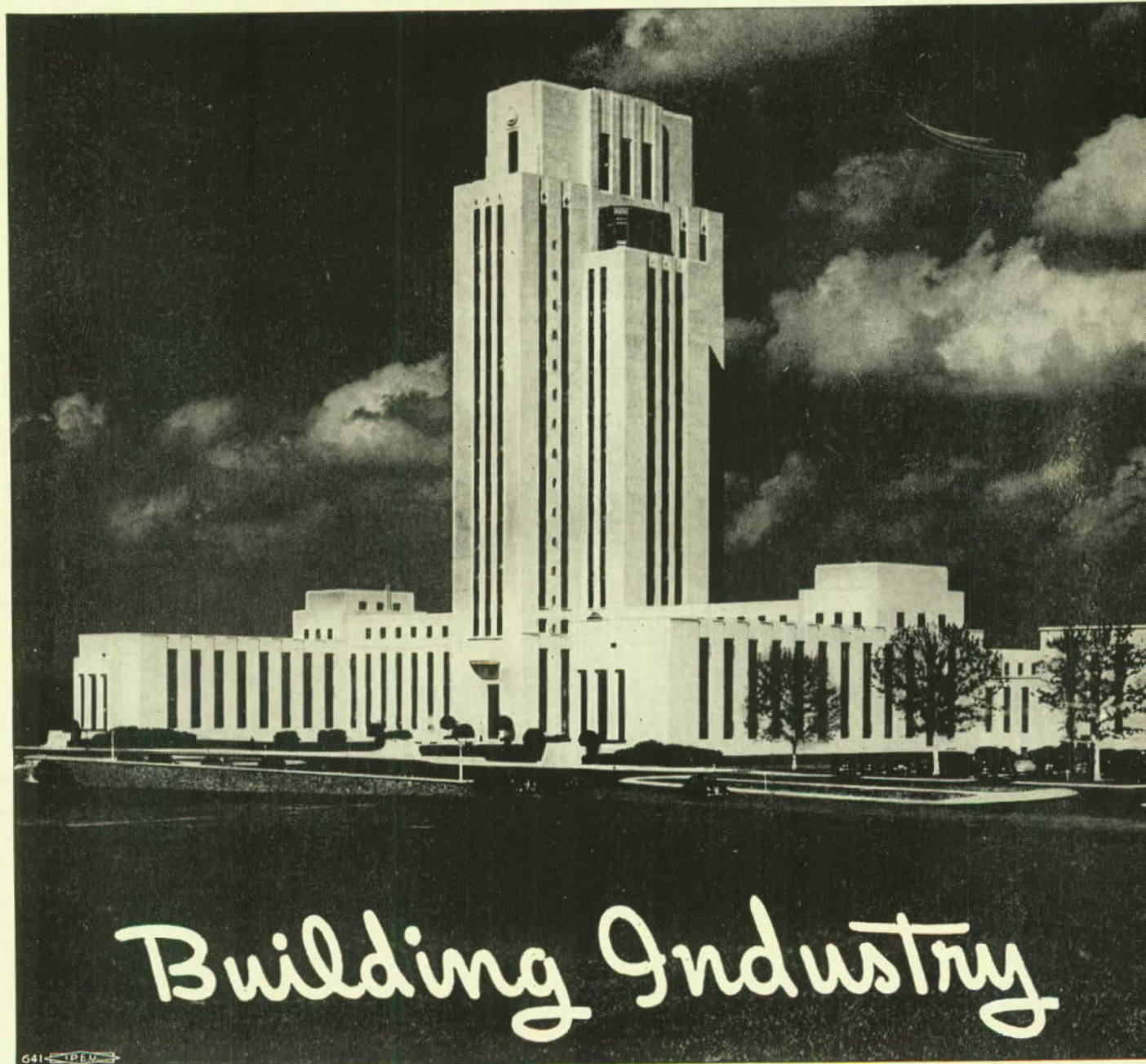
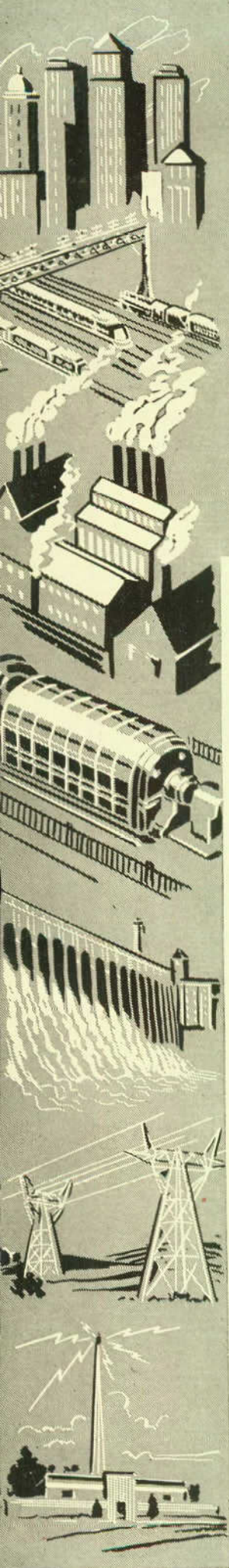


THE JOURNAL OF ELECTRICAL WORKERS AND OPERATORS



Building Industry

VOL. XLIV

WASHINGTON, D. C. FEBRUARY, 1945

NO. 2

RECORDING • THE • ELECTRICAL • ERA



ON EVERY JOB

THERE'S A LAUGH OR TWO

Brother Seelicke comes through with a laugh again. This time he writes from a rest camp in Italy. Good luck, Brother, and keep them coming.

HONEST, WE'RE ONLY FOOLIN'

We clung to the rail crossing the ocean,
Pale and green as the foam-flecked deep,
Enduring in agony the ship's every motion,
Existing for days without food or sleep.
Though we were jammed-packed on that trip
of gloom,
Gladly we'd have made a little more room—
for our Draft Board.

We go without mail week after week—
Fret about wives and kiddies back there.
Finally it comes—that letter we seek.
We open it smiling, then tear at our hair.
An income tax bill we neglected to pay!
Lucky for them that we're far away—from
our Draft Board.

When Italy's "sun" is one steady splash
And you're soaked right through to the skin,
Making a meal of cold corned beef hash—
Cussing sure helps to keep up that chin,
So we slog through mud clear up to our hips
And the name most often passing our lips—
our Draft Board.

That night when Jerry started to strafe
We beat the digging of any mole
Seeking a place we thought would be safe,
We dove neck-deep in mud in an old foxhole.
If wishing could help we darn sure tried
To have someone else in there at our side—
our Draft Board!

PVT. WILLIAM SEELICKE, JR.,
L. U. No. 3.

One of our "old-timers" has sent us the following poem which he composed as a tribute to Brother A. W. McIntyre, our international representative, who died in October.

Don't ask, "Has the world been a friend to me?"

But, "Have I, to the world been true?"
'Tis not what you get, but what you give,
That makes life worth while to you.
'Tis the hand you clasp with an honest grasp,
That gives you a hearty thrill
'Tis the good you pour into other lives,
That comes back your own to fill.
'Tis the good you do each passing day,
With a heart sincere and true.
For through giving the world your very best,
Its best will return to you.

FRED POHLMAN, SR.,
I. O.

THE MARINE ELECTRICIAN

He injects energy's spark
Within an up-to-date ark,
He does his bit
To make it shipshape and fit,
For that victorious war-winning trip.

A Bit 'o Luck,

ABE GLICK,
L. U. No. 3.

THE POINT OF VIEW

The trees are all ugly and bare;
The north wind is ruthlessly brutal;
The ice-laden streets are a dare;
The sunshine is pallid and futile.

From the warmth of my window it's grand;
The wind has a frolicking shout in it;
The snow is both lovely and bland—
Unless you're compelled to go out in it!

MARSHALL LEAVITT,
L. U. No. 124.

THE ARMY SIGNAL CORPS

The men of the Army Signal Corps
Have earned a glorious name,
And carved their two crossed semaphores
On the honor roll of fame.
When the Japs struck Pearl Harbor
The Signal Corps was there,
They sent their message across the sea
America! Prepare!
When the Infantry and Engineers
Set foot on Africa's shores,
By their side were the fighting men
Of the Army Signal Corps.
They worked in rain, toiled in mud,
With their rolls of field wire;
They did their job, and shed their blood
In the face of enemy fire.
They strung their lines in the northern cold,
And baked in the desert sun,
They've earned every cent of a soldier's pay,
And will, till their job is done.
In Burma and China you'll find them,
In France and Italy, too;
Wherever battles are being fought
They've got a job to do.
When Germany has fallen,
And we've sunk the Rising Sun;
When all the boys are home again;
And all their fighting done,
They will all have glory to their names,
And the men of the Signal Corps
Will find glory in their emblem,
Of two-crossed semaphores.

PVT. JAMES L. DELANEY,
Formerly of L. U. No. 340.

Here are a few laughs from the Electronics School which our old friend, "Juice" Welch, sent in to us.

MARQUETTE ELECTRONICS

The students, after being dismissed about 4:30 on Saturday afternoon, remarked that there was a long weekend ahead and that they would ask the professor what they could do with their weekend.

"Well, you could put your hat on it."

"Alternating current is a current that wiggles."

"Flux is the 'flu' with an x on the end of it."

"How can you have a sine-wave on a straight wire?"

"All in favor of organizing an 'a-loomanye' please stand."

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

LAMENT FROM LA SKUNK

(With humble apologies to the writers of a wonderful song).

Tune: I'LL WALK ALONE

NOTE: Bendix, a super-duper cleaning fluid is used by Western Union repair-center employees in dunking the equipment to clean it. The odor is, to say the least, "out of this world," but SADDER to relate, REMAINS in this world to the stupefaction of all and sundry. The odor is like strong Lysol and clings to the "dunker."

I walk alone,
Because nobody will stand up beside me,
How the people deride me,
It's so tragic, I think,
You see I stink.

I hear a moan,
And it's coming from someone beside me,
But the moment she's spied me,
I walk alone.

I like to be near you, but now that I dunk
In Bendix now and then,

The smell cannot cheer you, I know that I'm
sunk,
And when I meet the crowd again,

I'll walk alone,
Because the smell pushes friendship asunder,
I'm in h—— and no wonder,
I walk alone.

FRANK ROMANO,
L. U. No. 6.

A SMART DOG

If I was going to hunt ducks, I would open a No. 4 shell, quail a No. 6 shell, dove a No. 7½ chill shot shell and my dog knew what we were hunting. I decided to cross him up one day and brought out my fishing tackle, and when I found my dog he was out back of the garage digging worms.

ED. R. ROBBINS,
L. U. No. 72.

BOOTS

"I don't know what I'll do for men,
There's only 'temps' in the hall,
But I'll take a chance," the foreman said.
And here's how they answered his call.

There were jailers and sailors and men who
kneaded the bread,
There were chauffeurs and loafers and men
who buried the dead,
There were preachers and teachers and even
a woman or two.

So don't blame the boss if he seems kind of
cross

And be glad if his "boots" don't fit you.

MAE M. KELLEHER,
Wife of Patrick Kelleher,
L. U. No. 277.

Official Organ of the INTERNATIONAL ELECTRICAL WORKERS and OPERATORS

PUBLISHED MONTHLY

G. M. Bugniazet, Editor

1200 Fifteenth St., N. W., Washington 5, D. C.

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

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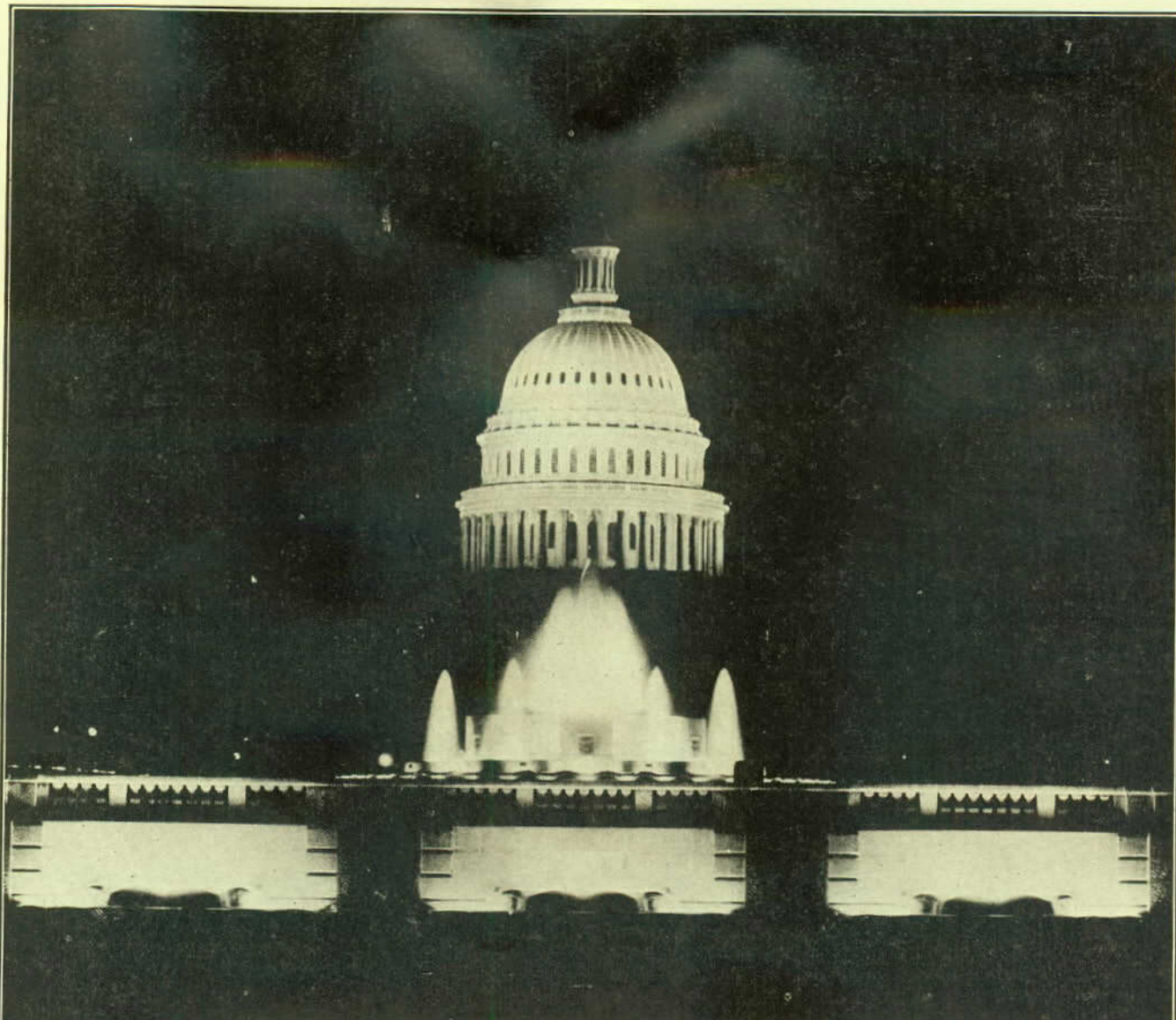
Magazine Chat

One of the exciting letters in our mail bag this month came from a soldier in the South Seas. We don't give his name for fear it might possibly embarrass him. The letter says, "I would appreciate it if you would send me your magazine. It is not that I am a member of your organization, but I do have a liking for the 'other side of the story.' There is hope in a New Year that sees the proper distribution of truth."

• "There is hope in a New Year that sees the proper distribution of truth" might well be a slogan for any publication, most of all, a labor publication.

• A member sends an equally interesting communication to us from an unknown station. He strongly approves of "Can You Do It." He says, "Keep up this corner as I believe most members enjoy solving tricky diagrams. It is the unusual that makes electrical work the most interesting of the building trades. It is surely pleasing to read in the JOURNAL that so many local unions are sending men to the school on electronics."

• Many of our people are in the Seabees. The Seabees send us a victory letter of interest. It says: "The third anniversary of the 'workingest, fightingest bunch of men' in the nation's armed forces, the Navy Seabees, will be observed on December 28, 1944, by 240,000 officers and men of the United States Naval Construction Battalions."



CAPITOL AT NIGHT

*Upheaval of mass,
Behind a dyke of night,
A fountain splashes magic
Over dark and light.*

*Capitol of freedom
Atilt upon a hill,*

*Give thanks, brother, give thanks
For this symbol of our will—*


*This dream of a nation
In the time of war!
Do you ask, now, tame citizen,
What we're fighting for?*

JOHN GRAY MULLEN



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WASHINGTON, D. C., FEBRUARY, 1945

NO. 2

SUGGESTIONS *for Reform* of Building Industry

Miles Colean is vice president of Starrrett Brothers and Eken, Inc., New York City, well-known builders and contractors. He has had wide experience as architect and research man, both in Government and private business. The National Planning Association is the leading planning group in America. It operates through three principal committees: labor, business and agriculture.

Excerpts from this notable report:

WHAT STABILIZATION MIGHT ACCOMPLISH

Over the years, construction contributes a major part of the nation's capital expenditures and employment. It supports a wide range of manufacturing, transportation, and distributing activity. It provides an important outlet for investment. It is the essential stimulus to real estate transactions, particularly in urban areas. Yet, the fluctuations in construction are disastrously wide, exceeding those of any other principal activity.

The violence of the construction cycle has caused serious interruptions in building activity, created tragic unemployment of construction and allied workers, and impeded technological advancement. It has repeatedly imperiled a huge part of the nation's investment, and has added to the intensity of booms and depressions in general business.

It may, therefore, be argued that, by diminishing the violence of the construction cycle and by assuring confidence in the continuity of construction operations, we might expect:

1. To develop an industry that could provide a steady source of employment and investment and serve in a more complete and balanced way the construction needs of the nation; and

2. To neutralize construction as a factor in the general economic cycle.

While not preventing booms or depressions, we might thus be able to transform an element that has aggravated their impact into one that would promote a more even flow of general business activity.

Active builder as expert makes report for National Planning Association

The proposed program may be summarized as follows:

1. We may assume (on an estimated \$140 billion annual national income) a tentative annual volume of construction for the first postwar decade at \$15.4 billion for new construction and \$21 billion for all construction, including maintenance.

2. Until these figures are reached, stimulus should be given to all types of economically sound private construction projects, plus, at least in the early years, a considerable volume of public works to make up wartime deficiencies as quickly as possible.

3. As the selected figure is approached, increasingly close scrutiny of the market should be made on a locality basis, in order to discover signs of saturation, labor shortage (as evidenced by overtime payments and bonuses to attract workmen), inflated prices, or other indications that overbuilding or overstraining of the industry might be taking place. The presence of such indicators might justify an effort to stabilize at lower than the assumed level, or to slow up the approach to that level. If unfavorable signals are absent, there would be justification for a further increase in volume and a higher point of stabilization.

4. A decline in general business should not be made the excuse for straining the capacity of the construction industry beyond what is required, on the basis of long-time relationships and functional needs, to sustain volume at the point of stabilization.

* * *

MAINTENANCE OF CONFIDENCE

Confidence in the future is the essential stimulant of all industrial activity. This

is especially true of the construction industry, where decisions always involve long range considerations. Decisions to build accompany a feel of prosperity, but tend quickly to be reversed when the specter of depression is raised.

Stabilization of construction consequently involves, as a prime instrument, the maintenance of confidence.

* * *

IMPORTANCE OF INFORMATION

Any sound national policy must be built upon a foundation of information about the forces with which it is concerned. Data in the construction field are notoriously inadequate, both because many important kinds of information are not covered and because contradictions and discrepancies exist in some of the data. In addition, the sources of information are scattered and little coordination exists among them. Yet, lacking competent and comprehensive data *made available for localities*, as well as for regions and the nation, neither Government nor private interests have the basis upon which proper decisions can be made.

* * *

USE AND LIMITATIONS OF PUBLIC WORKS

In any consideration of stabilization, public works are obviously a potential balancing force. There are, however, some real obstacles to the free manipulation of public works as a contra-cyclical influence. Some of these are probably inherent in the nature of the public works operation, while some may be due simply to our traditional practices in handling a public works program.

* * *

NEW ATTITUDE TOWARD PUBLIC WORKS

In order that public works may act to moderate rather than to increase the violence of construction cycles, several changes in present attitudes and practices must be accomplished.

* * *

Following are some of the possibilities of aiding and influencing private initiative that seems worthy of exploration:

INFORMATION AS GUIDING FORCE IN MARKET

The need for comprehensive data has been indicated. Private initiative has never had the type of information essen-

tial to the making of sound decisions. It is reasonable to assume that, given such information, it would more wisely shift the direction of its activity as changes in demand were manifested.

Responsible officials of lending institutions, for instance, would certainly be reluctant to fly in the face of clearly displayed warning signals. Dealers would be less likely to be caught with bankrupting inventories. Builders who desired to stay in business would be more alert in exploring new markets. On the other hand, little hope for sound decisions can be held out so long as essential information is lacking.

* * *

PUBLIC WORKS AS STIMULANT TO PRIVATE ACTIVITY

Since the proper time for increasing the volume of public works is usually also the time for inducing a revived volume of private activity, the public works program should, so far as possible, be designed to stimulate additional private construction.

Many types of public works lend themselves to this objective. Street and utility extensions may be helpful in encouraging residential activity. A harbor improvement may promote warehouse building. A program like that of the Tennessee Valley Authority stimulates extensive private industrial, commercial, and residential activity. Conversely, the deferment of certain types of public works can, when advisable, serve to decrease or shift the emphasis of private activity.

* * *

TAX POLICY ON PRIVATE ACTIVITY

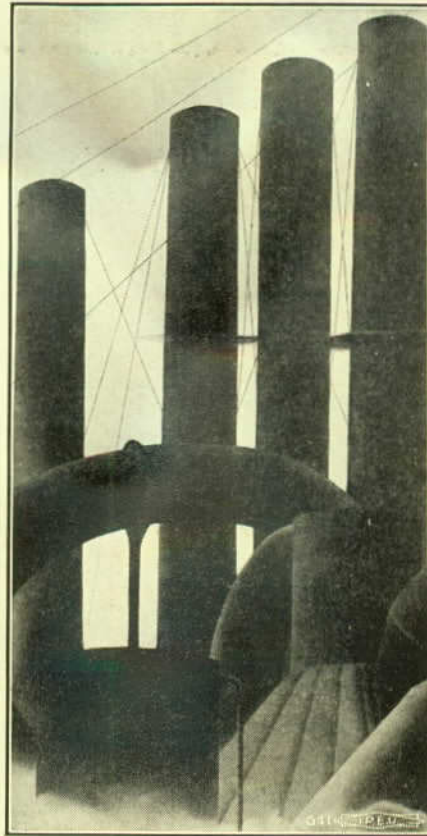
That our present system of real estate taxation discourages investment by greatly aggravating the risks of variable income in rental properties should need no elaboration here. That our present system of corporate income taxes creates a special burden to investment in corporate real estate enterprise is equally evident. The present inability to claim credit for depreciation on an owner-occupied house against the personal income tax has been held a deterrent to equity investment in houses.

The problems of tax revision are beyond the scope of this report, but they plainly must be faced and overcome before investment will be attracted to construction enterprises in sufficiently large amounts and at sufficiently low rates of return to produce the volumes of private building for which there is a potential demand. This is especially true of the type of demand such as low rental housing, that usually continues to exist in time of depression.

* * *

CREDIT FACILITIES AND THEIR CONTROL

In the midst of the last depression, the Federal Government instituted several measures designed to revive mortgage lending in housing. Especially notable for its success in tapping new sources of



mortgage funds was the Federal Housing Administration, with its insurance of the lender against loss as a *quid pro quo* for low interest rates, low down payment, and long term amortization.

* * *

REGULATION OF LAND SUBDIVISION

The power of local government to determine the character and extent of land subdivision may be used to exert a strong influence on the construction market. This power is usually applied to residential additions, but, with comprehensive zoning, it may cover commercial and industrial expansion as well. While subdivision regulation has in some localities been used to influence the character of platting and type or cost of building, in no place has it been effectively employed to regulate the timing of construction.

* * *

REMOVAL OF TRADE BARRIERS

In an effort to protect themselves from cutthroat competition in what is felt to be a limited market, various elements of the construction industry at various times and places have formed combinations and entered into agreements affecting prices, methods, and the use of materials and equipment. Labor unions, where strong enough, have established rules rigidly limiting both productivity and the use of new methods in order to extend the amount of work.*

* Care must be taken not to make a blanket indictment of working rules, since many have the purpose of protecting the health and safety of the workman. It is, however, not always easy to distinguish such a justifiable rule from an out-and-out, make-work provision, because the latter may be concealed in the former.

REMOVAL OF OBSOLETE STRUCTURES

As the rate of population growth slackens, we must look more and more to replacement as the source of demand for new structures. The capacity of the construction industry to maintain more or less continuously a high level of production will, therefore, depend upon the degree to which we shall be able to institute and carry out a policy of removing obsolete structures from the market and making their sites available for new development.

During the period of rapid city growth, little replacement of residential structures took place, except as a result of commercial expansion. Efforts, through exercise of the police power, to force the demolition or even the repair of deteriorated dwellings were not generally successful because of the need for the old buildings in meeting the total housing demand. The rate of commercial building replacement, particularly in the central areas of certain cities, was for a time more rapid. Lately, the tendency to abandon or to accept barely subsistence rents for old residential and commercial structures has increased as new construction—commercial, industrial, and residential—has followed a pattern of urban dispersion.

* * *

TECHNICAL RESEARCH

Although some elements of the construction industry, notably highway construction, and to a lesser extent heavy construction (bridges, dams, etc.), have become quite thoroughly mechanized, technical progress in the industry as a whole has been relatively backward.

* * *

ANNUAL WAGE

It has frequently been suggested that conditions in the construction industry would be greatly improved by the substitution of a guaranteed annual wage for the present system of catch-as-catch-can hourly wages. Through this device, it is claimed, the hourly wage could properly be reduced, the cost of the product reduced, and the prospect of more continuous production brightened.

The International Brotherhood of Electrical Workers, in cooperation with the National Electrical Contractors' Association, has drawn up a proposal for an annual wage and is now endeavoring to test the proposal in connection with maintenance and repair work. There have been other instances where labor has accepted less than the going scale of wages because of the prospect of continuous employment for a year or more. Generally, however, labor has been skeptical of the likelihood either of increasing the total amount of work or the total annual earnings per man by means of hourly wage reductions. It is improbable that, under existing circumstances, labor could be lured into an annual wage scheme without a Federal guarantee. A Federal guarantee, however, would undoubtedly imply more industry regulation than would be acceptable to either management or labor.

It is unquestionably true that the relatively higher hourly wages paid in this industry over payments in many other industries are one of the causes of a disproportionately higher price for the finished product, and a consequent limitation of the market. Nevertheless, it would seem impracticable to press the issue until a considerable volume of construction was again under way and until the degree of stabilization to be accomplished through other means had been tested. Like the traditional industrial restraints, the wage question might become less troublesome with a clear prospect of a moderated building cycle.

* * *

THE CRITICAL ROLE OF MAINTENANCE OPERATIONS

Through the years, maintenance operations appear to have represented almost 30 per cent of all construction activity. Maintenance is important to a stabilization program not only because of the volume of work involved but also because of the minimum time-lag with which maintenance work usually can be initiated.

* * *

SPECIFIC FEDERAL MEASURES

- A. The Federal Government should:
 1. Establish in the executive branch an agency for the collection, interpretation and publication of an adequate series of data to serve as a barometer of construction activity.*
 2. The facilities should cover the whole field of construction and establish adequate facilities for technical research in construction under the auspices of the Department of Commerce, and should be organized along the lines of the National Advisory Committee for Aeronautics.
 - In addition to its other functions, the proposed research agency should be specifically authorized to advise with state and local government on the problem of urban rehabilitation, to lend technical assistance in the development of plans and procedures, and to report to the Congress on the need for further Federal participation in this activity.
 3. Authorize and provide appropriations to the Federal Works Agency, the Corps of Engineers, and the Bureau of Reclamation and all other Federal agencies concerned with construction planning and acquiring sites for public works in advance of determining the time for their construction. Continue, as a policy, the making of loans for planning to states and cities as provided in the War Mobilization and Reconversion Act of 1944. Assure that at all times a backlog of planned public works is maintained ready for contract as conditions may warrant.
 4. Establish in the Executive Branch a Public Works Control Authority charged with responsibility for timing construction done directly with Federal funds or through loans and grants to states, mu-

(Continued on page 74)

* This recommendation does not imply the cessation of pertinent statistical work now being carried on, all of which should be made available to the new agency and correlated and interpreted by it.

BONNEVILLE COUNCIL *Looks* *Toward Signed Agreement*

Preliminary meetings with management indicate strong possibility of new kind of set-up

MOMENTOUS activities are afoot these days out in the Columbia River country of the great northwest.

The Columbia Power Trades Council, as the representative of all the various crafts of labor employed on the Columbia development project, is about to present a union agreement to the Bonneville Power Administration, which controls the entire Columbia River program.

Using its proposals as a basis of negotiations the council will seek, through collective bargaining, to establish basic principles for determining and systematizing working conditions for all workers engaged on the project.

If successfully concluded, this agreement will shatter policy established for decades. For it would be the first written agreement ever signed with a Federal agency operating within the confining bonds of the U. S. civil service system.

Since the first establishment of the Columbia Power Trades Council early in 1941, collective bargaining relationships between the council and the Bonneville Administration have proceeded on desultory and informal basis. But now the council feels itself prepared to attempt formal negotiation of a union contract with its powerful employer.

CONFERENCES ENCOURAGING

Preliminary conferences were held this fall between representatives of labor and Bonneville executives to discuss the feasibility of negotiating such a working

agreement. The outlook appears encouraging.

Accordingly, on December 8, 1944, the Columbia Power Trades Council called a meeting in Portland, Oregon, to announce the results of its preliminary conferences with management and to implement negotiating machinery.

Comprehensive reports on the preliminary labor-management conferences were presented to the assembled council by Robert Sheets, of the Hod Carriers' and Laborers' Union, Jack Schlaht and International Vice President J. Scott Milne.

Turning to the business at hand, the council set up a broad advisory board of approximately 35 members, comprising two men appointed by each of the international craft unions affiliated with the council, plus one member each appointed to represent the building trades sections of the Washington State Federation of Labor and of the Oregon State Federation of Labor.

This advisory board immediately proceeded to select the following five-man negotiating committee to meet with representatives of management on the matter of the agreement:

Harry Ames, secretary of the building trades section, Washington State Federation of Labor.

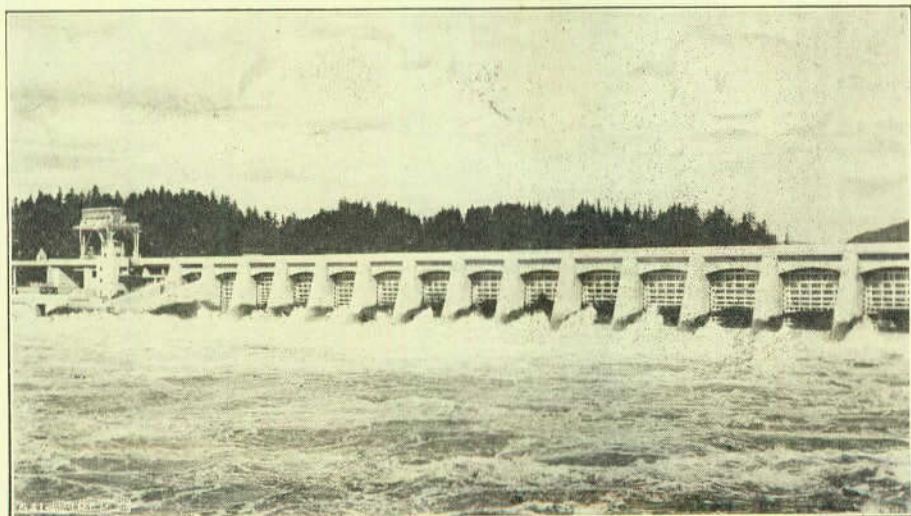
John O'Neill, vice president of the C. P. T. C. and secretary of the building trades section, Oregon State Federation of Labor.

Oscar G. Harbak, executive secretary-treasurer of the C. P. T. C. and international representative of the I. B. E. W.

Frank W. Brewster, secretary of the Joint Council of Teamsters, No. 28.

Robert Sheets, international represent-

(Continued on page 69)



MAIN SPILLWAY, BONNEVILLE DAM

NEARLY 100 local union electronics schools are now in session in the United States. These schools are well distributed over the entire continent. Canada is also about to launch local union electronics schools.

The second term of the national I. B. E. W. school at Marquette opened January 8th with a full quota. The first term closed on December 22 and a fine certificate signed by the president of Marquette University and by the president of the I. B. E. W. was presented to each man. Of the 67 graduates of the first term who began their course on November 13, no student dropped from the course. Throughout the session, under the demand of the students themselves, more and more work was crowded into the regular course. Of the 67 graduates, 18 were regular I. B. E. W. instructors in schools. All of these 67 pledged anew the establishment and operation of local union electronics schools.

VALUABLE MATERIAL

As a residue of the first term at Marquette University, Engineering College, the I. B. E. W. has accumulated a great score of material on electronics. A stenotype operator took down every word of the lectures given by the leading engineers of the country. All of this material is now being sifted and re-edited and will be published by the I. B. E. W. and put in the hands of the instructors in the local union schools. It was first thought that pamphlets could be extracted from this as supplements to the Westinghouse course, but this appears now to be impossible. Published volumes will be rushed to the printer as soon as possible so that the teachers can avail themselves of the opportunity of having a great fund of specialized knowledge at hand.

Among the 67 men who were graduated

L. U. ELECTRONICS Schools

Dot Whole Continent

Get under way after teachers at Marquette "graduate." Great movement matures

from the first six-weeks courses on December 22 were representatives from 31 states of the union. Texas leads the list with six graduates in the first class. Illinois has five, Virginia four, Washington, D. C., California, Michigan, Pennsylvania, Ohio, New Mexico and Mississippi were next with three each.

New applications continue to come in. The quotas for the three terms beginning January 8, February 19, and April 2 have all been filled. There are still some vacancies to be assigned to the fifth term.

Because of the widespread publicity which the idea of the electronics school, operated by International Brotherhood of Electrical Workers, received, many of the local unions have proceeded with plans for industrial electronics courses of their own because of the feeling of urgency created by the demand for electricians trained in the installation, operation, and maintenance of electronic equipment. Most of these local union classes are being organized in cooperation with schools and colleges where such facilities are available.

SCHOOLS EVERYWHERE

Through our correspondence, information is available concerning such coopera-

tive courses in 12 leading colleges, universities and trade schools in addition to the national course at Marquette University.

From Springfield, Massachusetts, comes news that Local Union No. 7 is now sponsoring two classes in electronics in a local trades school.

Local 377 in Lynn, Massachusetts, reports that 45 members of the Brotherhood from Lynn and Salem, plus a number of Lynn electrical contractors, are attending courses at Northeastern University. The classes meet for the three-hour session one night each week for a total of 96 hours.

Brother George S. Copp of Local Union 665, Lansing, Michigan, is among the graduates of the first class at Marquette University. Plans are complete for a course using the Westinghouse lessons plus the lectures and other material available from the Marquette course. The press secretary of Local 665 also reports that Michigan State College is offering a 16-week course in industrial electronics which is being attended by many I. B. E. W. men. This course is also open to the public.

Through the efforts of Local Union 86, Rochester, New York, the Rochester Institute of Technology is co-sponsoring classes which are using the Westinghouse course plus additional lessons. These classes began on October 16 with 59 members of the Brotherhood enrolled. One-half of each two-hour lesson period is devoted to lectures, movies, etc., and the other hour to the use of actual electronic equipment in operation. The institute is also making plans for follow-up courses in its electronic laboratory which will feature the actual assembling and testing of common electronic equipment.

From the far west, Local Union 332 in San Jose, California, reports a series of demonstrations of electronic equipment by the General Electric Company with an average attendance of 200 members of the Brotherhood. These meetings are being held in the Labor Temple.

Local B-302 in Richmond, California, started the first of two 18-week courses on October 4th. These courses are being held in the Brotherhood Hall of Richmond, California.

HERE IN THE CAPITAL

Many members of Local 26 in Washington, D. C., have been attending war training courses in engineering instruments and electronics which are being given at George Washington University and the Catholic University. Locals 26 and 121 are also sending men to the school at Marquette.

The industrial electronics course being co-sponsored by Local Union 98 and



Members of L. U. No. 98, Philadelphia, at work in the local union electronics school, Temple University.

Temple University in Philadelphia, Pennsylvania, has been attended by the largest number of students of any schools which have been called to our attention. At the present time five classes are running concurrently with a total attendance of 140 I. B. E. W. members. Free tuition is provided in different instances by the War Training Administration through an arrangement with Temple University. Since the beginning of the war, 7,383 war workers have been trained in electronics and related fields in the classes at Temple University.

A demand for training in the field of electronics was so great in Local Union 103 of Boston, Massachusetts that it has been necessary to arrange for classes in two local colleges. One hundred and four students are attending classes in Boston Teachers' College and 25 at Northeastern University. These classes meet two evenings per week for three-hour sessions.

From Providence, Rhode Island, comes news that Local Union No. 99 is cooperating with the Supervisor of Defense Training, the State War Manpower Board and the Providence School Committee in establishing a school devoted to the study of electronics and their application to industry. Classes began the first week in January, 1945, and are being held in one of the Providence high schools, where all of the necessary laboratory equipment has been assembled. Sixty-two Brothers of Local Union No. 99 have already enrolled and will be divided into four classes of 16 each. The complete course will cover approximately 140 hours of class study, most of which will be devoted to practical work in which the students will build, energize and analyze the more commonly used electronics circuits.

CANADA'S SCHOOLS

Because of Governmental regulations of financial and exchange matters, I. B. E. W. members in Canada have found it difficult to send delegates to the school at Marquette. Local Union 353 in Toronto, Ontario, solved the problem by obtaining the services of a qualified electrical engineer and lecturer from the University of Toronto who is conducting classes using material obtained from the Marquette course.

Members of Local 1141 of Oklahoma City, Oklahoma, are attending classes which started September 28 at Central High School.


Local 102 in Paterson, New Jersey, is sending its members to classes in a local vocational school.

In Baltimore, Maryland, Local 28 is just completing arrangements for cooperation in classes to be held at Johns Hopkins University.

And in Chicago, Illinois, Local Unions 9 and 134 have completed arrangements with the Lewis Institute for classes which will begin on January 8.

Thus, the back-to-school movement which is sponsored by the International Brotherhood of Electrical Workers with the cooperation of the College of Engineering, Marquette University, continues to bear fruit. One of the most promising features of this program, however, is the

MARQUETTE UNIVERSITY



College of Engineering

Certifies that

L. E. Singleton

has satisfactorily completed a course of 250 class hours in

Industrial Applications of Electronics

as approved by

The International Brotherhood of Electrical Workers

Milwaukee, Wisconsin

Date Dec. 22, 1944

W. D. Bless
Dean of the College of Engineering

Ed. J. Fournier
President International Brotherhood of Electrical Workers

Facsimile of the certificate of "graduation" issued jointly by Marquette University and International Brotherhood of Electrical Workers to all students completing course.

fact that educational opportunities will not be limited to the larger cities and college towns where school facilities are available but through the efforts of the graduates of the school at Marquette University the knowledge about the new field of electronics is being carried all over the country to the smallest local unions from International Falls, Minnesota, to Goose Creek, Texas, and from Lake Charles, Virginia, to San Jose, California.

New Term Begins

The second term of the I. B. E. W. Electronics School at Marquette University opened January 8. The class, though somewhat smaller than the first class, due to late cancellations, was just as enthusiastic about the course, and rapidly organized itself for the regular program as well as for extra work in mathematics and laboratory.

The membership of the second term was as well distributed geographically over the United States as that of the first term.

- Portland, Oregon
- West Palm Beach, Florida
- Seaside, Oregon
- Bremerton, Washington
- Houston, Texas
- St. Johns, Newfoundland
- Seattle, Washington
- Fort Frances, Ontario
- San Diego, California
- Pocatello, Idaho

Hurley, New Mexico, and
Calgary, Alberta

had representation. These are some of the more remote registrants and the others were equally well distributed by states.

H. W. Maher, liaison officer of the International Brotherhood of Electrical Workers with the University, reports that a procedure has been worked out to enable men who are potential inductees into the Selective Service to leave their home town and enter the school. When the selectees arrive at the university, the university writes a letter signed by a representative in authority and it is sent by registered mail to the draft board, notifying the board that the man will be in attendance at Marquette for six weeks, and the board may reach him at the university at any time in that period.

MERITS APPROVAL

Continued endorsements of the school are received by the authorities. For example, one student came from a navy yard where his job is to install secret electronic equipment. When he requested a leave from the captain of the navy yard, the captain told him that he felt our educational project was one of the most important that has ever been launched by an organization in the United States. Therefore, the captain granted the man a six weeks' leave of absence with full-time pay and an expense account.

I. B. E. W. Requests Seven Members on E. C.

THE International Brotherhood of Electrical Workers has filed a request with the National Fire Protection Association to get equal representation on the Electrical Committee. Its present representation is one member. It requests seven members. The following table indicates the present voting make-up.

Major Interests	Votes
Electric Light and Power Group --	7
International Association of Electrical Inspectors -----	7
National Electrical Manufacturers Association -----	7
Stock Fire Insurance Inspection Bureaus -----	7
Less than Major	
United States Conference of Mayors	5
National Board of Fire Underwriters -----	2
National Electrical Contractors Association -----	2
Underwriters Laboratories, Inc. ---	2
One Voting Member Only	
American Institute of Electrical Engineers -----	1
Association of American Railroads	1
Associated Factory Mutual Fire Insurance Companies -----	1
Association of Mill and Elevator Mutual Insurance Companies----	1
Illuminating Engineering Society--	1

International Brotherhood of Electrical Workers files petition with Alvah Small, chairman of Electrical Committee. Remanded to National Fire Protection Association

International Association of Governmental Labor Officials-----	1
International Association of Industrial Accident Boards and Commissions -----	1
International Brotherhood of Electrical Workers -----	1
National Association of Building Owners and Managers-----	1
National Bureau of Standards----	1
Telephone Group -----	1
Total -----	50

This action was taken on recommendation of the National Advisory Code Committee at their first meeting, December 18, 1944, Chicago, at 130 North Wells Street. The personnel of the National Advisory Code Committee is as follows:
Chairman, David J. Talbot
Chief Electrical Inspector
City of Chicago
Harry Hilpert
Inspector for the State of Washington
Seattle, Washington

Dewey Johnson
Superintendent of Electrical Affairs
Atlanta, Georgia
Nicholas Siggins
Electrical Inspector for the City and
County of San Francisco, California
Charles A. Ward
Chief Inspector
Paterson, New Jersey

The first conference of the National Advisory Code Committee of the International Brotherhood of Electrical Workers was held in Chicago, Illinois, December 18, 1944, Chairman Talbot presiding.

President Brown greeted the committee and in his address stated:

"We now have a great opportunity and responsibility. If we now think clearly, plan wisely and far-seeingly, and act strongly, consistently and constructively, in accordance with sound, declared principles, we shall advance greatly the usefulness and credit of the I. B. E. W. with its members, and what is more, with the public. If we fail seriously in judgment and courage, we shall lose initiative and allow opportunity for enemies to enlarge upon these failings.

"If we make the I. B. E. W. successful in its efforts to secure voice in codes and standards-making, great credit will come to all concerned in this sound, timely, needed movement of the I. B. E. W. This N. A. C. C. will get credit by having deserved it.

"If we, who carry the brunt of the initial work in this movement of the I. B. E. W., are careless, fearful, we shall fail.

ON SOUND FOOTING

"I have done and will do all that I can to aid you and the I. B. E. W. by consultation, not only as to things to do, but as to the necessary correct timing for these things. I feel that the I. B. E. W.'s start in this activity is sound in every respect, that the formation of this National Advisory Code Committee is a necessary sound part of the activity; that the personnel of this committee is excellent, will withstand attack, if any are so ill-advised as to attempt attack; that the present nucleus of I. B. E. W. membership on the Electrical Committee is also sound.

"Let us, starting from this sound basis, keep the movement sound and healthily active, and not only will the public interest be served, but the public will be aware of this and know that our motto is always: 'The Public Be Served.' We shall not be induced by any group or combination of groups to abandon this motto."

Others in attendance were: Chairman of the International Executive Council Charles M. Paulsen, Vice President W. D. Walker, Director of Research M. H. Hedges, Consulting Engineer to the National Advisory Code Committee William J. Canada.

Moved and carried that Vice President Walker act as secretary to the committee.

It was moved and carried that preamble and principles be adopted.



NATIONAL ADVISORY CODE COMMITTEE

Sitting, left to right: Henry Hilpert, William D. Walker, David Talbot, William J. Canada, Dewey Johnson; standing, left to right: Charles E. Ward, Ed J. Brown, Charles M. Paulsen, Nicholas Siggins, M. H. Hedges.

UNDER the heading, "I. B. E. W. Principles for United States Relative to Electrical Codes and Standards," the National Advisory Code Committee, meeting in Chicago, December 18, issued Preamble and Principles, a kind of constitution, or declaration of faith, to guide the membership in the fight for standards that will protect life and property.

Preamble

The larger I. B. E. W. grows, the greater becomes its opportunity and the more urgent its duty, to render its members, and the public, sound, consistent and developing service. Since standards more and more are governing and will govern the arts and industries, it is essential that the service the I. B. E. W. is capable of giving to the development of the standards governing electrical wiring materials and methods, shall be backed by expert knowledge.

I. B. E. W., in now entering upon this duty, is in the fortunate position of not having committed itself to conflicting, inconsistent and compromising attitudes.

The I. B. E. W. takes the position that wiring has been the neglected branch of the electrical industry. It has been given too much destructive attention. This important branch of the electrical art has been allowed to serve as an obstacle to industrial expansion, and is now so serving. This is due to the activities of powerful groups who think in too little terms. In the electronic age, the wiring branch of the industry has been outlined in blue prints fit only for horse-and-buggy age. Sheer cheapness has been too much a fetish. The I. B. E. W.'s position is, that wiring must take its rightful, equitable, mature place in the electrical services.

OTHERS WILL GAIN

Non-electrical structures, facilities and objects will be regarded always as deserving of every reasonable protection and precaution to keep them free at all times from electrical voltage and current. Those responsible for these varied structures, facilities and objects will gain by this sound cooperative position of I. B. E. W.

Consistency of the I. B. E. W. everywhere, based on "sound principles adopted by the I. B. E. W." will be known and appreciated by the public and by I. B. E. W. members, as well as by constructive co-operators in the development of National Electrical Codes and standards, as being in the public interest and as an aid and support to similar sound technical and practical attitudes by representatives of all groups interested in code making.

Many of these representatives will be glad, from the beginning, to cooperate with the I. B. E. W. in removing any existing violations of sound principles from the existing codes and standards, in making these codes and standards constantly better, and in avoiding and preventing the introduction of all such violations which may be proposed either by ignorance, oversight or design. Some representatives may, at the start, not give full and frank cooperation. This will not deter the I. B. E. W.

Preamble and Principles

Relative to CODES

National Advisory Code Committee issues basic "constitution" to guide local unions in struggle for right standards in U. S. A.

I. B. E. W. will stand against vitiation of correct principles and will inform the public, from time to time, of instances of such vitiation.

Principles

1. Minimum standards must be established, compliance with them required, orderly development provided for, *in every jurisdiction*, for electrical installations—materials and methods. The standards must be at least as high as the minimums of the paragraphs below—the requirements not reduced, the permissions not increased.

2. The minimum standards set up by the National Electrical Code, except where found by I. B. E. W. to violate the correct principles, in either requirement or permission, must be used as a part of the minimum standards referred to in Principle 1, for such scope as that code embraces. Where found not violating the correct principles, no reduced requirements and no increased permissions should be established in any jurisdiction, but increased requirements and reduced permissions may be in order, as provided for in Principles 3, 5 and 6.

(a) The minimum standards set up by the Underwriters' Laboratories, Inc., so far as they are in accordance with the National Electrical Code, except where they (or code) are found by I. B. E. W. to violate the correct principles, in either requirement or permission, must be used as part of the minimum standards referred to in Principle 1, for such scope as these minimum standards of Underwriters' Laboratories, Inc., embrace. Where found not violating the correct principles, no reduced requirements and no increased permissions should be established in any jurisdiction, but increased requirements and reduced permissions may be in order as provided for in Principles 3, 5, and 6.

(b) The minimum standards of the National Electrical Safety Code, so far as they are set up as, and stated as, definite minimum standards, except where they are found by I. B. E. W. to violate the correct principles, in either requirement or permission, must be used as part of the minimum standards referred to in Principle 1, for such scope as these minimum standards in that code embrace. Where found not violating correct principles, no reduced requirements and no increased permission shall be established in any jurisdiction, but increased requirements

and reduced permissions may be in order, as provided for in Principles 3, 5, and 6.

Where the National Electrical Safety Code merely states general principles, except where they are found by I. B. E. W. to violate the correct principles, in either requirement or permission, they must be used as a part of the principles on which the minimum standards of each jurisdiction must be based, as such standards are developed.

STANDARDS MUST IMPROVE

3. In *each* jurisdiction the authority must be assisted to develop and improve, from time to time, the minimum standards thus far established there, so far as practicable and reasonable, in all available respects, among which the following are specifically included:

(a) Reduce (as far and as rapidly as practicable) the number and degree and the indefiniteness as to limitations, of any permissions, stated in National Electrical Code, or in the other established minimum standards in the jurisdiction, to do or leave undone anything, by "special permission."

(b) Reduce to the essential minimum practicable number, the number of types of wiring methods recognized as permitted in each jurisdiction, and avoid increasing the number recognized as permitted, together with the fittings and accessories concerned, by aiding each authority to develop the minimum standards in its jurisdiction so as to recognize and permit only a *moderate* number of the best, most needed and most widely applicable wiring types, thus *simplifying* all stocking and installation work and increasing safety, economy, and easy and quick maintenance, repair and extension, as found in the public interest.

(c) Add permissions and minimum standards in the jurisdictional standards, if upon careful I. B. E. W. review it is determined that the public interest demands, for any wiring materials (including equipment) and methods, where National Electrical Code, Underwriters' Laboratories standards, etc., as there-before established, modified, and added to by the authority, do not, as yet, provide in their scope, for the permission of such wiring materials and methods; but such added standards shall not violate any principles, nor consistency, of the National Electrical Code, etc.

(d) Add to scope and the minimum requirements of any minimum standard already existing in the jurisdiction, when experience there or elsewhere shows existing requirements to be inadequate, lacking in clearness or allowing too much variation in interpretation, thus throwing too much responsibility for interpretation



THE ELECTRICAL COMMITTEE OF THE NATIONAL FIRE PROTECTION ASSOCIATION AT WORK

on individuals (leading to pressures and undue variation of interpretations both in the same jurisdiction and in different jurisdictions).

ADEQUATE INSULATION

4. The minimum standards in each jurisdiction must include one standard requiring provision and maintenance of *adequate* individual insulation on each current-carrying conductor of interior wiring installations at all points on load side of service disconnecting and over-current protection means, up to and including all connected or attached equipment, devices, fittings and appliances. By *adequate*, in this sense, is meant adequate to prevent voltage breakdown or current leakage to any conducting medium—person or thing—including all exposed metal frames or enclosures of raceways and equipment, also *adequate* to prevent such insulation being rendered ineffective, under expectable wear, tear, disturbance, vibration, etc., where conducting wires, tubes, ducts, pipes or other conducting mediums exist or may later be placed near such current-carrying interior wiring conductors, in either open or concealed spaces, during the life of such wiring.

(a) Since grounded current-carrying conductors of interior wiring can reach substantially the circuit voltage by being interrupted by workmen, or by chance, and since the required insulation of such conductors can be reduced by expectable mechanical injury, including *vibration*, or expectable moving objects in their vicinity, and since such grounded conductors can be interchanged by careless persons with other conductors of the circuit,—such other conductors must be required by the minimum standards to have the same minimum standard insulation required for other conductors of the circuit, together with any mechanical protection required for such other conductors under the prevailing conditions.

(b) No non-current-carrying conduct-

ing parts of electrical equipment or of non-electrical structure, equipment or facilities may be connected to grounded current-carrying conductors of interior wiring conductors (on load side of disconnecting and over-current protection means; nor, *of course*, may the connection be made vice versa).

(c) Protective grounding of electrical equipment, etc., frames must be provided and maintained where required by National Electrical Code (or otherwise required by safety) and for this purpose equipment, etc., frames, must be connected either

(1) To metal conduit or raceway or armor carried from the equipment back to the ground connection outside the service disconnecting and over-current protection means.

(2) *Or*, to a normally non-current carrying grounding conductor not smaller than the largest current-carrying conductor supplying the equipment, and carried from the equipment back to the ground connection outside the service disconnecting and over-current protection means.

(3) *Or* to a metal water pipe of sufficient size and *continuously*, reliably, electrically connected to the metal water pipe entering the premises, which is itself similarly connected to a metal water piping system satisfactory, for this purpose, to the authority in the jurisdiction, and unlikely to be disconnected accidentally or wilfully, so that this protective ground may be lost.

5. Now, and at all times, proposed changes from correct principles and minimum standards will be opposed, if such changes in any way violate the consistency of such principles or the minimum standards,—either in national codes or standards, or in any jurisdictional codes or standards.

Now and at all times changes from existing incorrect or inconsistent minimum standards will be proposed by I. B. E. W., or I. B. E. W. will join in proposals

for such changes—if necessary to remove the existing inconsistencies, or violations, of correct principles and minimum standards, either in national codes or standards, or in any jurisdictional codes or standards.

6. No national or jurisdictional standard, may have added, nor may retain, any standard or requirement which establishes or perfects any patent monopoly, unless such monopoly has been freely dedicated, without royalties, to public use under all national standards and all jurisdictional standards of which such national standards are a part.

7. Considerable increase in minimum required adequacy of interior wiring, by increasing number of circuits per unit area and by measures to reduce voltage drop in circuits and feeders—is necessary for safety and good service to the public. All such measures, recommended for national electrical codes and standards or for jurisdictional codes and standards, will be carefully reviewed by I. B. E. W. to determine whether they are truly constructive and consistent with established correct principles. If so, I. B. E. W. will actively support, otherwise will oppose.

Dear Madam: I have been shown in the files of the War Department a statement of the Adjutant-General of Massachusetts that you are the mother of five sons who have died gloriously on the field of battle. I feel how weak and fruitless must be any words of mine which should attempt to beguile you from the grief of a loss so overwhelming. But I cannot refrain from tendering to you the consolation that may be found in the thanks of the Republic they died to save. I pray that our heavenly Father may assuage the anguish of your bereavement, and leave you only the cherished memory of the loved and lost, and the solemn pride that must be yours to have laid so costly a sacrifice upon the altar of freedom.—Abraham Lincoln.

(Letter to Mrs. Bixby, November 21, 1864.)

REA Visualizes Big WORK Opportunities

THE REA Postwar Planning Committee has submitted a preliminary report of the national job which is still to be done in rural electrification that is a significant contribution to the over-all plans which will be needed to provide a national total of 60,000,000 jobs after the war. The statement tells of the progress which has been made in rural electrification up to the present time, outlines what the postwar objectives should be, why an accelerated postwar program is desirable, and estimates the accomplishments which would be possible if a suggested vigorous five-year program can be carried out.

Farm electrification advanced very slowly during the 53-year period from 1882, when the first central generating system went into service, to 1935, when the Rural Electrification Administration was created. According to U. S. census figures only 10.9 per cent of the total farms in the United States were electrified as of January 1, 1935. This percentage has increased to 41.9 per cent in 1944 according to data published by the Edison Electric Institute. The 1940 census reported 6,097,000 farms in the United States of which 1,853,000 were receiving central-station electricity. It is estimated that 704,000 additional farms have been electrified since the census enumeration, raising the total number to 2,557,000 as of January 1, 1944. This increase in the number of farms electrified from 740,000 in 1935 to 2,557,000 in 1944 reflects the stimulating effect of the Federal program which was adopted with the creation of the REA.

POWERS OF THE ACT

The act empowers REA to make self-liquidating loans to qualified organizations with preference to non-profit and cooperative organizations for the construction of power facilities to persons in rural areas without central station service and for financing the purchase of electric facilities and equipment by rural consumers. Up to June 30, 1944, REA had approved loans to 887 borrowers, totaling \$498,811,446 of which \$387,630,670 had been advanced. Eight hundred and fifteen borrowers had 398,000 miles of power lines in service on that date, bringing electricity to 1,152,031 consumers. The main postwar objectives of the REA are aimed at bringing electric service to all rural people, full use of electricity on the farmstead, its full use for rural community welfare and an expansion of its use in developing local rural industries.

There are a number of important reasons why a vigorous rural electrification program should be launched as rapidly as the war situation will permit. Probably

REA's Planning Committee foresees 3,655,000 new consumers in five-year period. Approximately 2,263,000 man years of direct and indirect labor

the most important reason would be the stimulation of private employment which would result from the construction of rural power lines, the installation of wiring and plumbing and the purchase of electric farm and household equipment by new and old rural consumers. The program as outlined in the REA statement would be self-liquidating, thereby reducing the tax burden with a corresponding reduction in the need of tax-supported public works employment.

TENTATIVE BLUEPRINT

While no complete and detailed blueprint for a national postwar rural electrification program can be worked up at this time, it is REA's considered estimate that about 3,655,000 potential rural consumers can be reached within five years after line-construction materials have again become generally available. Such a program would, of course, require an intensive construction program not only by REA borrowers but also by all other groups and agencies concerned with supplying rural electric service. A construction program such as this would require the expenditure of about \$1,042,000,000 based on REA pre-war construction costs for line construction. It would provide approximately 521 man-years of direct and indirect labor for line construction. This

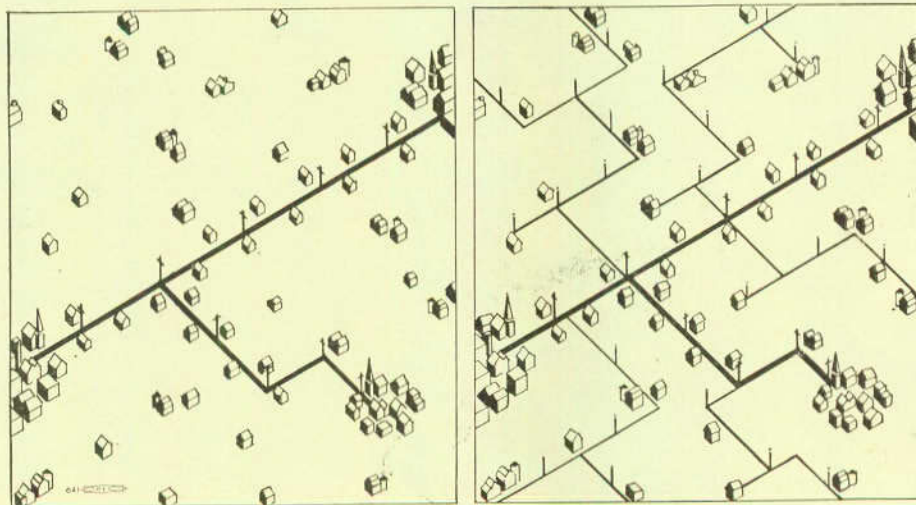
line construction program would result in expenditures by the newly connected consumers which would provide an almost immediate market for wiring jobs totaling about \$752,000,000, plumbing installations totaling about \$708,000,000, and for farm and household appliances totaling about \$3,066,000,000, or a grand total of \$4,526,000,000 involving about 2,263,000 man-years of direct and indirect labor.

These figures leave out of consideration the demand for wiring and electrical equipment in connection with the electrification of schools, churches, and other community buildings, the establishment of new, and electrification of existing rural service and processing industries and other commercial enterprises, but even with that omission the rural electrification program if vigorously carried out can account for five and one-half billion dollars of national industrial production and can result in two and three-quarters million man-years of private employment largely within a five-year period.

PROGRAM BUILDS EMPLOYMENT

All of these estimates are, of course, based on the assumption of a continued high agricultural income during this period. Programs like the one here outlined are among the best means of keeping up national employment and purchasing power. The statement emphasizes the need of cooperation by various groups and agencies and particularly by the rural people themselves, if the job is to be done quickly and effectively. It points out that the only way a farmer can get an electric high-line service to his farm is by going after it. No electric cooperative or other supplier will serve him until he has applied for the service. Local planning for rural electrification should not stop with getting the lines built. It should include the effective utilization of electricity for various community improvements and with what electricity can do in connection with the development of soil conservation practices

(Continued on page 80)



The use of the complete coverage principle assures availability of electric service to all rural consumers within an area; ignoring this principle results in the perpetuation of un-served sections.

Courtesy REA

Chicago's Great Power Co. Goes I. B. E. W.

By JOSEPH C. McINTOSH, International Representative

THERE are many dates that have particular significance to the citizens of Chicago as to the marking of the various areas of growth of the great city. November 28, 1944, is one of the dates that will be significant to those Chicago citizens connected with the electric light and power industry. This day brought a new era of industrial relations to the industry when the Commonwealth Edison Company signed an agreement with the International Brotherhood of Electrical Workers covering all production and maintenance workers.

Commonwealth Edison Company is too well known to the readers of the JOURNAL to need any introduction. It is sufficient to say that it is one of the largest electric light and power companies in the world, serving over 950,000 customers in Chicago and having a rated capacity for distribution of approximately 1,270,000 kilowatts. The company was recently involved in a financial transaction that brought about the transfer of \$180,000,000 in exchange for securities of the Company, and this

Commonwealth Edison — one of the biggest companies—finally organized and signs agreement with I. B. E. W.

transaction is said to have been the largest ever completed by any privately-owned company.

THE BEGINNING

The I. B. E. W. campaign of organization began in the middle of 1943. After conferences between President Ed J. Brown, Executive Council Chairman Charles M. Paulsen, Vice President M. J. Boyle and H. H. Broach, it was decided to go ahead. H. H. Broach was given the responsibility of doing the job, and Representatives Martin J. Healy and Joseph C. McIntosh were assigned to assist him.

At the time the I. B. E. W. began its campaign, one department of the company was covered by an agreement with

an independent union and there were two petitions before the National Labor Relations Board, filed by two different independent unions, one claiming to represent the employees of one department, and the other claiming to represent all of the employees of the company.

The story of the campaign would require a full book for the telling. In little over 18 months, however, the following things happened: an employees' representation plan that had been operating continuously for more than 22 years was disestablished; an independent union operating continuously in one department (in the Pekin, Illinois, area) for more than five years was defeated by the I. B. E. W. in an N. L. R. B. election; the second independent union folded up; the third independent union withdrew from the board hearing and folded up; and the fourth independent, claiming to represent all of the employees, had its petition dismissed and the board ordered elections in Chicago in accordance with the I. B. E. W. petition that was filed only three months after the I. B. E. W. began its campaign.

In the Chicago area the N. L. R. B. found, in accordance with the petition of the I. B. E. W., two bargaining units; one to consist of "inside plant" employees of the generating stations and substations, and the other to be the "outside plant" employees of 14 different departments.

Separate elections were held by the N. L. R. B. for the "inside" and the "outside" units and the I. B. E. W. won both of these, making it a clean sweep.

(Continued on page 75)



NEGOTIATE CONTRACT

Members of the company and union negotiating committee attended a meeting on November 28, 1944, at which a bargaining agreement was signed by officers of the company and four local unions, B-1359, B-1366, B-1367 and B-1399 of the International Brotherhood of Electrical Workers (A. F. of L.), covering production and maintenance employees.

JAMES MERRIFIELD made a good point when he urged, in last month's issue of the JOURNAL, that organized workers, for their own ultimate good, should help the unorganized form unions and work for higher wages. As the Press Secretary of L. U. No. 611, Albuquerque, New Mexico, remarked, the union movement can't be strong and safe as long as workers are unorganized and underpaid.

The American Federation of Labor already has instructed its organizers to help representatives of international and national unions in organizing unorganized workers, and progress has been made in this direction. This step the A. F. of L. has taken in order to pave the way for full employment and full production.

In its recent annual report, the Executive Council of the A. F. of L. stressed the need for full economic activity by referring to Department of Commerce estimates that after the war we will have to produce and consume goods and services valued at \$116 billion (at 1944 prices) in order to keep our work-force of 55.5 million people employed. But the Department of Commerce estimates show that after we no longer work overtime and receive overtime pay, after surplus workers withdraw from their war jobs and service men again enter industry, workers' purchasing power at present wage rates will amount only to \$105 billion. This means that, unless wage rates are raised, consumer buying power will fall at least \$11 billion short of the goal that is necessary in order to maintain full employment.

FILL IN THE GAP

If this gap in purchasing power is not filled, we cannot avoid a downswing in the business cycle once the Government stops its widespread buying for war purposes. If the downswing becomes a depression, union people, as well as the unorganized, will suffer from unemployment and decreased earnings.

Citing the shortage of purchasing power at present wage rates, the A. F. of L. Executive Council report made certain recommendations with regard to helping unorganized workers:

"To correct this shortage, substantial wage increases for all union members must be secured. But our task will not be ended there. Millions of low paid, unorganized workers must also have their wages raised. Full production and full employment will not be possible unless they, too, receive very substantially higher wages."

For two main reasons the executive council feels that higher wage rates must be obtained for low-paid workers:

"1. They are greatly in need of increases to give them even a bare subsistence living level. 2. Any increase in the wages of low income workers will create an immediate demand for the products of industry for workers whose pay is so low they spend everything they have for food, clothing, housing, furnishings and other necessities. Their income does not permit savings."

At present wartime prices, white-collar workers have borne the brunt of lowered purchasing power because of the rela-

Consumer Buying Power Fails Without WAGES

One way is to continue organizing the unorganized

tively low wages they receive. After the war, when prices probably will remain high, they will suffer more than other groups from inadequate pay, unless they are organized more extensively than they are now and thus are made strong enough to bargain for more adequate wages and salaries.

ACCORDING TO LOCALITY

The relationship between the lack of unionization and the low wage rates received by white-collar workers in retail stores is revealed in a Bureau of Labor Statistics study. Published in the November 1944, issue of the Monthly Labor Review, this study shows that highest earnings among department and clothing-store workers were found in the Pacific Coast states, where more workers are unionized than in other sections of the country. In the South, where few stores are unionized, wage rates for both men and women in the retail trades were among the lowest in the country.

As the report suggests, low wage levels and the relatively unorganized status of department store and retail clothing establishments may be important in the postwar years:

"Wage levels in retailing were generally lower than those in manufacturing industries, even before the war. Moreover, because of the relative decline in the demand for retail employees, the small extent of union organization, and the traditional rigidity of white-collar wages, the pre-war difference has probably in-

creased. With interest currently shifting to employment opportunities in peacetime pursuits however, the role of retail trade as a prospective employer of labor assumes more importance."

The same story is told in the July issue of the Monthly Labor Review in an article dealing with wage rates paid to hotel employees. In this relatively low-paid occupation, the lowest wages were received by hotel workers in the South and in the Mountain States, where there is little unionization.

DIFFERENCE IS UNIONIZATION

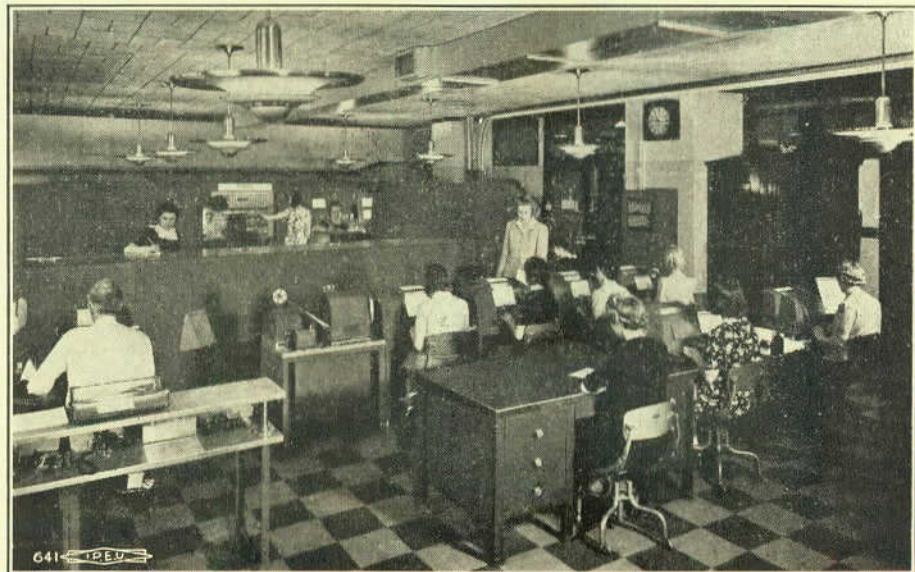
Contrast hotel wage rates in Denver, a city in the Mountain States region where there is little unionization, and in Portland, Oregon, a coastal city of similar size where more unionization exists. Average hourly wages for men employed as general clerks in Denver hotels during the spring and summer of 1943 were 47 cents, in contrast to average wages of 70 cents per hour in Portland.

Since at least 11 million workers are employed in the white-collar groups as clerical and professional workers, the fact that they are paid too little is important to all of us. If their wages remain substandard, the low purchasing power of so sizable a portion of our working people will act as a drag upon our whole economy, especially in the postwar years.

What do low wages received by unorganized workers mean to union workers in the construction industry and to electrical workers, in particular?

One answer is that, unless the wages of low-income groups are raised, full activity in the building of homes and full employ-

(Continued on page 68)



Often office employees do not have advantage of organization.

Minutes of the 1944 Fourth Quarterly Meeting of the International Executive Council

RECORD of Fourth Quarter Meeting of I.E.C.

THE meeting was called to order at 10 a. m. by Chairman Paulsen. On roll-call all members were present, to wit: C. M. Paulsen, J. L. McBride, F. L. Kelley, D. W. Tracy, C. F. Preller, William G. Shord, Harry Van Arsdale, Jr., D. A. Manning and Charles Foehn.

The minutes of the third quarterly meeting, held in September, 1944, were read, and approved as read.

The chairman appointed Council Members Kelley and Foehn as the committee on audit, to examine the audit report for the I. B. E. W. for the third quarter of 1944, as made by Wayne Kendrick and Company, certified public accountants employed by the council, and to report their findings to the council before its adjournment.

Applications for pension benefits for the following named members were examined:

	<i>Formerly of L. U. No.</i>
I. O. Boldman, John	647
I. O. Bromley, Melvin J.	544
I. O. Campbell, Scott	202
I. O. Carney, John J.	134
I. O. Carter, Roy	1099
I. O. Cotter, John A.	532
I. O. Delk, John M.	361
I. O. Douglas, Charles E.	361
I. O. Hackleman, Fred	46
I. O. Hain, Harry	21
I. O. Hess, James Albert	397
I. O. Johnson, G. M.	134
I. O. McDonald, Finlay	9
I. O. McIntosh, Z. M.	83
I. O. Norris, Noah	702
I. O. Prior, Leland Stanford	6
I. O. Schappert, Charles L.	3
I. O. Thirsk, Walter S.	713
I. O. Thomas, Joseph B.	211
I. O. Ursem, John N.	38
I. O. Young, John	214

L. U. No.

1 Greer, Charles J.
3 Bartling, Frederick
3 Kunzler, William
3 Moackler, William A.
3 Peck, L. Herbert
3 Schley, John C.
3 Smith, James T.
5 Spears, Arthur L.
5 Soffel, Otto Robert
9 Black, James S.
9 Brown, Walter S.
9 Duggan, Michael T.
9 Lewis, William
9 Love, William J.
9 O'Brien, Thomas E.
9 Reeder, Daniel
9 Wellston, Henry F.
18 Sorenson, Carl T.
18 Stratford, Chester G.
34 Burns, William H.
38 Alexander, William M.
38 Mills, Thomas E.
38 Nagel, Joseph M.
41 Terry, Herman
44 McLeod, John
46 Winn, Wallace P.
48 Bourne, Frederick L.
57 McAfee, John J.
58 Goodwill, Albert W.
65 Ross, George A.
77 Wilson, John Franklin
98 Hepworth, Elwood B.
98 Kelly, John J.
102 De Caro, Frank
103 Keough, Frank D.

Large grist of business transacted. Full panel present

L. U. No.

103 Miller, Leonard W.
103 Statham, Bertram E.
103 Sullivan, William
104 Shutt, William A.
106 Seymour, Harry A.
113 Uvary, Paul W.
116 Rufner Sr., John F.
124 Wilson, Leroy V.
125 Pangborn, Quincy J.
125 Snyder, Charles I.
134 Bloomfield, Charles M.
134 Curl, Harry F.
134 Dowle, R.
134 Farrell, Thomas
134 Gafvert, C. E.
134 Gavin, William
134 Johnson, M. E.
134 Klings, Max
134 Lazenby, C. B.
134 MacGillivray, Joseph P.
134 Ruehlman, Fred
134 Sanner, Joseph H.
134 Tellefsen, Adolph E.
163 Robins, Clarence H.
195 Michaelis, Charles
195 Gottfried, George
200 Gilliland, J. A.
213 Mileson, Frederick Henry
213 Thomas, William
214 Moller, Andrew John
245 Schaunloeffel, Russell C.
269 Norton, George J.
333 Prescott, Ralph
394 Wadsworth, James I.
429 Redd, John W.
465 McLean, E. A.
481 Hodson, Gilbert
494 Goetsch, Harry O.
501 Monroe, Charles E.
517 Kullmir, C. F.
561 Gaskell, Fred Whittaker
569 Johnson, Norman C.
580 Melvin, David Robert
621 Okey, Emmanuel Forest
664 Bruns, William
664 Kelso, Emmett E.
664 Skelton, John W.
713 Hill, Gust
719 Bedard, Alfred
787 McKenzie, George Ross
794 Vick, Herman
914 Bradley, Robert S.
1037 Layton, Lewis A.
1037 Robinson, John

The council found that the applications of the aforementioned members were made in accordance with the provisions of the International Constitution, and that the official records supported the applicants' claims as to pension age and continuous standing in the Brotherhood; therefore, on motion which was carried, the applications were approved.

Cornelius Kehaly, L. U. 6, Card No. 89209, submitted sufficient evidence to the council to show that he was born March 1, 1880, and it was ordered that the I. O. records be changed to show this as his date of birth.

W. O. King, L. U. 6, Card No. 142409, submitted sufficient and proper evidence to show that he was born August 19, 1879, which makes him of pension age, and as the I. O. records showed that the applicant had complied with all other pension law requirements his application for pension was approved.

George C. Lederer, L. U. 48, Card No. 508111, submitted sufficient evidence to show that he was born September 28, 1875, and being of pension age and having complied with all other pension law requirements, his application for pension was approved.

The application of J. L. Terry, L. U. 66, Card No. 568818, which was held over from the September 1944 council meeting in order to give Brother Terry an opportunity to produce sufficient and proper evidence to support his claim to being of pension age, was brought before the council, and as the applicant did not produce the proper evidence to support his claim his application for pension was denied.

The application for pension of Edgar F. D. Wilcox, I. O., Card No. 329130, was submitted, but as the applicant was not of pension age his application was denied.

The application for pension of William Razez, I. O., Card No. 139194, was submitted, but in the absence of sufficient evidence to show that the applicant was of pension age, his application was denied.

The application for pension of Samuel J. Kingston, L. U. 134, Card No. 70402, was submitted, and in the absence of sufficient evidence to show that he was of pension age, his application was denied.

The application of Harry M. Wishart, L. U. 134, Card No. 6677, for pension was submitted, and in the absence of evidence to show that he was of pension age his application was denied.

A request from G. E. Edison, L. U. 84, Card No. 253631, for a change in the record of his age, was received. He furnished proper information showing his date of birth as May 7, 1880; therefore his request was granted, and it was ordered that the I. O. records be changed accordingly.

A request from S. E. Douglas, L. U. 77, Card No. 416689, for a change in the record of his age, was received. He submitted a birth certificate which showed that he was born September 21, 1885; therefore his request was granted, and the I. O. records were ordered changed accordingly.

Communications under dates of November 6, 13, 14, and 22, by and between International Secretary Bugniazet, Vice President Milne and Brother Philip Thomas, President of L. U. 1186, were received and considered by the council.



D. A. MANNING
Secretary, I. E. C.

The council referred the matter back to the International Secretary.

A communication from the Electrical Contractors' Association, advising that it would be impossible for their committee to meet with the I. B. E. W. executive council as they could not get hotel reservations, and return railroad reservations to their homes from the meeting, was received and ordered filed.

The question of the present boundary lines of the I. V. P. districts, as laid down in the Constitution, was discussed at length. It seemed to be the consensus of opinion that the I. V. P. districts were too large, geographically, and that better service to the members and the local unions would be had by reducing the size of the present I. V. P. districts, thereby creating more districts, which would mean more international vice presidents.

It was finally agreed that each executive council member make a further study of the question and submit his recommendations to the next meeting of the executive council, with the view of the council agreeing on a plan so that same may be drafted and submitted to the membership for their action.

Communications from the following local unions, requesting postponement of the 1945 International Convention to 1947 were considered:

- L. U. No.
- 3 New York, New York
 - 5 Pittsburgh, Pennsylvania
 - 6 San Francisco, California
 - 9 Chicago, Illinois
 - 25 Mineola, New York
 - 39 Cleveland, Ohio
 - 41 Buffalo, New York
 - 69 Dallas, Texas
 - 82 Dayton, Ohio
 - 96 Worcester, Massachusetts
 - 104 Boston, Massachusetts
 - 111 Denver, Colorado
 - 134 Chicago, Illinois
 - 175 Chattanooga, Tennessee
 - 327 Dover, New Jersey
 - 379 Charlotte, North Carolina

- L. U. No.
- 429 Nashville, Tennessee
 - 466 Charlestown, West Virginia
 - 474 Memphis, Tennessee
 - 494 Milwaukee, Wisconsin
 - 501 Mount Vernon, New York
 - 528 Milwaukee, Wisconsin
 - 541 Wausau, Wisconsin
 - 575 Portsmouth, Ohio
 - 611 Albuquerque, New Mexico
 - 660 Waterbury, Connecticut
 - 666 Richmond, Virginia
 - 683 Columbus, Ohio
 - 707 Holyoke, Massachusetts
 - 717 Boston, Massachusetts
 - 721 Chattanooga, Tennessee
 - 760 Knoxville, Tennessee
 - 816 Paducah, Kentucky
 - 846 Chattanooga, Tennessee
 - 835 Jackson, Tennessee
 - 861 Lake Charles, Louisiana
 - 887 Cleveland, Ohio
 - 914 Thorold, Ontario, Canada
 - 915 Danville, Kentucky
 - 934 Kingsport, Tennessee
 - 962 Charlotte, North Carolina
 - 1323 Watts Bar, Tennessee
 - 1327 Providence, Rhode Island
 - 213 Vancouver, British Columbia, Canada
 - 353 Toronto, Ontario, Canada

In accordance with Article IX, Section 1 of the International Constitution, your Council amended the resolution by adding thereto the transfer of the money in the Convention Fund to the Pension Fund. The resolution as amended is as follows:

RESOLUTION

To postpone the 1945 Convention and to transfer the money in the Convention Fund to the Pension Fund.

Whereas, Conditions of travel in the United States are such that the Office of Defense Transportation has recently ruled that if it became necessary, train reservations could be canceled without notice for the use of military personnel or returning men, and

Whereas, The war, at the present time, looks most favorable for an early termination so far as the European campaign is concerned, we still have the Pacific theatre of war, which most people will agree will not be terminated for many months after the European campaign, and

Whereas, It is exceedingly difficult to secure one reservation, it would be practically impossible to secure one thousand or two thousand reservations, both as to railroad transportation and hotel reservations; now, therefore be it

Resolved, That we petition the International Executive Council of the International Brotherhood of Electrical Workers to institute a referendum to the local unions of the Brotherhood, requesting that the 1945 convention, which was to be held in the City of San Francisco, California, be postponed until 1947, when the convention will be held in the City of San Francisco; and be it further

Resolved, That we ask the local unions of the Brotherhood to concur in this our recommendation.

It was unanimously adopted by the council, and the International Secretary was instructed to prepare and submit the question for a referendum vote of the membership, in accordance with Article VI of the International Constitution.



CHARLES M. PAULSEN
Chairman, I. E. C.

President Brown spoke of his having appointed a Radio Advisory Committee, in conformity with the council's action of September, 1944.

President Brown also told of having appointed an Electrical Inspectors' Committee, which will meet with him in Chicago around the middle of December, 1944.

He also reported having attended several inspectors' meetings around the country, and that at the inspectors' meeting in Indianapolis there were 78 I. B. E. W. inspector members present. At this meeting, a committee on materials (one committee member from each section of the country) was set up.

President Brown stated that he had employed a consulting engineer, W. J. Canada, of Mountain Lakes, New Jersey, to do research work and to advise on electrical code matters, as well as to assist the committees handling the electrical code, and materials. President Brown stated that the Electrical Workers are not opposed to the use and installation of good material, but that in the interest of the public and safety we are opposed to the use of poor or substitute material.

A report on the progress of the aforementioned committees and research will be made by President Brown in the ELECTRICAL WORKERS JOURNAL.

A report on the electronics class at Marquette University was made. President Brown and Secretary Bugnizet are well pleased with the reports on the progress of the November class, which is now in session.

International Secretary Bugnizet produced a report from Counselor Straus, dealing with court decisions involving the limit to which members of the I. B. E. W. could go in refusing to install materials which do not have the I. B. E. W. label. As the discourse was quite lengthy, involving many confusing legal phrases and sentences, Secretary Bugnizet, who had

(Continued on page 80)

Ill-Whelped Off-Spring of NBC Must Go

THE International President called a meeting of the broadcast advisory committee, which was held December 19, 1944, in the City of Chicago. The following members of the Committee were present:

Roy Tindall, L. U. No. 40, Hollywood, California; Eugene J. Krusel, L. U. No. 1220, Chicago, Illinois; Mason Escher, L. U. No. 1212, New York, New York; Edmund G. Crowley, L. U. No. 1228, Boston, Massachusetts; W. E. Symons, L. U. No. 1224, Cincinnati, Ohio; Dan Garretson, L. U. No. 1222, Denver, Colorado; J. A. Volk, L. U. No. 1217, St. Louis, Missouri.

The meeting convened at 10:30 a. m. at 130 North Wells Street. Brother Roy Tindall of Local Union No. 40 was selected as chairman and Brother Eugene K. Krusel of Local Union No. 1220 was selected as secretary. The committee discussed many problems pertinent to the welfare of the industry. The International President appeared before the committee and discussed with them the many problems confronting the International Office and assured the committee that full cooperation of the International Office would be extended to the broadcast local unions.

The committee then proceeded to make several recommendations to the International Office and assurance is given that these recommendations will be given full consideration and where they are in the best interests of our Brotherhood, they will be put into practice.

The International President, having read the memorandum of the chairman of the committee, believed it to be of such importance as to be included in this report.

Memorandum

In the opinion of this writer, the problem of greatest immediate importance confronting this committee is the elimination of NABET from the field of broadcast organization.

You have all seen the amount of publicity given to this allegedly "independent labor organization" by the trade paper *Broadcasting*, the (perhaps unofficial, but nevertheless articulate) mouthpiece of the National Association of Broadcasters. This is readily understandable when one considers that it is worth a cool million per year to N.A.B. to keep its ill-whelped offspring active in the field of broadcast organization.

The threat of NABET, as a labor organization, to the I. B. E. W. in the broadcast field is negligible. The possibility of its membership being used as an entering wedge by some other labor group, such as the IATSE, the CIO, or (this is not outside the realm of possibility) the A. F. of

NABET considered menace to legal unions, and sabotage to national labor policy. Broadcast advisory committee meets

M. is, however, not to be dismissed without serious thought. It is for that reason that I urge that immediate and determined steps be taken to dispose of this competitor.

The plan which I wish to submit for your consideration as a means of accomplishing this end is briefly outlined as follows:

ACTION URGED

The NABET, being without experienced leadership and without adequate funds for effective organizing or for legal services must depend upon desertions from the ranks of recognized labor organizations for any increase in membership. I urge strongest disciplinary action against any member of the Brotherhood who may be found to have joined, or to be advocating membership in, NABET, as well as vigorous economic pressure upon any employer dealing with NABET. Having no tradition of success in overcoming such obstacles, one or two defeats in this field will halt any expansion of NABET membership.

The writer is firmly convinced that if NABET were to lose any considerable segment of its present membership the whole group would soon disintegrate and the remainder could, with little organizing effort, be brought into the Brotherhood.

VULNERABLE GROUP

The most vulnerable group of any consequence within NABET is composed of the technical employees of the Blue Network. The reasons for this are several. Many of these Blue Network technicians have been members of this elite social club known as NABET for only a short time; others have been, in the past, members of legitimate labor organizations; consequently, this group will be more amenable to the organizing efforts which our members (aside from, and in addition to, the efforts of our paid organizers) can bring to bear on them.

The Blue Net has limited facilities for the production of radio programs and must, therefore, originate many shows in theatres and other "off premises" locations. In many such locations we of the I. B. E. W. can prevent Blue Network employees from working off the premises of the employer, thereby causing these employees loss of work and the employer additional expense. This does not mean merely forcing "stand-by" men from the Brotherhood, but, whenever possible, a prohibition of NABET operation.

Due to these same limited facilities of the Blue Network, the Blue is faced with the necessity of constructing additional facilities. In many areas in which the Blue operates, the I. B. E. W. can, through Building Trades pressure, halt construction on such projects. It is needless for me to point out that a few experiences of this sort would indicate to the management of the Blue Network the advisability of establishing friendly relations with the I. B. E. W.

The results of the above could be augmented and expedited by some competent member of the staff of the I. O. who would contact Blue Net management shortly after the pressure had been applied on the first large construction job which the Blue may undertake.

In short, the program consists of those three offensive steps which must be organized, prosecuted and coordinated by

(Continued on page 76)



RADIO BROADCASTING ADVISORY COMMITTEE

Left to right (seated): Mason Escher, L. U. 1212; Eugene J. Krusel, L. U. 1220; Roy Tindall, L. U. 40; Dan Garretson, L. U. 1222; Joseph A. Volk, L. U. 1217; Standing, left to right: Edmund G. Crowley, L. U. 1228; Charles M. Paulsen, chairman, International Executive Council; William E. Symons, L. U. 1224; Ed J. Brown, International President; Dan Manning, secretary, International Executive Council.

Legislative Committee

Writes on LABOR

(Book Review: *The American Story of Industrial and Labor Relations*)

IT'S rather unusual to find a book on economic problems affecting labor that gives both facts and enough background material for a ready understanding of the union and governmental activities involved in solving those problems. It's unusual, too, to have a readable book produced by a legislative committee. *The American Story of Industrial and Labor Relations* (Legislative Document, 1944, No. 2) was published by the New York State Joint Legislative Committee on Industrial and Labor Conditions under the chairmanship of New York Assemblyman Irving M. Ives.

Well illustrated by pictures and charts, the book traces the economic growth of our country and explains economic conditions at different stages in our history. It shows how our political and economic ideas have developed to meet these changing economic conditions, what the interests of labor have been, and how labor has organized and worked to get its interests fulfilled.

In 1790, when the country was less populated and less well developed economically than it is today, "Most families were self-contained units living on and off the soil, growing what they needed and making what they could for themselves." These people had won security and often prosperity by hard work on the land; the extensive natural resources of the country "only awaited the initiative of the economic pioneer to be turned into the things people wanted." The economic ideas of these people—and our traditional ones—"resulted from self-reliance, from believing in their own abilities and in their capacity for achieving economic security through their own initiative." The individual's right to control and use his own property was unquestioned; capitalism was considered an important force to help develop our industrial strength and to increase "our prosperity and security, both individual and national."

By 1890 not even the farmers were self-sustaining; they produced specialized crops for city markets and depended upon city stores for their clothing, household goods, and much of their food. Agriculture was no longer our main industry. "More and more Americans found security—or insecurity in times of depression—in the factory, not on the farm."

The growth of industry and the increasing costs of industrial production brought more and bigger corporations, increasing the economic power of those who controlled the corporations and gradually destroying the close, personal relationship

New York State joint committee produces book which is truly educational

which formerly had existed between employers and employees. These trends brought demands for the Federal Government to regulate corporations in the public interest and made it more than ever necessary for workers to organize unions in order to deal with their employers.

PROBLEMS—TODAY AND TOMORROW

Probably the most interesting parts of the history of the union movement are those which bear upon union problems of today and tomorrow.

For example, reasons are given for the development of two types of unions—trade unions of skilled workers and industry-wide unions including both skilled and unskilled workers. In the last two decades of the nineteenth century, when Samuel Gompers was building up the American Federation of Labor, most machines were difficult to run and required skilled workers to operate them. It was among these workers that the A. F. of L. concentrated its efforts, even though several industry-wide unions containing some unskilled workers also have belonged to the federation from time to time. Later on automatic machines were introduced, which could be operated by unskilled

workers; factories grew larger, and operations became more specialized in the mass-production industries. It became apparent that in some cases industry-wide unions of skilled and unskilled were needed in order for the workers to maintain a united front in bargaining with employers.

The traditional tendency for the American Federation of Labor to avoid direct political action, interesting because of union activity in the recent election, the book explains on a historical basis. This reluctance on the part of the A. F. of L. to participate directly in politics is traced back to the adverse reaction within the A. F. of L. to efforts of certain Socialist groups, some of which were active in politics, to gain control of the federation.

An interesting part of the book deals with two general ways for promoting cooperation between employers and workers: (1) collective bargaining and (2) the use of public agencies to help employees and employers settle disputes.

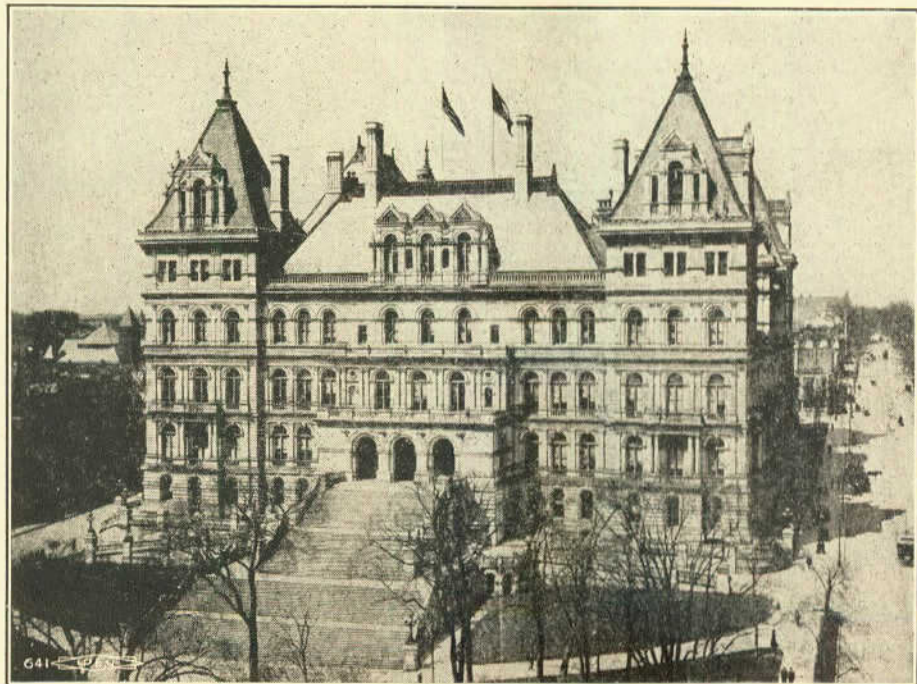
VOLUNTARY COOPERATION

Unions have used voluntary collective bargaining to help their employers improve production in plants and in whole industries. Such cooperation may come through helping rather than hindering employers in installing labor-saving devices and in other methods of increasing efficiency of operations, while, at the same time, taking other steps to help stabilize employment for union members.

The book recognizes that cooperation between employers and employees depends upon good faith:

"It is true, of course, that if one side takes advantage of the other, cooperation will break down and disputes over rights will occur. Workers, who have made increased profits possible, through aiding in improving an employer's plant efficiency will be justifiably dissatisfied if they do

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STATE HOUSE, ALBANY, N. Y.

JOURNAL OF ELECTRICAL WORKERS

OFFICIAL PUBLICATION INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS



Volume XLIV Washington, D. C., February, 1945 No. 2

Union A labor leader of long standing said the other day "Don't make any mistake about it. Every individual who is a member of this organization owes nearly all he has to the organization—to the principle of cooperation." To some this may seem a sweeping statement but it has great truth in it. Nearly every one, even those who reach high places owe much to the union and to the union principles. The union is an educational society. It is a prop in time of trouble. It not only gives economic protection in the way of income, but gives a man a chance to develop himself as leader, as speaker, as student and as good citizen. This fact should never be lost sight of. In trying times like these, every union man should weigh his own actions in terms of its effects upon his organization. We all know the so-called card man who rides the organization for what he can get out of it. We hope this breed is dwindling.

The International Brotherhood of Electrical Workers has a great opportunity to go forward in a new day with tested principles that will lead to great success and pay dividends to the nation, but parasites and drones and self-seekers can put brakes on such progress. Now is the time for all good men to come to the aid of their union.

Labor's Role What functions might labor perform in the coming months when the United Nations will try to build some kind of machinery for the preservation of peace? One function that labor could perform readily comes to mind. It is an historical function. We refer to labor's power to unify public opinion in all countries. In times past, labor has been more internationally minded than either business or farmers. American labor has been a part of the International Labor Organization, for example, since 1935. This organization had been founded in 1921 by Samuel Gompers. Although America became an official part of this machinery late, it had contacts with British, Canadian, French, Scandinavian and Mexican labor on a sound basis. If the historic good relations between the labor movements of the world can be preserved in

this period of suspicion and division, the movements can do a great deal in forwarding the idea of international cooperation.

After the Versailles Treaty was signed, Samuel Gompers played an important role seeking to get its acceptance in America. He tells of this fight: "I argued that the treaty was not perfect, but it was far in advance of any other of similar character. In addition, for the first time in history, the rights, interests, and welfare of the workers received specific recognition in an international peace treaty. Labor's convention overwhelmingly agreed to advocate the ratification of the treaty.

"Opposition to the treaty was intense, bitter and well organized. . . . I spoke at public mass meetings, private conferences and gatherings of all sorts. I wrote articles and editorials and prepared an article in pamphlet form for general distribution, urging the people of our country to prevail upon the Senate to ratify the treaty."

America in This World When the new Congress convened, Speaker Sam Rayburn of Texas spoke sincere words which should be read and pondered by every citizen in the United States:

"Upon the action of these men and women in this great parliament will depend the fate of civilization. If we do not win that battle, as our fighting forces are winning the battle now and will in the future, we shall have failed.

"Let me again say to you beware of dangerous men and women in this country who preach disunity. We must have a united people.

"I was not proud of my country and its actions after the close of the last war. We walked out on the rest of the world and came home, stuck our head in the sand and said, 'Let the rest of the world go by. We can live here unto ourselves.'

"Sadly we found out that that could not be done. Many people in public life ran away after the last war was over. My conscience is clear on that. There has not been an hour in 25 years—and I have spoken it from many stumps—when I did not say that if I had been a member of the Senate of the United States I would have voted to adhere to the Treaty of Versailles, including the League of Nations."

Fulfilling School Contract The Electronics School at Marquette University is a great success. Every man present was gratified by the kind of opportunity he had to advance in this important field. Every man present pledged himself to return to his local union and start local union

classes. One man said: "This is the best thing that has ever been done for members by the I. O."

The idea behind the school work was to give the finest training that could be had to men who were in turn to become teachers. This would greatly extend the influence of schooling and probably train 10,000 electronic technicians within the year.

Local unions have cooperated on the whole with admirable spirit. However, in a few cases, cancellations in the school have been made very late, much to the embarrassment of the International Office and the faculty at Marquette University. We don't believe that local unions should make these cancellations. An implied contract was entered into by the local unions for the International Office to do certain things and for the local unions to do certain things. When a cancellation is made late, it means that the Brotherhood has to pay a penalty for cancelled hotel reservations and that just so much schooling is lost. When it is impossible to send the man who was first selected to go to the school, because of personal difficulties or relations with draft boards, or to his job, a substitute should be provided. This whole movement is so important to the union that the fullest kind of cooperation should be forthcoming from everybody.

Apprenticeship to the Fore The revival of the Federal Apprenticeship Committee of the electrical construction industry is a move in the right direction. It has been in a state of suspense during the turbulent war years. The committee cooperates with the Apprentice-Training Service of the War Manpower Commission. In view of the fact that apprenticeship plays such a large part in the building trades unions and in the construction industry, much service can be performed by such a policy committee. The committee is composed of employers and the union representatives from the building field.

At a recent meeting in Washington it was decided to try to meet postwar problems incident to apprenticeship. It has created an executive committee to act with power between meetings of the general committee. It looks forward to bringing about closer relations between local joint apprenticeship committees and the general committee, and also to cooperating with top industrial apprenticeship committees.

Television School *Broadcast Councillor*, New York City, "Of, for and by broadcast members of the I. B. E. W.," has this to say about need for education in television in its December issue:

"It was with great interest that the men of Local 1228—Boston, read the article 'CBS-IBEW in Joint School Project' in the November issue of the IBEW

JOURNAL. However, it is hoped that the opportunities of learning television will not be limited to the men of the New York area but reach other cities as well.

"The following suggestions were made with this possibility in mind: (1) To have the CBS-IBEW Television School in New York on a three-month basis; after which, the school, instructor and necessary equipment would be transferred to other cities on a rotating basis. This plan would actually give each individual a chance to become familiar with working conditions of television equipment.

"(2) Each local could send a representative to the school for a complete course at the end of which he would become an instructor himself and start a school in his home city. Most locals could not afford a plan of this kind; so they would have to have financial help from the International Office.

"(3) To have the IBEW arrange for a television course in the various colleges throughout the country such as was made with Marquette University in Milwaukee for the Electrical Workers.

"(4) As a last resort, if no other possible arrangement can be made, a correspondence course can be developed.

"Television is about to break. It may take place before the war is concluded. In view of the steps proposed by the IATSE regarding the taking over of television, one of the above steps should be adopted and immediate steps taken so that all broadcast men in I. B. E. W. be thoroughly familiar and ready for television when it arrives."

Toward Improvement Suggestions for the Improvement of the Building Industry, a sample of which appears in this number of the **JOURNAL**, should be read by every building trades worker. Copies will be available about February 7 through the National Planning Association, 800 Twenty-first Street, N. W., Washington, D. C. This report has been written by a practical builder, a vice president of one of the great building firms of the country. It is well-considered and has had the collaboration of many other practical building men.

One suggestion appears to be quite important, namely, that a center of building trades information be located in the United States Department of Commerce so that every segment of the industry can know what the other branch is doing.

It is a commonplace that the building industry is a basic industry and greatly affects many related industries. If this industry can be improved in its relationships and in its basic operations, it can play a still larger part in building a sound economy in the postwar world.



WOMAN'S WORK

BUDGET BUYING AND GOOD HEALTH

BY A WORKER'S WIFE

HOW'S the budget going? Last month on this page we urged our readers to start budgeting their incomes in order to get full value from their money and by proper planning to meet obligations without worry and obtain some of the luxuries of life that have previously seemed out of reach. Those who started budgets, by now must be experiencing the same feeling of satisfaction that comes from having successfully started a hard and long-put-off job. Soon you'll be reaping the benefits of that perhaps rather drab beginning. And you readers who haven't started a budget—it's not too late to begin. Get started right away and you'll still be all ready to pay your next year's taxes and buy your Christmas presents without the worry and fuss of not knowing how these things are to be paid for.

GET YOUR MONEY'S WORTH

This month we thought we'd give some pointers on how to get the most value from the money you're budgeting. There is not space enough in one issue to devote time to all divisions of the budget so in this number let's just consider the food dollar since perhaps the largest portion of the income is spent on food.

The smaller an income is, the larger proportion of it must be spent on food. In the low income brackets from 30 to 45 per cent of the money earned, must go to feed the family. The bright spot in this food situation, however, is a limit to the nutriment you can use as well as a minimum which you require. Therefore no matter how small your income is (provided of course it is large enough to meet the requirements of health) you and your children can be as well-nourished and healthy as the wealthiest people in the land. Others may spend more for luxury foods or they may waste food but they cannot benefit from more than a given amount of food.

Therefore, how should you spend your food dollars to get the maximum in quality and efficiency from them?

For a moderate-cost adequate daily diet, the Government recommends the basic seven:

- (1) Green and yellow vegetables—one serving a day.
- (2) Oranges, tomatoes, grapefruit, or raw cabbage or salad greens—one serving a day.
- (3) Potatoes and other vegetables and fruits—two or more servings a day.

- (4) Milk and milk products, fluid, evaporated, dried milk, or cheese—one and one-half pints to one quart a day for children and one pint a day for adults.
- (5) Meat, poultry, fish or eggs, or dried beans, peas, nuts or peanut butter—three or four eggs each week; one serving of meat, poultry, or fish a day, occasionally peas or beans instead.
- (6) Bread, flour and cereals, natural whole-grain or enriched or restored—three or more servings a day.
- (7) Butter and fortified margarine (with added vitamin A)—use for spreads and for seasoning as you like and supplies permit.

Following are some planned menus prepared by the United States Department of Agriculture for moderate incomes, so arranged as to fulfill all the daily food requirements to keep children and adults perfectly nourished.

SUNDAY MENU

BREAKFAST

Sliced Orange
Enriched Farina with Milk
Fried Egg
Wholewheat Toast
Coffee

DINNER

Stewed Chicken
Mashed Potatoes
Green Peas
Jellied Carrot and Cabbage Salad
Enriched Rolls
Ice Cream

SUPPER

Brown Bean Soup, Saltines
Pear and Cottage Cheese Salad
Wholewheat Bread
Loaf Cake
Cocoa

WEEK-DAY MENU

BREAKFAST

Stewed Prunes
Flaked Wheat with Milk
Enriched Toast, Jelly
Coffee

LUNCH

Cream of Tomato Soup, Crackers
Peanut Butter Sandwich on
Wholewheat Bread
Cabbage and Carrot Sandwich on
Enriched Bread
Rice Custard Pudding

SUPPER

Roast Shoulder of Pork
Baked Sweet Potatoes
Green Beans
Enriched Rolls
Applesauce Cake
Milk

WEEK-DAY MENU

BREAKFAST

Tomato Juice
Rolled Oats with Milk
Scrambled Egg
Wholewheat Toast
Coffee

LUNCH

Creamed Dried Beef on Mashed Potatoes
Cabbage and Green Pepper Slaw
Enriched Rolls
Canned Peaches
Oatmeal Cookies

SUPPER

Lima Beans, Creole
Buttered Greens
Creamed Onions
Raw Carrot Strips
Wholewheat Bread
Apple Pie
Milk

These are just some sample menus to show how easy it is to eat a health-giving diet every day.

Stretching your food dollar, particularly in wartime, requires intelligent buying and intelligent handling of food. Skill in both is not hard to acquire and once acquired pays big dividends.

The buyer who gets the full value of her money observes the following rules:

- (1) Watch the scales when food is weighed.
- (2) Purchase vegetables and fruits in season.
- (3) Read labels on cans and packages, and compare quality as well as cost per ounce.
- (4) Buy in large quantities when possible to effect savings, and take advantage of sales.
- (5) Don't save time and waste money by ordering food by telephone.

When you go to do your marketing remember these pointers about the things you buy:

Bread: Get enriched bread.
Canned goods: Watch for Government grading and buy accordingly.

Fresh fruits and vegetables: Buy in sea-

(Continued on page 76)

CORRESPONDENCE



New Hampshire State Association Organizes

Editor: A meeting of the Electrical Brotherhoods was held in Veterans Memorial Hall, Laconia, New Hampshire, for the purpose of forming a state association of the I. B. E. W. The meeting was called to order by Guy French, of Local Union No. 742, Portsmouth, New Hampshire, who introduced Mr. Charles Aker, international organizer, who gave a detailed report and outline regarding contracts of locals throughout the state and organization.

Mr. Walter Kenefick, international representative, was then introduced and he also gave a report on contracts and also an outline on forming a state organization. Mr. Kenefick is also secretary-treasurer of the Massachusetts State Association and advised that such a council would be very beneficial to the State of New Hampshire.

Brother Guy Colby was appointed temporary secretary to take down the minutes of this meeting and read the bylaws as submitted by the State of Massachusetts.

The motion was made and seconded that we adopt Massachusetts bylaws, making such changes as might pertain to the State of New Hampshire and that we form a state association in New Hampshire.

Mr. Kenefick took over the chair and motion was duly made and seconded that we combine the secretary and treasurer's office.

Brother Kenefick then asked for nominations for president. Brother Guy French, of No. 742, was nominated and there being no further nominations, nominations were declared closed and Brother French was unanimously elected.

Nominations were then called for secretary-treasurer. Paul Hamel, of No. 421, was nominated. Guy O. Colby, of No. 555, and William Shea, of No. 764, were also nominated; however, Brother Shea declined the nomination. There being no further nominations, nominations were declared closed and proceeded to ballot on the names of Paul Hamel and Guy Colby. The chair appointed William Shea, Robert Kelley and Charles Doherty as ballot inspectors. Guy Colby was elected secretary-treasurer by majority vote.

The question of districts was brought up and it was voted to divide the state into five districts and to elect a vice president from each district. The following districts were set up:

- District No. 1—Exeter, Dover, Portsmouth.
 - District No. 2—Concord, Manchester, Milford, Nashua.
 - District No. 3—Keene, Newport, Lebanon, Hanover.
 - District No. 4—Conway, Meredith, Laconia, Tilton, Franklin, Bristol.
 - District No. 5—The entire northern country north of Conway and north of Hanover.
- Vice presidents elected were:
- District No. 1—Otto Halverson, L. U. No. 742, Portsmouth.
 - District No. 2—Arthur Costigan, L. U. No. 421, Concord.
 - District No. 3—Roger Sweeney, L. U. No. 764, Keene.

READ

Some serious thinking for the New Year by L. U. No. 3.

Credo for true union men by L. U. No. 68.

L. U. No. 79 puts forth a strong case for attendance of local union meetings.

Who's who in Canadian I. B. E. W. by L. U. No. 353.

Some sound reasoning on winning the peace by L. U. No. 611.

Inside information on Social Security by L. U. No. 1217.

Serious thinking being done by our able correspondents.

District No. 4—Donald Larlee, L. U. No. 555, Conway.

District No. 5—Anthony Beaudet, L. U. No. 635, Berlin.

These officers were all installed with the exception of Donald Larlee by Brother Kenefick. Brother Kenefick then turned the meeting over to President Brother French.

The motion was made that we adjourn for supper which was served in Veterans Memorial Hall by the Ladies Auxiliary to the Veterans of Foreign Wars.

The meeting was reopened at 6:45 and motion was made that regular meetings be held the third Saturday of November and April unless we have a call by the executive board or locals have anything that may demand such a meeting. It was also moved that the next meeting be held in Laconia, this being the central part of the state, and would save car travel from one end of the state to the other.

The motion was duly made and seconded that the initiation fee for each local joining the Association shall be five dollars and dues shall be one cent per month per member, in no case less than \$1 per month or more than \$5 per month. The \$5 initiation fee is to be paid when making application to join the association, but no dues will be paid until our next regular meeting.

The motion was made and seconded that each local shall be entitled to five delegates to attend our conventions which shall be held in November and April. Motion carried.

It was moved and seconded that we invite the state labor commissioner to be with us for our next regular meeting. Motion carried.

On roll call of locals, Local No. 635 had five members present; No. 421, five members present; No. 1034, five members present; No. 490, two members present; No. 555, five members present; No. 719, three members present; No. 742, eight members present, and No. 764, three members present.

The president then asked for reports from various locals.

The motion was duly made and seconded that all records of this meeting be sent to

each local in the state and on request of the international representative, bill be sent to the International Office for payment.

The secretary-treasurer is instructed to see that a write-up of these minutes is placed in different papers throughout the state and sent also to the *New Hampshire Labor News*.

Motion made that we adjourn until the third Saturday of April, 1945.

GUY O. COLBY, *Secretary-Treasurer*.

Tennessee State Electrical Workers Association

Editor: On Sunday, November 5, the Tennessee State Electrical Workers Association held its last conference before the legislature meets. The inspection bill on which we have worked so hard was discussed at great length. A new angle is being tried this time and we have great hopes.

Local Union No. B-429 was host to the association and furnished the program and dinner for a very good and successful meeting. A large turn-out greeted the delegates and the messages given the Brothers and our visitors will do much good for organized labor.

State Senator Claude Callicott, counsel for the Nashville Trades and Labor Council, brought a timely message to us regarding those we associate with and how we, labor, get our reputations. He pointed out labor's job of educating the general public to an understanding of labor's problems.

Professor Fred Schumann, of Vanderbilt University, gave a very instructive talk on electronics. Some very astonishing facts were stated and much more interest has been shown in electronics since.

Professor Schumann made a statement we all would do well to ponder on. He said, "The idea that colleges and universities are castles on a hill and that the professors do not want to associate with the workers is all wrong. They have not been asked in, that is all."

Vice President Gordon Freeman gave the Brothers an idea of how strict he will be where the constitution is concerned. He pointed out just what some of our members are doing that brings the charges against labor that are played up to the public by hostile newspapers. He also discussed the problem of the maintenance man and postwar problems, warning us against the continuance of wartime regulations and practices.

A number of tried and true Brothers of long standing were introduced, showing the newer members the character of our organization. International Representative O. K. Garrett and International Representative Ted Loftis spoke briefly on their work with TVA. International Representative C. McMillian brought out the problem of postwar work and stated we must push such work as highway lighting, whiteway lighting, floodlighting of playgrounds, parks, etc., and the electrifying of public buildings. The association will meet in Knoxville in March next year.

CHARLES J. MAUNSELL, *Secretary*.

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

Editor: We are starting a New Year and the writer wants to wish all members of the Brotherhood good luck and continued prosperity for the coming years and he means all, and if any member has any ill feeling toward him or any other member, forget it.

President John Meinert has shown rare judgment in selecting his committees and, with the exception of yours truly, he has picked some of the very best men available.

My hat is off to the I. O. for their school program and Local No. 1 is cooperating with our officers 100 per cent. Our first candidate is Brother Oscar Rossegoetter, an able wireman with plenty on the ball, and he no doubt will be a good instructor when he returns to teach us old birds.

L. U. No. 1 is saddened by the loss of two grand old timers in death, Brothers Kemp Leanord and Jack Hayes, two good honest union men. Their death is our great loss, as is also the death of nine of our fighting men in this terrible war. Brothers Leanord and Hayes and all other old-timers made the good union conditions we enjoy at present and the nine wonderful young men are buying our liberty for us. Brothers, please pray often for these grand fellows. They all have earned it.

Glad to see Brother Frank Jacobs, Jr., awarded a war medal. We are not surprised at this and more power to him and all the other fighting men. And you other guys in camps and stations don't get the idea in your head that we at home don't respect and admire you just because you never get a direct shot at the enemy. A good soldier goes where he is sent and does what he is told to do.

Last week this writer sent 10 letters to members of Local No. 1 in the service. Have you written them lately? All the boys like to hear from you. Here are some names: Brothers Harry Warner, Charles Thompson, F. Szczisniak, Ed Belt, Frank and Donald Jacobs. Take your pick; any one will be glad to hear from you.

Our bowling league is still doing fine. Frank Adams is leading this year. The writer is still a member of the not-so-hot championship Rick Elec team of 1943. We hope Mocker is out-of-town the next time we play Frank Adams.

LEE KILLIAN, P. S.

L. U. NO. 3, NEW YORK, N. Y.

Editor: Please publish the following contribution from Brother Frederick V. Eich, a member of our educational committee:

Through a combination of circumstances such as happen in the best of families our letter for the January issue wasn't gotten out on time so we repeat here our best wishes for a happy and peaceful New Year to all the Brothers and especially those in the service of our country.

The legislative front at Washington is quiet as this is being written due to the fact that our hard (?) working congressmen are taking their Christmas vacation, war or no war. There is a movement on foot to give the poor men a 50 per cent increase in salary and practically all the newspapers that go into hysterics when working men ask for a five-cent-an-hour increase are all in favor of the increase for the Congressmen. We would be all for this increase if they would embody in the bill a clause calling for deduction of pay for time lost through deliberate absenteeism. In that way the men who

are always on the job would get what they are entitled to as would also the goldbricks.

A bill that should be given serious thought by all organized labor is Senate Bill 1307, "To provide a National Labor Code for governing operations and procedure of labor unions," introduced by Senator Brewster of Maine. This bill, while aimed primarily at factory workers, is without doubt intended to eventually bring all labor unions directly under government control. It is quite lengthy but to sum it up briefly, it would dictate the length of term of office of all officers, when and how elections should be held, how our constitution must be ratified and that audits shall be made quarterly and in such detail that auditors and printers would reap a harvest. Most locals recognize the value of quarterly audits and many of our locals do issue quarterly audits but this bill would make it compulsory on all. We are not against giving auditors and printers a chance to earn a living but this, to us, has all the earmarks of a scheme to deplete the union treasuries.

We know that our International Officers are aware of this bill and are taking necessary steps, as they always do. We ask that if there is anything we can do to assist that we be advised.

We note with great interest that the A. F. of L. at its convention in New Orleans has passed a resolution calling for the establishment of the "thirty-hour-week" in place of the present forty-hour-week of the "Wage and Hour Law" to increase work opportunity after the war. During the depression such a bill was presented in the Senate but never became a law.

Though the idea was not original with Local

Union No. 3, "the thirty-hour-week" has been and still is close to the hearts of our members and we can be counted on to do our utmost to further such a bill when presented.

We have in the past and do now recommend that all locals making new agreements give serious thought to including a "thirty-hour-week" clause to go into effect whenever jobs begin to get scarce. Make that part of your postwar planning.

Amendments to the so-called G. I. Bill of Rights are proposed to grant greater benefits to our service people and also to provide decent unemployment insurance and transportation back to their homes for war workers as originally intended by Senator Kilgore.

A newspaper item of December 8 tells us of a costly advertising campaign by the National Association of Manufacturers being inaugurated to sell the public their idea of postwar planning. Their plans will bear close scrutiny for the NAM was never known to be considerate of labor's interests.

JERE P. SULLIVAN,
President.

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

Editor: I sincerely regret to report the sudden death of August W. Knoedler on October 13, 1944. He had been a member of L. U. No. 28 since September 27, 1917. The electrical industry of Maryland, to which he had been so faithful, suffered a loss which is relatively small in comparison with the loss suffered by his family.

"Augie" Knoedler, as he was known throughout the industry, had been associated with the firm of Edward Bauernschmidt for the past 28 years.

He graduated from St. James High School in 1916 and shortly afterwards entered the electrical business as an apprentice electrician and later as a journeyman. During World War I, he was inducted into the Army and was stationed at Camp Holabird. In 1918, he returned to the firm and continued there until his death.

His honesty and integrity earned him the position of treasurer in 1936. In 1940, he was elected president and was serving his third term when God suddenly saw fit to take him, the motive for which we dare not question. To further testify to his good judgment and leadership, he was appointed to the State Board of Electrical Examiners and Supervisors in June, 1943. He was delegate to the Baltimore Federation of Labor, delegate of the Construction and Trades Council and attended several Maryland and D. C. conventions. He also represented the union at the National Convention of the I. B. E. W. at St. Louis in October, 1941.

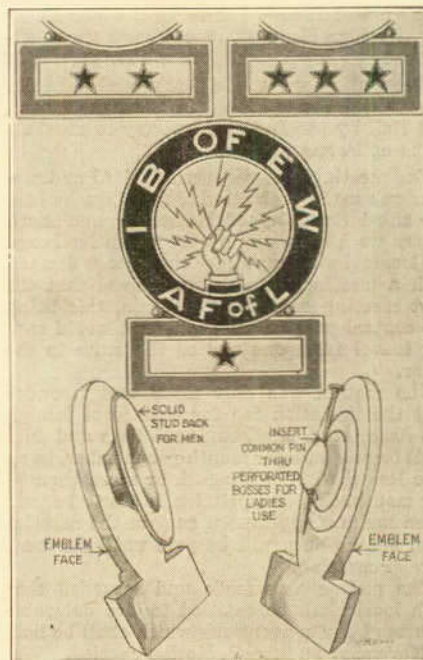
One of his latest and certainly one of his best achievements was being instrumental in obtaining classes in electronics at Johns Hopkins University in order to improve his fellow workers' knowledge in their work of maintaining the high standard the union sets for its Maryland workers. In my opinion, this course will add to our knowledge and help prepare us for the postwar improvements of the industry.

We are confident that Ed Rost, who was called upon to complete the term, will serve us well and maintain the achievements of the late president.

KEN W. DAVIS, P. S.

L. U. NO. 48, PORTLAND, ORE.

Editor: When our Brothers overseas get the JOURNAL this month, remember what you are doing down there is ap-



WEAR YOUR SERVICE STAR

The above emblems, designed for I. B. E. W. members having members of their family in the service, are made in plastic, with celluloid lapel button, and for our women members there is an ordinary pin attached, for fastening to the garment. The scarcity of metals for war uses has made it necessary to manufacture the emblems of the above materials. We can furnish them with one, two or three stars, and the price of the emblem is 25 cents.

preciated by thousands of Brothers and millions of people. To all our Brothers and members of the services here's a heartfelt thanks for everything you do.

Local No. 48 leads here in Portland in the purchase of War Bonds, and the Sixth Loan having just opened, plans are made to step out and grab the lead again.

The War Production Training School for electricians has been moved and all work carried on in the Portland Apprentice School. Here newcomers receive necessary training for work in the shipyards and the other industries. It's a grand setup and ties in nicely with the apprenticeship plan followed by Local 48 for years, in training new members. The I. O. Electronic School and future plans here tend to make the gang puff out a bit. Nobody sleeps here. It's hit the ball and keep it rolling as far as new stuff and progress goes.

None of my large (?) network of operatives having reported about what's up and doing, here and yon, 'tis a bit hard to scare up much that's hot. 'Course, the administration building fire at Oregon which burnt the entire building up or down, take your choice, was quite a deal what with payday being upset a bit. Construction batted right along with the crews doing the normal job. There is still need for a lot of workers in quite a few trades. Drop a card to your craft union, c/o Labor Temple, Portland, or to U. S. Employment Service.

The boys in the radio service division, rechristened themselves as the electronic and household appliance division. That word electronic is being overworked badly but the boys want to be in the swim with the trend of dealers and industry who are playing up electronics a bit. Radio is, has and will always be an electronic device so the name is not so very new. It sounds good in advertising and whoosh—we're off!! The boys have a pretty swell apprenticeship system working now. Sponsored by Federal and State Government and supervised by the vocational department of the Portland school board. Classes are held twice a week during the normal school term, over a period of years. Completion of the course and examination entitles a man to be classed as a journeyman. The radio and household appliance service group is seven years old and willing to battle it out with anyone for title of "Moses" of service unions. Place your bets.

The Broadcast ops completed 10 months of negotiations with KGW-KEX and now it's time to start all over again, 'tis sed. Plans are afoot for establishing an apprenticeship system of bringing new members into the trade instead of the seek-and-find now used. More dope later but you other BC locals better get the wheels rolling too. We have suffered because of having to bring in a bunch of young fellows who naturally accept everything for granted. Training and appreciation are what the neophytes need. Might be able to get the complete plan into the JOURNAL later.

There's been a lot of interest shown in getting one standard fundamental agreement for all stations in town here and those in our state cities. Allowances are made for different types of station operation to be made on addenda which all stations will agree on as being satisfactory to them, thus no misunderstanding re different conditions. Hope is held for a progressive standardizing of operations so that the trade is not a hodge podge of hours and conditions, with one station having odd setup because of personal likes, or because it grew up that way or because the boys are afraid to speak out. Local conditions are in the main very good, but a few wrinkles will have to be ironed out. When finished it might be published as an example. It's still cooking and may go up in smoke.

Mighty glad to hear of a committee to advise President Brown re BC matters. This is a move that earns someone commendation. Here's hoping television jurisdiction is taken up by the committee while time is still waiting. Why not a trip up to G. E.'s television at Schenectady and see who's doing what? Maybe some Brothers out that way could write a li'l story on the wonders of the flying spot (television to you).

Have any of you fellows on watch at xmters all alone given much thought to having a regular check in system established so that in event of accident or illness, help would be on the way when check is not made? Let's hear some comments. Remember one idea of organization is to promote welfare, which includes safety considerations. Beside the point but good is a pamphlet by the National Safety Council. It bears across the front in large type—"Are your feet killing you?"—then explains that 10,000 people walk to their death in the U. S. each year. Worth remembering! Your feet may kill you.

You have done your share in the sixth loan by now, start saving for the seventh. *The war isn't over.*

In behalf of all our members in 48, about 16,000 now, I send wishes for a more peaceful and pleasant New Year of 1945 and may the winds of good fortune fill your sails.

J. A. ERWIN, P. S.

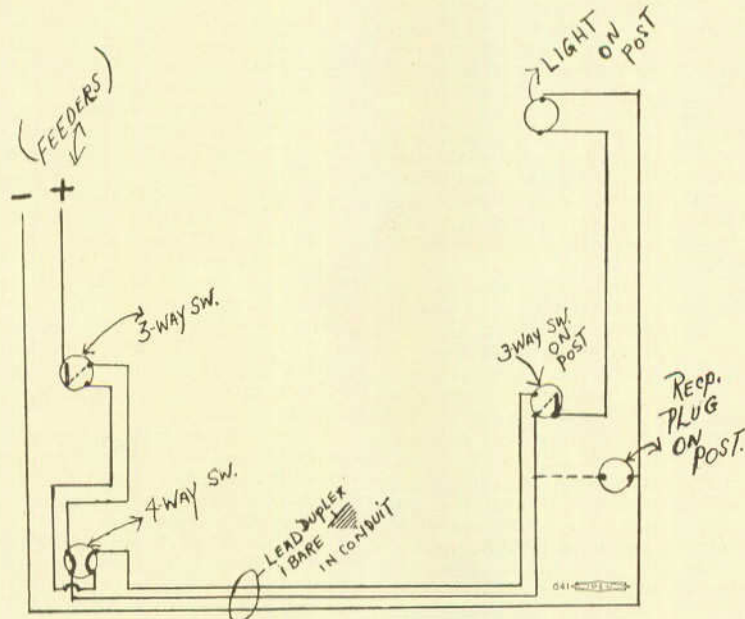
L. U. NO. 66. HOUSTON, TEXAS *Editor:* Now that we are starting a new year, I think

we as members of organized labor should make a few resolutions. First, let us resolve to be better members; to attend our meetings and take an active part in the conduct of our union. Instead of letting the other fellow do it, let's do it ourselves. We, as stockholders in the union, have a duty to give our officers our full support, and when we do, we will be rewarded by a stronger and better union, which will pay us increased dividends.

Another resolution we should make is to reward the friends of organized labor and to boycott its enemies. Every member should insist on buying union-made goods, and patronizing those who employ union members. Big corporations like Montgomery Ward couldn't exist without the business of the millions of members of organized labor and their families. If this business were cut off from them, they wouldn't be able to resist the laws of our Government, and be able to spend millions of dollars on full-page newspaper ads, attacking labor laws and labor in general. Our big newspapers whose policies are dictated by advertisers like Montgomery Ward, are also dependent upon the support of members of organized labor, and without this support, they would come down to earth and give us honest reporting of the news, instead

Can You Do It?

Here's the solution for the problem of Brother H. J. Johnson, of L. U. No. 5, Pittsburgh, which we printed last month. It comes to us from a newcomer to the I. B. E. W., Brother John B. Presley, of L. U. No. B-396, of Madisonville, Kentucky, at present living in Murphysboro, Illinois.



In addition to Brother Presley's solution we have received answers from a number of our other Brothers. Correct solutions received to date, came from Brother Charles M. Singley, E.M. 3/c, formerly of L. U. No. 743, of Reading, Pennsylvania; Brother Samuel Friman, L. U. No. 134, Chicago; and Brother A. J. Weyand, L. U. No. 81, Scranton, Pennsylvania.

Our "Can You Do It?" for this month was submitted by Brother R. A. McCally, of L. U. No. 32, Lima, Ohio. His problem is as follows:

"With the hot lines originating in the house, connect two three-way switches, one at the residence and the other at the garage, to control lights at the house and the garage, and also to provide a hot plug receptacle in the garage—using only four wires.

This must be done according to code requirements so that the use of hot three-ways will be avoided.

of anti-labor, anti-liberal propaganda. The same holds true of politicians like Pappy O'Daniel who fight organized labor tooth and nail. If every member and his family would go to the polls on election day and vote against them, this type of politician would soon cease to exist. Organized labor holds in its own hand the balance of power. We know the way to correct these things, and the sooner we decide to stick together and use it, the better off we will be. This year the attack on organized labor will be stronger than ever before, so let's resolve to stick together and make our union stronger in 1945 than ever before.

LUKE GALLOWAY, P. S.

L. U. NO. 68, DENVER, COLO.

Editor: Those who oppose progress are apparently, consciously or unconsciously, afraid of two major things: 1. A fear of losing their present security and the prestige which momentarily may be theirs. 2. They seem to fear their lack of knowledge will be exposed by someone who has taken advantage of educational facilities. It is a well-known fact that anyone in a position of authority is more or less cautious of that authority and will seek to maintain it, even at the cost of friendships and ideals. Whether we are aware of it or not, the union man is somewhat of an idealist.

Progress is inevitable, although slowed or even stopped by forces beyond our control. We either progress or fall behind by the way-side. We cannot remain static and merely hope for better things. We must plan and work to the end that these plans materialize. Some of the questions we should ask ourselves are, "What is my aim in life? Am I being a real union man by taking everything the union has to offer in the way of hours, wages and conditions and giving but little time and effort in support of these things? If we seek to improve our standard of workmanship by voluntarily attending a school of electronics, is it not just as important that we also seek to improve the community in which we live? Can we improve the community without improving ourselves?"

The person is foolish or stupid or both, who fails to see that every right or privilege also involves a duty. If we believe we have an inherent right to a voice in government and business then we must realize that it is our duty to prepare ourselves to assume those rights.

It appears then that those who do not oppose progress, those real union men who do not seek to advance themselves at the expense of labor, would sincerely believe: 1. That the union, to become a force for good, must have knowledge pertaining to our economic, social and political life in all its aspects. 2. Since labor has received so much adverse publicity that the state of its public relations is deplorable, then it must regain public confidence and inform the public of the mutual benefits deriving from union organization. 3. That postwar economic planning is a necessary function of the union. The union has a tremendous stake in the postwar economy and should have definite opinions on this matter by intelligent examination of existing facts.

On behalf of the members of Local Union No. 68, I take this opportunity to extend our best wishes to all our friends and to our enemies: justice.

GLEN H. GILBERT, P. S.

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

Editor: Being a firm believer in the good results accomplished by the correspondence part of the ELECTRICAL WORKERS' JOURNAL, Local No. B-79 will again humbly submit its contribution.

First of the news to be mentioned is that we held our 45th anniversary party and it is with pride we announce this. Held on November 27, it was attended by Brothers of Local No. B-79 and its Utica, New York, chapter and several affiliated locals; also International Office representatives, and last the management. It marked a distinguished milestone in the fight for Electrical Workers' rights. So much enthusiasm was worked up in arranging the party that the committee in charge invited the management and, like good sports, they accepted. Speeches of course were considerably toned down, because you can't invite a guest to dinner and then insult him.

The writer sincerely hopes that it signified a new era of better relationship between the union and our employers; although some members are more inclined to be dubious. Of course, the future will tell if good results came of this party arrangement or whether it resembled more the handshake specified at the start of a contest under the Marquis of Queensbury Rules. Well a swell time was had by all.

At this time we would like to mention a Brother who has carried the oldest journeyman card in Local No. B-79, Brother Henry "Spot" Aldrich. Because of an asthmatic condition, he has been forced to leave our locality and has permanently taken up residence in Albuquerque, New Mexico. The address is 124 Edith St., in case any Brother wants to write. It looks as if a state, settled by rugged people of pioneer blood, has received a pioneer line-man. And now we wish Brother "Spot" Aldrich the best of luck from Local No. B-79, and hope some day we meet again.

Next we will get on the subject of pay increases. Our 1944 contract was signed about 10 months ago and ever since then we seem to have debated every statement in it. A person can take the simplest sentence on any page and I'll bet our employers will have a different conception of its meaning than the union. Honestly you would think we spoke different languages. I must say that the union at this time is grateful that our business agent happens to be a great interpreter. So, Brothers, just have patience and maybe the next contract will be so easy that anyone can understand it.

One of the items that should be clearly understood is this system of job classification. I think that Wall Street should erect a monument to the person who thought it up; he certainly did great work for their cause.

Now let's get on to what may happen in the future. First, we will take a lesson from this war and that is "He who is not prepared to fight, must fight twice as hard to win." Well, Brothers, after this war, our fight will come and you must be prepared.

Forego that new coat, or anything else you can do without and invest it in War Bonds. This will strengthen your country and later if there are labor troubles it will strengthen you plus your union, also.

Now, last but not least, we will take up the question of attendance at meetings of your local. First, to clearly put over a point of thought, let's use some other class of people for illustration.

First, there is the person who never attends church, nor helps in its charities, nor shares in its trials, but still claims he is just as good a church member as the next fellow.

Second, there is the guy who takes a non-essential job while knowing a vitally-needed trade and claims he is just as good an American as the next Brother.

Third, there is the fellow who always votes a straight political ticket, never attends primaries, never checks up on a candidate's record as to labor sympathies, or any other sympathies as far as that goes, but he still claims to be a good citizen.

Now, Brother, comes the last guy, and he happens to be you; that is if the hat fits.

Yes, now comes the member who never attends his local's meeting, never checks to see if his steward could stand a little help, or whether he could do some good for his local in any way. No he just pays his dues each month and grumbles if things go wrong. Brother, in all these illustrations of different people, one thing stands out. That is, if you believe in anything, then work to help in all of its endeavors. In this way the harvest will be greater. So buy bonds, keep the non-strike pledge, and enter into your union's activities, so that your country, your union and yourself will be materially helped. I thank you.

CHARLES K. BLOUNT, P. S.

L. U. NO. 80, NORFOLK, VA.

Editor: Here goes for the beginning of a happy, prosperous and victorious New Year for everyone!

I'm very glad to report that Local No. 80 could have a part in the attempt at trying to help those service men who are hospitalized in this area to a more joyful Christmas. At the December meeting \$142.00 had been donated by our members and this amount had been swelled somewhat by the efforts of our business manager and several job stewards before Christmas. Our hospitals are doing a wonderful job but much remains to be done.

Local No. 80 members enjoyed an oyster roast recently. However, we had a rather rainy evening for the occasion. Several pictures were made during the evening and I hope to be able to send one to the JOURNAL soon. I haven't been able to secure one of them as yet.

I guess many of our Brothers will be glad to know that our scale is to be maintained for shipwork. Not all of us know the effort expended for this victory, so be careful where you throw your stones—they could fall on the wrong spot. Eh?

Brother Joe Harvey should be assisted in every way possible in his efforts to obtain an itemized statement of his meals, especially when he gets a bowl of beans and a cup of coffee.

That's enough for the "Lap-over."

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

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

Editor: Electronics School at Rochester. L. U. No. 86, Rochester, New

York, had been considering a course in electronics for some time when the Rochester Institute of Technology suggested that we make use of their facilities for teaching this subject. Representatives from the institute faculty met with our representatives and outlined a program of study. This consisted essentially of the course prepared by the Westinghouse Company to which several additional lessons were added. The class began on the evening of October 16 and 59 Brothers enrolled. Five two-hour lessons have been given to date with an average attendance of 57.

One of the outstanding features of the course so far has been the series of demonstrations that have been conducted during the second hour of each class. The use of actual equipment in operation does much to drive home the principles that have been presented by the film slides and the instructor. We realize that many of the locals throughout the country may not be as fortunate in having at their disposal the excellent equipment which was made available to L. U. No. 86, but any equipment that may be secured for demonstration purposes will be a great help in teaching this subject.

The Brothers of L. U. No. 86 are already laying plans for an electronics laboratory course at the Rochester Institute of Tech-

nology. This course will permit each student to assemble and test many of the commonly used pieces of electronic equipment.

The emphasis which the International Brotherhood is placing on training so that Electrical Workers throughout the nation may render greater service to their communities is most commendable and deserves the support of every Brother. L. U. No. 86, Rochester, New York, hopes that this emphasis on training will be continuous and will endeavor to support all such activities.

CARLETON E. MEADE, P. S.

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

Editor: Local No. 99 Establishes Electronics School. I

herewith submit the executive board's report as submitted by the executive secretary, Brother George Skirrow, and our hard-working business manager, Thomas F. Kearney, for publication in the **ELECTRICAL WORKERS' JOURNAL**.

The executive board and invited members of Local No. 99, I. B. E. W., met on Monday evening, November 20, 1944, to discuss final arrangements for the establishing in the city of Providence, Rhode Island, a school devoted to the study of electronics and their application to the commercial industry.

A Mr. Sheldon Davis, supervisor of defense training in Rhode Island; Mr. Clifton Rosmond, of the State War Manpower Board, and Mr. Richard Ballue, representing the Providence school committee, met with us on this occasion.

At the conclusion it was agreed that the classes arranged by the committee would be for members of Local No. 99, exclusively, and that our local union would enroll 62 Brothers as students and that they would be divided into four classes, 16 Brothers to each class. The classes shall be held in one of the Providence high schools with all necessary laboratory equipment.

It has been estimated that the complete course will consume approximately 140 hours of class study, of which only a small part will be devoted to lecture, the course being mostly a practical one, in which the student will build, energize and analyze his own circuits, etc.

The circuits to be studied will be those most commonly found and adapted to industry.

The first class will be started the first week of the new year, 1945, under the supervision of Mr. Philip Newmarker, an instructor in the Providence Trades School and a former member of Local No. 99, I. B. E. W. The second class will be under the direction of Mr. King, of the electric inspector's office, city of Providence.

This will be a practical course in which the students will actually be working with tools and instruments, wiring and testing the circuits under study.

The future electrician must know electronics to keep abreast of the electric industry.

The executive board and the officials of the War Manpower Board and the city of Providence school department have done a wonderful job and have shown the way by their fine cooperation, that where there is a will, there is a way of accomplishment.

WILLIAM BEEHLER, P. S.

**L. U. NO. 108,
TAMPA, FLA.**

Editor: Since our last letter we have located a suitable

building and have bought it. It is located at the northern end of one of our main streets, at 1702 Franklin Street. We are planning, with approval of the various authorities, to remodel, equipping this building, a former automobile sales building, into one large and one small meeting hall, several offices, an attractive lobby, and a kitchen for use of our

ladies' auxiliary. We hope to have these changes completed in time for us to move in around the first of March. If you happen to be in Florida enjoying our sunshine around that time and hear a rumpus, it will probably be L. U. No. 108 holding a housewarming.

About the only construction job we have just now is an addition to the powerhouse of our local power company. At this writing we still have plenty of marine work, but we believe it may not last much longer. Anyone planning to come down here for the winter and expecting work should inquire before coming down.

Quite a few of our old-timers who were scattered all over have returned for the winter, as was expected. We have wonderful weather here, all year 'round, although we had a several-day frost here recently. (Honestly, it was unusual!)

We have been holding meetings in sections. Regular, telephone, power company, women's marine groups and, of course, our ladies' auxiliary, which gives us a busy monthly schedule.

Although we were unable to defeat the anti-closed shop amendment to our state constitution at the last elections, there has been a notable lack of action from its sponsor, the state's attorney. The various trade crafts in the state have combined to fight the enforcement of this amendment, and we feel it will be declared unconstitutional.

We received the sorrowful news that one of our Brothers, Roy Parra, was killed in action. This is our first, and we hope our only war loss, although we have over a hundred Brothers in the armed services.

Our marine Brothers are highly elated because the Tampa Shipbuilding Company received the Navy "E" and McCloskey and Company received the Maritime "M" recently.

We were very glad to receive visits a short time ago from Brothers Johnny Steele and Johnny Branch, who were home on leave from the Navy Seabees.

CHARLES A. SCHULTZ, P. S.

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

Editor: By this time, we have had time to assay and digest the national

election results. The sort of political action practiced by the C.I.O.-P.A.C. is, to my way of thinking, pregnant with important possi-



No. 14

SERVICE BUTTON

Unusually beautiful specimen, gold-filled, white background, flags in color, blue bar, size 9/16 x 11/16; same size of standard I. B. E. W. emblem \$1.75

bilities. The entering of labor unions into purely political fields is merely a slight departure from the basic principle of Samuel Gompers policy of "elect your friends and defeat your enemies, regardless of party."

All labor unions are as a result of P.A.C. activity more or less committed to an active part in national politics and we may as well enter into this with our eyes open. It portends political control of our organization and political control means the elimination of the standard of merit, and substitutes instead the standard of personal friendship and political influence. It stifles ambition and smother's initiative—because promotion depends not on ability and accomplishment, but on political consideration.

Samuel Gompers, no doubt, took his cue from the history of the "Knights of Labor" which flourished about the turn of the century and made their exit from the national labor scene via the misuse of power system.

In a previous article, I mentioned that the rank and file of labor would do well to study the political system now in vogue. It may prove to be more important to your welfare than the study of electronics or related subjects, which, of course, should not be neglected.

As these lines are being written at the time of year when the minds of all good men turn to thoughts of good will for all their fellow creatures, may I add my wish that God may treat you kindly, and give you understanding for yourself and your Brothers.

VICTOR J. FEINAUER, P. S.

**L. U. NO. 224,
NEW BEDFORD,
MASS.**

Editor: L. U. No. 224 was pleased to see the picture of the Navy Seabee

battalion in the South Pacific that appeared in the January issue of the **JOURNAL** on page 26. The man in charge, Brother Henry Roberti, is a member of our local. We in this local are proud of him and are also proud of all the men and women in the service.

Things around here are fair; everybody is working at this writing.

Brother P. Adams, our president, is around again after being in the hospital for some weeks. Glad to see you around again, Brother Adams.

Now the other side of the local, the members working in Cornell-Dubilier Electric Co. are doing O.K. Brother James Loftus, our business manager, has done and is doing a fine job at this plant. Brother Loftus and the shop stewards are keeping on the ball all the time. Everybody has just received a copy of the agreement. I hope the members will study this, and look up and see about the clause in the agreement concerning sick leave and leave-of-absence, seniority and efficiency. Keep posted on these things. Learn them yourself and you will have smooth sailing from then on. Here is another thing the members should do—attend your meetings and find out what is going on. And if needs be stand up and talk all you want to; that is what the meetings are for. The meetings are held on the first Wednesday of each month at 7:30 p. m., in Carpenters Hall, at 55 N. Sixth St. Do try to attend.

Well, this is all for the present; I hope to have more next month. Will close wishing everybody a happy New Year.

HARRY GLEASON, P. S.

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

Editor: We are well into the electronics classes set up this month in

our local. We have a Government-sponsored study course financed for war workers and prepared by Westinghouse where those who wish can take a 16-week, 48-hour course in practical electronics.

This study is augmented by slides and movies on this subject. It is very well prepared and we have Mr. Sampson, of Rankin Trades Schools, St. Louis, Missouri, as our electronics instructor. We have found out already that "he knows his stuff." We are very lucky to have him.

A good word should be said for those who organized this educational effort. It is a step toward making top-notch mechanics which the International Brotherhood of Electrical Workers is proud to have.

One thing that impressed this writer about the electronics stuff is: how some old "stand-bys" are going out. For instance: motor speed control passes from the old standard slipping motor to the new electronic tube-switch controlled D.C. motor. Hence back comes the D.C. motor.

Again, out goes old M.G. set rectifiers; in comes mercury vat rectifiers, ignition, electronic rectifiers, etc.

As Mr. Sampson ably puts it: About 75 years of electrical progress has happened in the last three years so we must pick up that progress by study.

We are looking around for a movie projector to have around permanently. Those movies make an interesting treat before and after meetings and are very educational.

The old year is a lame duck as we gnaw on remains of Christmas turkey.

This local extends a happy New Year to our friends in other locals.

RUSSELL G. IDLE, P. S.

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

Editor: In a matter of a few hours we will be starting out on a new year, and I believe there are wiremen all over the United States and Canada and in the armed service practically all over the world, who are members of the I. B. E. W. with one paramount thought in mind, that is to build a bigger and better union movement, which will bring with it the just recognition of how worthy our cause is, and the outstanding humanitarian role which union labor has played in the past 50 years, by continually raising the living standards of the unorganized worker, whose pay rates are dependent upon what we receive.

I cannot help but believe that if the bona fide or I might say the unorganized mechanic who has proved his or her ability at the trade were correctly informed of the merits of labor unions, by men who have been associated as members for many years, there would be a very small percentage who would choose to continue on under the guidance of Pegler and his kind.

It is imperative that we here in Florida and Arkansas strengthen the labor movement, for we are now confronted with recently enacted anti-labor laws.

We here in Florida worked hard to defeat the "right to work amendment" and lost by some 25,000 votes.

California did a wonderful job in defeating a similar bill. Well, we say we here in Florida may have the best climate, but when it comes to fighting for what it takes to protect the working people, California is champ.

Brother Fred Hatcher has been confined to the hospital the past several days with a heart ailment; the fellows wish him a speedy recovery.

Brother J. D. Rodgers, one of the old-timers around here, has been on the sick list for several months, but is now on the improve.

Brother Hugh Brown, a representative of the International, has been in Miami on official business for several days, and has made a very fine impression on members of 349 who have had the pleasure of meeting with him. We wish him success in his efforts.

The stopping of the races in Florida came

as a big shock to many of our members, but they all say if those in charge feel it will help with winning the war, naturally they are for it 100 per cent.

Will close, hoping that 1945 will see the finish of the war, and the return of our boys and girls to the United States.

Happy New Year.

R. C. TINDELL, P. S.

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

Editor: L. U. No. 353, along with many other organizations in the Brotherhood, has initiated many new members into its ranks since the present demand for skilled mechanics started. Most of them will turn out to be good union men and a credit to their calling. Others, and I hope they are few, will observe conditions and customs just so long as it suits their purpose to do so. Due to the manpower shortage and the rush to get men on the jobs operating in Canada's war industries, we possibly have neglected our duties towards all of these newcomers in that we take their money, pat them on the back, if we have time, and place them on a job of a contractor who needs them the most and, promptly forget all about them until they get behind with their dues.

This new member, in most cases, has never had trade union experience and his general idea of a union is the place where you get a job at higher wages upon payment of a stiff initiation fee and an annoying payment for dues each month, if the business manager calls for it.

We allow this condition to grow because we are so busy legislating for quantity we do not follow up by improving the quality. In the last few years we have been unable to supply new members with a constitution to say nothing of our local agreement and by-laws. They have a narrow conception of our Brotherhood and even men with five or six-year cards have been known to work in other localities with no idea of the procedure to be followed while there. True the business manager explains this procedure to old and new members alike but the trouble goes back further than that, in too many cases he does not even receive a report on the man's departure from his home district.

So it would seem fitting at this time for me to attempt to introduce, to any new members in Canada, who take time to read this, the organizing and business personnel of the I. B. E. W. in Canada. It has been my pleasure to meet these men personally and I know that they will cooperate fully with any out-of-town Brother who finds it necessary to work in or near their locality.

First, we have the International Office represented by Vice President Ernie Ingles, whose office is in London, Ontario. Next is Brother Jack McBride, international executive board member for Canada. Jack's office is in the Labor Temple, Winnipeg, but he is at home wherever he hangs his hat. Then follows Nig Tracy, international representative, of Thorold, Ontario; Borden Cochrane, organizer, of Toronto. In Montreal and points east, Jim Brodrick represents the Brotherhood in both English and French. In central Canada, Fred Keeley, whose home is in Winnipeg, will unscramble your affairs with a smile, a song, too, if you want it.

Then we come to the business managers of local unions. Starting at the coast there is Jack Ross, of No. 213, Vancouver, who will sit you on a horse or behind a switchboard, depending on your likes or coast conditions. East to Windsor, the business affairs of No. 773 are handled by Al. Robinson, who is well known throughout the border cities. In Toronto we have Cecil M. Shaw as No. 353's man-about-town. He is also man-about-45, if it makes any difference. Oscar Boyer holds forth at Montreal No. 508's meetings in both

languages. If you go further east George Melvin, of St. John, New Brunswick, will give you a helping hand although I don't think George is a paid officer of his organization.

So you see you must not neglect to tell your own local official of your moves and neither must you ignore the officials of the town you may temporarily be working in. They are paid by you for your protection and will gladly help if you only ask.

As the old year draws gradually to a close, I wonder how many Canadian press secretaries will make a New Year's resolution to correspond with the JOURNAL regularly, take pride in your organization and its doings and tell us about them. Personally, I feel there is only one local that is better than No. 353, in Toronto, and that is your home local.

With best wishes to all members of the I. B. E. W. wherever they may be for a peaceful, prosperous and happy New Year.

JACK NUTLAND, P. S.

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

Editor: We are glad to learn from the December JOURNAL that the forced curtailment of the correspondence pages ends with the year 1944. We sincerely trust that the powers-that-be will grant the JOURNAL more paper in order that we may read those letters from other locals.

Did you Brothers read the correspondence as suggested, on page 441, December issue? Better keep posted on such vital matters and not pass up these very interesting letters. Read Brother Charles Schultdt's letter from L. U. No. 108, Tampa, Fla. It is in line with our thought on the subject.

Last November the Tennessee State Electrical Workers held their convention here in Nashville and we are sorry we were unable to bring you news of this most interesting meeting in the December issue.

The delegates were guests of L. U. No. B-429 at a dinner given at the Andrew Jackson Hotel. A few of the honored guests and speakers were, Brother Gordon Freeman, international vice president; Brother Will E. Jacobs, of the Railway Conductors; Lee Sanders, president, Nashville Trades and Labor Council; Claude Calicott, attorney; Professor Fred Schumann, of Vanderbilt University; Brother John Conroy, of the Tennessee Federation of Labor, and International Representatives T. P. Loftus, C. M. McMillian and O. K. Garrett. President Doss advised that the next regular meeting will be held in Knoxville.

The Clinton job seems to have assumed national prominence, as we hear of I. B. E. W. workers from many far-away locals working on this big project. Brothers Charles Johnson and Perry Green were in to see us and report more union electricians on this big job than any other job in America.

Brothers, our new and most capable business manager is doing a splendid job, and has some very constructive ideas for the New Year. He is on the job bright and early and is ever willing and ready to do a good turn for a good union worker. Fine work, Brother Wright, and from all the boys a happy New Year to you.

Brother Robert Dillingham, seaman in Uncle Sam's Navy, was in last week shaking hands with the boys over on the ship yard. We are always glad to see the service men and wish they had more time to spend at home with us.

I am glad to report that all members are working and, honestly, there is a kind of empty feeling around the office. The year 1944 has been a prosperous one for most of our members and all of us as well as our good local have purchased a large share of War Bonds and stamps.

Here's hoping the New Year brings health, happiness and prosperity to all good I. B. E. W. members wherever you may be.
B. K. WILLIAMSON, P. S.



L. U. No. 48 Proudly Presents

L. U. NO. 611, ALBUQUERQUE, N. M. *Editor:* Labor pays more for our wars in blood and money than any other class of people and should have more to say than it is saying about the conditions that allow these wars or a system that permits such conditions.

In regard to winning the peace after this war (which is just as important as winning the war) we are very stupid if we can't learn something from the experience gained in World War I.

Here is a brief summary of what happened then, to be compared with what is happening now.

During the first World War everyone believed it was a war to end war. That was the slogan and the League of Nations was born. Then there came a trend toward isolationism caused by the secret diplomacy of greedy, selfish interests, trading of prestige and resources to the detriment of some nations for the advancement of others. These faults of the powers were drummed up, exaggerated and repeated until many people were made to believe we would be better off not to be drawn into such a dirty mess. We remained out of the league, thereby weakening it to the extent that it did not serve the purpose for which it was intended, which was to prevent war. A great many people prophesied then that the league was through and that that meant another war. These people today have the satisfaction of saying, "I told you so."

The soldiers of the first World War did a good job but it was all in vain. Our politicians let them down—they lost the peace. We are not fighting for anything today that we did not gain in the first war, but we did not have sense enough to hold on to it.

The same kind of propaganda is circulated today against a world court or world organization to preserve peace as was used to destroy the league. The writers and news analysts who are continually harping on the terrible things our allies are doing, are in reality just trying to keep us out of a world organization of nations.

Suppose the European powers do pull some crooked deals. Suppose we don't have as much to say about things as we think we should have. It would be immeasurably better to go along with them than to have a World War III, and it surely is either one or the other and maybe the next time we will not be on the winning side, which would make quite a little difference.

It isn't wise to stay out of any organization that has a worthwhile program just because we don't agree with everything that is proposed or done. As long as men are human we will have selfishness and scheming for unfair advantage in every organization of government or civil life. That is no excuse for holding ourselves aloof. It would be about as sensible as for one craftsman to stay out of the union because he can't have his way about everything.

The idea that any nation is a supernation and better than its neighbors is only conceit. We condemn it in Germany. Let's not be that way ourselves.

The thing to do is to get in there and bat with the rest. Play the game no matter what happens. We will win more than we can by staying out.

England has consented to Russia taking a slice of Poland. While the division of Poland is distasteful to all Americans, still it should be remembered that after the first World War the Curzon line is the one the Allies agreed was to be the boundary between Poland and



Above is a picture sent to us by L. U. No. 48, of Portland, Oregon. Brother C. M. Stehman, electrician's mate, first class, sent in the picture of his gang, every one of whom is a member of the I. B. E. W.

The boys pictured here are (left to right) George F. Bixley, C.E.M., L. U. No. 643; Elmo Morrissey, E.M.1/c, L. U. No. 340; Henry C. Anderson, E.M.1/c, L. U. No. 77; Roger V. Williams, E.M.1/c, L. U. No. 1025; Harold D. Henderson, E.M.1/c, L. U. No. 125; R. E. Stephens, E.M.1/c, L. U. No. B-11; C. M. Stehman, E.M.1/c, L. U. No. 48; Maynard O. Atterbury, E.M.1/c, L. U. No. 659; Herbert L. Shanks, E.M.2/c, L. U. No. 728.

L. U. No. 48 thinks that all of these boys look mighty fine and fit and is very proud of them all and the whole I. B. E. W. joins Local 48 in that feeling.

If anyone wishes to write to any of these Brothers, the address given was U. S. M. R., 55th Naval Construction Battalion, D-3, F.P.O., San Francisco, California.

Russia and that is the line Russia wants to establish now.

Here is a silly statement made by a prominent isolationist who said that America will not be in sympathy with "sending our sons to fight on the banks of the Vistula and die in the defense of partitioning Poland." That is the same kind of ridiculous bunk that helped to defeat the League of Nations.

JAMES MERRIFIELD, P. S.

L. U. NO. 683, COLUMBUS, OHIO

Editor: As an alibi for not having contributed to this page last issue, we are going to use one we hear a lot of times these days, "can't get the material," by which we mean there was not enough news to write about.

However, at this writing we are glad to say that only about 50 per cent of our members are working in the jurisdiction of other locals; all of the rest but possibly six are doing fairly well here at home. The local contractors are using most of these men, while the Electro Construction Company of Philadelphia and Fishback and Moore of New York are working several men. We are informed the general contract for the General Motors Company plant here at Columbus has been awarded to Darin Armstrong. Work on this job is to start as soon as priorities will permit. This should give employment to quite a few wiremen for some time.

L. U. No. 683 feels very proud that recently it was privileged to present 25-year membership pins to Brothers A. Z. Larison, John Thornton and F. O. Christel, as a token of their appreciation of the loyalty and hearty interest these Brothers have shown in behalf of L. U. No. 683.

To all our members in the armed forces, we send greetings and remember, our hearts are with you and our thoughts are of you, wherever you are.

E. F. "PAPPY" WELKER, P. S.

L. U. NO. 697, GARY-HAMMOND, IND.

Editor: Local No. 697 has been investigating the pros and cons of group hospitalization insurance and we may arrive at a decision ere long.

This plan, fostered by an insurance company, has many good points in its favor and some not so good.

Our business manager, Brother William McMurray, has proposed a plan whereby we can insure ourselves and thus avoid paying tribute to any insurance company. His plan has a lot to recommend it and I think that it will be worth our careful consideration before we finally decide as to which course we will pursue. Think it over, fellows.

Our 25-year club is off to a fine start and if any other I. B. E. W. locals have similar clubs we would like to have any kind of helpful suggestions from them.

Our three bowling teams are really going to town this winter. They have given Local No. 531, of Michigan City, a thorough trouncing and as a result some of the boys are buying new hats for obvious reasons.

Wonder when the newspapers are going to quit dishing out columns of dirt about an ex-clown and moronic millionaire and his female paramour of Hollywood. The way they ladle out this stuff the editors must think their readers are also a lot of imbeciles and morons. Why should the public care a continental if he does parade like a "Peter Pan"? I think that most readers are thoroughly "fed up" on this mess from the Hollywood sewers.

The publishers might well put this wasted space in their papers to a far better use in aiding the war effort. H. B. FELTWELL, P. S.

L. U. NO. 980, NORFOLK, VA.

Editor: At this writing the old year is rapidly drawing to its end and your reporter is sentimental enough to reflect upon some of its big moments.

We reflect upon the many invasions made by our armed forces into enemy-held territory. The most notable of these was the invasion of the Normandy Coast of France. The success of this remarkable achievement is a credit to the integrity and ability of the leadership we are so fortunate to have.

The integrity of the American people was demonstrated by their reelecting our President, Franklin D. Roosevelt for a fourth term. The great population of these United States could not be misled by the type of campaign conducted by his opposition. Thank God for this free country where the people can elect the man of their choice for their leader.

We reflect with great pride upon the support of the Sixth War Loan Drive by the Norfolk employees of the Virginia Electric and Power Company, particularly the cable department. This department is composed of 10 men who purchased \$1,800 worth of bonds in addition to their regular payroll deductions. We believe this is the finest record of any department.

We reflect upon the many accomplishments of this organization during 1944. Besides the improved working conditions, holiday and sick leave pay, and the satisfactory adjustment of numerous grievances, most members have just enjoyed receiving a substantial cash pre-Christmas present.

On December 15, the company paid the retroactive wages plus sick leave and holiday pay due under our present contract.

This contract was signed November 8, 1943, but had to have the approval of the WLB before the wage provisions could become effective. The WLB deliberated several months and finally attested and returned a contract that was highly unsatisfactory. The union and the company returned it to the board with a strong protest and the board then reversed itself and gave us the contract almost as originally drawn.

All of this Governmental red-tape required considerable time so the retroactive pay covered a period of 12½ months. Practically every represented employee had a check due ranging from a few dollars in some cases to several hundred dollars in others.

There was much disappointment evidenced during this long wait and the officers of B-980 extend their heartiest appreciation to the members for their patience, confidence, and support during this trying period.

Yes, God has indeed blessed us all in the year 1944. May we all be more mindful of His blessings and try to serve Him more fully as we go forth into 1945.

May it be a victorious, successful, and prosperous year for all.

H. C. COPELAND, P. S.

L. U. NO. 1217,
ST. LOUIS, MO.

Editor: Well old man winter has finally caught up with us out here on the banks of the Mississippi and we have just had our worst snow-storm in two years, so the weatherman says. In a few short weeks a new Congress will begin its labors. It will be interesting to watch what will happen to social security legislation during this session.

Speaking of social security, did you know that the 33rd quarter of coverage begins on January 1, 1945? "So what?" you ask. Just this: Once you have 40 quarters of coverage to your credit, you are fully insured and qualified for life for social security benefits when you reach 65 and retire. Also this applies to your dependents should you not live that long. Of course you will continue to be taxed for social security as long as you work regardless of the number of quarters of coverage you have to your credit. But it is a nice thing to know that, once you have the necessary 40 quarters of coverage to your credit, your eligibility for benefits has been estab-

lished for all time regardless of whether you work further or not.

Do you know that it takes two quarters of unemployment to wipe out one quarter of coverage? This means that one may be employed only six months of the year and still have current coverage for the entire year. Do you know that before anyone can receive social security benefits that an application must be filed? Do you know that any one may receive a complete statement of their social security account by merely dropping a post-card to the Social Security Board, Candler Bldg., Baltimore, Maryland, giving full name, address, social security number and the date of birth. Do you know that your social security files are secret and no one but you may have access to them without a court order?

Do you know that your social security taxes help provide Federal aid to states in maternity and child welfare; to crippled children; to the blind, and to old age assistance for those in need and not covered by social security?

As the years go by, after 1946, more and more I. B. E. W. members, who reach the age of 65 and qualify for I. B. E. W. pension upon retirement, will also be eligible for social security benefits. These, in many instances, will equal or even exceed the amount of I. B. E. W. pension. In addition, when these retired members' wives reach the age of 65, the social security benefits are increased by about one-third. This means that we can all look forward to an old age income in the neighborhood of \$100 a month, and, Brother, that ain't hay!

I don't know how I happened to get off on this social security question. But it is surely nice to know that, when the sunset of life catches up with us all, our I. B. E. W. pension plus social security benefits will provide handsomely in old age.

Yes, social security is here to stay. It should be broadened and strengthened.

W. F. LUDGATE, P. S.

CONSUMER BUYING POWER FAILS

(Continued from page 53)

ment for construction and electrical workers will be stifled in the postwar period, because

these low-income groups won't be able to pay the cost of adequate housing, just as they never have been able to afford it in the years past. Unless the postwar building boom is to fizzle out shortly after it is started, the gap between housing costs and the low incomes received by millions of workers must be narrowed.

The National Housing Agency has just released a bulletin, "Housing Costs," which shows that the costs of housing are still too high in relation to income for many people to afford the homes they need and the ones we'll have to build if we're to have full activity in the construction industry. The NHA bulletin concludes:

"Before the war, housing costs were so high that in general only families well above the average income level could afford to buy new homes. There is no conclusive evidence that methods have been devised during the war whereby houses can be built at substantially lower costs. In fact, unless positive action is taken, housing costs are apt to be higher in the postwar period in relation to the general price level than they were before the war."

One way to close the gap between housing costs and housing needs for low-paid workers is to reduce housing costs. Anything that can be done to cut housing costs is all to the good. But, considering the decentralized organization of the building industry in many small and independent enterprises, we can't hope that present efforts at integration of the industry and at combined action within the industry to cut building costs can do the whole job.

Another way to bridge the gap between the high costs of building and maintaining homes and the need of low-paid workers for housing is to help them form unions. If these workers are unionized, they will have stronger power to bargain for the higher wages they need in order to pay for adequate homes. Union workers who are dependent upon full activity in the construction industry for their own jobs and adequate wages for themselves have much at stake in this movement to unionize unorganized workers.



LOCAL UNION 369's SOFT BALL TEAM

Top row, left to right: W. Gedling, short stop; R. Lutts, short field; C. Lambert, 3rd base; J. Doyle, pitcher; L. Vanover, 1st base; R. Higdon, coach. Bottom row, left to right: W. Garr, right field; C. Garrett, utility outfield; J. Bittner, manager and center field; W. Voit, 2nd base; J. C. Reed, catcher; C. Stotz, left field.

Recent Publications and Current Reports

By U. S. DEPARTMENT OF LABOR

Labor turnover. The separation rate for all manufacturing in October was 64 workers per 1,000, the lowest since November, 1943. A comparison of the quit, lay-off and discharge rates for war industries and all manufacturing industries in October shows:

Lay-off and Quit rate discharge rates	
All manufacturing	50 per 1,000
War industries	48 per 1,000
	11 per 1,000
	17 per 1,000

Increased lay-off rates occurred in the ordnance group, owing to curtailed production of gun turrets, and in the glass, furniture, aluminum, and magnesium industries. (M)

Industrial injuries in manufacturing plants during August resulted in a man-power loss equivalent to the complete withdrawal of over 48,000 workers from the labor force for the entire month. The unweighted average injury frequency rate of 20.2 disabling injuries for every million employee-hours worked in August compared with a July average of 20.4, and an 8-month cumulative average for 1944 of 19.6 (nearly 5 per cent less than the corresponding months in 1943). (M)

Absence rates in 28 selected industries for October, 1944, averaged 6.2 per cent of the man-days scheduled, the same as in October, 1943, and slightly below the September, 1944, rate. Shipbuilding showed the greatest drop in absenteeism, amounting to almost 9 per cent over the month. (M)

Strikes in November, according to preliminary estimates, totaled 375, involving 200,000 workers and 710,000 man-days of idleness. This represents one-tenth of 1 per cent of the available working time. (M)

Employment in nonagricultural establishments declined 14,000 during November to a total of 38,400,000. For the 12th consecutive month, the largest decrease occurred in transportation equipment, with a total drop for the year estimated at 463,000. While the armed forces expanded 1 1/2 million from November, 1943, to November, 1944, total nonagricultural employment decreased 1 1/2 million. (M)

Hours and earnings. Total manufacturing hours worked in the midweek of October, 1944, were 9 per cent less than a year ago but the average number of hours worked per man per week increased slightly over the same period, averaging 45.6 hours in October, 1944. No change occurred in October in the average hourly earnings (\$1.031) for all manufacturing, while average weekly earnings increased 1.5 per cent during the month. (M)

Occupational straight-time hourly earnings, prepared in the Bureau of Labor Statistics regional offices, have been released for the following industries:

- Foundries: Betterndorf and Davenport, Iowa; East Moline, Moline and Rock Island, Illinois, March-April, 1944.
- Metal fabrication: Eastern Iowa, October, 1943.
- Molded plastic products: Chicago wage area, July, 1944.
- Retail groceries: Greater Kansas City, July, 1944.

Consumer prices. The index of living costs of moderate-income city families rose 0.1 per cent between mid-October and mid-November to 126.5 per cent of the 1935-39 average, 1.9 per cent above the level of a year ago. Food, clothing, fuel, electricity and ice, and house-furnishings all increased .1 per cent during the month. (M)

Post-war area study. The impact of the war on the San Diego area is analyzed in terms of industrial and community trends with a

closing section on the post-war prospects for the area.

Building construction. The dollar value of building construction was \$14 million less in November than in October, due largely to a 29 per cent decline in new nonresidential building. New residential values increased slightly during the same period owing to a marked increase in Federal construction. (M)

Monthly Labor Review. The January issue carries the following articles:

- War and postwar trends in the employment of Negroes.
- Teen-age youth in the wartime labor force.
- "Basic Steel" decision of the War Labor Board.
- Guaranty of home loans for veterans.
- Dismissal-pay provisions in union agreements, December, 1944.
- Prepayment medical care in the United States.
- Vacations with pay with selected industries, 1943-44.
- Convention of iron workers (AFL) 1944.
- Convention of marine and shipbuilding workers (CIO) 1944.
- Federal labor legislation in 1944.

Reprints from the Monthly Labor Review and Bulletins:

- R 1705 Latin American Series, No. 19, Labor conditions in Latin America.
- 1706 The German labor front.
- 1708 Lead poisoning in 1943 and earlier years.
- 1709 Labor conditions in Denmark.
- 1710 Determination of wage rates for mechanical and laboring positions in the Federal service.
- 1711 Chronology of labor events, July-September, 1944.
- 1713 Legislative sessions in 1945.
- 1715 Earnings in Detroit tool and product engineering plants, April, 1944.

Bulletins:

- 791 Studies of the effects of long working hours—Pt. 1 (from June Monthly Labor Review, with additional data).
- 791-A Studies of the effects of long working hours—Pt. 2 (from October Monthly Labor Review, with additional data).
- 796 Operations of consumers' cooperatives in 1943 (from September and October Monthly Labor Reviews, with additional data).
- 797 Activities of credit unions in 1943 (reprinted from October Monthly Labor Review, with additional data).
- 798 Earnings in cotton-goods manufacture during the war years (reprint from October Monthly Labor Review).
- 800 Wartime development of the aircraft industry (from the November Monthly Labor Review).

The table, entitled "Current Statistics of Labor Interest in Selected Periods" which appears regularly in the Monthly Labor Review, is also available in reprint form each month.

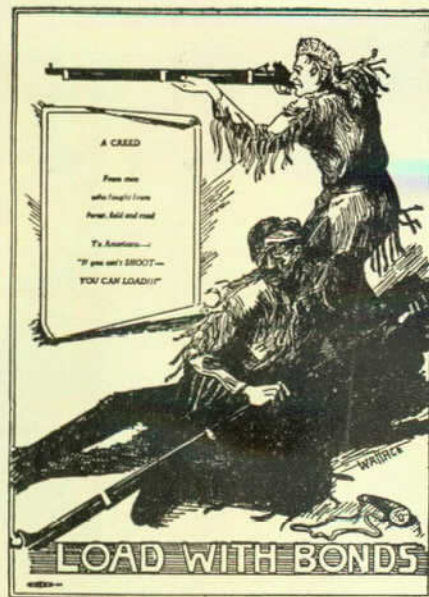
NOTE: Current reports appearing at regular intervals are designated (M) monthly. Many current reports are subsequently incorporated into the Monthly Labor Review. (Subscription price 30 cents a copy, \$3.50 a year, Government Printing Office.) Those needing statistical information for official work related to the war effort may, upon request, be placed on the mailing list to receive current reports as issued.

Prepared by: Labor Information Service,
Boris Stern, Chief.

BONNEVILLE COUNCIL

(Continued from page 45)

ative of the Hod Carriers' and Laborers' Union.



The negotiating committee was at once empowered by the council at large "to sign an agreement, approved by the advisory board, with the Bonneville Power Administration." In addition, the committee was given the following instructions to guide its course of action:

"The basic policy of the negotiating committee shall be that not less than the prevailing wage of each area will be embodied in that portion of the agreement covering all crafts engaged in construction work on the Bonneville project."

PLAN FEBRUARY MEETING

Plans for the impending meeting with the management are progressing rapidly. Formal negotiations are scheduled to commence in February.

The advisory board which was established at the December meeting of the Columbia Power Trades Council is composed of one member from Washington and one member from Oregon chosen by each of the constituent unions of the council, including the following organizations:

Plasterers and Cement Finishers, Plumbers and Steam Fitters, Carpenters, Teamsters, Technical Engineers, Iron Workers, Roofers, Painters, Boilermakers, Machinists, Electrical Workers, Hod Carriers and Laborers, Operating Engineers, and Lathers.

The Sheet Metal Workers appointed only one representative to the board, a member from Oregon. In addition, the Bricklayers and the Blacksmiths, who were not in attendance at the council meeting, were each invited to name two representatives to the advisory board.

The I. B. E. W. chose International Vice President J. Scott Milne and International Representative Oscar G. Harbak to serve for it on the new advisory board. Both have fought indefatigably in the advancement of labor's interests throughout the Columbia River development program and are, to a large extent, responsible for the favorable position in which organized labor finds itself there today.



IN MEMORIAM

Edmund E. Phillips, L. U. No. 1310

Initiated July 10, 1942

Once again the grim reaper has taken from us a fine man and Brother, Edmund E. Phillips, on November 10, 1944. To his widow and family we extend our heartfelt sympathy.

Resolved, That we stand in silence for one minute as a tribute to his memory; and be it further

Resolved, That we drape our charter for one month and that a copy of these resolutions be spread upon our minutes, as well as published in the official Journal of the Brotherhood.

E. P. YODER,
For the Committee

Washington, D. C.

George Clubb, L. U. No. 53

Initiated November 3, 1942

Frank Fisher, L. U. No. 53

Initiated June 8, 1937

Whereas it has pleased Almighty God, in His infinite wisdom and mercy, to remove from our midst our esteemed and worthy Brothers, Frank Fisher and George Clubb; and

Whereas in the passing of Brothers Fisher and Clubb, Local Union No. 53 has lost true and loyal members whose kind deeds and noble characters will be remembered most by those who knew them best; so be it

Resolved, That we pay tribute to their memory by expressing our heartfelt sympathy and sorrow to their bereaved families and relatives in their dark hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to the families of our departed Brothers, a copy be spread on the minutes of Local Union No. 53 and a copy be sent to the official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days, and that we stand in silent meditation for one minute as a tribute to the memory of our late Brothers, Frank Fisher and George Clubb.

JOHN DILLON,
J. E. FARRAR,
W. E. ODELL,
Committee

Kansas City, Mo.

Jess Parker, L. U. No. 116

Initiated June 8, 1937

It is with sincere feelings of sorrow and regret that, we the members of Electrical Workers Local No. 116, record the passing of our worthy Brother, Jess Parker; and

Whereas in the passing of Brother Parker, Local Union No. 116 has lost a true and loyal member whose kindness will be remembered most by those who knew him best; so be it

Resolved, That we pay tribute to his memory by expressing our heartfelt sympathy and sorrow to his bereaved family; and be it further

Resolved, That we, in our meeting assembled, stand in silence for one minute as tribute to his memory; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy be sent to our official publication and a copy be written in our minutes, and that our charter be draped for a period of 30 days.

GEORGE B. ZIMPELMAN,
L. H. CLARKE,
JOHN R. GRANGER,
Committee

Fort Worth, Texas.

William C. Howard, L. U. No. 46

Initiated December 26, 1916

We, the members of Local No. 46, with the sincerest feeling of sorrow, record the sudden passing of our esteemed Brother, William C. Howard.

His good fellowship, his loyalty, and his effort to do his part will long be remembered by the members of Local No. 46.

Resolved, That a copy of this resolution be sent to his family, a copy be spread on the minutes of our local union, and a copy be sent to our official Journal for publication.

J. E. HICKS,
A. D. GRIFFITH,
E. J. RACINE,
R. R. NICHOLS,
Committee

Seattle, Wash.

Orford A. Mulnix, L. U. No. 667

Initiated May 29, 1937

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst our late Brother, Orford A. Mulnix; and

Whereas we wish to extend to his family and friends our heartfelt sympathy in their loss; therefore be it

Resolved, That a copy of this resolution be sent to the bereaved family, also to the official Journal for publication, and recorded in the minutes of this meeting.

E. A. MCGILL,
H. T. ELLIOTT,
C. E. SHOPE,
Committee

Pueblo, Colo.

Robert E. Moore, L. U. No. 17

Initiated May 16, 1927

With a sincere feeling of sorrow and regret we, the membership of Local Union No. 17, record the death of our departed friend and Brother, Robert E. Moore; therefore be it

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

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on our minutes, and a copy be sent to the Journal of the Electrical Workers for publication; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to his memory and that our charter be draped for a period of 30 days.

JOHN J. McHUGH,
CHARLES A. REEVES,
H. E. CUNNINGHAM,
Committee

Detroit, Mich.

Floyd S. Detty, L. U. No. 9

Initiated July 12, 1917

A. J. Van Norden, L. U. No. 9

Initiated October 4, 1902

Daniel Reeder, L. U. No. 9

Initiated July 2, 1912

Nicholas Walsh, L. U. No. 9

Initiated June 29, 1926

It is with profound sorrow that Local Union No. B-9 of the International Brotherhood of Electrical Workers records the death of its four members, whose names appear above.

These men will long be remembered by the membership of Local Union No. B-9 for their high conception of duty as members of our Brotherhood and for their fine example as Christian characters. Their real interest in our craft and its problems was a stimulus to all of our Brothers and greatly helped in the solution of many of the difficulties which union labor is called upon to settle in these perilous days. Our great sorrow in the death of these late members of our local union is brightened by the knowledge of the permanent imprint for good these men left to our Brothers, their friends and their neighbors.

Whereas we deem it fitting and proper that the members of Local Union No. B-9 offer this tribute to their memories for their loyalty to our Brotherhood and country; their faithfulness to their Brothers and friends; therefore be it

Resolved, That the sincere sympathy of the membership of the International Brotherhood of Electrical Workers be hereby extended to their bereaved families.

SAM GUY,
EARL WEST,
HARRY SLATER,
Committee.

Chicago, Ill.

William Bonin, L. U. No. 713

Initiated March 11, 1939

It is with deepest sorrow and regret that we, the members of Local Union, No. B-713, record the death of our esteemed and worthy Brother, William Bonin; therefore be it

Resolved, That we pay tribute to his memory by expressing to his relatives our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the official Journal for publication.

F. B. SEDERBERG,
JOHN CORLETT,
JOSEPH GROBNER,
Committee

Chicago, Ill.

Richard Erickson, Jr., L. U. No. 713

Initiated June 3, 1941

Whereas it is with the deepest sorrow and regret that we, the members of Local Union No. B-713, Chicago, Illinois, pay our respect to the memory of Richard Erickson, Jr., whom God, in His infinite wisdom, saw fit to remove from our midst; and

Whereas Brother Erickson lost his life in the defense of his country in the South Pacific, we, the members of Local B-713, feel grieved at his passing, but we are proud of the fact that he was one of our members; and

Whereas Brother Erickson's father is a member of the executive board of Local B-713, this fact brings his passing very definitely to our attention; therefore be it

Resolved, That a copy of these resolutions be sent to the family of our beloved Brother, a copy be spread on our minutes and that our charter be draped for 30 days.

H. M. COX,
GEORGE DOERR,
A. H. NAESENS,
WILLIAM RUDOLPH,
ROBERT ADAIR,
A. J. PUSATERI,
WILLIAM M. TAYLOR,
J. F. SCHILT,
HOWARD KOSS,
ALBERT SHORT,
Committee

Chicago, Ill.

Arthur L. Brownell, L. U. No. 110

Reinitiated September 24, 1925

It is with deep sorrow and regret that we, the members of Local Union No. 110 record the passing of our Brother, Arthur L. Brownell; therefore be it

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

Resolved, That we drape our charter for a period of 30 days, that a copy of these resolutions be spread on the minutes of our meeting, that a copy be sent to the official Journal of the Brotherhood for publication, that a copy be sent to his immediate family and that the members stand for one minute in silent tribute to his memory.

E. L. DUFFY,
GEORGE DEMPSEY,
JOHN HOY,
Committee

St. Paul, Minn.

William Bowrin, L. U. No. 689

Initiated June 5, 1936

It is with the deepest sorrow and regret that we, the members of Local Union No. B-689, record the death of our president, Brother William Bowrin; therefore be it

Resolved, That we tender our sincere sympathy to the family of our departed president in this time of their great sorrow; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to our official Journal for publication and our charter be draped for a period of 30 days.

CHARLES A. CROWLEY,
Recording Secretary

San Francisco, Calif.

Thomas Colford, L. U. No. 512

Initiated April 26, 1939

We, the members of Local Union No. 512, of Grand Falls, Newfoundland, record the passing of our Brother, Thomas Colford, with deep sorrow and regret; therefore be it

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

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting and a copy be sent to our official Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days in tribute to our late Brother.

H. NOEL,
L. ARNOLD,
J. SCOTT,
Committee

Grand Falls, Newfoundland.

Gunner Gunderson, L. U. No. 713

Initiated November 3, 1910

It is with deepest sorrow and regret that we, the members of Local Union No. B-713, record the death of our esteemed and worthy Brother, Gunner Gunderson; therefore be it

Resolved, That we pay tribute to his memory by expressing to his relatives our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the official Journal for publication.

CHARLES MICHUL,
AL LANG,
FRANK MANHEIM,
Committee

Chicago, Ill.

Charles A. Clark, L. U. No. 114

Initiated June 4, 1937

With deepest sorrow and regret we, the members of L. U. No. B-114, record the passing of our Brother, Charles A. Clark; therefore be it

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

Resolved, That a copy of these resolutions be spread on the minutes of our local union and a copy be sent to the Electrical Workers Journal for publication; and be it further

Resolved, That our charter be draped for a period of 30 days.

H. G. BERG,
FRED JOHNSON,
THOMAS DOAN,

Fort Dodge, Iowa. Committee

Emil W. Worrath, L. U. No. 18

Initiated September 11, 1937

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst Brother Emil W. Worrath; and

Whereas the passing of this Brother to his eternal reward has deprived Local Union B-18 of a loyal and respected member; now therefore be it

Resolved, That this meeting stand for one minute in silent tribute to his memory; and be it further

Resolved, That the charter be draped for a period of 30 days; and be it further

Resolved, That we at this time express our condolences to the family of Brother Worrath in their bereavement; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union, a copy sent to the family of the late Brother Worrath, and a copy to the International Office for publication in the Electrical Workers' Journal.

Requiescat in pace.

JOHN M. GOLDEN,
CHARLES O. ECKLES,
CLIFFORD HALES,

Los Angeles, Calif. Committee

F. W. Reynolds, L. U. No. 18

Initiated April 3, 1936

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst Brother F. W. Reynolds; and

Whereas the passing of this Brother to his eternal reward has deprived Local Union No. B-18 of a loyal and respected member; now therefore be it

Resolved, That this meeting stand for one minute in silent tribute to his memory; and be it further

Resolved, That the charter be draped for a period of 30 days; and be it further

Resolved, That we at this time express our condolences to the family of Brother Reynolds in their bereavement; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union, a copy sent to the family of the late Brother Reynolds, and a copy to the International Office for publication in the Electrical Workers' Journal.

Requiescat in pace.

JOHN M. GOLDEN,
CHARLES O. ECKLES,
CLIFFORD HALES,

Los Angeles, Calif. Committee

Kenneth Lundquist, L. U. No. 11

Initiated December 16, 1925, in L. U. No. 83

Whereas the passing of Kenneth Lundquist, one of our most staunch and active members, has cast a shadow of sadness over Local Union No. B-11; and

Whereas all who knew the value of his quiet, unassuming and efficient work in the formation and growth of the fixture unit of our local union share with his bereaved family in no small measure a sense of grief and loss; therefore be it

Resolved, That we express to his loved ones, even though we know how weak and useless our words may sound, our fraternal sympathy in the great loss we also must share; and be it further

Resolved, That we pay tribute to his memory by standing with heads bowed in meditation for one minute in our assembled meeting; and be it further

Resolved, That a copy of these resolutions be spread upon the official records of our local union, that a copy be sent to his bereaved family, and that we send a copy to our official Journal for publication; and be it further

Resolved, That our local union charter be draped for 30 days in respect to his memory.

JAMES LANCE,
GEORGE MATHYSSEN,

Los Angeles, Calif. Committee

Ross Kellar, L. U. No. 23

Initiated March 30, 1937, in L. U. No. 110

Whereas Almighty God, in His infinite wisdom, on December 3, 1944, called to eternal rest our worthy Brother, Ross Kellar;

Resolved, That we pay tribute to his memory by expressing to his relatives our heartfelt sympathy in the loss of their loved one; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting, a copy be sent to his bereaved family, a copy be sent to our official Journal for publication, and our charter be draped for a period of 30 days; and be it further

Resolved, That the members stand in silence for a period of one minute as a tribute to his memory.

WILLIAM FEEHAN,

St. Paul, Minn. Welfare Chairman

Floyd M. Appleman, L. U. No. 306

Initiated May 28, 1934

It is with deep sorrow and regret that we, the members of Local Union No. 306, record the passing of our worthy Brother, Floyd M. Appleman, while in the service of his country. Brother Appleman is the first member of this local union to make the supreme sacrifice in this war.

Brother Appleman served from June 2, 1930, to March 31, 1941, with a reserve status. His active service was from April 1, 1941, to his death on September 18, 1944; therefore be it

Resolved, That the members stand in silent tribute for one minute at our next regular meeting and that our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be spread upon the minutes of our meeting and a copy be sent to the immediate family and a copy be sent to our official Journal for publication.

ROY A. SWISHER,
H. M. SMYERS,
M. S. McDANIEL,
F. W. BEALL,

Akron, Ohio. Committee

Joseph Murphy, L. U. No. 2

Initiated August 2, 1918

In sorrow the membership of Local Union No. 2 records the passing of our Brother, Joseph Murphy. To his loved ones we express our sympathy in their loss.

Whereas Brother Murphy was a true and loyal member of this organization for the past 26 years; therefore be it

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the Electrical Workers' Journal for publication; and be it further

Resolved, That members stand in silence for a period of one minute as a tribute to his memory, and that our charter be draped for a period of 30 days.

JAMES D. McCLOSKEY,
WILLIAM HERBSTER,
ED MERRITT,

St. Louis, Mo. Committee

Frank E. Thuer, L. U. No. 501

Initiated November 17, 1919

We, the members of Local Union No. 501, I. B. E. W., with a sincere feeling of sorrow and regret, record the death of Brother Frank E. Thuer; therefore be it

Resolved, That we express our sympathy to his family who mourn their loss; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of our local union, a copy sent to the official Journal for publication, and a copy sent to his bereaved family; and be it further

Resolved, That our charter be draped for a period of 30 days.

JOHN W. RATCLIFF,
Press Secretary

Isadore Goldowsky, L. U. No. 501

Initiated November 13, 1925, in L. U. No. 402

The sudden death of Brother Isadore Goldowsky has brought to Local Union No. 501, I. B. E. W., a sense of real and personal sorrow. Those of us who knew and had the pleasure of working with him feel his loss keenly; therefore be it

Resolved, That we pay tribute to his memory by expressing our sincere sympathy to his bereaved family in their hour of sorrow and that our charter be draped for a period of 30 days; and be it further

Resolved, That a copy of these resolutions be spread on the minutes of the local union, a copy sent to the official Journal for publication, and a copy sent to the family of our departed Brother.

JOHN W. RATCLIFF,
Press Secretary

Yonkers, N. Y.

Fred E. Leasor, L. U. No. 131

Initiated May 5, 1942

It is with deep sorrow and regret that we, the members of L. U. No. 131, of the I. B. E. W., record the passing of our Brother, Fred E. Leasor, who passed away November 29, 1944; therefore be it

Resolved, That we, the members of L. U. No. 131, pay tribute to his memory by expressing to his family our sincere sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days in respect to his memory, and that a copy of these resolutions be sent to his family, a copy be sent to the I. B. E. W. Journal for publication, and a copy spread on the minutes of our next meeting.

NEIL HOLTZER,

Kalamazoo, Mich. Financial Secretary

William Langlands, L. U. No. 713

Initiated April 27, 1943

It is with deepest sorrow and regret that we, the members of Local Union No. B-713, record the death of our esteemed and worthy Brother, William Langlands; therefore be it

Resolved, That we pay tribute to his memory by expressing to his relatives our heartfelt sympathy in this hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the official Journal for publication.

CHARLES MUELLER,
HARRY ALDRIDGE,
JOHN LOWDEN,

Chicago, Ill. Committee

Edward Duffy, L. U. No. 757

Initiated February 6, 1925, in L. U. No. 186

Whereas it has pleased Almighty God, to summon hence the soul of Brother Edward Duffy; and

Whereas Brother Duffy has been a loyal member of the I. B. E. W. for many years; therefore be it

Resolved, That this local union in special assembly convey to the bereaved family our deepest sorrow and sympathy; and be it further

Resolved, That we drape our charter for 30 days and that our executive board attend the funeral at Gary, Indiana, and that we spread these resolutions on our minutes, and send a copy to the bereaved family and to the Journal.

FRED C. BIRKHOFF,

Joliet, Ill. General Chairman

Homer L. Hayford, L. U. No. 724

Initiated September 8, 1927, in L. U. No. 696

It is with deep regret that Local Union No. 724, I. B. E. W., records the death of Brother Homer L. Hayford.

Whereas Local Union No. 724 has lost a loyal and valiant member whose absence will be deeply felt and whose work in our local will be long remembered; therefore be it

Resolved, That Local Union No. 724 extend to his wife and dear ones our sincere sympathy, and may the thought of his good deeds be a constant reminder to them of his splendid character and his wish to help others, may this thought bring a measure of consolation to them; and be it further

Resolved, That the charter of our local be draped for 30 days as a token of respect to his memory; that this resolution be recorded in the minutes of this local, a copy be sent to his family and a copy be sent to our Journal for publication.

JOHN J. PORTER,

FRED LeFEVRE,
HARRY ITZKOW,
ALLAN C. WRIGHT,

Albany, N. Y. Committee on Resolutions

Frank E. Wilbur, L. U. No. 477

Initiated January 12, 1926, in L. U. No. 122

Ingvald C. Lura, L. U. No. 477

Reinitiated March 18, 1943

Whereas it has pleased the Great Ruler of the Universe to remove from our midst, Brothers Ingvald C. Lura and Frank E. Wilbur; and Whereas they have been true and loyal Brothers; therefore be it

Resolved, That we extend to the bereaved families our most heartfelt sympathy; and be it further

Resolved, That our charter be draped for a period of 30 days, a copy of these resolutions be sent to the bereaved families, a copy spread on the minutes and a copy sent to the Journal for publication.

WILLIAM W. ROBBINS,
San Bernardino, Calif. Business Manager

John Young, L. U. No. 304*Initiated August 1, 1941*

In the hour of sadness which accompanied the passing of life from this earth, members of B-304 record the passing of Brother John Young with respect and a deep feeling of sympathy for his bereaved family and friends.

We, therefore, in meeting assembled, stand one minute in silent reverence and shall drape our charter for 30 days in reverence to his memory.

This shall be recorded and copies sent to his family and the Journal of Electrical Workers and Operators.

CECIL P. MORGAN,
Topeka, Kans. Recording Secretary

Joseph L. Carter, L. U. No. 763*Initiated November 30, 1943*

It is with deepest sorrow and regret that we, the members of L. U. No. B-763, record the passing of Brother Joseph L. Carter.

Whereas we wish to express to his family and relatives our deepest sympathy; therefore be it

Resolved, That a copy of these resolutions be sent to his family and a copy be sent to the Electrical Workers' Journal for publication and that a copy be spread on the minutes; and be it further

Resolved, That our charter be draped for a period of 30 days in tribute to his memory.

W. J. PORTER,
Omaha, Nebr. Secretary

Leo Gruber, L. U. No. 40*Initiated August 1, 1928, in L. U. No. 83*

Whereas the death of our member, Leo Gruber, is a great loss to Local Union No. 40, I. B. E. W.; and

Whereas throughout his long period of membership in our local union, Brother Gruber made many friends through his loyalty to our union and his sympathetic understanding of our mutual problems; therefore be it

Resolved, That we express our sincere sympathy to the family of Brother Gruber, who mourns his passing; and be it further

Resolved, That a copy of these resolutions be recorded in our local union minutes; a copy be sent to our official Journal for publication; and a copy be sent to the bereaved family; and be it further

Resolved, That our charter be draped for a period of 30 days, and that the membership in regular meeting assembled stand in silence for one minute in respect to the memory of our departed Brother.

DAVE BARNETT,
ROY TINDALL,
EARL COUNTER,
Hollywood, Calif. Committee

Clinton L. Falk, L. U. No. 40*Reinitiated October 5, 1931*

Whereas the death of our member, Clinton L. Falk, is a great loss to Local Union No. 40, I. B. E. W.; and

Whereas throughout his long period of membership in our local union, Brother Falk made many friends through his loyalty to our union and his sympathetic understanding of our mutual problems; therefore be it

Resolved, That we express our sincere sympathy to the family of Brother Falk, who mourns his passing; and be it further

Resolved, That a copy of these resolutions be recorded in our local union minutes; a copy be sent to our official Journal for publication; and a copy be sent to the bereaved family; and be it further

Resolved, That our charter be draped for a period of 30 days, and that the membership in regular meeting assembled stand in silence for one minute, in respect to the memory of our departed Brother.

DAVE BARNETT,
ROY TINDALL,
EARL COUNTER,
Hollywood, Calif. Committee

B. F. Haney, L. U. No. 77*Reinitiated June 5, 1934*

It is with deep sorrow and regret that we, the members of Local Union No. B-77, record the death of our late Brother B. F. Haney; therefore be it

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

Resolved, That a copy of these resolutions be spread on the minutes of this meeting, a copy be sent to the official Journal for publication and a copy be sent to his family; and be it further

Resolved, That the charter be draped for a period of 30 days.

H. S. SILVERNALE,
Seattle, Wash. Recording Secretary

James Doores, L. U. No. 77*Reinitiated May 26, 1933, in L. U. No. 152*

It is with sorrow and regret that we, the members of Local Union No. B-77 of the I. B. E. W., record the passing of our Brother, James Doores.

Our deepest sympathy is extended to his family; therefore be it

Resolved, That our charter be draped for a period of 30 days, and a copy of these resolutions be sent to his family, and a copy be sent to the official Journal for publication; and be it further

Resolved, That a copy of these resolutions be spread on the records of our local union.

H. S. SILVERNALE,
Seattle, Wash. Recording Secretary

Irvin I. Shoemaker, L. U. No. 125*Initiated April 9, 1926*

The membership circle of Local Union No. B-125 has again been broken and we must record the passing onward of Brother Irvin I. Shoemaker. Those of us who knew him well have lost a sincere friend, and he will be sadly missed by his associates.

We would express the deepest sympathy with his loved ones, and assure them that we share their sorrow, for he was our Brother.

The charter of Local Union No. B-125 shall be draped for 30 days in memory of Brother Shoemaker, and a copy of this tribute shall be spread upon the minutes of our meeting. Copies shall also be sent to the bereaved family, and to our Journal for publication.

E. M. WAGENHURSTT,
D. N. MOREY,
E. G. DENSMORE,

Portland, Ore. Committee

Fred E. Bollerman, L. U. No. 372*Initiated August 11, 1937*

Whereas Almighty God, in His infinite wisdom and mercy, has seen fit to remove from our midst our esteemed and worthy Brother, Fred E. Bollerman, whose death was caused from injuries while in the performance of his duty; and

Whereas in the passing of Brother Bollerman, L. U. No. B-372 lost a true and loyal member; so be it

Resolved, That we pay tribute to his memory by expressing our heartfelt sympathy and sorrow to his bereaved family in their hour of sorrow; and be it further

Resolved, That a copy of these resolutions be sent to his family, a copy sent to the Electrical Workers' Journal for publication, a copy spread on the minutes of our local union; and be it further

Resolved, That our charter be draped for a period of 30 days in his memory.

H. G. LITRELL,
Boone, Iowa Recording Secretary

Albert Benz, L. U. No. 494*Initiated June 25, 1936*

The members of Local Union No. 494 are of one thought as they express their deep sorrow and regret with the passing of their Brother, Albert Benz.

Whereas the sudden death of Brother Benz has left a void in those friends who knew and felt his kindness and ever cheerful manner; therefore be it

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

Resolved, That a copy of these resolutions be sent to the family of our late departed Brother, that they be spread upon the minutes, and a copy be sent to the official Journal for publication.

ARTHUR C. SCHROEDER,
EMIL BROETLER,
ARDEN FENZEL,
GEORGE SPATH,
JOHN HERST,
GEORGE KAISER,

Milwaukee, Wis. Committee

Roy P. Parra, L. U. No. 108*Initiated April 2, 1942*

It is with the deepest regret and sorrow that we, the members of L. U. No. B-108, record the passing of our friend and Brother who was killed in action over Germany in November, Brother Parra is the first member of our local to give his life in defense of our country.

We wish to express to his family our sincere sympathy; therefore be it

Resolved, That a copy of these resolutions be sent to his family and a copy spread upon the minutes, and a copy sent to the Electrical Workers' Journal for publication, and our charter draped for 30 days.

G. R. HOOPER,
SAM HUNDLEY,
SAM WATKINS,

Tampa, Fla. Committee

R. L. Pace, L. U. No. 917*Initiated October 8, 1938*

It is with a sincere feeling of sorrow and regret that we, the members of Local Union No. 917, I. B. E. W., record the sudden passing of one of our charter members, Brother R. L. Pace; therefore be it

Resolved, That we express to his loved ones the deep sympathy we feel and give them the assurance that we share the grief which they feel; and be it further

Resolved, That we drape our charter for 30 days, and a copy of these resolutions be sent to his family, a copy be placed on our minutes, and a copy be sent to the official Journal for publication; also that we stand in silence in respect to his memory for one minute at our regular meeting.

W. W. POE,
R. N. SWANN,
C. P. STUART,
Meridian, Miss. Committee

Joseph H. Speck, L. U. No. 124*Initiated April 28, 1914*

It is with deepest sorrow and regret that we, the members of the International Brotherhood of Electrical Workers' Local Union No. B-124, record the death of our esteemed and worthy Brother, Joseph H. Speck.

Brother Speck has been a true and loyal member for 30 years. He was always ready to do his part toward the progress of Local Union B-124; therefore be it

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

Resolved, That a copy of these resolutions be spread upon the minutes of the local union, a copy be sent to the family and a copy be sent to the official Journal for publication.

ALBERT J. WINNIE,
J. H. CARR,
O. F. SIMMS,

Kansas City, Mo. Committee

J. S. Rickman, L. U. No. 279*Initiated February 1, 1941*

With a sincere feeling of sorrow and regret we, the members of Local Union No. B-279, I. B. E. W., record the death of our Brother, J. S. Rickman, on November 30, 1944; therefore be it

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

Resolved, That a copy of these resolutions be sent to his family, a copy be spread on our minutes and a copy be sent to the Journal of Electrical Workers for publication.

Brother Rickman was initiated in Local Union B-279 on February 1, 1941.

H. P. SKILES,
So. Boston, Va. Financial Secretary

John Joseph Pierson, L. U. No. 648*Initiated November 5, 1941*

To Local Union No. 648 of Hamilton, Ohio, falls the regretful duty of recording the death of Brother John Joseph Pierson; therefore be it

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

Resolved, That we drape our charter for a period of 30 days, that a copy of these resolutions be sent to his family, and a copy be spread on our minutes, and a copy be sent to the official Journal of our Brotherhood for publication.

HERMAN J. SEIFERT,
Hamilton, Ohio Recording Secretary

R. K. Mangan, Jr., L. U. No. 81*Initiated November 28, 1942, in L. U. No. 454*

It is with deepest sorrow and regret that we, the members of Local Union No. 81, record the untimely accident that caused the death of our friend and worthy Brother, R. K. Mangan, Jr.

Whereas in the death of Brother Mangan Local Union No. 81 has lost a true and loyal Brother, one who always had a smile and friendly word of greeting and one who was willing at any time to share his knowledge of the electrical trade with anyone seeking advice; therefore be it

Resolved, That we extend our deepest sympathy to the family and relatives of our late departed Brother; and be it further

Resolved, That the charter of Local No. 81 be draped for a period of 30 days and a copy of this tribute to the memory of Brother Mangan be sent to the family and spread on the minutes of our meeting. A copy shall also be sent our Journal for publication.

ROBERT MAY,
Scranton, Pa. Recording Secretary

R. M. Vogler, L. U. No. 65

Reinitiated December 7, 1928

Whereas it is with the deepest sorrow and regret that we, the members of Local 65, record the death of our late Brother, Ralph M. Vogler, on November 17, 1944; and

Whereas our condolences are to be hereby conveyed to his family; therefore be it

Resolved, That our charter be draped for a period of 30 days and that the members in regular meeting assembled stand in silent meditation for one minute honoring his memory; and be it finally

Resolved, That a copy of these resolutions be sent to the official Journal for publication, and a copy be spread on the minutes of our meeting.

E. A. WHITEHEAD,
V. E. STUART,
V. KENWORTHY,

Butte, Mont. Committee

Matt J. Derengowski, L. U. No. 214

Initiated May 22, 1942

It is with the deepest sorrow and regret that we, the members of Local Union No. 214, I. B. E. W., record the death in active service of our esteemed Brother, Matt J. Derengowski.

May his untimely death cause us to further understand the supreme sacrifices being made in line of duty by others so that we may improve our conditions in order that men like Matt shall not have died in vain.

"Gone unto that land upon whose peaceful shore,

There rests no shadow, falls no stain,
When those who meet will part no more
And those long parted meet again."

Resolved, That the members stand for one minute in silent tribute to his memory; and be it further

Resolved, That we place a gold star on our honor roll and drape our charter for 30 days in memory and respect to our departed Brother; and be it further

Resolved, That we send a copy of these resolutions to the family of the deceased, a copy to the Journal of the Electrical Workers and a copy be spread upon the records of Local Union No. 214, I. B. E. W.

C. H. FOOTE,
J. L. WEBBER,
W. SWANSON,

Chicago, Ill. Committee

John T. Gray, L. U. No. 50

Initiated March 14, 1934

Whereas Almighty God, in His infinite wisdom, has seen fit to remove from our midst one of our loyal and true members in the person of Brother John T. Gray; and

Whereas in the demise of Brother Gray, Local Union No. 50 of the International Brotherhood of Electrical Workers feels the loss in more ways than one; and

Whereas the loss of a loving and trusting Father to his family is a loss that cannot be regained; therefore be it

Resolved, That we express our loyalty, love and friendship by the passing of these resolutions to be spread upon our minutes, to send a copy to the family of the deceased and a copy to our official Journal for publication therein, and that our charter be draped for a period of 30 days.

E. S. HURLEY,
WILLIAM RAY HILL,
WILLIAM COOK,

Oakland, Calif. Committee

Kenneth L. Potter, L. U. No. 18

Initiated September 14, 1938

Whereas Almighty God, in His infinite wisdom, has seen fit to take from our midst Brother Kenneth L. Potter; and

Whereas the passing of this Brother to his eternal reward has deprived Local Union No. B-18 of a loyal and respected member; now, therefore be it

Resolved, That this meeting stand for one minute in silent tribute to his memory; and be it further

Resolved, That the charter be draped for a period of 30 days; and be it further

Resolved, That we at this time express our condolences to the family of Brother Potter in their bereavement; and be it further

Resolved, That a copy of these resolutions be incorporated in the minutes of this local union; a copy sent to the family of the late Brother Potter; and a copy to the International Office for publication in the Electrical Workers Journal.

L. K. HUTCHINSON,
JESSE HORNE,
LEO J. KLEPL,

Los Angeles, Calif. Committee

Corbin Thompson, L. U. No. 790

Initiated February 7, 1936

It is with deep sorrow and regret that we, the members of L. U. No. 790, record the passing of our late Brother, Corbin Thompson, who died December 25, 1944. We extend to his family and relatives our deepest sympathy; and be it

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

Resolved, That we drape our charter for a period of 30 days, and that a copy of these resolutions be spread on the minutes of our meeting, that a copy be sent to his family and a copy be sent to the Journal of the Brotherhood for publication

MACK L. HACKETT,

Jacksonville, Texas Recording Secretary

Rudy Strunk, L. U. No. 81

Initiated April 27, 1922

It is with deep sorrow and regret that we, the members of Local Union No. 81, record the passing of our Brother, Rudy Strunk; therefore be it

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

Resolved, That we drape our charter for a period of 30 days, that a copy of these resolutions be spread on the minutes of our meeting, and a copy be sent to the official Journal for publication.

ROBERT MAY,

Scranton, Pa. Recording Secretary

Gustave A. Johnson, L. U. No. 163

Reinitiated September 20, 1940

It is with a deep feeling of sadness that we, as fellow members of Local Union No. 163 of the I. B. E. W., record the passing of our loyal Brother, Gustave A. Johnson, for well we know a true friend and fellow worker has departed from our midst; and therefore be it

Resolved, That our charter be draped for a period of 30 days in honor of his memory and a copy of these resolutions be sent to his relatives, a copy be spread upon our minutes and a copy be sent to the International Office for publication in the Journal.

FRED ALBRIGHT,

Wilkes-Barre, Pa. Secretary

De Witt Bratcher, L. U. No. 53

Initiated August 18, 1942

It is with deep sorrow and regret that we record the death of Brother De Witt Bratcher.

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

Resolved, That we stand in silent meditation for one minute as a tribute to his memory and that a copy of these resolutions be sent to his family, a copy be sent to the Electrical Workers' Journal for publication, and a copy recorded in the minutes of our next regular meeting; therefore be it further

Resolved, That our charter be draped for a period of 30 days.

L. L. SIMMS,
C. TESTORFF,
J. QUIGLEY,

Kansas City, Mo. Committee

A. A. Snyder, L. U. No. 907

Initiated June 10, 1938

It is with deepest sorrow that we, the members of L. U. No. B-907, record the death of our worthy Brother, A. A. Snyder.

We, the members of L. U. B-907, extend our heartfelt sympathy to those near and dear to our Brother, whom we knew to be a true, loyal union member; therefore be it

Resolved, That our charter be draped for 30 days and that a copy of these resolutions be spread on the minutes and a copy sent to the Electrical Workers' Journal for publication.

W. H. CLARK,

Asheville, N. C. Recording Secretary

Harry J. Nicholson, L. U. No. 1320

Initiated April 1, 1943

With deep sorrow we, the members of Local Union No. B-1320, I. B. E. W., record the passing of our Brother, Harry Nicholson; therefore be it

Resolved, That we extend our sincere sympathy to his bereaved family; and be it further

Resolved, That as a token of respect our charter be draped for a period of 30 days; and be it further

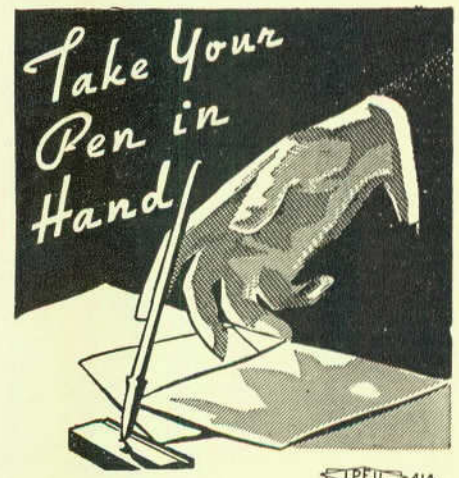
Resolved, That these resolutions be made a part of the minutes of our meeting and copies be sent to the family and to the official Journal for publication.

B. T. KOOKOCINSKI,

Jersey City, N. J. Recording Secretary

DEATH CLAIMS FOR THE MONTH OF DECEMBER, 1944

L. U.	Name	Amount
576	B. Bezz	\$650.00
134	P. O'Brien	1,000.00
173	G. Gunderson	1,000.00
130	P. O. Martinez	300.00
98	Charles F. Newmiller	475.00
46	John Kelfner	1,000.00
1. O. (104)	L. Grant	1,000.00
1. O. (202)	J. F. Benz	1,000.00
505	M. T. Stallworth	1,000.00
9	Daniel Reeder	1,000.00
84	B. T. Haddon	1,000.00
1. O. (134)	P. Kline	1,000.00
1. O. (138)	C. J. Minch	1,000.00
5	J. E. Sutton	1,000.00
1012	J. Klaus	475.00
415	H. A. Koutz	1,000.00
1. O. (3)	S. F. Terclak	650.00
134	A. M. Wigdahl	475.00
134	J. P. Mason	1,000.00
104	J. F. MacKenzie	1,000.00
634	R. G. John	1,000.00
17	R. E. Moore	1,000.00
372	F. E. Ballerman	1,000.00
1. O. (46)	N. Heiman	1,000.00
6	C. B. Marples	300.00
6	E. J. Faulkner	1,000.00
3	T. J. Riddle	1,000.00
1249	O. Wodin	300.00
1. O. (77)	M. D. Detroy	650.00
1327	C. I. Oldham	300.00
40	C. L. Falk	1,000.00
477	F. E. Wilbur	1,000.00
40	L. E. Gruber	1,000.00
1. O. (113)	C. P. Bader	1,000.00
1. O. (134)	J. A. Weir	1,000.00
77	R. Heblen, Jr.	1,000.00
1. O. (9)	A. J. Van Norden	1,000.00
6	R. M. Vogler	1,000.00
3	Sam Lebelie	1,000.00
736	A. B. Runions	1,000.00
136	William D. Poe	475.00
744	James Danner	1,000.00
439	Anderson Boyd	1,000.00
1. O. (184)	E. T. Kelly	475.00
533	R. Dhooze	650.00
1. O. (6)	L. W. Hatt	300.00
605	J. B. Regan	1,000.00
483	F. B. Smith	1,000.00
1. O. (577)	R. W. Werner	825.00
1. O. (1002)	J. E. Ellis	300.00
48	W. C. Ehlers	475.00
48	E. H. Peckham	300.00
131	F. E. Leisor	475.00



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Local Union -----
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ZONE NO.
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ZONE NO.

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L. U.	Name	Amount
I. O. (98)	J. P. Kleinschmidt	300.00
134	L. F. Waters	1,000.00
757	E. Duffy	1,000.00
844	A. L. Hume	1,000.00
134	C. A. Pomeroy	1,000.00
51	M. Liston	1,000.00
11	R. Z. Balcon	300.00
I. O. (774)	A. S. Arkle	1,000.00
23	R. B. Kellar	1,000.00
3	J. J. Sheehan	1,000.00
760	O. Branch	300.00
390	J. V. Sibley	1,000.00
I. O. (216)	A. A. Berry	825.00
304	J. Young	650.00
326	P. L. Bernier	475.00
508	B. F. Brittain	300.00
846	W. D. Walker	650.00
11	M. J. Hughes	650.00
I. O. (23)	W. B. Millar	1,000.00
836	J. Patnode	475.00
752	J. G. Carrington	300.00
I. O. (618)	J. J. Pierson	650.00
46	W. C. Howard	1,000.00
I. O. (38)	A. D. Shiland	1,000.00
134	M. Snyder	1,000.00
125	L. I. Shoemaker	1,000.00
I. O. (26)	E. Maloney	1,000.00
11	D. E. Houillon	300.00
I. O. (108)	R. Parra	475.00
3	C. E. Garrison	1,000.00
466	William Angle	1,000.00
695	G. W. Hieckman	1,000.00
505	William J. Braswell	475.00
326	E. C. Eno	1,000.00
1	K. Leonard	1,000.00
53	G. E. Clubb	475.00
302	J. Mulberry	1,000.00
I. O. (292)	J. E. Glawson	1,000.00
I. O. (713)	P. Szatkowski	1,000.00
6	C. B. Campbell	1,000.00
I. O. (129)	A. L. Chapman	1,000.00
6	J. E. Foran	1,000.00
46	F. B. Mendelson	650.00
48	L. G. Tiekner	475.00
494	A. L. Benz	1,000.00
77	B. F. Haney	1,000.00
124	J. H. Speck	1,000.00
I. O. (9)	E. L. Hawes	1,000.00
104	J. H. Glennon	1,000.00
3	J. J. Flood	1,000.00
I. O. (134)	C. C. Williams	650.00
I. O. (103)	J. Campbell	1,000.00
58	W. J. Koebel	1,000.00
659	Harlo Davidson	150.00
949	John Walstrom	150.00
214	Phil Humzeker	150.00
51	Otto E. Flegel	150.00
547	Thomas R. Eagle	150.00
125	Dan Campbell	150.00
18	Emil W. Worrath	150.00
477	Ingvald C. Lura	150.00
505	W. C. Holman	150.00
512	Thomas Colford	150.00
512	E. Burton	1,000.00
3	August Schramm	150.00
160	L. A. Primeau	150.00
		\$89,025.00

SUGGESTIONS FOR REFORM

(Continued from page 45)

municipalities, and other authorities. The authority should further be directed to counsel with the states and localities on the timing of non-Federal public works.

5. Initiate as promptly as is consistent with prosecution of the war such Federal public works as are now definitely planned or as may be speedily prepared for contract, but be prepared to taper off operations in case of later labor shortages and cost increases which may result from an over-rapid expansion of private construction.

6. Provide in the Reconstruction Finance Corporation facilities for loans—or provide through other appropriate means for the expansion of credit—for all types of sound, new construction projects, including local public works, in times when normal sources

of credit are not available. Provide in the same way for credit expansion in times of emergency for maintenance of industrial and commercial structures, railroads and utilities. Maintain, as a standby facility, the FHA insurance of home repair loans for use in similar circumstances.

7. Create a national commission on tax integration to study the problem of the equitable allocation of tax sources among the various levels of government. Reduce or eliminate the applicability of the corporate income tax to real estate corporations. Permit a deduction from the personal income tax for the depreciation of an owner-occupied house.

8. Through appropriate Congressional committees, restudy the Federal facilities concerned with mortgage credit, with a view to creating a unified and more comprehensive system of mortgage finance.

9. Review the applicability of the Sherman Act and the Federal Trade Commission Act to the problem of monopoly and restrictive practice within the construction industry, with the purpose of assuring freedom of competition.

B. The state and local government should:

1. Cooperate with the Federal Government in the collection of information and in the timing of expenditures for public construction.

2. Undertake at the earliest date consistent with prosecution of the war all presently contemplated public construction; be prepared to reduce expenditures in case of too rapid expansion of private construction; maintain programs of advance public works planning.

3. Institute studies of local tax sources with a view of relieving the special disabilities to real estate investment.

4. Provide for the creation of metropolitan authorities covering planning, land use, and taxation, in order that investment opportunities and the burdens of municipal operations may be more equitably distributed over the whole benefited area.

5. Restudy banking, insurance, and savings and loan legislation with reference to mortgage lending and investment practice, considering especially the questions of loan to value ratio, methods of repayment, direct investment by fiduciary institutions. Review legislation on foreclosure, title, and mechanics' liens, in order to simplify procedures, lower costs, and maintain a balance of equity among the interests involved.

6. Modernize building codes to conform with the best current engineering practice, with a view to lowering costs and facilitating technological advancement.

7. Revise zoning codes in the light of present and prospective needs for land use in order to counteract artificial inflation of land values and to recognize recent progress in the science of land planning.

8. Provide adequate legislation for the control of local monopoly and restrictive practices beyond the jurisdiction of the Federal Government.

9. Create facilities for land assembly in blighted urban areas and for the establishment of redevelopment corporations.

* * *

The objective of the recommendations to Government is to give the construction industry the basis for making sound decisions and a framework within which activity may confidently be carried forward. But Government cannot create a construction industry nor fully guarantee more than a small part of the market.

Industry, consequently, must assume a large share of the responsibility for a continuous high level of production. It must make use of the machinery provided by Government,

cooperate on the improvement of Government-industry relations, and assist in the development of an adequate informational service. Industry must be more alert to the possibilities of cost-saving techniques, both in production and distribution. It must become more familiar with the characteristics of its market and be prepared to exploit all the possibilities of market expansion as well as to shift from one type of demand to another as changing conditions may require.

* * *

As we face another postwar era, we find ourselves, so far as an orderly construction program is concerned, in both better and worse shape than we were in 1919. We are better off in that we see clearly the need for preventing a calamitous boom-break succession. Inadequate as our information still is, it is vastly better than it was in 1919. We see the importance of information, and we know what information we require. Our credit system, particularly as regards residential construction, is in much better shape; funds are ample, and interest rates will certainly be favorable to borrowers. Construction techniques, although still relatively backward, have advanced since the last war, so that builders have greater choice in materials and methods and somewhat greater flexibility in the character of their operations.

On the other hand, we are worse off in that the construction industry will, by the end of this war, have been reduced to a depression level of activity, whereas throughout the last war, there was a continuous rise of construction (public plus private) which was immediately picked up in the first postwar years. Similarly the suppliers of building materials and equipment suitable for normal requirements have now been substantially out of production for several years. Dealers' inventories are exhausted, and the whole distributing system is seriously disrupted. The construction labor force, which never has been restored to its 1929 level, is badly depleted.

Consequently, we have a more difficult task in getting construction under way than we did after the last war. From a level of approximately \$3.5 billion, new construction will have to increase over 400 per cent before reaching the tentative point of stabilization. Although, according to the Department of Labor, we have the capacity to supply materials and equipment for such a construction volume, the channels of distribution have to be reopened and the labor force will have to be recruited to two or perhaps almost three times its 1943 numbers. How quickly this gap can be made up will depend upon the sources of construction labor—some of it war trained—released through the demobilization of the armed forces and such war industries as aircraft and shipbuilding. The situation is further complicated by a lack of readiness to carry forward a sizable public works program to fill in the period until private activity can be built up. A recent report of the Federal Works Agency indicates that, including highways, state and local Governments are not prepared to start at once much over \$1.1 billion of public works.

We must recognize, therefore, that, with all encouragement possible, not less than two years, and probably longer, will be taken in reaching the assumed volume. There is a contingent danger that, after construction has resumed, we may encounter a rate of acceleration in private activity accompanied by a late-starting, rapidly-mounting public works program, the momentum of which might carry construction beyond a reasonable limit and render ineffective any effort at control or diversion. This danger makes it extremely important that we create at once the means of observing this movement in a comprehensive way and of establishing as quickly as possible

those other instruments which we can see now as necessary to the objective of stabilization.

The task ahead, great as it is, is not insurmountable. While we can have no assurance that our present knowledge permits us to plan with such exactitude as to eliminate the construction cycle, we do have the wisdom, if we exercise it, to prevent cataclysmic sweeps in the cycle. By giving ourselves an adaptable set of tools, we can modify and amplify our plans as, through experience, our wisdom increases. We must have the boldness to try.

LEGISLATIVE COMMITTEE WRITES

(Continued from page 57)

not share in the resulting earnings. To be successful, cooperation must rest on mutual confidence and good faith."

Through collective bargaining, workers and employers have adopted regular procedures to settle disputes over working conditions for a single plant or an entire industry. Where disputes cannot be handled satisfactorily by direct negotiations between workers and employers, help from a third party—usually government—sometimes aids in achieving an understanding and avoids strife. Government agencies, Federal and state, have been set up to aid in mediation and in arbitration of industrial disputes. The book explains the meanings of these terms, suggests cases in which one or the other approach is more applicable, and describes the Conciliation Service of the Department of Labor, as well as the work of a private group, the American Arbitration Association.

One main value of the book is its explanation in broad, simple terms of the reasons why government aid is necessary to cushion the adverse effects of modern economic conditions upon workers and to help labor obtain adequate wages and other income needed to pay the costs of present-day working and living. These needs and the steps taken to meet them are explained in discussions of workmen's compensation, Federal and state efforts to establish "a ceiling over hours and a floor under wages," and public action to spread the risks of economic insecurity and to pay the costs of unemployment, old age, and relief in depressions.

The book has its weak spots. In discussing the gradual growth of unionism and the various measures taken by Federal and state governments to aid workers and to provide them with the bare minimum of economic security needed in an insecure world, the authors gloss over much of the sheer fight that labor has suffered in its struggle for a more fair and equal position in an industrial economy. True, the book mentions some of the difficulties labor has faced, but the general attitude is one of complacency that willingly and wisely "we, the people, have acted through government." The implications are that all of us have accepted gracefully the changes for which labor has had to fight so hard and that the struggles are mostly over.

The authors carry their moralizing further, applying it to their treatment of "free enterprise." It is true that the

writers recognize the necessity for change in the past to meet altered economic conditions and that they seem rather vaguely to be aware that more change will be needed in the future. But even though they appear to favor a flexible, forward-moving economy, they accept too uncritically the so-called capitalistic system of economic control and ownership.

The term "free-enterprise system" is used too much and without any adequate analysis of what is meant by the term or of how the operations of private enterprise, as well as the economic effects of those operations, have changed in recent years. The writers have done a good job in explaining economic conditions as they have developed from the colonial period to the present and in telling of the effects of these economic conditions upon workers. But they make no effort to discuss how these very economic conditions that affect labor are dependent upon the so-called free-enterprise system.

Other evidence is available to show that the authors of this book are reluctant to accept too much economic change and to inquire too far into the implications of our existing economic structure. They speak of dictatorial governments existing today, referring to these governmental systems as challenges to the American tradition which must be met "in the peace which lies ahead if our system of free government and of free enterprise is to endure."

This linking together of the political and the economic—of "free government" and "free enterprise"—is typical of many writers who, even though they may see the need for some minor changes, want to avoid making serious efforts to see what we can do to make our economic system more responsive to popular needs. The implication of such a combination of terms is that we cannot change the economic too much without endangering our democratic government, and this implication doesn't necessarily hold water.

CHICAGO'S GREAT POWER

(Continued from page 52)

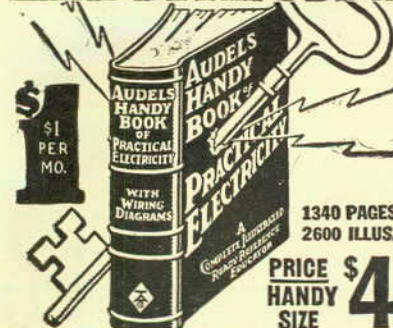
The I. B. E. W. on August 15 brought the negotiating committees of our four utility local unions together to meet with representatives of the company. As a result of the joint negotiations an agreement was reached on November 28. The company agreed that they would print the contract and deliver a copy to each employee.

The day of the signing of the contract was an event, and in their own publication the company issued an item that stated as follows:

"On November 28 the Company and Local Unions B-1359, B-1366, B-1367 and B-1399 of the International Brotherhood of Electrical Workers (A. F. of L.) signed a collective bargaining agreement covering the company's production and maintenance employees.

"In the bargaining units the National Labor Relations Board has designated the generating stations and substation departments as "inside plant." The "outside plant" group includes principally the construction, meter, purchasing and stores, revenue protection, service and repair, service buildings and transportation departments.

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Occupation _____
Reference _____ EEE

"Vice President C. A. Lambert and John W. Evers, Jr., as secretary, signed the agreement for the company and the following employees signed as officers of the local unions: W. D. Jones, Walter J. Gorak, C. C. Fearheiley, V. L. Syfert, O. A. Johnson, J. M. Creighton, G. F. Zuckweiler and E. R. Dahlke.

"Negotiation of the agreement began following N.L.R.B. certification of the International Brotherhood of Electrical Workers as the collective bargaining agent for the employees involved. The first negotiating meeting was held in July and final agreement for a bargaining agency was reached November 21.

"The company negotiating committee consisted of Vice President Alex D. Bailey; Roy A. Dingman, manager of industrial relations; Vice President C. A. Lambert and the following heads of departments: A. P. Good, E. W. Grover, A. E. Grunert, P. B. Juhnke, J. A. Mullholland, J. F. Sullivan, Jr., W. J. Wenrich and C. O. Willson.

"Members of the union negotiating committee were C. C. Fearheiley, Russell Golightly, A. A. Dougherty, Edward Johnson, W. D. Jones, Edward F. Strehlow, Walter Gorak, Thomas C. Mikulski, Earl L. Pitts, Oscar A. Johnson, James Wild, Timothy Doherty, Clarence Marsh, Paul Kocan, G. F. Zuckweiler, A. J. Trodahl and Elmer M. Rogoski.



Members' Leather Pocket Holder

a
durable,
handsome
folder
to contain
Official
Receipts
brown or black
35 cents

The wide variety of factors affecting employees in their relationship with the company, which are covered in the agreement include the following major provisions:

"Ability and seniority are the factors to be considered in cases of promotion to higher job classifications within the bargaining unit. If the ability of the employees under consideration is substantially equal, the man with the greatest seniority will be the one promoted. The normal lines of promotion from one job classification to another are shown in the agreement.

"In case a reduction in force is necessary, employees are to be demoted to lower job classifications in accordance with their job seniority, and lay-offs are to be made from the lowest job classification in the series in accordance with company service. If a vacancy occurs in a classification from which employees have, because of lack of work, been demoted or laid off within a two-year period, these employees will be offered the job in accordance with their seniority.

"If an employee's basic work day begins before 6 a. m. or ends after 8:30 p. m., he will be paid, in addition to his base pay, five cents per hour for all hours worked during his basic work day.

"Non-shift employees will not have Sundays scheduled as a basic work day.

"In case of a change in work schedule, employees will be paid at the overtime rate on the first day of the new schedule unless notified of the proposed change before they are released from duty on the second day preceding the change; or they will be given 48 hours' notice if not on duty.

"Overtime will be paid at the rate of time-and-a-half for all hours worked outside of the scheduled hours of the basic workweek, with the following exceptions: (a) double time will be paid on holidays for hours worked in excess of the number of hours in the employee's basic work day; and (b) double time will be paid for all hours worked on an employee's second regular day off in a week, provided he works his full basic week and also works on his first regular day off.

"An employee who is called back for

work at any time outside his regular schedule will be paid a minimum of two hours straight time pay and travel time allowance of two hours' straight-time pay.

"Anyone who is required to work two hours or more overtime, which is not a part of established work schedules, will be furnished a meal or given a meal money allowance of 75 cents if the overtime period extends through a normal meal period.

"An employee will be given the benefit of a holiday which falls on Saturday if it is one of his basic work days.

"If a holiday occurs during an employee's regular vacation, he will be allowed an additional day of vacation.

"Under specified conditions, an employee who resigns or is laid off because of reduction in force will receive a vacation allowance if he has not had the vacation for which he is eligible during the current year.

"The agreement establishes a grievance procedure under which differences concerning the interpretation or application of the provisions of the agreement, or with respect to job-working conditions may be adjusted.

"Subject to the approval of the War Labor Board, the schedule minimums of most of the job classifications covered by the agreement have been raised without change in the schedule maximums. Time and rate steps for all job classifications have also been revised so that the time normally required to progress from minimum to maximum has been reduced. Many employees will receive pay adjustments to bring their rate of pay in line with the revised time and rate steps for their classifications.

"Also, subject to approval of the War Labor Board, these adjustments will be retroactive to June 1, 1944, for employees of the generating stations and substation departments and to August 1 of this year for other employees covered in the agreement.

"In addition to these wage rate changes, all of the provisions of the agreement which will result in increased compensation to the employees will require the approval of the National War Labor Board. Such changes, if approved, will become effective as of the date of the approval, except that permission has been requested to make the night shift premium effective on December 1 of this year. All provisions of the agreement which do not require N.W.L.B. approval become effective on December 1.

"The agreement is to remain in effect until March 15, 1945."

ILL-WHELPED OFF-SPRING

(Continued from page 56)

the I. O. and must take effect simultaneously in all areas:

1. A member-to-member organizing campaign.
2. Harass employee and employer at every possible point of program origination and on every construction job.
3. Proper approach to management by some member of the I. O. staff who can deal on an even footing with corporation executives.

The success of this plan will depend entirely upon the calibre of the man the I. O. might place in charge—and let me add at this point, it would be a full-time as-

signment for several months. Such a representative must gain and hold the confidence of the broadcast membership—confidence in him and in the necessity for such effort as this plan calls for. He must have sufficient age and experience within the labor movement to enable him to secure the cooperation of heads of Building Trades and City Central bodies. He must be able to deal effectively with corporation executives. It is obvious that such a man cannot be one graduated from a broadcast station to the payroll of the I. O. as to date none of these have had adequate labor experience or shown the degree of competence for such a job. To me, at least, it is equally obvious that the job of opening the way for complete I. B. E. W. broadcast organization is sufficiently important to warrant the assignment of the best organizer the Brotherhood may have available. The I. B. E. W. would be infinitely better off in utilizing the services of such a representative and as a consequence, get the job done in a year or less, than to risk the encroachment of the CIO, the IATSE or the A. F. of M. upon its jurisdiction in the broadcast field.

While the foregoing has focussed its entire attention upon the Blue Network, it is not the writer's thought that we should overlook any opportunity to harass NBC, or any other employer of NABET—on the contrary, we should make our weight felt wherever possible. The Blue Network has been singled out for special attention as it is the writer's belief that good strategy calls for a concentration of pressure upon the enemy's weakest position.

The International President appreciates the fine work of this committee and their endeavor to be helpful in giving him pertinent facts that are so essential to the welfare of our Brotherhood.

WOMAN'S WORK

(Continued from page 60)

son and make a practice of buying untrimmed. Except for berries try to buy food by the pound or the piece.

Dried fruit: Large fruit is more economical.

Fish: Flesh should be firm and rigid. Eyes should be transparent and bulgy. Gills should be bright red, not yellow or grayish—should have fresh odor. Skin should be shiny. Scales should cling to the skin.

Meat: In buying meat, the proportion of meat, fat and bones must be figured in determining its net price—some "inexpensive" cuts are actually expensive because they include a large proportion of bone and fat. (All lean meat has the same caloric value regardless of cut and tenderness.)

Poultry: Large birds are better buys if the quality is the same. Select chickens with glossy, smooth skin, free from discoloration, abrasions and pin feathers. The breastbone should be soft and straight.

LOCAL UNION OFFICIAL RECEIPTS FROM NOVEMBER 11, 1944, INCLUDING DECEMBER 10, 1944

Table with multiple columns of financial data, organized by union number (e.g., L. U., B-1, B-2, etc.) and listing various receipt amounts and dates.

L. U. 457- 307089 307122 458- 231928 231964 460- 623705 623705 753713 753714 461- 995541 995508 B-463- 71829 71890 B 373308 373314 B 579415 579517 B 692613 692615 677697 464- 888679 888691 B-465- B 195001 105270 B 195841 196015 B 565547 565550 B 812066 812250 466- 131781 131750 467- 193130 193136 B-469- B 741901 741914 B 897112 897146 B-472- B 226805 226808 B-473- 574303 574323 B-474- 505717 505718 675882 676049 B 794738 794750 475- 153701 153737 247196 B-476- B 691366 691402 725577 725595 B-477- 177691 177940 217649 217650 B 286641 286680 952351 952355 B-478- 575681 575701 B 929562 929566 479- 138420 138436 360265 360271 381167 381174 984674 984677 480- 11645 11646 867554 867577 481- 784949 784984 B-482- 92883 92936 483- 367497 367500 687001 687194 767597 767598 B-487- B 374409 374410 B 463213 463217 489- 662032 788410 490- 560145 560146 619443 619470 B-491- 95754 95778 B-493- 359960 359974 709960 709961 B-494- B 321720 321724 781310 781319 B-495- 656278 656321 880603 880604 496- 502503 502535 498- 541393 541395 499- 177005 177016 332067 332092 689356 689376 500- 339977 331107 508- 132477 132706 352764 352765 B-502- 103283 103290 B 255662 255663 B 928263 928305 504- 153274 153318 499636 499644 227466 227482 B-506- 225301 225314 B 467071 467100 B 604240 604241 B-507- 135452 135499 B 354152 354157 246372 246378 508- 870563 870661 510- 126814 126840 511- 170649 170670 512- 29242 30287 76370 76407 B-513- 332500 B 469548 469558 B 606306 606308 99377 99474 514- 946981 696818 696751 970029 517- 970029 970029 B 382227 382228 B 465040 465047 B-519- 75942 75948 B 901271 901276 B-520- B 221650 221652 682962 682963 985261 985251 521- 240251 240311 522- 888180 888201 364439 364450 B-523- 702794 702795 280739 280757 619392 525- 97003 97011 526- 739007 739013 15011 15085 528- 198411 198455 497483 497538 755262 755263 B-530- 921235 921236 B 444306 556126 556129 43569 43569 532- 936999 937065 241825 241843 535- 703721 703727 536- 731484 731486 538- 144474 144503 540- 171876 171907 541- 109801 109839 198601 198623 B-544- 238801 238869 752101 752167 279059 279121 B 453118 453116 B-545- B 150388 150310 281841 281864 B 548411 548425 B-546- B 468011 468016 687966 687986 98774 98804 547- 814966	L. 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RECORD OF MEETING

(Continued from page 55)

digested the contents of the brief, informed the council as follows:

The courts have held that we are within our rights in refusing to install any material which does not bear the Brotherhood label, provided we are consistent in the application of our refusal, namely—if we refuse to install an article which does not bear the union label, for one contractor, we will have to refuse to install a similar article or substitute, for another contractor if that article or substitute does not have our union label. Should we refuse one contractor, and then favor another contractor we become, in the language of the court, "capricious," and are then liable to possible court action.

Secretary Bugnizet informed the council that the I. B. E. W. is supporting the C. T. U. in the coming election, and that the American Federation of Labor was to loan \$15,000 to them to further their campaign.

The case of Edward T. Hoock vs. James A. Morrell, L. U. 1, which came to the council from Edward Hoock of L. U. 1, appealing from the decision rendered by President Brown in the case, was taken up. All the evidence, in the form of communications, was gone over by the council members. The action of the council was "that President Brown be sustained in his decision, and it is so ordered."

The committee on audit, F. L. Kelley and Charles Foehn, reported that they had examined the audit report submitted

for the third quarter of 1944, and found that all accounts checked and that the records were in order. On motion which was carried, the report of the audit committee was approved, and the audit was ordered filed.

International President Brown, International Secretary Bugnizet and the council members reported on their activities in the interest of the Brotherhood. Their actions were approved.

There being no further business, the council adjourned sine die.

D. A. MANNING, Secretary.

CHARLES M. PAULSEN, Chairman.

REA VISUALIZES OPPORTUNITIES

(Continued from page 51)

and other problems of most effective land use.

State utility commissions can aid the objective by exercising their regulatory powers to assure adequate low-cost supplies of power to cooperatives; by encouraging liberalization of rural line extension requirements of private power companies, and by eliminating rate discriminations and promoting rate reductions for rural power service. They can

also aid the objective of full area coverage by preventing "cream skimming" by power companies. If the power company is not willing to guarantee the extension of rural electric service on an area-wide basis, the people themselves should be given full opportunity and encouragement to undertake the development of both high and low density territory combined on a non-profit basis.

The principle of area coverage means making electric service available to all rural establishments in a given area without leaving gaps of unserved sectors within the area or leaving stranded farms located on the fringes. In applying the principle the boundaries of an area are determined largely by geographic and physical considerations to assure compact operating systems. Area coverage appears to be the only way substantial progress in rural electrification can be made without subsidy. Experience has shown that construction to serve all rather than a selected few, permits mass production methods in the development and more efficient management in the operation of local systems. The net results are lowered costs and availability of high-line service to all people in a rural area.

In conclusion, the report states that the most important factor in the nation's future rural electrification program will be planning by local people. Locally developed plans for rural electrification establish a basis for a national program which directly concerns the Rural Electrification Administration. Farmers can help by taking the initiative. If rural electrification is to have area-wide electric power made available it must be remembered that the program, to succeed, must be developed as a "grass roots program."



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Book, Minute for R. S. (large).....	3.00	Receipt Book, Applicants (300 receipts)	1.75		
Book, Day.....	1.75	Receipt Book, Applicants (750 receipts)	3.50	FOR E. W. B. A.	
Book, Roll Call.....	1.50	Receipt Book, Members (300 receipts)	1.75	Book, Minute.....	1.50
Carbon for Receipt Books.....	.05	Receipt Book, Members (750 receipts)	3.50	Charters, Duplicates.....	.50
Charters, Duplicate.....	1.00	Receipt Book, Miscellaneous (300 receipts)	1.75	Reinstatement Blanks, per 100.....	.75
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Constitution, per 100.....	7.50	Receipt Book, Overtime assessment (300 receipts)	1.75	Single Copies.....	.10
Single copies.....	.10	Receipt Book, Overtime assessment (750 receipts)	3.50	Rituals, each.....	.25
Electrical Worker, Subscription per year.....	2.00	Receipt Book, Temporary (750 receipts)	3.50	JEWELRY	
Envelopes, Official, per 100.....	1.00	Receipt Book, Temporary (300 receipts)	1.75	No. 1—Gold Filled Button Gilt Tie Clasp.....	1.00
Labels, Decalcomania (large 1½", small 1", fabricating 1"), per 100.....	.20	Receipt Book, Temporary (90 receipts)	.75	No. 2—10 kt. Gold Lapel Button.....	1.10
per 1,000.....	1.50	Receipt Book, Financial Secretary's.....	.25	No. 3—Rolled Gold Pin (for ladies).....	.75
per 5,000.....	7.00	Receipt Book, Treasurer's.....	.25	No. 4—Rolled Gold Lapel Button.....	.75
per 50,000.....	67.00	Receipt Holders, Members' Leather Pocket, Folding, each.....	.35	No. 5—10 kt. Gold Button Rolled Gold Tie Clasp.....	1.75
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day breaks and the shadow flees away.*

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