th Wed.
552	Lewistown, Mont.	L. M. Bergquist	Box 653.	L. M. Berquist	Box 653.	Carpenter's Hall	Wednesday.
554	Welland, Ont., Can.	Harvey Ocaster	McAlpine Ave.	Roy Harper	Box 105.	Labor Hall	1st & 3d Thurs.
556	Walla Walla, Wash.	C. C. Coombs	Box 741.	F. O. Donald	Box 741.	Labor Temple	1st & 3d Tues.
557	Minot, N. Dak.			L. J. Raifor	720 5th St. N. E.	Rm. 12, Citizen's Bk.	Thurs.
558	Florence, Ala.	T. J. Parnell	123 Meredian St.	C. E. Anderson	Box 353.	Carpenter's Hall	1st & 3d Thurs.
559	Brantford, Ont., Can.	Ralph Glove	54 William St.	Norman Cousland	68 Rawdon St.	Gr. War Vet Assn.	2d & 4th Fri.
560	Pasadena, Cal.	E. L. Shrader	Labor Temple	D. E. Vail	Labor Temple	Labor Temple	Friday.
561	Montreal, Que., C.	M. J. DeRepentigny	1360 D. Parthenais St.	A. L. Taylor	Lorrain Ave., Ot- tawa Pk. No.	592 Union Ave.	1st & 3d Wed.
563	Marion, Ind.	C. H. Townsend	218 N. D. St.	R. E. Bracht	912 W. 12th St.	Trds. Council Hall	2d & 4th Thurs
564	Richmond, Ind.	Frank Campbell	111 N. 7th St.	Walt M. Jellison	20 S. 11th St.	T. M. A. Hall	1st & 3d Fri.
565	Schenectady, N. Y.	Lilian Hogan	411 Main Ave.	W. P. Mooney	1180 Broadway	State St.	2d & 4th Mon.
566	Roanoke, Va.	H. A. Price	1206 Melrose Ave. N. W.	W. E. Whiteside	Box 404.	Labor Hall	Every Tues.
567	Portland, Me.	Carl L. Kimball	12 Spring St. Westbrook.	H. D. Weston	12 Free St.	Rm. 52 Farrington. Bk.	Every Monday.
568	Montreal, Que., Can.	Edw. Martin	417 Ontario St. E.	E. Grifford	417 Ontario St. E.	417 Ont. St. E.	1st & 3d Mon.
569	San Diego, Calif.	W. S. Rainey	2076 3d St.	E. E. Shaffer	3712 1st St.	Moose Hall	Mon.
570	Tucson, Ariz.	Harry Korus	826 E. 2d St. Apt. B	E. O. Russell	R. F. D. 1, Box 48.	Labor Temple	Every Tuesday.
571	McGill, Nev.	W. J. Hendry	Box 577.	John Phillips	Box 243.	Cypress Hall	4th Mon.
572	Regina, Sask., C.	S. Bennett	2225 Connaught St.	W. J. Willis	1047 Ritallack St.	Tr'ds Hall, Osler St	1st & 3d Tues.
573	Kingston, Ont., Can			E. R. Menzies	139 Alfred St.	Trades & Lab. Hall	1st Thurs. & 3d Mon.
574	Bremerton, Wash.	O. K. Webb	429 7th St.	J. Van Rossum	214 9th St.	Carpenter's Hall	2d & 4th Tues.
575	Portsmouth, O.	Walt Miller	937 Front St.	Louis Drennen	1820 8th St.	C. L. Hall	Friday.
577	Drumright, Okla.	W. L. Thomas	517 E. Drumright St	W. L. Thomas		Ideal Elec. Co.	Friday.
578	Englewood, N. J.	Danl Schoonover	247 Courts Ave. Lynhurst, N. J.	F. W. DuBois	13 8th St. Ridgefield Park, N. J.	Junior Order Hall	1st & 3d Mon.
579	Globe, Arizona	John Richardson		Chas. Fox	Box 964.	Elec. Hall	Wednesday.
580	Olympia, Wash.	W. R. Peters	1610 Bigelow Ave.	W. R. Peters	1610 Bigelow Ave.	116 E. 4th St.	2d & 4th Wed.
581	Morristown, N. J.	Thos. R. Pierson	Hanover Ave. Morris Plains.	Garrett Gurnee	1 Macculloch Ave.	Elks Hall	1st & 3d Tues.
582	Shenandoah, Pa.	Wm. McGrath	Ashland, Pa.	R. A. Beckett	390 W. Main St. Girardville, Pa.	Glashers Hall	1st & 3d Tues.
583	El Paso, Tex.	R. C. Lunsford	Box 1165.	I. H. Jacoby	Box 1105.	Labor Hall	Fridays.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Da.
(m)584	Tulsa, Okla.....	W. E. Laughlin.....	348 So. Zuni.....	C. F. Wilson.....	124 S. Maybelle St.	Carpenters Hall....	Every Wed.
(l)585	El Paso, Tex.....	Chas. Murphy.....	Box 1316.....	E. K. Ridenour.....	Box 1316.....	Labor Hall.....	1st & 3d Fri
(m)587	Pottsville, Pa.....	Aug. Schuettler.....	603 Boone St.....	Ira J. Hassler.....	601 N. 7th St.....	Centre & Arch St..	1st & 3d Tu
(i)588	Lowell, Mass.....	E. Myers.....	81 Fisher.....	Arthur Melvin.....	35 Robbins St.....	I. O. O. F. Bldg...	1st & 3d Fri
(m)589	Saskatoon, Sask., C	Wm. S. Fyfe.....	Box 282.....	J. Kemp.....	Box 282.....	Labor Temple.....	1st & 3d Fri
(i)590	New London, Conn.	W. E. Dray.....	63 Lewis St.....	C. C. Hamblen.....	8 Connecticut Ave..	Machinist Hall....	1st & 3d Mo
(s)591	Stockton, Cal.....	R. Russell.....	705 E. Jackson St..	W. R. Gregory.....	1017 S. Sutter.....	Labor Temple.....	Monday.
(f)592	Kansas City, Mo....	W. A. Mills.....	Labor Temple.....	Ed. M. Fredrick....	4319 Bellevue Ave..	Labor Temple, 14th & Woodland.	1st & 3d We
(m)593	Dunkirk, N. Y.....	Paul C. Kittell.....	1 Canadway St.....	C. R. Harris.....	57 W. 3d St.....	W. Main St.....	1st & 3d Tu
(m)594	Santa Rosa, Cal....	J. S. Fulmer.....	Box 437.....	Rex Harris.....	Box 437.....	Labor Temple.....	1st & 3d Tu
(i)595	Oakland, Cal.....	J. B. Spangler.....	4640 Congress Ave..	M. T. Stallworth....	3035 Shattuck Ave..	1918 Grove St.....	Every Wed.
(i)596	Clarksburg, W. Va.	C. R. Connor.....	616 Monticello Ave.	D. M. Ressler.....	99 Denham St.....	Robinson Bldg....	Thursday.
(m)597	Winona, Minn.....	Thos. O'Brien.....	612 W. 4th St.....	C. Richman.....	225 E. 3d St.....	Wendts Hall.....	2d & 4th Fr
(m)599	Iowa City, Ia.....	R. J. McGinnis....	530 E. Church St...	G. T. Ramsey.....	624 S. Lucas St....	Redman's Hall....	1st & 3d Tu
(i)601	Urbana & Champaign, Ill.	R. Born.....	26 Chalmers St. E.	S. E. Griffith.....	511 W. Williams St., Champaign,	Stearn Bldg.....	1st & 3d Fr
(m)602	Amarillo, Tex.....	R. L. Hull.....	910 Buchanan St...	W. A. Singleton....	1205 Pierce St.....	W. O. W. Hall.....	2d & 4th Thu
(m)603	Kittanning, Pa....	A. Dodds.....	315 Mulberry St...	E. McCafferty.....	538 Fair St.....	Carpenters Hall....	2d & 4th Thu
(e)606	Paterson, N. J....	Roy Werner.....	152 E. 20th St....	John Hayes.....	73 Mary St.....	Labor Institute....	1st Sunday.
(rr)608	Ft. Wayne, Ind....	O. Miller.....	1011 Erie St.....	H. F. Bond.....	2507 Pleasant Av..	Apprentice Hall....	2d & 4th We
(i)609	Spokane, Wash....	A. R. McKee.....	2502 N. Mallon....	E. Christoph.....	1507 E. Broad Av..	Baker's Hall.....	2d & 4th We
(m)610	Marshalltown, Ia.	W. B. Hassler.....	212 N. 9th St.....	Wm. Hartman.....	Box 286.....	Labor Hall.....	2d & 4th Th
(m)611	Albuquerque, N. M.	R. B. Silver.....	226 No. Water.....	W. E. Bueche.....	730 S. Edith St....	Labor Temple.....	1st & 3d We
(i)613	Atlanta, Ga.....	T. C. Johnston....	P. O. Box 669.....	T. C. Johnson.....	Box 669.....	Labor Temple.....	Wednesday.
(i)614	San Rafael, Cal....	T. J. Cummings....	Grand Ave.....	H. E. Smith.....	224 H. St.....	Bldg. Trades Hall..	1st & 3d Tue
(m)617	San Mateo, Cal....	A. S. Moore.....	63 N. F. St.....	A. E. Midgley.....	Menlo Park.....	B. T. C. Hall.....	1st & 3d Tu
(m)619	Hot Springs, Ark..	D. H. Peel.....	10 Cedar Terr....	D. H. Peel.....	10 Cedar Terr....	318 Malvern Ave..	1st Tues.
(m)620	Sheboygan, Wis....	T. E. MacDonald..	821 Oakland Ave..	Gerhart Fedler....	1425 N. 7th St....	Labor Hall.....	1st & 3d We
(s)622	Lynn, Mass.....	Jas. Sheerman....	767a Western Av. W	R. Mansfield.....	767a Western Av. W	St. Marys Hall W.	1st & 3d Mo
(i)623	Butte, Mont.....	Ed. Lappen.....	Box 141.....	A. A. Sundberg....	Box 141.....	Carpenter's Hall....	Every Mon.
(s)624	St. Louis, Mo.....	Chas. Btropol.....	3450 Dunnica St...	Anton Ott.....	4114a Osceola St...	Earles Home.....	2d & 4th Fri
(i)625	Haltax, N. S., C.	W. A. MacRae.....	Windmill Rd. Dartmouth.	Frank Wallace.....	134 Beech St.....	Bd. of Trades Rms.	1st Thurs.
(m)626	Aberdeen, S. D....	Floyd Moore.....	Box 278.....	A. J. Kocner.....	Box 278.....	Labor Temple.....	
(m)627	Lorain, Ohio.....	Hugh Matson.....	1416 F. St.....	J. B. Witter.....	312 W. 26th St....	Carpenter's Hall....	2d & 4th Mo
(rr)628	Wilmington, Del..	Harry Ringler....	1022 W. 3rd St....	A. Ainsworth.....	2202 W. 6th St....	109 W. 6th St....	1st & 3d Tu
(m)629	Moncton, N. B. C.	H. Buzzell.....	Sunny Brae.....	W. J. Hickey.....	18 Portledge Ave..	Main St.....	2d & 4th We
(m)630	Leobridge, Alta., C	Leo Wadden.....	Box 474.....	Leo Wadden.....	P. O. Box 474.....	4th St. S.....	3d Sun., p. n
(i)631	Newburgh, N. Y....	E. Olsen.....	64 1st St.....	Leslie Weaver....	140 Lander St....	Turn Hall.....	1st & 3d Thu
(m)634	Taylor, Tex.....	.....	.....	Edw. Sorensen....	Box 262.....	Labor Temple.....	Every Sat.
(i)635	Davenport, Iowa..	J. McDermott.....	1454 W. 6th St....	R. B. Nelson.....	2511 Davenport Ave.	Turner Hall.....	2d & 4th Fri
(m)638	New Glasgow, N. S. Canada.	G. Cavanaugh....	West Side.....	Geo. Townsend....	Box 963.....	Law Joy Bldg....	1st & 4th W
(m)639	Port Arthur, Texas	R. Hill.....	Box 1221.....	A. L. Poynter.....	P. O. Box 1221....	Electrician's Hall..	Friday.
(m)640	Phoenix, Ariz.....	C. S. Michael.....	Box 501.....	C. W. Calkins.....	Box 501.....	238 E. Wash. St...	Fri.
(rr)641	Silvis, Ill.....	O. E. Phares.....	No. 6 Schricker Flats. Davenport, Ia.	Thos. Phares.....	619 W. 4th St....	Industrial Hall....	2d Wed.
(m)642	Meriden, Conn....	H. Gels.....	63 Lindsley Ave..	E. D. Lancraft....	79 Reservoir Ave..	Bldg. Trades Hall..	2d & 4th Thu
(m)644	Schenectady, N. Y.	W. Meisner.....	347 Paige St.....	Peter B. Stevens..	716 Westover Pl..	246 State St.....	2d & 4th Fri
(m)646	Sheridan, Wyo....	C. E. Luce.....	310 E. Works.....	Eugene Burris....	459 Park St.....	Labor Temple.....	1st & 3d Fri
(e)647	Schenectady, N. Y.	G. E. Smith.....	310 Paige St.....	W. A. Briggs.....	63 Foster Ave.....	246 State St.....	1st & 3d We
(m)648	Hamilton, O.....	Frank Venable....	435 No. 2nd St....	Eugene Erbs.....	1237 Lane St....	Labor Temple.....	1st & 3d We
(m)649	Alton, Ill.....	Carl White.....	Box 133.....	J. Voss.....	Box 133.....	Topborn Hall.....	1st & 3d Fri
(s)652	Hammond, Ind....	C. Hamm.....	199 Logan St....	Nelson Hewitt....	7049 Vernon Ave..	K. of P. Hall.....	1st & 3d Thu
(m)653	Miles City, Mont..	W. E. Striker.....	.....	Jas. P. Welch.....	P. O. Box 521....	7th & Main St....	1st & 3d Mo
(rr)654	Tacoma, Wash....	W. G. Todd.....	5439 S. Sheridan St.	C. O. Smith.....	1509 E. 88th St...	913 1/2 Tacoma Ave.	1st Wed.
					Seattle, Wash....	Tacoma, Wash....	
					1431 1st Ave.....	Seattle.	3d Wed.
(l)655	Waterbury, Conn..	Wm. Halpin.....	19 Sycamore Lane..	E. B. Chapin.....	Box 1125.....	127 E. Main St....	1st & 3d We
(m)657	Raleigh, N. C.....	W. W. Sunamers..	224 W. Lane St....	C. P. Separk.....	109 N. Wilmington St.	Union Hall.....	1st & 3d Mo
(l)659	Dunkirk, N. Y.....	Chas. Costantino..	330 Deer St.....	Chas. Costantino..	330 Deer St.....	Machinist Hall....	1st Monday.
(i)660	Waterbury, Conn..	F. Slater.....	39 Beach Ave.....	Edw. Conlon.....	512 S. Wilson St...	Bldg. Trades Hall..	Every Fri.
(m)661	Hutchinson, Kan..	C. P. Gish.....	Labor Hall.....	A. B. Butledge....	113 N. Monroe St..	Labor Hall.....	1st & 3d Tue
(rr)663	Boston, Mass.....	Walt H. Chandler..	Box 21. No Billerica, Mass.	G. S. McDaniel....	20 Union St., Melrose Highlands, Mass.	45 Leverett St....	Last Thurs.
(m)664	New York.....	Chas. Reef.....	340 Irving Ave.... Brooklyn, N. Y.	Wm. H. Pinekney..	90 Roosevelt Pl.... Mineola, I. I.	Brooklyn Lab. Lye.	2d & 4th Fri

WORKERS AND OPERATORS

U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date
665	Piqua, O.	Delone Mc wrrer.	R. R. No. 1.	Harry McDowell.	251 E. Main St.	I. A. T. S. B. Hall.	Wednesdays.
666	Richmond, Va.	Will Tomr.kins.	1601 3rd Ave.	C. J. Alston.	629 N. 33rd St.	Arcade Bldg.	2d & 4th Mon.
667	Charleston, W. Va.	J. G. Wingfield.	Box 657.	Jas. Hayes.	Box 657.	Capital St.	Every Thurs.
668	Lafayette, Ind.	H. Kathman.	1633 E. Main St.	Wm. Fredricks.	210 S. Salisbury St.	Labor Temple.	1st & 3d Mon.
669	Springfield, O.	Sam Wright.	113 Western Av. So.	W. R. Hicks.	339 Oakwood Pl.	Labor Temple.	Every Friday.
670	Fargo, N. Dak.	R. Gilmore.	1016 Front St.	John Linberg.	Box 622.	Labor Temple.	2d & 4th Tues.
672	Gr. Forks, N. Dak.	Ed. Lane.	309 Euclid Ave.	R. L. Joiner.	407 Cherry St.	Union Temple.	2d & 4th Sun.
673	Vineland, N. J.	Edw. Pettengill.	638 Elmer St.	John M. Stidham.	204 S. 3d St.	Moose Hall.	1st & 3d Thurs
675	Elizabeth, N. J.	R. D. Lewis.	218 Orchard St.	Theo. Koll, Jr.	519 1st Ave.	Bldg. Trds. Con.	2d & 4th Thurs
677	Cristobal, C. Z.	F. W. Hallin.	Box 83, Cristobal, C. Z.	W. H. Nellis.	Box 31, Cristobal, C. Z.	Masonic Hall.	1st & 3d Tues.
679	Grinnell, Iowa.	Ike Hunter.	2d Ave.	F. L. Rinefort.	1303 Main St.	Labor Hall.	2d & 4th Tues.
680	Fond du Lac, Wis.	W. J. Mueller.	453 N. Park Ave.	Wm. Lieflander.	Box 38.	Cor. 3rd & Main.	2d & 4th Tues.
681	Wichita Falls, Tex.	E. D. Egan.	Box 763.	Leo. P. Allen.	Box 763.	Labor Hall.	Every Wed.
682	Logansport, Ind.	A. B. White.	1523 Miles St.	R. F. Gibson.	401 Schultz St.	Trades Assembly Hall.	1st & 3d Tues.
683	Carbondale, Pa.	B. E. Durphy.	17 Grove St.	Geo. C. Burrell.	51 Laurel St.	Labor Temple.	1st & 3d Tues.
684	Modesto, Calif.	I. W. Ross.	Osborne Elect. Co., Turlock, Cal.	E. B. Palmer.	402 Virginia St.	Labor Temple.	1st & 3d Wed.
685	Bloomington, Ill.	E. Moore.	705 N. Mason.	Wm. Rylander.	1507 W. Graham St.	Odd Fellows Hall.	2d & 4th Mon.
686	Hazleton, Pa.	C. F. Brill.	221 E. Walnut St.	Lewis Miller.	584 Peace St.	P. O. S. of A. Hall.	1st & 4th Mon.
688	Mansfield, Ohio.			Ernest Adams.	Box 328.	Trds. Con. Hall.	2d & 4th Tues.
689	Alexandria, La.	T. R. Lewis.	19th and Olive.	M. Holloman.	215 Bolton Ave.	Electricians' Hall.	2d & 4th Thurs.
690	Bloomington, Ill.	O. C. Ludwig.	904 W. Taylor St.	L. W. Dean.	809 N. Evans St.	101 N. Center St.	1st & 3d Fri.
692	Sault Ste Marie, Mich.	E. Crowley.	211 Admas Ave.	Roy MacKenzie.	118 Ridge St.	Labor Temple.	1st & 3d Fri.
694	Youngstown, O.	C. Gardner.	29 Poplar St., Sta. A.	M. Gallagher.	178 S. Fovert Ave.	221 W. Federal St.	2d & 4th Thur
695	St. Joseph, Mo.	W. A. Vaughn.	3202 1/2 St. Joseph Ave.	Wm. Wagner.	2107 Penn. St.	K. P. Hall.	Thursday.
696	Albany, N. Y.	G. W. Colony.	38 Clinton Ave.	Wm. J. Hannaway.	42 Eliz. St.	91 N. Pearl St.	1st & 3d Mon.
697	Gary & Hammond, Ind.	F. S. Kurtz.	171 Conkey Ave., Hammond.	Jno. R. Koble.	1035 E. 47th St., Chicago.	Gary Labor Temple Hamm'd Lab. Tem.	1st & 3d Mon. 2d & 4th Mon.
698	Jerome, Ariz.	Wm. D. Woods.	Box 1340.	P. Quinn.	Box 1340.	Miller Bldg.	Every Mon.
699	Gloucester, Mass.	Sylvester D. Diering.	41 Western Ave.	Syl. Diering.	41 Western Ave.	71 Main St.	1st Tues.
701	Hinsdale, Ill.	Lee Kline.	Naperville, Ill.	B. W. Langkafel.	Hinsdale, Ill.	Naperville, Ill.	2d Friday.
702	Marion, Ill.	Neal Campbell.	Marion, Ill.	E. Scott.	208 N. Gardner, W. Frankfort, Ill.	Mystic Workers.	1st & 3d Sun.
703	Edwardsville, Ill.	E. Spalding.	Car Southern Ill. Lt. P. Co., Collinsville, Ill.	C. H. Hotz.	Postal Tel. Co.	Main & Vandalia.	2d & 4th Tues.
704	Hubuque, Ia.	Gus Zoller.	2028 Couler Ave.	W. R. Towle.	905 Clay St.	Socialist Hall.	1st & 3d Tues.
708	Monmouth, Ill.	John Robertson.	814 S. 1st St.	Jas. E. Ward.	733 E. 11th Ave.	Labor Hall.	2d Monday.
707	Holyoke, Mass.	Chas. E. Hunter.	97 Bowers St.	P. O. Neuman.	15 Vernon St.	Carpenter's Hall.	1st & 3d Mon.
709	Markdale, Ariz.	M. Cain.	Box 86.	M. Cain.	Box 86.	409 Main St.	1st & 3d Tues.
710	Northampton, Mass.	E. Zuwewski.	37 Grant Ave.	Lee Christal.	40 Hampton Ave.	1st Nat. Bk.	1st & 2d Tues.
711	Long Beach, Calif.	H. Jackson.	Box 207.	W. H. Brown.	537 Daisy Ave.	Labor Temple.	Every Tuesday.
712	New Brighton, Pa.	D. Dickinson.	424 New York Ave., Rochester, Pa.	L. P. Jones.	150 George, Rochester, Pa.	Kramer Bldg.	1st & 3d Mon.
713	Chicago, Ill.	A. Lang.	1433 S. 59th Ave.	H. F. Sieling.	119 S. Throop St.	119 S. Throop St.	1st & 3d Mon.
715	Kincaid, Ill.	Arthur Clark.		Ralph Clark.		Miner's Hall.	2d & 4th Fri.
716	Houston, Tex.	O. Dean.	1210 Texas.	J. Eberling.	1511 Chestnut St.	Labor Temple.	Every Thurs.
717	Boston, Mass.	Wm. Payne.	803 4th St. S.	Geo. Chase.	Box 12, Wilmington, Mass.	937 Wash. St.	1st & 3d Tues.
718	Paducah, Ky.	W. B. Chambers.	R. R. No. 2.	P. D Ford.	423 S. 9th St.	Masonic Hall.	1st & 3d Thurs.
719	Manchester, N. H.	Edw. Fitzpatrick.	287 Concord St.	F. L. Evans.	848 Beech St.	895 Elm St.	2d & 4th Wed.
720	Camden, N. J.	H. Rainear.	12 Irvin Ave., Collingswood, N. J.	Chas. Jobe.	Box 55, Riverton, N. J.	Morgan Hall.	2d & 4th Tues
722	Cortland, N. Y.	Leon Gerrard.	114 1/2 Homer Ave.	Jerry Hartnett.	Box 298.	Trades Assembly.	Mon.
723	Ft. Wayne, Ind.	D. Bauschman.	Palace Hotel.	R. E. Deel.	1017 Loree St.	Painters Hall.	Every Friday.
724	Ottawa, Can.	B. J. Thompson.	13 Balsam St.	T. F. Powell.	49 Stewart St.	115 Spark St.	2d & 4th Wed.
725	Terre Haute, Ind.	P. A. Hall.	1927 S. 10th St.	A. C. Moredock.	2329 5th Ave.	O. L. U. Hall.	1st & 3d Mon.
726	Sault Ste. Marie, Ont., Canada.	F. Ianson.	45 Wilcox Av., S.W.	L. Swinburne.	245 Gloucester St.	I. O. O. F. Hall.	1st & 4th Tues.
729	Punxsutawney, Pa.	H. W. Kremkan.	Cloe, Pa.	John Mitchell.	232 N. Main St.	I. O. O. F. Bldg.	2d & 4th Tues.
731	Int. Falls, Minn.	E. R. Walsh.	409 5th St.	E. R. Walsh.	409 5th St.	City Hall.	1st & 3d Tues.
732	Portsmouth, Va.	L. Ziegenhaim.	433 Wright St.	H. J. Kramer.	413 Madison St.	Home of Labor.	1st & 3d Wed.
733							
734	Altoona, Pa.	Chas. Woodburn.	1527 22nd Ave.	Louis A. Lamade.	330 24th Ave.	B. R. T. Hall.	1st & 3d Fri.
735	Norfolk, Va.	J. Hawkins.	431 Wright St., Portsmouth, Va.	J. F. Cherry.	320 Poole St.	Odd Fellow's Hall.	Thursday.
738	Burlington, Ia.	Carl W. Tiemeier.	960 North St.	R. E. Pierce.	1204 S. 4th St.	Labor Hall.	2d & 4th Thurs
738	Orange, Tex.	E. L. Spaug.	Box 204.	E. L. Spaug.	Box 204.	Labor Temple.	2d & 4th Fri.
741	Scranton, Pa.	W. B. McBride.	354 Maple St.	J. W. Doellner.	903 N. Irving Ave.	322 Adams Ave.	1st & 3d Wed.
742	New York, N. Y.	P. Hughes.	182 14th Ave., Astoria, L. I.	V. J. LaNoce.	211 E. 101st St.	Opera Cafe.	2d & 4th Fri.
743	Reading, Pa.	Milton Popp.	26 N. 6th St.	Warren R. Esterly	26 N. 6th St.	26 N. 6th St.	Monday.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting D.
(rr)744	New York, N. Y....	J. J. O'Neil.....	91 Monroe St.....	K. Tillotson.....	Linden St.....	Arcanum Hall.	2d & 4th Th
(rr)745	Princeton, W. Va..	J. Sowers.....	Winfield, L. I.	J. D. Owens.....	Bellmore, L. I.....	Richmond Hill	1st & 3d Mo
(m)746	Key West, Fla.....	W. J. Watrous.....	848 Mercer St.....	R. J. Hopper.....	Box 627.....	Garten Hall.....	1st Fri.
(rr)750	Pittsburgh, Pa.....	O. W. Bendorf.....	390 Kenney Ave.....	O. Bendorf.....	390 Kenney Ave.....	Labor Temple.....	1st & 3d Th
(rr)752	Jersey City, N. J..	J. E. Balph.....	Pitcairn, Pa.	John Deacy.....	Pitcairn, Pa.	Orpheum Bldg.....	1st & 3d Mo
(rr)753	Philadelphia, Pa..	Edw. L. Miller.....	15 Bryan Pl.....	R. Ellis.....	28 High St.....	4039 Lancaster Av..	1st & 3d Fri.
(rr)754	Sayre, Pa.....	H. Hewitt.....	1335 N. Allison St.	F. J. O'Brien.....	1235 N. 53d St. W..	Redmen Hall.....	2d & 4th M
(o)755	Clarksburg, W. Va.	Bailey King.....	115 Chemung St...	Chas. C. Drummond	302 S. Lehigh Ave..	Williams Hall.....	2d & 4th M
(m)756	Fairmount, W. Va..	Chas. Wilson.....	Jane Lew, W. Va..	E. D. Faux.....	Box 124, Hepzibal,	I. B. E. W. Hall....	Monday.
(m)758	Hagerstown, Md...	Clyde L. Anders..	Box 353, Barracks-	Chas. W. Myers....	W. Va.	2nd Nat. Bk.....	2d & 4th F
(m)760	Knoxville, Tenn...	J. K. Meehan.....	ville, W. Va.	K. P. Dyke.....	R. 2, Williamsport,	709½ Gay St.....	Friday.
(m)761	Renova, Penn.....	G. R. Scott.....	621 N. Mulberry St.	F. R. Kaul.....	Md.	Elks Hall.....	1st & 3d Mo
(m)762	Ashtabula, O.....	F. E. Orcutt.....	225 E. Hill Ave....	J. R. Davis.....	2 19 Connecticut	B. of R. T. Hall....	2d & 4th W
(l)763	Omaha, Nebr.....	C. Jennings.....	4th St.....	Chas. Nelson.....	Box 411.....	Labor Temple.....	1st & 3d W
(rr)764	Denver, Colo.....	Chas. Augerman..	32½ Madison St...	R. J. McGan.....	512 S. 35th Ave....	414 Club Bldg.....	2d & 4th W
(m)765	Visalia, Cal.....	F. L. Esting.....	Box 896.....	Chas. Nelson.....	926 Bannock.....	Labor Temple.....	1st & 3d M
(rr)769	El Paso, Tex.....	J. O. Spillane.....	610 N. Stanton St..	G. C. Filkman.....	4020 Hastings St...	Labor Temple.....	2d & 4th Fr
(rr)770	Albany, N. Y.....	.....	.....	H. Beardsley.....	582 3rd St.....	Washington Hall...	2d & 3d Th
(l)771	Richmond, Va.....	.....	.....	A. L. Holladay.....	1100 Semmes St., S.	Pythian Bldg.....	2d & 4th Th
(m)773	Windsor, Ont., Can.	R. L. Shelson.....	67 Cameron Ave....	G. S. Whelpton.....	856 Hall Ave.....	Labor Temple.....	2d & 4th M
(rr)774	Cincinnati, O.....	Edw. Strohmaier..	24 W. 14th St.....	K. Green.....	19 Euclid Ave.....	Labor Temple.....	1st & 3d Tu
(rr)776	Providence, R. I..	J. J. Doorias.....	304 Charles St.....	J. A. Flaherty.....	81 Harold St.....	98 Weybossett St..	2d & 4th T
(rr)778	Greenville, Pa.....	.....	.....	A. W. Smith.....	14 Ohl St.....	Carpenters Hall...	1st & 3d Th
(rr)779	Chicago, Ill.....	R. J. Lindsay.....	3354 W. Madison St	F. M. Christoffer..	1808 N. Francisco	5324 Halstead St..	1st & 3d Fr
(rr)781	Harrisburg, Pa....	Geo. F. Wein, Jr..	455 Crescent St....	Wm. McGraham....	P. O. Box 178.....	3d & Cumberland..	1st & 3d Fr
(mt)782	Ft. Worth, Tex....	Andrew Clarke....	1311 Lipscomb St..	J. W. Hubbard.....	Lemoyne, Pa.	Labor Temple.....	1st & 3d T
(rr)784	Indianapolis, Ind..	W. L. Harrison....	1515 W. 27th St....	F. J. Lancaster.....	2910 W. 27th St....	233 Hume Mansur	2d & 4th W
(m)785	Virginia, Minn....	P. P. Schugel.....	422 5th St. So....	P. P. Schugel.....	422 S. 5th St. So..	204 S. 4th St.....	1st & 3d T
(m)786	St. Augustine, Fla.	Jas. Prestwood....	Gen. Del.....	Geo. Osgood.....	90 Grove Ave.....	Fraternal Hall.....	Last Sunday
(r)787	St. Thomas, Ont..	Carl Grimstead....	63 Moore St.....	J. R. Smith.....	31 Maple St.....	Machinist Hall....	1st & 3d Fr
(m)790	Green Island, N. Y.	Robt. Conlen.....	923 24th St.....	John C. Ryan.....	655 N. Pearl St....	I. O. O. F. Hall....	1st Sat.
(rr)791	Louisville, Ky....	R. L. Browder....	Waterliet, N. Y.	J. P. Ellam.....	Albany, N. Y.....	Y. M. H. A. Hall...	1st & 3d Th
(rr)793	Chicago, Ill.....	R. Sodergreen....	1919 W. Broadway..	A. Peterson.....	716 E. Ormsby Ave.	Colonial Hall.....	2d & 4th Th
(r)794	Chicago, Ill.....	O. A. Parker.....	7145 University Av.	R. T. Shipway.....	6430 S. Campbell	Caudlers Hall....	2d & 4th Th
(r)795	Chicago, Ill.....	W. A. Street.....	8558 Rhodes Ave...	T. V. Irwin.....	Ave.	Calumet Club Hall.	1st & 3d T
(rr)796	Aurora, Ill.....	John Grundy.....	10150 Lowe Ave...	E. A. Collins.....	5721 Union Ave...	Dillenburg Hall...	2d Monday.
(rr)797	Chicago, Ill.....	H. Gantz.....	406 Grove St.....	L. B. Greenawalt..	7945 Bishop St....	Frat. Hall.....	2d & 4th Th
(rr)798	Chicago, Ill.....	Wm. Kilbourne....	6915 Justine Ave...	Freb Theil.....	1033 Gunderson Av.	Central Pk. Hall...	3d Wed.
(rr)799	Kansas City, Kans.	F. L. Hartig.....	2128 Lewis St.....	John Flynn.....	Oak Park, Ill.	Fireman Hall.....	1st & 3d M
(rr)800	Rocky Mount, N. O.	D. Korngay.....	1408 S. 27th St...	L. G. Hammond....	1347 S. 29th St...	Keyser Hall.....	2d & 4th M
(rr)801	Gr. Rapids, Mich..	Chas. Willoughby..	R. R. No. 5.....	M. L. Finn.....	120 Nash St.....	Campan Hall.....	1st & 3d T
(m)802	Moose Jaw, Sask.,	Jos. P. Powell.....	1252 Terrace Ave...	Jos. P. Powell.....	159 Carrie St.....	T. & L. Council Hal	2d & 4th W
(rr)803	Can.	Fred Grube.....	710 America St. E.	L. Leduc.....	Box 277.....	Rm. 37, Ins. Bldg..	1st & 3d W
(s)804	Schtdy., N. Y.....	Jas. Shaw.....	467 Blatchley Ave..	Wm. B. Summers..	239 Wash. Ave. W..	E. W. Hall State St	2d & 4th T
(rr)805	Sedalia, Mo.....	B. H. Paxton.....	7 Aberdeen Rd....	Jos. Latham.....	94 Foster Ave.....	Labor Temple.....	1st & 3d Tu
(m)808	Alliance, Ohio....	M. Bingham.....	514 E. 5th St.....	E. Masters.....	812 S. Mahoning av.	Macabee Hall.....	Thursday.
(m)809	Oelwein, Iowa....	Chas. Smith.....	956 S. Freedom....	R. E. Dawley.....	7 6th Ave. So.....	Temple Hall.....	2d & 4th M
(r)810	Mobile, Ala.....	R. G. Kearns.....	R. F. D. No. 1....	R. G. Kearns.....	405 St. Michael St.	Labor Temple.....	Tuesday.
(rr)811	Lenoir City, Tenn.	E. B. Rudd.....	405 St. Michael St.	Roy Lewis.....	206 Hill St.....	Brunett & Diggs	2d & 4th Th
(rr)812	Little Rock, Ark..	J. B. McConnell...	Broadway.....	J. McConnell.....	2118 S. State St...	Hall	1st & 3d M
(rr)814	Havelock, Nebr....	F. G. Whiteford...	2118 State St.....	John R. Lamb.....	1925 N. 26th St...	Brannon Hall.....	3d Tuesday.
			No. L. R. Ark.		Lincoln, Nebr.		
			135 S. 13th St...				

WORKERS AND OPERATORS

No.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(rr)817	New York, N. Y.	Jas. T. Hogan	470 Concord Ave.	C. H. DeSanto	533 Tinton Ave.	111 E. 125th St.	1st & 3r Tues.
(m)818	Saltville, Va.	Luther Farris	Box 98.	Alfred Campbell	Box 35.	Allison Gap Hall	2d & 4th Sat.
(rr)819	Salamanca, N. Y.	M. F. Connors	55 Fillmore St. Rochester, N. Y.	C. H. Odell	15 Gates Ave.	Nies Hall	2d Saturday.
(nt)822	So. Chicago, Ill.	John Blazar	Rm. 205, 9140 Com- mercial Ave.	T. C. Wetmore	Rm. 205. 9140 Commercial Ave.	9140 Commercial Ave.	1st & 2d Wed.
(el.)823	New Orleans, La.	E. Burke	2433 Burgundy St.	A. J. Tomasouch	717 S. Clark St.	715 Union St.	1st & 3d Tues
(rr)824	Middletown, N. Y.	Geo. C. Harland	44 Woodlawn Ave.	S. E. Lee	19½ Grand Ave.	Gunther Bldg.	4th Wed.
(1)827	Champaign and Ur- bana, Ill.	Joe Dalton	411 W. White St.	H. R. McDonald	R. R. 1, Cham- paign, Ill.	Labor Hall. Champaign, Ill.	2d & 4th Thurs
(1)828	Dayton, Ohio.	John Proconior	620 Valley St.	D. E. Carroll	115 N. Robert Blvd.	Labor Temple	Friday.
(rr)829	San Bernardino, Cal.	Harry Scheline	Box 42.	Thos. J. Casper	Box 42.	Labor Temple	Every Friday.
(rr)831	El Reno, Okla.	B. O'Rourke	405 N. Choctaw Ave	Lincoln Davis	Rm. 9, Citizens Bk. Bldg.	I. O. O. F. Hall	1st Saturday.
(rr)832	Trenton, Mo.	F. H. Bayne	1426 Mable St.	B. D. Paris	808 Halliburton St.	Miner's Hall	2d Mon.
(rr)834	Hoboken, N. J.	A. L. Cogle	395 Warren St.	J. Leo Rooney	880 Main St. Patterson, N. J.	500 Bloomfield	2d & last Tues
(1)835	Jackson, Tenn.	K. H. Whittier	Box 39				
(r)837	Sunbury, Pa.	E. R. Klinger	383 Race St.	O. L. Ardell	723 N. 4th St.	P. O. S. Hall	1st Wednesday.
(rr)838	Meridian, Miss.	C. N. Holland	511 40th Ave.	C. N. Holland	511 40th Ave.	K. of P. Hall	2d & 4th Wed.
(rr)839	Jersey Shore, Pa.	J. W. Miller	409 Allegheny St.	J. W. Miller	409 Allegheny St.	K. of C. Hall	1st & 3d Mon.
(m)840	Geneva, N. Y.	Loren Ward	61 William St.	Walt W. Hosking	209 Putteney St.	Exchange St.	Alternate Fri.
(m)841	Topeka, Kas.	H. N. Lower	417 Chandler St.	R. D. Collins	1214 Greeley St.	Labor Hall	2d & 4th Thurs.
(rr)842	Utica, N. Y.	Jno. Matheson	1904 Stark Ave.	E. Martz	302 Lansing St.	Labor Temple	4th Sunday.
(rr)845	El Reno, Okla.	G. Lawrence	9 Citizens Bank Bldg.	Lester B. White	Sheffield, Ill.		2d Saturday.
(m)846	Hattiesburg, Miss.	W. G. Hammack	P. O. Drawer 746.	L. L. Donnelly	316 Hemphill St.	K. of P. Home	2d & 4th Sun.
(rr)847	Kansas City, Kans.	C. Victor	720 S. Valley St.			Daniels Hall	2d Saturday.
(rr)848	Horton, Kans.	A. D. Johnson		D. M. Haskell	Box 152.	Francis Hall	2d Tues.
(rr)849	Syracuse, N. Y.	Leo Hosley	500 Madison St.	G. Gray	403 Townsend St.	148 N. Salina	2d & 4th Wed.
(c)852	Richmond, Va.	H. R. Law		G. W. Terry	317 N. 11th St.	317 N. 11th St.	1st & last Mon
(m)853	Massillon, Ohio.	C. T. Griesheimer	613 Jarvis Ave Massillon, O.	G. Mathais	Box 1.	Massillon, O.	4th Monday.
(rr)854	Buffalo, N. Y.	J. Hayes	408 Wyoming St.	O. Carmichael	32 College St.	415 Clinton St.	1st & 3d Fri.
(1)855	Muncie, Ind.	C. Johnson	700 W. Jackson.	Chas. Snyder	716 Broadway	203½ S. Walnut St.	1st & 3d Fri.
(rr)856	Greenville, S. C.	A. W. Brewer	108 Summit St.	O. M. Jones	238 John St.	Trainmen's Hall	1st & 3d Tues.
(rr)857	DuBois, Pa.	W. Howerly	129 E. Long Ave.	I. Hetrick	104 E. Weber Ave.	Oriole Hall	1st & 3d Fri.
(rr)858	Somerset, Ky.	R. O. Daughettee				K. of P. Hall	1st & 3d Wed.
(rr)859	Springfield, Mass.			W. A. Lane	High St. West Brookfield, Mass.	Wells Memorial Hall, Boston Cooley Hotel	1st Thurs. 3d Tues.
(rr)860	Long Island City, N. Y.	S. L. Orr	275 E. 168th St. New York.	Chas. Teller	447 E. 170th St., New York.	Kleeefeld's Hall	2d & 4th Wed
(rr)862	Jacksonville, Fla.	L. L. Hunt	1805 Lackawanna Ave.	A. W. Stall	135 W. 22d St.	Labor Temple	2d & 4th Tues
(rr)863	LaFayette, Ind.	N. Stulls	2028 Stillwell St.	Frank Jones	1620 N. 16th.	Forster Hall	1st & 3d Mon.
(rr)864	Jersey City, N. J.	Wm. Schlinck	176 16th Ave., Pat- erson.	Jas. B. Hart	116 Hamilton Ave. Paterson, N. J.	Fischer Hall	2d & 4th Fri.
(rr)865	Baltimore, Md.	Jas. Gardiner	1503 Jackson St.	Robt. Montgomery	13 W. Randall St.	Sonneburg Hall	Friday.
(m)866	McAlester, Okla.	Walt Florence	Box 329.	O. J. Lewallen	215 N. 2nd St.	Painters Hall	Thursday.
(rr)867	Detroit, Mich.	Geo. O. Hara	770 Hubbard Ave.	R. J. Sango	2368 Inglis Ave.	55 Adelaide St.	1st Saturday.
(m)868	New Orleans, La.	A. Wehl	3018 Bienville St.	J. W. Duprat	4018 Iberville St.	B. K. of A. Home	2d & 4th Mon.
(rr)870	Cumberland, Md.	O. L. Colley	294 N. Centre St.	K. D. Bachman	262 N. Centre.	Chapel Hill Hose Co.	1st & 3d Thurs.
(m)873	Kokomo, Ind.	Frank Glaze	326 E. Carter St.	H. S. Cottey	Box 300.	Labor Temple	1-2-3-4 Fri.
(m)874	Zanesville, Ohio.	B. B. Smith	Pembroke Ave. So.	E. E. Hay	227½ Main St.	Labor Hall	2d & 4th Tues.
(rr)881	Indiana, Pa.			Sterling Orange	120 S. 5th St.	Eagles Hall	1st Tues.
(m)882	New Orleans, La.	A. L. Redon	123 S. White St.	G. F. Schenk	622 Vallette St. Algiers, La.	715 Union St.	1st & 3d Thurs.
(r)884	Cleburne, Tex.	G. W. Miner	606 S. Wilhite.	W. G. Howell	714 N. Walnut St.	Labor Temple	1st & 3d Tues.
(rr)885	Chicago, Ill.	Carl Opsahl	3306 Cortland St.	Geo. Buman	Box 213, Bensen- ville, Ill.	N. E. Cor. Arm- tage & Crawford Ave.	2d & 4th Thurs.
(rr)886	Minneapolis, Minn.	C. Wm. Frank	2921 18th Ave. So.	Geo. Wicklem	2921 18th Ave. So.	129 Hyland Ave. N.	1st Sat.
(c)887	Two Harbors, Minn	Ivan Freeman	Box 482.	Nels Sandness	Box 308.	Iron Dock Hall	3d Sat.
(rr)888	St. Louis, Mo.	H. A. Price	2101a No. 10th St.	A. L. Wright	5010 Page Ave.	Fraternal Hall	1st & 3d Thurs.
(m)890	Janesville, Wis.	C. Rhodes	Park Hotel	H. P. Joerg	618 Prairie Ave.	Labor Hall	1st & 3d Thurs
(m)891	Chochocton, O.	Jas. O. Clark	657 Walnut St.	W. L. Buker	426 Walnut St.	Trades & Labor Hall	2d & 4th Tues.
(m)892	Mankato, Minn.	J. R. Hennessey	224 James Ave.	H. L. Anderson	326 Pearl St.	State Bank	1st Thursday.
(rr)895	Oakland, Calif.	Harold B. Darling	2914 Grove St.	Chas. L. Gruner	3422 Harper Ct.	12th & Alice	Tuesday.
(m)897	Niagara Falls, Ont., Can.	O. Sutton	111 Welland Ave.	A. Glover	69 N. Main St.	Pithian Castle Bamfield Hall	2d & 4th Thurs.
(1)898	Huntington, W. Va.	J. Huff	116 W. 3d Ave.	Orville Workman	850½ 16th St.	Homrich Bldg.	2d & 4th Wed.

L. U.	Location	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Days
(1)899	Milwaukee, Wis.	M. Malloy	381 Greenwich Ave.	Chas. Hardy	1014 4th St.	Bartender's Hall	Tuesday.
(m)900	Sudbury, Ont., Can.	H. Armstrong	Box 458.	L. Mahon	Box 294.	County Hall	2d & 4th Fri
(rr)902	St Paul, Minn.	Frank Wortman	400 Dakota Bldg.	J. E. LaPointe	400 Dakota Bldg.	75 W. 7th St.	1st Tues., 3d Sunday.
(m)903	Marion, O.	C. E. Burdy	249 Bain Ave.	H. L. McCurdy	396 W. Church St.	Bldg. Trds. Hall	1st & 3d Mon
(m)904	St. Scott, Kans.	John T. Troughton	N Eddy St.	C. Lee Talbott	616 South St.	Redman Hall	Wednesday.
(m)905	Ranger, Tex.	E. Ferguson	Box 474.	T. H. Simpson	Box 1202.	Guaranty Bk. Bldg.	Wednesday.
(rr)908	Tipton, Ind.	Roscoe Oline	420 S. High St. Muncie, Ind.	Chas. Mettlen	224 W. Madison St.		Saturday.
(rr)909	Nashville, Tenn.	E. R. Fuelcher	101 Scott Ave.	L. Ray	1719 11th Ave. No.	Cor. 4th Broadway	Last Friday.
(m)910	Watertown, N. Y.	Albert Norton	304 State St.	Geo. Dezell	Weldon Hotel.	Rothstock Bldg.	1st & 3d We
(rr)912	Collinwood, O.	F. N. Evans	594 E. 107th St. Cleveland.	R. D. Jones	7508 Shaw Ave. S.W. Cleveland.	10506 Superior Hall	1st & 3d Mon
(c)913	Warren, O.	Geo. J. Henry	302 E. Market St.	H. G. James	1005 Edgewood Av.	3½ Market St.	Monday.
(m)914	Thorald, Ont., Can.	H. C. Tracy	Box 803.	R. Bittle	Box 760.	Carpenter's Hall	1st & 3d Mon
(m)915	Three Rivers, Que., Canada.	Geo. Louthood	Cape Madeline. Que., Can., Box 100.			44 Des Forges St.	1st & 3d Fri.
(rr)917	Memphis, Tenn.	Jas. E. Murray	953 Rayburn Blvd.	Jas. E. Murray	953 Rayburn Blvd.	B. of R. T. Hall	1st & 3d Fri.
(m)918	Covington, Ky.	F. L. Welte	1703 Holman St.	M. D. Castle	1008 Greenup St.	I. O. O. F. Hall	1st & 3d Mon
(r)919	Erwin, Tenn.	W. E. Young	350 S. Clinchfield Ave.	T. H. Peters	221 1st St.	Trainmen's Hall	1st & 3d Mon
(m)920	Lynchburg, Va.	T. C. Whitmore	1522 Early St.	W. M. Elliott	412 Church St.	Eagle Hall	1st & 2d Fri.
(m)921	Two Harbors, Minn.	G. Gustafson	Box 132.	T. A. Berry	Gen. Del.	City Hall	2d Thurs.
(c)922	Steelton, Pa.	Albert C. Noffinger	1262 Miller St. Harrisburg, Pa.	Jas. R. Snavelly	Enhart, Pa., Box 72	Light Co. Hall	Wed.
(rr)924	Wheeling, W. Va.	Gorner Liston	Bridgeport, O.	C. L. Cotton	Box 787. Bridgeport, O.	1515 Market St.	2d & 4th Tue
(i)927	Middletown, Ohio.	R. Kraft	918½ Yankee Rd.	Stanley Duke	119 Shafer Ave.	Trds. Labor Hall	2d & last Fri
(m)928	Pitussville, Pa.	D. C. Hawbaker	317 Petroleum St.	Harold A. Schwartz	207 Breed St.	Owens Hall	1st & 3d Fri.
(m)931	Lafre Charles, La.	J. C. Huldabaunt	201 E. Duval	D. M. Allen	221 1st St.	Rineau Bldg.	1st & 3d Thurs
(m)932	Idaho Falls, Idaho.	A. Arnold	560 N. Water Ave.	Albert Kaler	357 Eastern Ave.	Labor Hall	1st & 3d Thurs
(rr)934	Fucson, Ariz.			Geo. Legler	Box 1271.		
(m)936	Enid, Okla.	Victor Parr	Box 301.	Louis Dodd	111 E. Elm St.	111½ E. Brdway	Thursdays.
(rr)937	Richmond, Va.	R. R. Jones	2818 W. Main St.	F. W. Rutledge	1420 Bryant St.	Arcade Bldg.	1st & 3d Mon
(rr)938	Sacramento, Calif.	E. B. Normington	3000 2d Ave.	J. Noonan	120 20th St.	Labor Temple	2d & 4th We
(m)939	Arkansas City, Kas.			S. A. Burns	223 N. 2nd St.	Labor Hall	2d & 4th Mon
(m)940	North Platte, Nebr.	H. D. Cox	817 W. 9th St.	F. L. Blacketer	Box 71.	Labor Temple	2d & 4th Mon
(m)941	Bowling Green, Ky.			H. B. Lucas	Box 14.	Main and Adams	Monday.
(m)942	Cisco, Tex.	E. G. Hale	218 W. 7th St.	L. P. Little	Box 34a.	I. O. O. F. Hall	Tuesday.
(m)944	Seattle, Wash.	Frank McGovern	Rm. 9, Labor Tem.	R. Wilbourne	Rm. 15, Labor Tem.	Labor Temple	1st & 3d Mon
(rr)945	Philadelphia, Pa.	Walter Steele	2058 E. Stella St.	Bus Leinart	2545 N. Gratz St.	2768 Frankford Av.	1st Tues.
(m)946	Huntington, Ind.	E. C. Christ	1315 Superior St.	Jas. Hessin	733 E. Tipton St.	3 E. Market St.	1st & 3d Fri.
(m)947	Vincennes, Ind.	Chas. Yoekum	1107 N. 2d St.	C. Prullage	429 Scott St.	117½ Main	Wednesday.
(m)948	Flint, Mich.	O. R. Price	Box 51.	O. R. Price	Box 51.	808 S. Saginaw	Friday.
(m)949	Austin, Minn.	Carl Gregson	510 Medary St.	I. H. Igon	106 N. Division S.	Carpenters Hall	2d & 4th Thur
(m)953	Aux Claire, Wisc.	Phil Benrude	415½ Wise St.	Wm. Foster	742 N. Barstow St.	Union Hall	1st & 3d Fri.
(rr)954	Houston, Tex.	P. Mattoon	2015½ Elysian St.	Wm. Lodge	1138 Yale St.	Labor Temple	2d & 4th Tue
(i)955	Ft. Smith, Ark.	W. L. Steiner	Masters Elec. Co.	Ernest Bumbacher	2021 N. J. St.	Labor Hall	2d & 4th Thur
(rr)957	Sparks, Nev.	C. E. Johnson	317 12th St.	C. E. Johnson	Box 1084.	Engineers Hall	3d Friday.
(rr)958	Corning, N. Y.	Harvey Lounsbury	99 Perry Ave.	Elmer D. Moore	47 Fuller Ave.	Moose Hall	1st & 4th Mo
(m)961	St. Augustine, Fla.	M. L. Wolfe		C. H. Bradford		Mateins Cigar Fact.	
(rr)962	Readville, Mass.	C. F. Heyn	181 Milton St. E. Dedham, Mass.	Oscar F. Fundin	91 Blake St. Mattapan, Boston, Mass.	3 Boylston Pl.	Wednesday.
(m)963	Kankakee, Ill.	Wm. A. Keane	193 N. Indiana Ave.	Earl Harper	739 E. Court St.	Labor Hall	1st Wed.
(rr)964	Erle, Pa.	W. C. Baker	337 E. 24th St.	Bruno Gruntz	419 E. 4th St.	608 State St.	1st & 3d Sat
(m)965	Lusk, Wyo.	D. C. Jamieson		T. O. Dick	Box 206.	Tele. Office	Tuesday.
(rr)967	Albuquerque, N. Mexico.	Bert H. Brown	410 S. Edith St.	Gordon Holloway	1004 East St.	I. O. O. F. Hall	1st & 3d Thu
(rr)971	Elizabethport, N. J.	H. Schlaupetz	Sheridan Ave. Roselle Pk., N. J.	Bruce Guinter	Dunellen, N. J.	500 E. Jersey St.	1st & 3d Wed
(rr)972	Marietta O.	H. Pope	220 Franklin St.	Chas. Davis	402 Maple St.	Labor Hall	1st Wed.
(i)973	So. Bend, Ind.	Harry Poff	311 E. Wayne	Earl Havens	1529 S. Arnold St.	613 N. Hill	2d & 4th Fri.
(m)974	Carlinville, Ill.	Lee Gunter	W. 1st South St.	W. E. Boun	624 N. Charles St.	Bldg. Trades Hall	1st & 3d Mon
(rr)975	Norfolk, Va.	M. F. Harris	1307 W. 40th St.	J. R. Dezern	1823 W. 38th St.	Odd Fellows Hall	2d & 4th Mon
(rr)976	Ft. Madison, Ia.	E. H. Yolton	1310 Front St.	C. E. Miller	3133 Cherokee St.	Heady Hall	2d & 4th Tu
(m)977	Jackson, Miss.	T. Harper	312 N. West St.	J. B. Sullivan	315 S. Pres.	Labor Hall	2d & 4th Thu
(m)978	Elkhart, Ind.	Ralph Waggoner	307 Plum St.	A. L. Brown	159 Division St.	159 Division St.	1st & 3d Thur
(m)980	Los Angeles, Calif.	Wm. LaPointe	1437 Oak St.	Carl Senter	1153½ S. Vermont.	Labor Temple	Tues.
(mt)984	Peabody & Salem, Mass.	Harold I. Nash	6 Stevens St. Salem.	J. Edw. Wiggin	47 Federal St., Sa- lem, Mass.	51 Wash. St.	4th Wed.
(rr)986	Elmira, N. Y.	G. O. Wilkes	725 Seneca Pl.	Wm. Moffat	824 Cedar St.	Trades Labor Hall	1st & 3d Fri.
(m)989	Ada, Okla.	J. L. Wilson	617 W. 9th.	C. W. Lisscomb	121 E. Main St.	Union Elec. Co.	1st & 3d Fri.
(m)990	Lancaster, Pa.	Wm. Albright	537 E. Marion St.	Fred Greer	649 4th St.	Union Labor Hall	Tuesday.



WORKERS AND OPERATORS

No.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
m)991 m)993 rr)994	Corning, N. Y. Burley, Idaho. Kansas City, Mo.	LeClaine Decker. Eugene Toorman. Dan Fehrenbach.	211 Columbia St. 120 S. Oakley Ave. 4411 Norledge.	M. D. Forrest. J. D. Daly. Fred M. Urban.	Box 351. 136 S. Albion Ave. 3830 Anderson.	C. L. U. Hall. Carpenters Hall. Mo. Pac. R. R. E. Bottom Shop.	2d & 4th Wed. 1st & 3d Thurs. 1st & 3d Mon.
m)995 m)996 m)997 m.998 i)1002 n)1003	Baton Rouge, La. Bradford, Pa. Shawnee, Okla. Greensboro, N. C. Tulsa, Okla. Calerico, Calif.	M. H. Hatfield. R. Paton. Volney Jones. H. H. Thornton. W. Tyson. Jack Whightread.	125 13th St. 49 Davis St. 428 S. Pottinger St. 526 Douglas St. 109 S. Zumis St. Box 1163.	C. L. Adams. R. F. Hamilton. R. L. Dapp, Jr. O. M. Anderson. Joe Walker.	725 Elam St. Box 532. 926 Walker Ave. 15 W. 2nd St. Box 1014.	I. O. O. F. Hall. Whittaker Bldg. Maccabee Hall. 35½ N. Main. Fire Hall.	2d & 4th Mon. Wednesday. Tuesday. Tuesday. 1st & 3d Tues. 2d Sun. El Centro.
n)1004 r)1005 i)1006	Sarnia, Ont., Can. St. Louis, Mo. Marinette, Wis.	J. E. Waterhouse. P. J. Connors. H. G. Leatna.	253 Tecumseh St. 4809 Easton Ave. 1326 Peace Ave.	W. Bridges. Jas. Wray. Ned Peterson.	334 N. Mitton. 3132 Rolla Pl. 827 Carney Blvd.	Maccabee Hall. Butler's Hall. Concordia Hall.	2d & 4th Tues. 1st & 3d Thurs. 2d & 4th Mon.
r)1008	San Rafael, Cal.	Edw. Cole.	Larkspur, Cal. Box 142.	E. O. Alexander.	18 Clarinda Ave. San Rafael, Cal.	Co-op. Store Hall. San Fafael, Cal.	2d & 4th Wed. 1st Friday. Monday. 2d & 4th Mon.
n)1009 i)1010 n)1011	Traverse City, Mich. Danville, Va. Washington, Ia.	M. A. Voice. J. R. Oskey. Chas. Hayes.	134 E. 11th St. Worsham St. 729 S. Ave. B.	Merton Voire. J. H. Ferrell. Howard Hays.	134 E. 11th St. 169 Gray St. 731 S. Ave. B.	242 E. Front. Owls Hall. Trades Assembly Hall	1st & 3d Wed. Wed. 7th & Linden St. Nichols Hall.
n)1012 i)1014	Ellensburg, Wash. Allentown, Pa.	J. W. Patterson. H. P. Sell.	105 S. Ruby St. 1132 Green St.	Wm. Deitz.	616 N. Fulton St.	Moose Hall. 4th Floor. 7th & Linden St.	1st & 3d Wed. Wed.
r)1015	Peoria, Ill.	E. U. Bloompot.	900 Charlotte St. Pekin, Ill.	J. E. Johnson.	211 Easton Ave.	Nichols Hall.	Wed.
r)1016	Superior, Wis.	Frank Kumhera.	1014 18th St.	Ed. Lafferty.	P. O. Box 166.	Trades & Lab. Hall	2d & 4th Tues
n)1020 i)1021	Salisbury, N. C. Uniontown, Pa.	W. A. Graham. Alva Brown.	726 E. Inniss St. 15 W. Peter St.	J. Z. Whirlow. L. M. Burnworth.	114 N. Clay St. 48 E. Fayette St.	Moose Hall. Moose Hall.	1st & 3d Wed. 2d & 4th Tues.
r)1023	Canton, Ohio.	Ray Neff.	621 Harrison.	J. E. Eggleston.	1630 Glendale Pl, N. E.	307 Market St., S.	2d & 4th Fri.
r)1024	Pittsburg, Pa.	E. G. Mapons.	4821 Chatsworth St.	P. J. Sheridan.	5407 2d Ave. Hazelwood Sta.	Odd Fellow's Hall.	1st & 3d Fri.
r)1025	Cos Cob, Conn.	G. E. Glifort.	14 Cedar St. Portchester, N. Y.	Harry P. Gaffney.	P. O. Box 88.	Carpenters Hall.	Friday.
r)1028 i)1029 r)1030	E. Mouch Chunk, Pa. Woonsocket, R. I. Chicago, Ill.	C. Bartholomew. Wm. Grady. F. Edwards.	216 North St. 141 Cato St. 23 N. Ann St.	R. Armbruster. Ralph Nutting. R. J. Wurfel.	701 Lehigh St. 131 Lincoln St. 3541 Cottage Grove. Ave.	I. O. O. F. Hall. 6 S. Main St. 5 S. Sangamon St.	1st & 3d Sun. 1st Monday. 1st Thurs.
n)1031 v)1032 r)1033 n)1034 r)1035 i)1036	Manchester, N. H. Bellingham, Wash. Pocatello, Idaho. Jaramie, Wyo. Wellsville, Ohio. Jackson, Mich.	Leon Hadley. Geo. Gunson. J. Griffin. N. H. Carnahan. A. P. Dunn.	38 Avon St. 628 S. 9th. Box 567. 1822 Nevada St. 217 N. Forbes St.	J. F. Talby. W. H. Gubbin. Geo. J. Richardson. H. L. Peterson. N. H. Carnahan. Glyde W. Cooke.	25 High St. 1301 W. Holly St. 1012 E. Lewis. 1902 S. 3d St. 1822 Nevada St. Stowell Hotel.	895 Elm St. Labor Temple. Woodman Hall. Labor Temple. Machinists Hall. Labor Temple.	1st & 3d Thurs Tues. 1st & 3d Fri. 2d & 4th Fri. 2d & 4th Tues. 1st & 3d Thurs
i)1037	Winnipeg, Man., Canada.	A. A. Miles.	410 Lansdowne Ave.	J. S. McDonald.	165 James St.	Labor Temple.	2d & 4th Mon.
n)1039	Abilene, Texas.	H. Nickolsen.	Box 232.	Fred Majors.	Box 232.	Labor Hall.	Fri.
n)1042 n)1044 n)1045	Sturgis, Mich. Rome, N. Y. Pawhuska, Okla.	Forrest Murray. L. Herbst. Claude Whitlock.	201 S. Maple Ave. 117 W. Thomas St. Box 887.	A. R. Farnsley. J. Norton. C. O. Tucker.	203 E. West St. 608 W. Willett St. Box 887.	Woodman Hall. Labor Temple. Rm. 8, Shidler Bldg.	1st & 3d Fri. 1st & 3d Mon. Tuesday.
n)1046 n)1047	DeKalb, Ill. Toledo, O.	I. E. Casper. C. F. Durst.	E. Lincoln Highway 537 Milton St.	W. T. Whitney. D. N. Matheson.	321 N. 9th. 1221 Mott Ave.	Union Hall. Labor Temple.	1st & 3d Wed. 2d & 4th Fri.
r)1049 n)1050	St. City, Pa. Sterling, Colo.	Chas. Hirst.	323 N. 2d Ave.	W. H. Myers. Chas. Hirst.	420 W. 4th St. 323 N. 2d Ave.	Latonia Hall. 323 N. 2nd.	1st & 3d Mon. 1st Thurs.
n)1053 n)1054 n)1055 n)1057	Hillsboro, Ill. Salina, Kas. Wellington, Kan. Woodland, Me.	Clarence Scott. Geo. J. Lanphere. D. Harris. R. Whittaker.	N. Hamilton St. 116 E. Bond. Box 259. Woodland, Me.	Martin Chandler. L. C. Arnold. J. D. Green. Merle Knight.	1017 Marshall St. 405 E. Elm St. 811 E. 7th St. Box 446.	Trds. Council Hall. H. V. R. Hall. K. of P. Hall. Merritt Shop.	1st & 3d Wed. 2d & 4th Tues. Thursday. 2d & last Tues.
n)1058 n)1059 r)1060	La Porte, Ind. St. Anthony, Idaho. Norfolk, Va.	W. B. Allen. Chas. Rule. W. H. Bassett.	112 Grove St. 4109 Columbus Ave.	Ray Woodruff. Chas. Rule. F. D. Smith.	1112 Weller Ave. 1st Nat. Bank Bldg. 46 Lafayette Blvd.	W. O. W. Odd Fellows Hall.	2d & 4th Thurs. 1st & 3d Mon. 1st & 3d Sun.
r)1062 n)1065	Philadelphia, Pa. Linton, Ohio.	Beni. Fitchnell. W. D. Hayes.	1214 N. 28th St. Box 49.	Otto Crawford.	Hoffman Flat. 3d & Pk. Ave. Box 604.	1214 N. 28th. Hayward Bldg.	1st & 3d Mon.
n)1066 i)1071 n)1072	Rome, Ga. Battle Creek, Mich. Monterey, Calif.	Walter Byars. J. R. Vaughn. G. Helveen.	404 W. 5th St. Box 134, R. R. 9. 513 Park St. Pacific Grove, Cal. 559 S. Pine St.	Earnest Mosteller. Ben Addison. J. Belvail. W. V. Reynolds.	465 Hamblin Ave. 511 9th St., Pacific Grove, Cal. 215 W. Grand Ave.	Bricklayer's Hall. 31 E. Van Burne. Bldg. Trds. Tem.	Wednesday. 1st & 3d Fri. 1st & 3d Mon.
i)1073	Lima, O.	V. H. Effinger.	559 S. Pine St.	W. V. Reynolds.	215 W. Grand Ave.	Court House.	Friday.
n)1074 i)1075	Breckenridge, Tex. Bay City, Mich.	B. B. Wales. Walt Priem.	Box 564. 1100 Webster.	Don McCauley. E. G. Quast.	312 Dyer St. 1829 Woodside Ave.	Elec. Wks. Hall. Cent. Trades Hall.	Tues. Wed.

L. U.	Location.	Rec. Sec'y.	Address.	Fin. Sec'y.	Address.	Meeting Place.	Meeting Date.
(m)1081	Altus, Okla.	James Strickland		L. R. Whitney	320 S. Grady St.	Labor Hall	1st & 3d Sun.
(m)1082	Batavia, N. Y.	Ronald Martin		W. E. Shafer	14 Main St.	Labor Temple	1st & 3d Thurs.
(r)1083	Chanute, Kas.	W. D. Middleton	930 S. Central St.	D. B. Grayson	1215 S. Grant St.	Moose Hall	1st & 3d Fri.
(tel)1084	Ft. Wayne, Ind.	O. Larsen	222 Breckenridge St.	O. Reuter	228 W. Berry St.		1st & 3d Fri.
(m)1085	Chester, Pa.	Roy Herron	407 W. 2nd St.	Jos. Sweeney	18 Parker Ave. Collingdale, Pa.	Labor Temple	Monday.
(rr)1086	Tacoma, Wash.	J. Fleming	3859 E. "G" St.	Geo. Rice	Darby P. O. Box 363, Route No. 3, Puyallup, Wash.	Labor Temple	1st & 3d We.
(rr)1087	Keyser, W. Va.	H. Mohler	Main St.	H. Wells	226 W. Piedmont St.	Mystic Chair Hall	2d & 4th Thurs.
(iw)1089	Brockville, Ont., Can.	R. Williams	59 Abbott St.	H. C. Johnson	37 Orchard St.		1st & 3d Sun.
(m)1090	Shelbyville, Ind.	St. C. Humphries	Harrison Avenue	Ralph Spurlin	222 W. Locust St.		1st & 3d Mon.
(rr)1091	Battle Creek, Mich.	E. Riggs	268 N. Kendall St.	G. Cummings	142 Winter St.	Odd Fellows Hall	1st & 3d Fri.
(m)1094	Williamson, W. Va.	T. N. Kilgore	Box 661	N. Kilgore	Box 661	Goodman Bldg.	Monday.
(rr)1095	Toronto, Ont., Can.	Fred Grinnell	88 Wiltshire Ave.	Geo. Arnold	10 Pretoria Ave.	Labor Temple	1st Wed.
(m)1096	Sydney, N. S., Can.	E. Pledge	183 Cornishtown rd.	R. G. Hines	37 Ricby Rd.	Ferguson Bldg.	
(m)1097	Gt. Falls, Newfoundland, N. S.	John St. George		Wm. Sheppard	Box 241	Town Hall	1st & 3d Mo.
(rr)1098	Childress, Tex.	Carl Hudson	Box 632	Carl Hudson	Box 632		
(m)1099	Oil City, Pa.	A. C. Butler	Franklin, Pa.	P. J. Burbee	540 Plumer St.		
(rr)1100	Marion, Ohio	H. Connors	122 Orchard St.	L. Rayner	344 LaTourette St.	Jr. O. A. M. Hall	2d & 4th Fri.
(i)1101	Anaheim, Cal.	F. J. Waller	Santa Ana, Cal.	Arthur Gowdy	319 S. Claudina St.	Labor Hall Los Angeles.	2d & 4th Tue.
(m)1102	St. Hyacinth, Que. Canada.	J. E. Poirier	81½ Cascades	J. A. Bousquet	88 St. Aune	88 St. Aune St.	1st Monday.
(m)1103	Ashland, Ky.	O. Ryalls	314 Ring St.	J. M. Crawford	502 E. Greenup Av.	Cent. Labor Hall	2d & 4th Fri.
(m)1104	Chico Rd., Calif.	R. Schenken	Rte 2, Box 64	A. Hostetter	Box 279	Labor Temple	1-2-3-5 Thurs.
(i)1105	Newark, O.	C. O. Roe	355 Eddy St.	H. A. Froelich	458 Cedar Crest Av.	11½ E. Church	Friday.
(m)1106	Wilkes Barre, Pa.	Joe Keller	71 Hutson St.	Wm. Lynne	21 Tripp St. Forty Fort, Pa. Kingston P. O.	24 Simon Long Bld.	1st & 3d Mon.
(rr)1108	Garrett, Ind.	W. J. Dreher	403 S. Cowen St.	W. Gunder	516 S. Walsh St.	Federation Hall	2d Friday.
(m)1109	Marysville, Calif.	J. C. Murphy	512 D St.	J. H. Wood	313 E. St.	Labor Temple	2d & 4th Fri.
(m)1110	Livermore Fls., Me.	Frank Scudder	Box 273	Norman Baraby	Box 285	Union Hall	1st Wed.
(m)1111	Villa Grove, Ill.	J. D. King	11 N. Sycamore St.	F. T. Smith	Box 61		
(m)1112	Loveland, Colo.	O. S. Nutter	Box 75	F. L. Goddard	615 W. 3d St.	3d Cleveland Av.	Wednesday.
(m)1113	Decatur, Ind.	J. A. Hunter	108 N. 11th St.	A. D. Baker	307 N. 11th St.	Carpenter's Hall	1st & 3d Wed.
(m)1114	Teague, Texas	S. H. Ellison		Tom Anderson		Labor Temple	2d Monday.
(m)1116	Kingsport, Tenn.			J. D. McCrary	390 Sullivan St.	I. O. O. F. Hall	2d & 4th Mon.
(o)1117	Seattle, Wash.	A. Delbany	1001 Fairview Av. N	M. A. Baker	10454 57th Ave. So.	201 Collins Bldg.	Monday.
(m)1118	Quebec, Can.	Alex Gilbert	130½ Artillery St.	J. Morison	12 Dorchester St.	Int. Hdqts.	3d Monday.
(m)1119	Lock Haven, Pa.	B. Haag	111 Wash. St.	B. T. Freeman	101 S. Fairview St.	I. O. O. F. Hall	Wednesday.
(m)1120	Hopewell, Va.	E. G. Weaver	300 N. 1st St.	L. O. Suttell	205 N. 2nd St.	I. O. O. F. Hall	Thurs.
(rr)1121	Olean, N. Y.	C. Feltenberger	214½ W. State St.	M. J. Connell	401 W. Henley St. Route 2	Trds. & Labor Hall	1st & 3d Tue.
(m)1122	Lufkin, Tex.	M. L. Hand	Box 515	D. L. Oats			
(m)1123	Newton, Ia.	H. D. Anosmith	Newton, Ia.	M. A. Shiell	420 W. 5th St. So.	Assembly Hall	1st & 3d Mon.
(m)1124	Theford Mines, Que., Can.	Edgar Beattie	108 St. Alfred St.	J. R. Vachon	99 Cyr St.	City Hall	1st & 3d Mon.
(rr)1125	Connellsville, Pa.	W. M. Cable	413 Wash. St.	R. Armstrong	Box 632	City Hall	1st Thurs.
(m)1126	Lewiston, Maine	Van Eck	Coffin & Kirk Co. Box 103	W. Phillips	9 Hazel St.	Carpenter's Hall	2d & last Thurs.
(m)1127	Texas City, Tex.	J.R. Sheldon		L. B. Crumps	Box 591	I. L. A. Hall	2d & 4th Fri.
(rr)1128	Pen Argy, Pa.	Wm. Tucker	510 George St.	Herbert Andrews	535 Penna. Ave.	Moles Hall	1st & 3d We.
(m)1129	Brownwood, Tex.	R. Funderburk	203 Melwood	H. Wilson	1305 Avenue C.	I. A. T. S. E. Hall	2d & 4th Tue.
(m)1130	St. Angeles, Wash.	B. Winter	1591 S. Pine St.	J. A. Pelky	814 E. 7th St.	Odd Fellows Hall	2d & 4th We.
(m)1131	Bloomington, Ind.	F. Chenowith	900 W. 5th St.	F. Stimson	417 W. 2d St.	17 Temple St.	Friday.
(i)1132	Quincy, Mass.	H. R. Morrison	Box 170	A. L. Patstone	Box 170	Johnson Bldg.	1st & 3d Fri.
(m)1133	Appleton, Wis.	L. Drexler	066 Franklin St.	P. Kaufman	799 Drew St.		
1134	Cheyenne, Wyo.	Karl Brown		D. Van Winkle	2518 House St.	Carpenter's Hall	
(m)1135	Newport News, Va.	N. O. Webb	126 27th St.	N. C. Crispe	4618 Wash Ave.	Labor Temple	Monday.
(m)1136	Morgantown, W. Va.	A. Lemay	P. O. Box 466	Maurice Kastleman	480 Chestnut St.	Moose Hall	Tuesday.
(i)1137	Greenville, S. C.	Joe Sewing	417 Mulberry St.	Dewey W. Parks	Box 38	Union Temple	Monday.
(t)1138	Toronto, Ont., Can.	John Fyfe	1061 Shaw St.	F. T. Guise Bagley	21 Ritchie Ave.	Labor Temple	1st Monday, 3d Tuesday.
(m)1139	Duncan, Okla.	L. H. Dennis	Box 368	Elmer Weaver	Box 368	Security Elec. Shop	Tues.
(m)1140	Rochester, N. Y.	Paul Gordon		Geo. Dunford	200 Michigan St.		
(i)1141	Oklahoma City, Okla.	H. Albee	1610 W. 9th St.	W. Thomas	1119 E. 10th St.	212½ W. Main	Thursday.
(m)1142	Baltimore, Md.	E. Kinling	611 N. Bond St.	Wm. Wilson	1202 N. Bond St.	122 St. Paul St.	Friday.
1143	Idorado, Ark.			W. Pickens	342 S. Washington		
(i)1144	Birmingham, Ala.	W. Clark	6 No. Hawkins	W. L. Wages	Box 1457	United Temple	1st & 3d Mon.
1145	Henryetta, Okla.			John Hayden	J. D. Buster		
1146	Rumford, Me.	Gilbert Crosby	Box 231, Mexico, Me.	Gus Bulger	Box 187, Mexico, Me.		
(m)1147	Wis. Rapids, Wis.	A. Gazeley	327 9th St. N.	Walter Kruger	323 8th Ave. N.	Union Hall	2d & 4th We.
1148	New Smyrna, Fla.			C. E. Brady	Box 1139		
(m)1149	Edmundston, N. B., Canada.	H. Marmen					
(m)1150	Vero, Fla.			R. Cain			
(m)1151	Meria, Tex.			W. Whitworth	Box 137		
(m)1152	Amsterdam, N. Y.						
(mt)1153	Tyler, Texas			Wm. Schmitt	786 N. Spring St.		
(i)1154	Santa Monica, Cal.	John Jacobs	647 W. Minister Av. Venice, Cal.				Wed.

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