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**LABOR ORGANIZATIONS  
IN CHILE**

BY

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## LABOR ORGANIZATIONS IN CHILE

### FREEDOM OF ASSOCIATION

In Chile liberty of association was fully guaranteed by the former political constitution of 1833, as it is now by the new fundamental charter, the constitution promulgated September 18, 1925.<sup>1</sup> In this regard Chile has led the majority of existing civilized peoples, being also the first country in America to enact a special law covering union organization.<sup>2</sup> Moreover, the right of association thus sanctioned is freely exercised by the I. W. W., the communists, and other organizations of a revolutionary character.

Article 10, No. 6, of the constitution of 1833 read: "The constitution sanctions the right to associate without previous authorization and without arms"; and the constitution of 1925, in article 10, No. 5, states that the constitution confirms the right to associate without "previous authorization and in conformity with the law."

On the other hand, the Chilean Civil Code, which dates back to 1857 and is based on the Napoleonic Code, provides a special system for associations which have for their purpose acts peculiar to human beings and establishes a legal personality, or body corporate, for which such associations must apply to the President of the Republic.

According to article 548 of the Civil Code, "The rules or regulations formulated by said corporations shall be subject to the approval of the President of the Republic, who shall give such approval, if there is nothing therein contrary to public order, the laws, or good morals." The law gives the President of the Republic the right to dissolve such corporations. The public is allowed to intervene for the purpose of denouncing unlawful acts by corporations. Incorporation being accorded, such associations are able to acquire property, conclude contracts, etc.<sup>3</sup> The civil-code system, however, has been modified by special laws of 1924.

### THE LEGAL SYSTEM IN GENERAL

Ex-President Arturo Alessandri, in the proposed labor and social welfare code presented to Congress in June, 1921, defined the Government's attitude in regard to union organization as follows:

As the experience of several centuries has shown, repressive measures have always proved impotent and ineffective. We shall even go a step further and state that such measures have invariably had an unfortunate effect; that is to say, they have converted public associations, existing in the full light of day, directly or indirectly under the surveillance of the State, into secret associations

<sup>1</sup> Roldán, Alcibiades: *Derecho Constitucional*.

<sup>2</sup> Law No. 4057 of Sept. 8, 1924.

<sup>3</sup> Sólaz, Luis Claro: *Recopilaciones de Derecho Civil*.

dwelling in shadow and mystery on the borderland of law and which sooner or later become habitual conspirators against public and social order.

It is, however, a fact established by evidence that, despite repressive measures which were often Draconian by certain countries in various epochs against labor organizations, this movement has continually gained ground, grown larger and larger, become more coherent and more disciplined, and finally become an irresistible force, and at the same time one of the most active and useful factors in the economic and social progress of contemporary peoples.

There is also another fact which appears to be definitely established if one holds fundamentally to the ideas of many of the great thinkers and sociologists of our day, namely, that the trade-union movement, far from becoming weaker, must inevitably become more swift and strong and attain its full development by the strengthening of true democracies.

These associations do not constitute a menace to social peace, nor do any of their basic principles. On the contrary, they exercise a beneficent influence in economic relations, and they should be considered as necessary when they assist in regulating these relations.

Trade-unions have afforded great service to their members and to the working classes in general, and, far from devoting themselves to fomenting industrial war, they have directed their efforts toward collective action and provision for social welfare.

In the proposed labor code heretofore mentioned a chapter was devoted to the legal recognition of trade-unions, being based on the French trade-union act of Waldeck Rousseau, of 1884, with modifications introduced by the Millerand Act of 1920. This proposed law was studied by a joint commission of the National Congress (representing the Chamber of Deputies and the Senate) and modified in several particulars. While the commission considered that it was proper to recognize freedom of union association, it also believed it to be necessary to establish in all industries a distinct type of union known as the "works union"—composed of the employees of the individual establishment. The object of creating these local works or plant unions was to establish stable and responsible workers' organizations for the constitution of conciliation and arbitration machinery in each establishment and to provide an agency by which the workers might be given participation in the profits of the establishment—an ideal difficult to attain with unions organized in accordance with the common principle of freedom of union association. (Law No. 4057 of September 8, 1924.)

It is indisputable that this new works union established by law, which appears a little paradoxical with the principle which sanctions union liberty, has for its objective the halting of the semi-revolutionary trend of the free unions.

A synopsis of the principles established by the Chilean law of September 8, 1924, is here presented:

#### SUMMARY OF CHILEAN LAW OF 1924 (NO. 4057) ON UNION ORGANIZATION

##### WORKS UNIONS

Chapter I of the law of 1924 is devoted to works unions.

*Privileges and obligations.*—In order to enjoy the rights and privileges granted by the law, all workers "over 18 years of age in any mine, quarry, nitrate establishment, factory, or workshop employing more than 25 persons \* \* \* shall constitute an association, which shall bear the name 'works union,' coupled with the name of the establishment concerned."

*Legal recognition.*—Such an association shall be deemed “a body corporate.”

*Advantages.*—The law grants to the works union the following rights:

- (1) To conclude collective contracts with the establishment;
- (2) To represent the workers in individual contracts when so requested;
- (3) To represent the workers in collective disputes and in conciliation and arbitration proceedings;
- (4) To undertake such mutual benefit and cooperative activities as may be chosen by the members; especially (a) life insurance, (b) industrial accident insurance, and (c) funeral benefits;
- (5) To register trade-marks, or labels, for the free use of the members;
- (6) To participate in the profits of the industry, the workers constituting the works union sharing in such benefits. This participation may be fixed beforehand—(a) in the individual or collective labor contract; (b) in case there is no contract, at 6 per cent of the salaries or wages paid during the year, up to 10 per cent of the profits; (c) or in the form of labor shares, which may be issued by enterprises organized as joint-stock companies. Half of the workers' share of the profits shall be paid to the union, to be used for mutual benefits, and the other half is to be distributed among the union members in proportion to their wages and the days they have worked.

*Revenues of works unions.*—Under the law the unions may possess unlimited funds; if such are in money they must be deposited in the institutions of credit of the State and be subject to State control.

The law forbids the federation of works unions.

#### TRADE-UNIONS

Though creating a special form of compulsory works unions the law (Chapter II) has also recognized the free trade-union, basing such recognition, as already noted, on the principle of the French law.

*Nature of trade-unions.*—In effect the law recognizes as trade-unions associations formed by salaried and wage-earning employees in the same trade, industry, or employment, or in similar or related trades, industries, or employments, to deal exclusively with the study, promotion, and legitimate defense of the general economic interests of their members.

Associations of employers may benefit equally under the system established by the act.

*Legal power to organize trade-unions.*—The law prohibits the organization of unions of public employees.

Married women engaged in any occupation or trade may, without the consent of their husbands, organize or join unions and take part in their administration.

*Legal formalities.*—Trade-unions desiring to be incorporated should present to the executive through the General Labor Office an application, to which should be appended two copies of the rules of the union and a list of its members and their addresses and respective nationalities.

*Rights accorded trade-unions.*—(a) Trade-unions may acquire property of all kinds, but to hold real estate must obtain the special authorization of Congress, which must be renewed every 10 years.

(b) They may organize elementary or vocational classes, social museums, cooperative societies of all kinds, stores and warehouses, employment agencies, and in general all social welfare services compatible with the purposes of the union.

(c) Trade-unions which have been incorporated may conclude collective labor contracts.

(d) They may represent their members in collective disputes.

(e) They may represent the common interests of their members before third parties and the public authorities.

*Legal obligation of trade-unions.*—Trade-unions must keep a special register of their members and send a copy of such register at least once a year to the General Labor Office.

*Special legal prohibitions.*—(a) Under the law a trade-union may not sue nor be sued except in cases affecting the common or general economic interests of the organization.

(b) Trade-unions are forbidden to commit acts tending to restrict individual liberty, the right to work, or the right to engage in industry.

*Amalgamations or federations of trade-unions.*—The law recognizes the right of unions to federate. Two or more trade-unions in the same trade or occupation may combine or federate for the study, development, or legitimate defense of their common economic interests.

Amalgamations and federations may be incorporated in the same manner as trade-unions.

*Dissolution of trade-unions.*—The Chilean law on trade-unions, adopting the principle established by the French law, confers the right to decree the dissolution of trade-unions on the President of the Republic. Such dissolution may be decreed: (a) When trade-unions transgress the law; in general, when they attack constituted power and the public order; (b) when their membership is reduced to less than 20; (c) when the union, in case of industrial conflicts such as strikes or lockouts, does not respect the decisions rendered by conciliation or arbitration tribunals.

*Penalties.*—The law provides for fines and special penalties against union members in specified cases. It is the duty of the General Labor Office, departmental governors, and the regional inspectorates to see that the law is strictly observed.

#### LEGAL CONDITIONS GOVERNING LABOR UNIONS

The preceding summary of the legislation governing labor unions indicates that to have a legal status such associations must comply with the following conditions:

*Works unions.*—In order to enjoy the rights and advantages accorded by this law to workers over 18 years of age in any mine, quarry, or nitrate establishment, factory, or workshop employing more than 25 persons, such workers shall form an association bearing the name "works union," coupled with the name of the establishment concerned. This association shall be deemed a body corporate and shall be constituted for the purposes indicated. The law seems

to require no other formality for the legal existence of these works unions, but as they have the right to acquire real property it is believed that a Federal decree of incorporation is indispensable.

*Trade-unions.*—Trade-unions desiring to be incorporated—that is, to be fully recognized by the Government—must make application to the President of the Republic through the General Labor Office. After consultation with the General Labor Office the President shall grant or refuse the application for incorporation. A refusal can be based only on the reason that the rules of the union are contrary to the constitution or to the laws, morality, or decency, or that the union has violated or failed to comply with any of the provisions of the act; but this shall not prejudice the right of the Government to require the union submitting the application to make any amendments to the rules or any material alterations and declarations considered necessary.

The organization and activities of trade-unions are governed by the rules of such unions in all matters not regulated by law. It is further understood that the legal provisions in effect relative to private corporations are applicable to trade-unions, if such provisions are compatible with the purposes of such unions and the provisions of this law.

A trade-union may not sue nor be sued except in cases affecting the common or general economic interests of the association.

*Unions of salaried employees* are subject in their organization to the same conditions as private associations and must make application for incorporation to the Minister of Justice, who upon the advice of the Ministry of Labor may grant or refuse the same.

The law of October 17, 1925, relative to private employees did not establish special rules for the organization of unions of salaried employees, but that part of the law of 1924 referring to trade-unions includes both salaried employees and wage earners, and therefore the organization and the conditions for the legal recognition of such unions are the same as those of trade-unions of workers, which have been analyzed.

#### LAWFUL ACTIVITIES OF LABOR UNIONS

The fields of action of both the works unions and the trade-unions are definitely determined by law.

*Works unions.*—In the case of works unions these activities, as already noted, include the right: (1) To conclude collective agreements with the establishment; (2) to represent the workers in making individual contracts when so requested; (3) to represent the workers in collective disputes; and (4) to carry on mutual aid and cooperative measures.

The mutual aid and cooperative plans contemplated by the law include life insurance, accident insurance not otherwise provided for by law, insurance against sickness, unemployment, and old age, and death benefits.

The benefits or pensions must be in proportion to the funds accumulated and the wages of each member, and the establishment shall be given notice thereof. The union may reinsure its liability in companies doing a life or other insurance business.

According to the law, the assets of the union shall comprise:

(1) Contributions by its members, fixed by the general meeting in conformity with the rules, to supply the needs of the wage earners of the establishment in case of unexpected or arbitrary stoppage of work, or sickness, or old age, or for other purposes of general interest.

(2) Voluntary contributions made to it by the establishment or the wage earners or other persons, and bequests.

(3) Income from the property of the union.

(4) The sum which is apportioned to the works union on the distribution of the moneys accumulated in the National Savings Bank, or any branch thereof, from the fines imposed by the act relating to labor contracts upon employers and wage earners for violations of its provisions.

(5) Fines imposed by the executive board of the union upon the wage earners by virtue of its right to exercise disciplinary powers under section 554 of the Civil Code, said fines not to exceed 10 pesos for each violation.

(6) The moneys accruing to the union [from labor shares issued by joint-stock companies].

The moneys of the union, as they are received, shall be deposited in the branch of the National Savings Bank nearest to the main plant of the establishment, and the members of the executive board shall be responsible for compliance with this requirement.

The executive board of the union shall be responsible for the management of the moneys mentioned in the preceding section.

The president and the treasurer, acting jointly, may draw upon the moneys deposited, but only for the purposes specified in the act.

The moneys of the union shall not belong to the wage earners belonging to the union nor to the establishment in which they work. They shall be under the control of the union even if its composition changes, and shall be utilized exclusively for the purposes mentioned in the act.

If the establishment is closed, or if, as a result of changes of a permanent nature (e. g., change in work or restriction of output), employment is given for only three months to less than 20 wage earners, the union in question shall be wound up in the manner prescribed in its rules, and in default of the direction therein of any other method the moneys shall be divided among the persons who are members of the union at the time, in proportion to the contributions paid by them in conformity with [the provisions of the act], and the sum due to each shall be deposited in his name in the National Savings Bank.

In the event of the winding up of the union, and without prejudice to the provisions laid down in the preceding paragraph, the moneys set apart for mutual benefit purposes shall be transferred to an institution specified in the regulations, which shall carry on the services connected therewith.

Works unions may register trade-marks, or labels, for the individual use of their members free of charge, and may use the said marks or labels to distinguish the goods manufactured by the establishment, provided they obtain the written consent of the employer.

*Trade-unions.*—The important rights granted to trade-unions have already been noted. It has also been noted that while such unions may not hold real estate except with the consent of the Government, they may freely acquire other forms of property and may establish schools, social museums, cooperative societies, stores and warehouses, employment offices, and other social welfare services.

Mutual benefit, pension, and insurance funds established by trade-unions, as regards their organization and operation, are under the supervision of the General Labor Office. In particular, the General Labor Office shall ascertain whether the contributions, assessments, or premiums set aside for this purpose are sufficient for the discharge of their obligations toward the members participating therein. If such obligations do not appear to be duly covered, the Government, after consultation with the General Labor Office, shall prohibit the operation of the service in question.

In case of irregularity in the use of moneys of the union, the Government, after observing the same formalities, shall revoke the incorporation of the association and refer the case to the common courts for the enforcement of the obligations in question.

Trade-unions which are legally organized have, as already pointed out, the right to conclude collective agreements, may represent their members in general disputes and in conciliation and arbitration proceedings, and may represent the common economic interests of the association before the public authorities. They are specifically forbidden to indulge in other activities than those mentioned in their constitutions and by-laws or to perform acts tending to restrict individual liberty.

It should be understood that in Chile union organizations with a trend toward revolutionary philosophy, such as the Federation of Labor of Chile and the I. W. W., exist without persecution. Their journals and their publications attacking the constituted Government are, as a rule, issued without causing repressive measures on the part of the State.

### HISTORICAL VIEW OF THE LABOR-UNION MOVEMENT

The first stage of the union movement in Chile was that of mutual benefit societies. This has been the case in the majority of American countries, thus confirming what the eminent sociologist, E. Rostand, said at the congress of the Mutual Insurance Society of Milan: "The mutual aid societies are the embryonal cellule, the nucleus around which are grouped all the other institutions of welfare and social assistance."

In Chile the workers have organized in mutual aid societies from the middle of the last century. In the year 1853 the typographical union of Santiago organized the first mutual aid society, with the name "Typographical Society"; it is now known as the "Printers' Union." Two years later the same union organized another society with the same name, in Valparaiso. In 1858 the "Artisans' Society of Valparaiso," a true mutual aid society, appeared, and in 1862 two more were formed, one in Santiago and the other in La Serena, both called "Artisans' Union."

During most of the nineteenth century the labor-union movement concentrated on mutual aid societies. In 1870 there were in the country 13 mutual aid societies which were incorporated; in 1880 there were 39; in 1890, 76 were registered; in 1900 they had increased to 240; and in 1925 they numbered 600, with 90,000 members. These numbers do not include the numerous mutual aid institutions which were not incorporated.

Thus, in Chile, as elsewhere, the mutual aid society was the first step in labor organization. These mutual aid societies constituted the natural meeting place for labor and the home of its social life. They furnished valuable material advantages, because by means of a little monetary sacrifice they gave the workers insurance against the most common risks which threatened their existence; and they also furnished valuable moral advantages, since from the beginning they exercised an important influence on the economic customs of the workers.

It was not until the twentieth century that labor organization in Chile developed along other lines. The cause of this slow evolution of trade-unionism proper, as contrasted with its rapid development in Europe during the nineteenth century and, on a smaller scale, in the other American countries, lies principally in the fact that Chilean industrial development did not become active until the beginning of this century, but also in considerable degree in the distance of Chile from the large centers of European social movements and the almost total lack of immigration.

In the first 15 years of this century (i. e., 1900 to 1915) the workers began to group themselves in organizations to protect their trade and guild interests. The first manifestations of union organization were in Santiago, Valparaiso, and Antofagasta. These organizations, comprising one or more unions of workers in the same industry, were called by the workers "defense organizations," because of their open opposition to capital. They were formed sometimes on the occasion of friendly strikes in factories, but more generally in an industrial branch, as, for instance, in the saltpeter industry. A large number of these associations disappeared upon the termination of the strikes which had called them into existence.

## MUTUAL BENEFIT SOCIETIES

### SOCIAL LABOR CONGRESS IN CHILE

The Social Labor Congress, with headquarters in Santiago, is composed of representatives of almost all of the labor mutual benefit organizations in Chile. It was organized in 1916. Each mutual aid organization is entitled to a delegate. At present there are affiliated with this congress about 350 mutual benefit societies.

*Objects.*—Coordinates the efforts of the mutual aid societies, studies the various labor problems and other problems of interest to national life, and presents to the Government and to the public authorities the needs of the associated institutions. The Social Labor Congress holds, periodically, large meetings or special conventions in which national problems are debated. The latest convention of this character took place in April, 1927.

*Government.*—A board of directors, composed of a president, two vice presidents, and seven directors, who are nominated at the meeting of the representatives of the affiliated societies. Various committees are appointed by the board; the committee on the application and reform of social laws deserves mention.

*Headquarters.*—1226 Santo Domingo Street, Santiago.

*Official organ.*—La Mutualidad Chilena, founded in March, 1926.

*Number of affiliated societies.*—Over 350, with a total of 50,000 members.

### SOCIETY OF ARTISANS OF "THE UNION" OF SANTIAGO

Affiliated with the Social Labor Congress.

Organized in 1862, and one of the oldest institutions of its kind in Chile. During its existence it has been active in social and educational work. It owns a large building, in which is carried on a night

school for children of the workers, which has a daily attendance of over 100. The organization also has a good library, and a theater in which are held weekly educational entertainments, which are well attended. The members have founded an art school which gives entertainments for the workers' cultural development. There is a good orchestra, formed by the members and their families, and the society maintains a troop of Boy Scouts.

*Objects.*—To give aid to the members in case of sickness, and in addition to work for their cultural and moral betterment.

*Territorial jurisdiction.*—Santiago.

*Trade jurisdiction.*—Wage earners in different occupations, salaried employees, and young artisans.

*Government.*—An executive board, composed of a president, two vice presidents, a secretary, a recording secretary, a treasurer, and seven directors, who are elected at the annual meeting of the members. There are the following committees: Health, audit and finance, education, and recreation and excursion.

*Qualifications for membership.*—Must pass an examination by the society's doctor, be introduced by a member and approved by the executive board, and pay an initiation fee of 5 pesos and monthly dues of 3 pesos.

*Benefits.*—Sickness benefits: Medical and surgical assistance, if sickness is not caused by alcoholism or venereal disease, and 2 pesos daily for three months, which the executive board may extend to six months; if hospital care is needed, up to 3 pesos daily; if totally disabled or if illness has been declared chronic and incurable by three doctors, 20 pesos a month in addition to medicines and medical care. Death benefit: Funeral expenses and about 1,000 pesos to the family.

After 15 years a member is entitled to be pensioned, provided he has paid his dues for 15 years, and is thereupon exempt from further payments. After 25 years, if the member is unable to work he is entitled to a life annuity, the amount to be fixed by the general assembly.

The society owns a large town, a veritable garden city, in which 120 members have become home owners. The Chilean Government has loaned for this work a million and a half pesos. The society owns real estate having a value of over 521,000 pesos and has a mausoleum worth 80,000 pesos in a cemetery in Santiago.

*Headquarters.*—851 Riquelme Street, Santiago.

*Membership.*—One thousand three hundred and fifty.

#### UNION SOCIETY OF PRINTERS OF SANTIAGO

Affiliated with the Social Labor Congress.

Organized in Santiago in 1853; it is the oldest mutual benefit institution in Chile. During the whole period of its existence it has carried on extensive educational work, including the maintenance of a night school for the members and their children.

*Objects.*—To give aid to its members in case of sickness and to work for their material and moral betterment.

*Territorial jurisdiction.*—Chile.

*Trade jurisdiction.*—Printers.

*Government.*—An executive board, composed of a president, two vice presidents, a secretary, a treasurer, and five directors, who are

elected at the annual assembly. There are committees on relief, entertainment, admission, etc.

*Qualifications for membership.*—Must be a printer, present an application signed by two members, pay an initial fee of 5 pesos toward the construction of a new building, 5 pesos toward constructing a mausoleum, monthly dues of 3 pesos, and an assessment of 2 pesos for each member who dies.

*Benefits.*—Sickness benefits: Medical, surgical, and pharmaceutical care; during disability, 2 pesos a day, up to a maximum of 50 pesos. Death benefit: 80 pesos for funeral expenses, and 300 pesos to the family.

The Union Society of Printers is one of the few in Chile which has succeeded in obtaining a collective labor contract with relatively high wages.

At intervals entertainments of an instructive nature, conferences on social subjects, meetings for the families of the members, etc., are held.

The institution owns its headquarters building, valued at 76,000 pesos.

*Organization.*—The society has sections in Valparaiso, Concepcion, Temuco, Chillan, and Valdivia.

*Headquarters.*—1357 Eleuterio Ramirez Street, Santiago.

*Membership.*—Two thousand two hundred and twenty-five printers, linotypers, and workers in similar trades.

#### FERMIN VIVACETA MUTUAL AID SOCIETY

Affiliated with the Social Labor Congress.

Organized in Santiago in 1883; it is affiliated with the two societies mentioned above and is one of the most important. It has carried on a great work for education and moral improvement. It has a night school for members and their families, and has organized a library. It owns two buildings.

*Objects.*—To give aid to its members in case of sickness and to contribute to their material and moral betterment.

*Territorial jurisdiction.*—Santiago.

*Trade jurisdiction.*—Carpenters, cabinetmakers, and workers in similar trades.

*Government.*—An executive board, composed of a president, a vice president, a secretary, a treasurer, and five directors. There is an entertainment committee, a relief committee, etc.

*Qualifications for membership.*—Must be a carpenter or cabinet-maker, be indorsed by one member, be accepted by the executive board, and pay an initiation fee of 3 pesos, a mausoleum fee of 3 pesos, a monthly burial fee of 1 peso, and monthly dues of 3 pesos.

*Benefits.*—Sickness benefits: Medicines and medical care if sickness is not the result of a social disease or alcoholism, and 2 pesos a day if incapacitated for work. In case of hospitalization, 1 peso 50 centavos a day; if incapacitated for work by occupational disease or industrial accident, 20 pesos a month; and if disease is declared by a doctor to be chronic, 20 pesos a month. Death benefit: Funeral expenses and 200 pesos to the family, if member has belonged to society from 1 to 5 years; 300 pesos if he has belonged from 5 to 10

years; 400 pesos if he has belonged from 10 to 15 years; and 500 pesos if he has belonged for a longer period.

The society owns property worth more than 103,400 pesos, and is now constructing a labor center for the use of its members.

*Headquarters.*—851 Riquelme Street, Santiago.

*Membership.*—One thousand one hundred and forty.

#### UNION SOCIETY OF DAY WORKERS

Affiliated with the Social Labor Congress.

Organized in Santiago in 1923.

*Objects.*—To lend material and moral aid to its members in cases of sickness, and to work for their educational improvement.

*Territorial jurisdiction.*—Santiago.

*Trade jurisdiction.*—Printers and linotypers in the printing offices of Santiago.

*Government.*—An executive board composed of a president, a vice president, two secretaries, and seven directors. The executive board is changed annually, being elected by the general assembly of the members. There are the following committees: Membership, conciliation and assistance, auditing, entertainment and social, study and library, rules and regulations.

*Qualifications for membership.*—Must be a day worker in Santiago and pay an initiation fee of 5 pesos and weekly dues of 50 centavos.

*Benefits.*—Sickness benefits: Medicines and medical care; for partial disability, 10 pesos a day; and for total disability, 20 pesos a day. Death benefit: Funeral expenses and 1,000 pesos to the family. Unemployment benefit: 20 pesos a week.

*Headquarters.*—1318 San Pablo Street, Santiago.

*Membership.*—Two hundred and thirty.

#### MANUEL RODRIGUEZ SOCIETY

Affiliated with the Social Labor Congress.

Organized in 1909. This society, affiliated with the Society of Artisans of "the Union" of Santiago, has done a most interesting educational and social work in Santiago. The society owns property and maintains a night school for members, their children, and persons living near by, and also an industrial school for occupational training, with the necessary material and equipment. It has organized a Scout troop, which has more than 100 members, and a fine band. It holds weekly entertainments of a cultural nature, social gatherings, etc.

*Objects.*—To give help to its members in case of sickness and to contribute to the material betterment and moral and intellectual progress of the members and their families.

*Territorial jurisdiction.*—Santiago.

*Trade jurisdiction.*—Wage earners and salaried employees in different occupations.

*Government.*—An executive board composed of a president, a vice president, two secretaries, a treasurer, and seven directors, elected by the annual assembly. The board meets once a week. There are

different committees for the promotion of the social services—a sanitary committee, a school committee, an entertainment committee, etc.

*Qualifications for membership.*—Must present an application to the executive board and pay an initiation fee of 2 pesos and monthly dues of 2 pesos.

*Benefits.*—Sickness benefits: Medicines and medical care and 2 pesos a day; in case of invalidity, 30 pesos a month if member has belonged to the society for at least 10 years and 40 pesos a month if he has belonged for a longer period. Death benefit: Funeral expenses up to 80 pesos and to the family a sum proportioned to the years deceased has been a member, as follows: From 1 to 2 years, 150 pesos; from 2 to 4 years, 200 pesos; from 4 to 15 years, 400 pesos; and for more than 15 years, 500 pesos.

*Headquarters.*—748 San Francisco Street, Santiago.

*Membership.*—Two thousand two hundred.

#### UNIVERSAL MUTUAL AID SOCIETY

Affiliated with the Social Labor Congress.

Organized in 1903.

*Objects.*—To give help to its members in case of illness and to work for their material and moral betterment.

*Government.*—A general assembly and an executive board, composed of a president, a vice president, a secretary, and a treasurer. The executive board is elected at the annual convention of the members. In addition an assistant treasurer and five directors are elected.

*Qualifications for membership.*—Must pay an admission fee of 5 pesos, an assessment of 2 pesos for each member who dies, and monthly dues of 2 pesos.

*Benefits.*—Sickness benefits: Medicines and medical assistance and 2 pesos a day. Death benefit: Funeral expenses and between 200 and 400 pesos to the family, according to the number of members.

The society owns property worth 28,000 pesos.

*Headquarters.*—1226 Santo Domingo Street, Santiago.

*Membership.*—Two hundred and eight.

#### AURORA MUTUAL AID SOCIETY

Affiliated with the Social Labor Congress.

Organized in 1901.

*Objects.*—To help the members in case of sickness and to contribute to their material and moral improvement.

*Government.*—An executive board composed of a president, a vice president, a secretary, a treasurer, and five directors. The general assembly elects the executive board and meets annually.

*Qualifications for membership.*—Must belong to the working class and be accepted by the executive board, pay an initiation fee of 2 pesos, an assessment of 2 pesos for each member who dies, and monthly dues of 2 pesos.

*Benefits.*—Sickness benefits: Medicines and medical assistance if member has belonged to society for more than a year and 2 pesos a day; also larger benefits for families if additional payment has been

made by member. Death benefit: 100 pesos for funeral expenses and 400 pesos to the family. After 18 years in the society a member is entitled to be pensioned and receive all the benefits without further payments.

*Headquarters.*—535 Diez de Julio Street, Santiago.

*Membership.*—Two hundred and ten.

#### SOCIETY FOR MUTUAL AID, EQUALITY, AND LABOR

Affiliated with the Social Labor Congress.

Organized in 1894. This institution has for 30 years promoted educational work for the working classes. It owns a good theater, where conferences of an educational nature and social entertainments are held periodically, being attended not only by the members and their families but by the public as well. It celebrated its thirty-third anniversary with elaborate entertainments.

*Objects.*—To give aid to its members in case of sickness and to work for their material and moral betterment.

*Government.*—An executive board composed of a president, two vice presidents, two secretaries, a treasurer, and seven directors, elected at the annual congress of the members. There are numerous committees, the most important being those on sanitation, entertainment, and schools.

*Trade jurisdiction.*—Salaried employees and wage earners.

*Qualifications for membership.*—Must be a worker and have application for admission approved by the executive board; pay an initiation fee of 2 pesos 50 centavos, a mausoleum fee of 5 pesos, and monthly dues of 3 pesos.

*Benefits.*—Sickness benefits: Medicines and medical assistance if member has belonged to society for more than a year and 1 peso a day, if incapacitated for work; in case of hospitalization, 3 pesos a day. Medical attention for family of member at reduced rates. In case of invalidity, after having belonged to the society for five years, 15 pesos a month. Death benefit: Funeral expenses up to 150 pesos and 1 peso to each member of the family.

The society owns a building in which is conducted a night school for the workers, and possesses property worth 88,000 pesos.

*Headquarters.*—Andes Street, between Herrera and Maipu Streets, Santiago.

*Membership.*—One thousand three hundred and one.

#### JUAN MIGUEL DAVILA BAEZA MUTUAL AID SOCIETY

Affiliated with the Social Labor Congress.

Organized in 1877. The society has built, with the help of the State, a beautiful little town so that its members may become home owners. It carries on an extensive educational work, gives periodical entertainments for the members, holds conferences, etc.

*Objects.*—To aid its members in their moral and material progress.

*Government.*—An executive board composed of a president, a vice president, a secretary, a treasurer, and five directors, who are elected by the general assembly of the members, which meets annually and on the call of the executive board. There is a sanitary committee, an entertainment committee, etc.

*Qualifications for membership.*—Must be employed in some banking or credit institution and be approved by the executive board and pay monthly dues of 10 pesos.

*Benefits.*—Sickness benefits: Medicines and medical aid and money benefit fixed by executive board. Death benefit: Funeral expenses. The society has a mausoleum.

*Headquarters.*—668 San Francisco Street, Santiago.

*Membership.*—Sixty hundred and fifty-two.

#### UNION OF MUTUAL AID SOCIETIES

Affiliated with the Social Labor Congress.

Organized in 1926, being formed by the union of the Manuel Rodriguez, Dieciocho de Setiembre, Universal, Pedro Lagos, Bernardo O'Higgins, Miguel Angel Painters, Union of Harness Makers, and Lautaro Mutual societies.

*Objects.*—To give aid to the members in case of illness and to work for their material and moral improvement.

*Government.*—An executive board, composed of a president, two vice presidents, and seven directors, elected by the general assembly of the members.

*Benefits.*—Sickness benefits: Pharmaceutical and medical assistance for members and their families and money benefit.

The organization possesses three night schools and an industrial art school.

*Headquarters.*—748 San Francisco Street, Santiago.

*Membership.*—One thousand and twenty-seven.

#### ARTISANS' SOCIETY OF CURICO

Affiliated with the Social Labor Congress.

*Government.*—An executive body composed of a president, a vice president, and five directors, who are elected annually by the assembly of the members.

*Qualifications for membership.*—Must be a worker or artisan and pay an initiation fee of 2 pesos and monthly dues of 1 peso 50 centavos.

*Benefits.*—Sickness benefits: Medicines and medical assistance. Death benefit: Funeral expenses.

It owns its headquarters, in which a night school is conducted and important educational meetings are held.

*Headquarters.*—Curico.

*Membership.*—Three hundred and fifty.

#### ARTISANS' SOCIETY OF COPIAPO

Affiliated with the Social Labor Congress.

Organized in 1886. This society has the same organization as the Artisans' Society of Curico, described above.

*Headquarters.*—Copiapo.

*Membership.*—Two hundred and eight.

## ARTISANS' SOCIETY OF LA SERENA

Affiliated with the Social Labor Congress.

Organized in 1902. This society has the same organization, aims, and benefits as the Artisans' Society of Curico, described above.

*Headquarters.*—La Serena.

*Membership.*—Two hundred.

## UNION SOCIETY OF ARTISANS OF CHILLAN

Affiliated with the Social Labor Congress.

Organized in 1892. Of the workers' mutual aid organizations of the Province, this society has done the most effective social work. It has a large headquarters where a night school is conducted, and there is a library. Meetings and functions of an educational nature are held here periodically.

*Headquarters.*—Chillan.

*Membership.*—Seven hundred and thirty-eight.

## OTHER SOCIETIES AFFILIATED WITH THE SOCIAL LABOR CONGRESS

Other societies of secondary importance which deserve mention and which (except where otherwise mentioned) are affiliated with the Social Labor Congress are listed below.

## OTHER SOCIETIES AFFILIATED WITH THE SOCIAL LABOR CONGRESS

Name of society	Headquarters	Membership
Sociedad de Socorros Mutuos "El Condor".....	686 Baquedano Street, Santiago...	118
Sociedad de Socorros Mutuos la Estrella Chilena.....	1523 General Mackenna Street, Santiago.	98
Sociedad de Socorros Mutuos Bernardo O'Higgins.....	748 San Francisco Street, Santiago.	300
Sociedad de Socorros Mutuos Chaufferes de Chile. Organ- ized in 1918.	do.....	383
Sociedad Mutual la Cisterna.....	La Cisterna, Santiago.....	500
Sociedad de Socorros Mutuos Jose Manuel Balmaceda.....	0217 Santa Victoria Street, Santiago	118
Sociedad Mutual de Ambos Sexos, Vina del Mar.....	Vina del Mar.....	300
Sociedad de Socorros Mutuos la Fraternidad.....	Valdivia.....	350
Sociedad de Socorros Mutuos "Club Sargento Aldea".....	Talcahuano.....	220
Sociedad de Socorros Mutuos Circulo Catolico Corazon de Maria.	Temuco.....	110
Sociedad de Socorros Mutuos Artes. Circulo Obrero.....	Antofagasta.....	260
Sociedad Obrera de Socorros Mutuos Circulo Santa Filo- mena.	Iquique.....	74
Sociedad de Socorros Mutuos Rafael Murillo. Formed for painters.	Rancagua.....	55
Sociedad de Socorros Mutuos Figueroa Alcorta, Santiago.	748 San Francisco Street, Santiago.	200
Sociedad Obrera de Socorros Mutuos Manuel Blanco Encalada.	Valparaiso.....	190
Sociedad Union de Artesanos de Curico. Organized in 1886.	.....	.....
Sociedad de Socorros Mutuos Bernardo O'Higgins.....	Rancagua.....	300
Sociedad de Socorros Mutuos Dieciocho de Setiembre.....	Santiago.....	100
Sociedad Union Mutual Caupolican.....	Vina del Mar.....	300
Sociedad de Socorros Mutuos de Zapateros, Chillan. Organized by the workers in the shoe factories in the city of Chillan.	Chillan.....	127
Sociedad de Socorros Mutuos "Operarios de Escoba." Independent. Organized by workers in broom factories in Santiago.	950 Manuel Rodriguez Street, Santiago.	161
Sociedad Obrera Cosmopolita de Socorros Mutuos.....	Vina del Mar.....	900
Sociedad Obrera de Socorros Mutuos la Fraternidad.....	Imperial.....	140
Sociedad Socorros Mutuos "Iquique." Independent.....	Iquique.....	165
Centro Obrero Blanco Encalada. Independent.....	Valparaiso.....	77
Sociedad de Artesanos Juan Cornejo. Independent.....	Quillota.....	250
Centro Obrero Playa Ancha de la Union Nacional.....	Valparaiso.....	168
Sociedad de Artesanos de Antofagasta.....	Antofagasta.....	320
Sociedad de Socorros Mutuos la Fraternidad.....	748 San Francisco Street, Santiago.	850
Sociedad de Socorros Mutuos Cooperativa de Edificacion la Fraternidad.	667 Monjitas Street, Santiago.....	150

**FEDERATION OF SOCIETIES OF THE NATIONAL UNION**

This central institution—the Federation of Societies of the National Union—unites all the Catholic workers' mutual aid societies. It was organized in 1908 and has carried on an important work among the associated societies.

*Objects.*—To perpetuate organizations having Catholic tendencies and which give material and moral help to their members in case of sickness and work for their cultural improvement.

*Territorial jurisdiction.*—Chile.

*Government.*—An executive board composed of a president, two vice presidents, two secretaries, and a treasurer, elected by the annual assembly of the member societies. The assembly elects in addition numerous committees, of which the following deserve mention: Sanitation, revenue, entertainment, lodging, and mutual aid.

*Qualifications for membership.*—Must present an application in-dorsed by a member of the executive board, accept the rules and regulations of the society, and pay a monthly assessment of 1 peso and an assessment of 1 peso for each member who dies.

*Benefits.*—Sickness benefits: For members in Santiago, medical and pharmaceutical attention for one month, and, in case the member is incapacitated for work, 1 peso a day; if totally disabled, an annuity fixed by executive board. Death benefit: Funeral expenses, and up to 1,000 pesos to family. After 25 years members are pensioned and are entitled to all the benefits.

The federation owns a large theater, where cultural entertainments are given for the members and their families; it also owns a valuable headquarters building, where a day school and a night school are carried on, and has a good library.

The federation owns a town in which the members may buy homes on easy payments.

*Headquarters.*—1779 Moneda Street, Santiago.

*Membership.*—Three thousand and fifty.

**LA SAGRADA FAMILIA MUTUAL AID SOCIETY**

Affiliated with the Federation of Societies of the National Union. Organized in 1906.

*Objects.*—To lend material and moral aid to its members in case of illness.

*Government.*—A president, a vice president, and five directors, elected by the annual general assembly of members.

*Qualifications for membership.*—Must be a worker, pay an initiation fee of 1 peso, an assessment of 1 peso on each death, and monthly dues of 1 peso.

*Benefits.*—Sickness benefits: After 3 months' membership, medicines and medical assistance, and 5 pesos per week for three months. After 15 years the members are pensioned. Death benefit: Funeral expenses and a sum of money to the family proportioned to amount member has paid in.

*Headquarters.*—1779 Moneda Street, Santiago.

*Membership.*—Three hundred and twenty.

**OTHER SOCIETIES AFFILIATED WITH THE FEDERATION OF SOCIETIES OF  
THE NATIONAL UNION**

There are in Chile a large number of workers' mutual aid societies affiliated with the Federation of Societies of the National Union which pursue identical principles, "giving help to the workers in case of sickness and working for their material and moral betterment," and which give identical help and benefits to the members and have the same conditions as to admission to membership. For this reason it is believed to be unnecessary to repeat the details, which are practically the same. Except where otherwise stated, the following societies are affiliated with the Federation of Societies of the National Union.

**OTHER MUTUAL AID SOCIETIES**

Name of society	Headquarters	Member-ship
Sociedad de Socorros Mutuos Centro Lurdes.....	Lurdes, Santiago.....	780
Sociedad Socorros Mutuos Obreros de la Sagrada Familia.....	657 Bandera Street, Santiago.....	300
Circulo Obrero Corazon de Maria de Socorros Mutuos.....	do.....	218
Sociedad de Socorros Mutuos "Centro Ejercito Liberador....."	do.....	800
Sociedad Obrera de Socorros Mutuos Liga del Trabajo.....	do.....	110
Sociedad Obrera de Socorros Mutuos San Jose.....	Maeztranza and Marcolita Sts., Santiago.....	140
Circulo Social Obrero de Socorros Mutuos Sacramento.....	657 Bandera Street, Santiago.....	130
Union Social Obrera Apostol Santiago.....	do.....	233
Centro Social Socorros Mutuos Patronato Sagrado Corazon.....	do.....	120
Centro Social Socorros Mutuos "Patrono San Antonio".....	do.....	85
Centro Union Nacional de Vina del Mar.....	Vina del Mar.....	240
Sociedad de Socorros Mutuos la Union Nacional Centro Reyes.....	Temuco.....	130
Sociedad de Socorros Mutuos Obreros de la Sagrada Familia San Bernardo.....	San Bernardo.....	90
Sociedad de Socorros Mutuos San Jose.....	Curico.....	960
Centro Social Obrero Concepcion, Independent.....	Concepcion.....	172
Centro Obrero Cordillera de la Union Nacional.....	Valparaiso.....	60
Centro Obrero Carahue de la Union Nacional.....	Carahue.....	78
Centro Obrero Victoria de la Union Nacional.....	Valparaiso.....	80
Sociedad de Socorros Mutuos Union Nacional de Ambos Sexos.....	Vina del Mar.....	300
Sociedad de Socorros Mutuos Centro Diego Portales de la Union Nacional.....	657 Bandera Street, Santiago.....	84
Centro de Socorros Mutuos Chacabueo.....	do.....	178
Sociedad Centro Mutual Andacollo.....	do.....	175
Sociedad Centro San Miguel la Union Nacional.....	Parroquia San Miguel, Santiago.....	450
Circulo Obreros San Jose.....	Valparaiso.....	85
Centro Obrero Moises Castillo de la Union Nacional.....	657 Bandera Street, Santiago.....	88
Circulo Leo XIII de Socorros Mutuos.....	Valparaiso.....	84

**LABOR ORGANIZATIONS HAVING REFORM TENDENCIES**

**FEDERATION OF LABOR OF CHILE**

In Chile, occupational association as a medium of the struggling poor did not exist until 1909, when on September 18 there was organized the first association of unions in a central institution, called the "Federation of Labor of Chile." It was organized on a mutual aid basis with the following aims: Social assistance, economic betterment, and moral and intellectual improvement.

At the time of its organization and for some years thereafter it was a federation of various labor unions, without advanced ideas, and cooperating in the social measures of the State. Its objectives changed in the course of years, and each change accentuated its then openly avowed communistic tendencies.

The Federation of Labor of Chile awakened in the working masses from one end of the Republic to the other the spirit of association, organizing its labor unions in federal, provincial, and departmental councils. It has had an enormous influence in the large strikes which have occurred in Chile, especially those in the saltpeter region between 1907 and 1917 and those which have taken place in the coal region. As this federation has been the most important among the labor organizations of Chile, with the largest membership, and since it has oriented the labor movement in Chile, its historical development will be discussed somewhat at length.

The Federation of Labor of Chile has acted in a rôle very similar to that of the French Federation of Labor. To it have belonged those elements with the most advanced social ideas, who have been active in Congress, such as Deputies Recabarren, Cruz, and others who have been leaders in the communist labor movement.

#### EARLY ORGANIZATION AND AIMS

When it was organized, in 1909, the federation had the following program of social action:

*Social welfare.*—Health insurance, life insurance, establishment of a fund for the widows and orphans of deceased members, unemployment insurance, establishment of production and consumers' cooperative societies, encouragement of savings, fight against alcoholism, money credits to members.

*Education.*—Conducting schools, maintaining a publicity organ, theaters, and conferences, and establishing libraries.

*Labor.*—As regards its external relations the federation emphasized the following program, stated in its constitution:

1. To intervene in a friendly manner in disputes which arise between workers and employers, provided the causes are just. To work for the adoption of the eight-hour day and a minimum wage that is sufficient to provide for the needs of the worker's family.

2. As a practical demonstration that the federation desires to avoid conflicts between workers and employers, it declares that arbitration shall be accepted as a means of conciliation and that it will endeavor to obtain from the national authorities the constitution of arbitral tribunals, on which there shall be representatives of the interested workers, to adjust differences between capital and labor, provided there shall be an equal number of representatives for each side and a neutral section which shall decide the controversy.

3. To create an organization to be called a "labor office," whose work shall be to facilitate the making of uniform employment contracts and which shall have headquarters in Santiago and branches in all the Federal councils [unions] and under their immediate authority.

As regards its relations with the public authorities, the constitution (art. 40, sec. 11) makes the following declaration:

To cultivate friendly relations with the public powers and administrative authorities, reconciling them to the spirit of the constitution to such a degree that the idea of the welfare of the working classes may be given consideration and recognition, and may be converted into a law of the Republic.

The organization of the mutual aid activities of the federation is very primitive. The relief fund, for example, is obtained by equal assessments on the members; the fund for widows and orphans is based on death assessments.

The Federation of Labor of Chile was formed by combining all the unions, called "federal councils," throughout the country, which

were directed by local administrative boards appointed annually by a majority of votes at the assemblies of the councils.

The general management and the judicial and extrajudicial representation of the federation was in charge of the federal executive board, composed of delegates appointed by the federal councils of the country. The delegates were required faithfully to support, before the executive board, resolutions passed by their respective councils. In this way a majority vote on a resolution of the executive board really signified a majority vote of all the unions in the federation.

The organization of the federation, its program of social action, and its constitution, were approved at the first convention, held, with the concurrence of all the federal councils, in the city of Santiago in 1911, and resolutions dealing with propaganda and extension of the services of the federation were also adopted.

The second convention of the federation was held at Valparaiso in the year 1917, and among the most important resolutions adopted was that to group in the federation all the working classes of the country, without distinction as to sex, nationality, color, politics, or religion. From the year 1909 to 1919 the federation carried on a great work of organization, creating numerous federal councils, and supporting numerous movements for the improvement of the living and working conditions of the workers.

On December 25, 1919, a convention was held in the city of Concepcion, at which the federation was reorganized and its program of social and collective action completely changed. Abandoning absolutely its basic principles of evolution and cooperation with the social measures of the Government, it turned to frankly communistic aims. From a peaceful organization for mutual aid it was converted into a revolutionary labor organization.

It should be stated that the Chilean Federation of Labor obtained legal recognition, its organic act being approved by the Central Government by decree No. 2622 of September 11, 1912.

#### PRESENT OBJECTIVES

The declaration of principles of the Federation of Labor of Chile states the following as the program which it hopes to realize: To defend the life, the health, and the moral and economic interests of the working classes, including both sexes; to protect the workers of both sexes from exploitation by employers, from commercial exploitation in general, from the abuses of those in authority, and from every form of exploitation and oppression; to protect its members in all acts done under its rules and regulations; to encourage the progress of education and culture among the working classes by conferences, schools, libraries, the press, and all other cultural activities, and to acquire economic, moral, political, and social freedom for the working classes (wage earners and salaried employees of both sexes); to abolish the capitalistic system with its unacceptable scheme of industrial and commercial organization, which reduces the majority of the people to slavery. It claims that once the capitalistic system is abolished it will be replaced by the labor federation, which will have charge of the administration of industrial production and of its results.

These aspirations, it is affirmed, will be held by the federation until it gains sufficient power to realize them. It is agreed that in order to free the workers and employees of both sexes from exploitation and oppression it will fight, in so far as the power of the federation will permit, for improvement in wages so as to make them correspond to the necessities of life, and then continuously to increase them until the system of people working for wages is transformed into a superior system which will end enslavement by the wage; for reducing the working hours as a means of decreasing unemployment and fatigue, in order to leave time for social life; for the regulation of working conditions until all vestiges of despotism and enslavement have disappeared; for the lowering of the cost of living by means of propaganda to influence legislation on taxes, or the creation or protection of cooperative societies which have for their object the reduction of living costs; for the definite eradication of the vices of the working class, especially those of alcohol and games of chance; for better and cheaper housing.

The Federation of Labor of Chile declares it shall be a school for the forming of those ideas which are to lead the working class of both sexes in the perfecting of its social and industrial organization until it obtains its complete freedom.

Therefore, the Federation of Labor of Chile raises its banner, being inspired by the following two significant international slogans: "In union there is strength" and "The emancipation of the working class must be the work of the workers themselves."

The new policy adopted by the Federation of Labor of Chile at the convention in Concepcion, of which an account has been given, culminated two years later in the resolutions approved at the convention at Rancagua on December 25, 1921.

Of the decisions made at that convention, two are of particular importance: (1) To join the Communist Internationale of Moscow, and (2) to organize the Federation of Labor of Chile on the basis of industrial councils.

As regards joining the Third Internationale, the resolution was as follows:

The Federation of Labor of Chile assembled in congress in the city of Rancagua, for the discussion of the policy to be adopted by the labor organizations throughout the world in the face of the crisis of capitalism—

Whereas any working-class movement which is inspired by a desire for revolutionary action must inevitably join the internationally organized working class;

Whereas in the face of the problems exposed by Soviet Russia, emphasizing even more the antagonism between the classes, the chief task of the previously mentioned organizations should consist in inculcating the principles which guide this extensive movement;

Whereas in the process of the struggle of the classes there becomes more clearly apparent the chaos of the capitalist system because of which it is necessary to prepare the forces of the working class in such a way as to make the task of reconstruction in the communist system more easy and simple;

Whereas in our country the progress of the class struggle is in proportion to the degree of opinion and action manifested with constantly increasing intensity by the employers who oppress the working masses;

Whereas because this process of corruption of the capitalist system is taking place in our country and in all others, it is necessary to bring about the closest union of the workers in our country and throughout the world;

Whereas in order to achieve this result it is necessary to pursue a frankly "class" policy, which is in harmony with the present historically important movement which the world is witnessing;

Whereas in the world order the Red Trade-Union Internationale constitutes the center of the revolutionary trade-unionists who have broken off with the old opportunist leaders and launched an open fight against capitalism;

Whereas within these currents and policies the Federation of Labor of Chile is to establish its activities as a class organization: Therefore be it

*Resolved*, That the Chilean Federation of Labor join the Red Trade-Union Internationale at Moscow, indorsing and ratifying its revolutionary policy.

#### PRESENT ORGANIZATION

By virtue of the new policy, the federal councils, which in a large number of the cities of the country were organized by trades, were reorganized on the basis of industries, classified as follows: Food, manufactures, transportation, construction, public service, and mines. All the skilled and professional workers and also the unskilled workers and the salaried employees are included in the six divisions mentioned.

This reorganization of the councils of the Federation of Labor of Chile into industrial assemblies was for the purpose of studying and deciding all matters relating to the better organization and the improvement of the various occupations of a definite industry. In addition there were established departmental councils subordinate to the provincial councils and with analogous functions.

The provincial council has charge of the industrial organization of its respective Province and is the medium between the departmental councils and other organizations in the respective localities. There are 7 provincial councils, composed of 109 federal councils, and there are also 9 labor unions affiliated with the federation.

The federation has jurisdiction over all the labor unions affiliated with it and may order their dissolution or reorganization whenever they violate the constitution. It may also call a partial or general strike.

The conventions held in 1923 and 1925 in the cities of Chillan and Santiago, respectively, were occupied especially with the study of the internal organization of the federation and with intensifying the propaganda of its ideals, and no resolutions were adopted which deserve particular mention.

The organization of the Federation of Labor of Chile under these new policies establishes the convention as the supreme assembly of the federation; its deliberations and agreements are binding on all the councils of which it is composed. In order to do business at least 70 per cent of the councils of which the federation is formed must be represented at the convention. There are regular and extra conventions, the former being held every two years and the others when requested by a third of the provincial boards or by the federal executive board.

The regular conventions have the following objects: (a) To deliberate on the program, which should contain proposals of the councils presented at least 30 days in advance to the federal executive board, and any amendments to the organic charter of the organization deemed advisable; (b) to discuss and decide, above all other matters, the annual report and budget submitted by the federal executive

board to the congress; (c) to elect (by a majority vote) the members of the federal executive board; (d) in general, to decide all matters submitted to it for deliberation.

In each provincial or departmental board of the federation there is a statistical division, which has for its object the compiling of data on working conditions of the laborers, the working-day, wages, industrial accidents, seasonal work, retired workers, contractors, strikes and their results, and in general all matters which relate to the situation of the proletariat of the country.

As may be deduced from the program outlined, the Federation of Labor of Chile has from its beginning dedicated itself to obtaining better working and living conditions for its members. A large part of these aspirations have been realized in the laws passed during the period 1924-1926. The labor code approved on September 8, 1924, establishes the eight-hour day, recognizes trade-unions, creates conciliation tribunals, etc. The federation has entered into an agreement with the Communist Party to cooperate in working for the ideals contained in its program.

#### OFFICIAL ORGANS

The Federation of Labor of Chile owns or controls numerous printing offices in the principal cities of the country, some of them printing handbills, circulars, and pamphlets, which are distributed freely.

The principal periodicals and dailies which are published are: *El Despertar*, in Iquique, a daily owned by the Communist Party and in the service of the Federation of Labor of Chile; *La Defensa Obrera*, of Tocopilla, owned by the labor federation and the Communist Party; *El Comunista*, of Antofagasta, a daily owned by the Communist Party and in the service of the labor federation; *Justicia*, of Santiago, a daily owned by the labor federation and the central organ of the Communist Party; *La Bandera Roja*, Santiago review (24 pages), organ of the central executive committee of the Communist Party; *La Region Minera de Coronel* (semidaily), property of the Federation of Labor of Chile.

#### HEADQUARTERS AND MEMBERSHIP

*Headquarters*.—1612 Galvez Street, Santiago.

*Membership*.—One hundred and thirty-six thousand.

### INDUSTRIAL LABOR UNIONS

#### CONSTRUCTION

##### UNION OF CONSTRUCTION WORKERS, SANTIAGO

Subordinate to the Federation of Labor of Chile.

Organized in Santiago in January, 1920, as a division of the Federation of Labor of Chile and with branches distributed throughout Chile—in Santiago, Valparaiso, Concepcion, Talca, Chillan, Linares, Maule, Antofagasta, Iquique, Coquimbo, Valdivia, Temuco, Osorno, and Puerto Montt.

*Objects.*—To defend the life, health, and material and moral interests of its members; to protect them from exploitation by employers, from the abuses of their superiors and the authorities, and from all forms of oppression and exploitation; to protect them in all their acts done under the union's rules and regulations and to acquire economic and moral freedom by abolishing the capitalistic system.

*Territorial jurisdiction.*—Chile.

*Trade jurisdiction.*—All branches of building workers—bricklayers, carpenters, stucco plasterers, plasterers or whitewashers, painters, paper hangers, etc.

*Government.*—General executive board, composed of a general secretary, a recording secretary, and a treasurer.

*Qualifications for membership.*—Must assume obligation to respect the rules and regulations, the orders of the Federation of Labor of Chile, and the resolutions of the assembly, and to accept the fundamental principles of the federation; pay weekly dues of 80 centavos.

*Agreements.*—Endeavors to procure collective contracts. In some branches, especially stucco plasterers, it has succeeded in imposing a standard wage.

*Benefits.*—No benefits of an immediate material order, except those resulting from union action, which is used frequently in strikes, thus obtaining more wage increases than any other industry. The construction workers were the first to obtain the eight-hour day and the highest wages. Frequently they hold educational meetings, conferences, etc., which are attended by the members and their families.

*Headquarters.*—1612 Galvez Street, Santiago.

*Organization.*—Territorial districts of Tacna, Arica, Iquique, Pisagua, Antofagasta, Calama, Chuquicamata, Coquimbo, La Serena, Taltal, Valparaiso, Ligua, Santiago, Rancagua, Curico, San Fernando, Talca, Linares, Maule, Chillan, Concepcion, Talcahuano, Los Angeles, Collipulli, Angol, Temuco, Valdivia, Osorno, Puerto Montt.

*Membership.*—Thirty-six thousand.

#### OTHER CONSTRUCTION UNIONS

The following construction unions also belong to the Federation of Labor of Chile:

Labor Union of Stucco Plasterers of Santiago, with 2,361 members.

Labor Union of Carpenters and Cabinetmakers of Concepcion, with 280 members.

Miguel Angel Union of Painters, of Santiago, with 215 members.

Beside the unions of construction workers above mentioned which belong to the Federation of Labor of Chile, there are unions of construction workers which have Catholic leanings or are Christian Democrats. The principal ones are the following:

National Union of Carpenters, 657 Bandera Street, Santiago, with 400 members.

Workers' Union of San Jose, Curico, with 960 members.

Workers' Union of Constitucion, with 320 members.

Workers' Association of Copiapo, with 312 members,

Caupolican Union Workers' Society, Rengo, with 125 members.

National Union of Stucco Plasterers, 657 Bandera Street, Santiago, with 700 members.

Painters' Trade-Union (affiliated with the Confederation of White Trade-Unions), 657 Bandera Street, Santiago, with 165 members.

Electricians' Union Federation (affiliated with the Federation of Labor of Chile).

#### METALS AND MACHINERY

The majority of the labor unions in the metallurgical industry are divisions of the Federation of Labor of Chile and are divided into two groups—metal workers' unions and metallurgical industrial unions. These unions are in Chuquicamata, Antofagasta, Coquimbo, Potrerillos, Valparaiso, Santiago, Rancagua, Concepcion, and Valdivia.

In addition the following labor organizations are affiliated with the Federation of Chile but are not divisions thereof:

Association of Mechanical Arts, Concepcion, with 240 members.

Union of Mechanical Arts of Santiago, with 575 members.

National Metallurgical Union (affiliated with the Federation of White Trade-Unions), 657 Bandera Street, Santiago, with 600 members.

#### TRANSPORTATION

In the transportation industry there are various classes of labor unions, as follows:

Confederation of Railroad Workers, composed of workers on the State railroads, independent of the Federation of Labor of Chile.

Santiago Watt Federation of Machinists, Santiago.

Chilean Railroad Union, composed of workers on the State railroads who are not in accord with the principles of the Confederation of Railroad Workers.

Maritime unions subordinate to the I. W. W.

Maritime unions subordinate to the Federation of Labor of Chile. Street Railway Council, subordinate to the Federation of Labor of Chile.

Seamen's Confederation.

Santa Rosa de Colmo Ship Stewards' Federation.

Chauffeurs' unions.

#### CONFEDERATION OF RAILROAD WORKERS

Organized in 1914; brings together all the workers on the State railroad enterprises, there being more than 12,000 such workers. Its policy and program are almost the same as those of the Federation of Labor of Chile and it is affiliated with the Internationale of Moscow. It is composed of all the State and private railroad labor organizations which accept its constitution.

*Objects.*—The following are the principles which the confederation supports, being approved in the special congress of San Bernardo on February 21, 1925:

The Confederation of Railroad Workers of Chile has for its aim the absolute suppression of the exploitation of man by abolishing the fundamental cause which produces it; that is to say, private property.

In its struggle its aim shall always be to obtain socialization of the means of production and transportation in order to impose a social scheme of universal obligation to work.

Founded on these principles, it endeavors to maintain and to improve the economic, moral, technical, and social conditions of the railroad workers and to instruct these workers so that they may assume the direct administration of the industry, in accordance with the conviction that the instruments of labor and their product ought to belong to the workers in order to benefit society. That it may realize these principles, the railroad confederation will employ the method of class war, adhering to the aspirations of the national and international proletariat set forth in their many declarations.

In order to realize the aspirations specified in this declaration of principles, the confederation will employ all those means indicated in the present constitution and the resolutions of the congresses or of a majority of the councils.

On the 14th of April, 1926, the railroad confederation held its latest convention, at which the above-mentioned policy was not modified.

*Territorial jurisdiction.*—Chile.

*Trade jurisdiction.*—Railroad workers, mechanics, founders, carpenters, road workers, etc.

*Government.*—Executive council, which is elected at the annual congress of the members. It is directed by a general secretary, and has also a recording secretary and a treasurer. There is also, for each of five zones, a zone council, and in each city a local union council elected by the members who live in that city and who work on some State or private railroad enterprise.

*Qualifications for membership.*—Must belong to one of the councils of the confederation and be an employee or worker on the State or some private railroad enterprise.

*Agreements.*—Collective labor contracts.

*Benefits.*—Strike and lockout benefits. It owns a large theater where cultural gatherings and social entertainments are held. It has a good library for the members.

*Official organ.*—El Obrero Ferroviario.

*Headquarters.*—542 Bascunan Guerrero Street, Santiago.

*Organization.*—The unions which belong to the railroad labor confederation are divided into five zones, located as follows: Coquimbo, Valpariso, Santiago, Concepcion, and Valdivia. In addition there are the unions of the workers on the railroad from Arica to La Paz, which has its seat in Arica; the unions formed by the workers on private railroads in Chile; and the Union of Railroad Workers of Tarapaca, located at Iquique.

*Affiliated unions.*—Sixteen.

*Membership.*—Twenty-two thousand.

#### ORGANIZATIONS AFFILIATED WITH CONFEDERATION OF RAILROAD WORKERS

Other organizations of railroad workers and employees which are affiliated with the Confederation of Railroad Workers are the following:

Federation of Road and Building Workers.

Federation of Transportation Employees and Day Workers.

Federation of Contract Employees on the State Railroad, the general district of which is Santiago. Headquarters, 3349 Delicias Street, Santiago.

## CHILEAN RAILROAD UNION

Organized in 1925; formed by various unions of workers on the State railroads which do not belong to the Confederation of Railroad Workers because they believe the principles of the latter are too advanced and do not accept its aims nor its methods of action. Its organization is almost exactly like that of the Confederation of Railroad Workers.

*Headquarters.*—560 Bandera Street, Santiago.

*Membership.*—Two thousand.

## CHILEAN RAILROAD LABOR UNION

Organized in 1926; formed by workers on railroad enterprises who belong to the Christian Democratic Party and who do not wish to belong to the Confederation of Railroad Workers because of its communistic tendencies nor to the Chilean Railroad Union because of its lay character. It has affiliated unions in Valparaiso, Concepcion, and Valdivia.

*Objects.*—To work for the material and moral betterment of its affiliated members in the spirit of social service and Christian Democratic principles.

*Benefits.*—Strike and lockout benefits; sickness benefits.

*Headquarters.*—567 Bandera Street, Santiago.

*Membership.*—One thousand five hundred.

## SANTIAGO WATT FEDERATION OF MACHINISTS

Organized in 1887; unites all the machinists, firemen, and their helpers connected with the Chilean State Railroads.

*Objects.*—To work for the material and moral betterment of its affiliated members and to defend their interests before the State railroad management, to help educate its affiliated members, and to assist them in case of material necessity.

This organization has never declared a strike and has worked in accord with the railroad management, its modest petitions having always obtained results.

*Trade jurisdiction.*—Machinists, firemen, and helpers on all the railroad enterprises.

*Government.*—An executive board composed of a president, a vice president, a secretary, and a treasurer elected at the annual meeting of the members.

*Qualifications for membership.*—Must be a machinist or a fireman on a railroad enterprise.

*Benefits.*—Strike and lockout benefits.

*Official organ.*—El Maquinista.

*Headquarters.*—542 Bascunan Guerrero Street, Santiago.

*Organization.*—Divisions in Valparaiso, Concepcion, and Valdivia.

*Membership.*—One thousand and seven.

**FEDERATION OF CONTRACT EMPLOYEES OF THE STATE  
RAILROADS**

This organization belongs to the Confederation of Railroad Workers. It is formed of those employees of the railroads engaged for a definite contract time.

Its program, object, and benefits are the same as those of the Confederation of Railroad Workers.

*Territorial jurisdiction.*—Chile.

*Headquarters.*—3349 Delicias Street, Santiago.

*Membership.*—Eight hundred.

**CENTRAL COUNCIL OF STREET-CAR WORKERS, CHAUFFEURS, AND  
TEAMSTERS AND DRIVERS**

The Central Council of Street-Car Workers, Chauffeurs, and Teamsters and Drivers is a federation of all the unions and organizations of workers on electric street cars, chauffeurs, and drivers of animal-drawn vehicles. It was organized in 1925 and has communistic tendencies.

*Objects.*—To work for the material and moral betterment of the affiliated members and to defend their trade interests.

*Benefits.*—Strike and lockout benefits.

*Territorial jurisdiction.*—Chile.

*Trade jurisdiction.*—Chauffeurs, street-railway workers, and teamsters and drivers.

*Government.*—An executive board composed of delegates of the various affiliated unions. This board elects a president, a secretary, and a treasurer.

*Agreements.*—Negotiations, together with the local and national unions, in the common defense of the interests of the organizations.

*Headquarters.*—Bulnes and Martinez de Rozas Streets, Santiago.

*Organization.*—Central Union of Workers on Commutation Coaches and Fords; Association of Street-Railway Workers; Chilean Union of Chauffeurs; Manuel Montt Chauffeurs' Society; Union of Teamsters and Drivers.

*Membership.*—Seven thousand five hundred.

**ASSOCIATION OF TEAMSTERS AND DRIVERS**

Affiliated with the Central Council of Street-Car Workers, Chauffeurs, and Teamsters and Drivers.

*Headquarters.*—150 Herrera Street, Santiago.

*Membership.*—Four thousand three hundred.

**ASSOCIATION OF STREET RAILWAY WORKERS**

Affiliated with the Central Council of Street-Car Workers, Chauffeurs, and Teamsters and Drivers.

Composed of machinists, conductors, mechanics, and workers in the shops of the Electric Street Railway Co. of Santiago.

*Object.*—To defend their trade interests.

*Benefits.*—The association carries on a broad educational work; it has a theater where entertainments, conferences, etc., are frequently held.

*Headquarters.*—Bulnes and Martinez de Rozas Streets, Santiago.

*Membership.*—One thousand one hundred.

#### CHILEAN FEDERATION OF CHAUFFEURS

Affiliated with the Central Council of Street-Car Workers, Chauffeurs, and Teamsters and Drivers.

*Headquarters.*—839 Bandera Street, Santiago.

*Membership.*—Four hundred and fifty.

#### MANUEL MONTT CHAUFFEURS' SOCIETY

Affiliated with the Central Council of Street-Car Workers, Chauffeurs, and Teamsters and Drivers.

This organization, aside from its labor purposes, has a policy of mutual aid.

*Headquarters.*—1643 Olivares Street, Santiago.

*Membership.*—One thousand five hundred.

#### SEAMEN'S CONFEDERATION

Organized in 1907. Unites machinery workers and deck hands on the Chilean passenger and freight boats.

*Objects.*—To work for the material and moral betterment of its associated members and to defend their union interests.

*Territorial jurisdiction.*—Chile.

*Trade jurisdiction.*—Machinists, firemen, deck employees, loaders, etc.

*Government.*—An executive board elected by the full meeting of its members and composed of a president, a vice president, a secretary, and a treasurer.

*Qualifications for membership.*—Must be one of the crew of a passenger or merchant ship and pay dues of 10 pesos a month.

*Benefits.*—Strike and lockout benefits.

*Official organ.*—El Tripulante.

*Headquarters.*—Valparaiso.

*Organization.*—Great Maritime Union, Antofagasta; Fleet and Life Saving Society, Antofagasta; Maritime Union Society, Talcahuano; Santa Roza de Colmo Fleet Society, Valparaiso.

*Membership.*—Three thousand.

#### MINES

The mine workers are grouped in three large organizations, all subordinate to the Federation of Labor of Chile:

The saltpeter industrial unions, of which there are about 80, the principal centers being in Pisagua, Iquique, Pampa Union, Antofagasta, Mejillones, Taltal, Tocopilla, and Agua Santa. In addition the workers in each of the saltpeter-refining plants have organized. The number of workers reaches almost 30,000.

The coal industrial unions, which include a majority of the workers in the coal mines and are subordinate unions of the Federation

of Labor of Chile. The principal centers are in Lota, Coronel, and Retiro. There are 15 unions altogether and they include 8,000 workers.

The mining unions, which include the workers in copper and iron mines and are subordinate unions of the Federation of Labor of Chile. The principal centers are Rancagua, Sewell, Caletones, Teniente, and Chuquicamata. There are 12 unions and they include 20,000 workers.

### PRINTING

Printing-office workers in Chile are grouped into three large organizations: Federation of Printing Office Workers, Union of Newspaper Workers, and Typographical Union Society.

#### FEDERATION OF PRINTING-OFFICE WORKERS

Organized in 1902; formed of various printing-office workers' unions. It has semirevolutionary tendencies. It has held various congresses; the latest, which was the third, met in the city of Temuco, December 29, 1923, and approved the following declaration of principles.

*Objects.*—Its objects are stated therein as follows:

The Federation of Printing Office Workers declares that the present miserable situation which exists among the workers is due to the existence of the capitalistic system and that this situation will exist as long as the cause thereof is maintained.

That in order to put an end to this state of things it is necessary for the workers to unite in industrial unions, to study methods of production, transportation, and exchange, and to prepare to organize on the basis that all workers have a right to live; that the only means of checking the injury to the working classes caused by the perfection of machinery is to decrease the hours of work. That the federation shall work for the hygienic improvement of the workshops and the abolition of contract work, equal wages for men and women, and the abolition of Sunday work in newspaper offices; that as long as people work for wages the profits of industry should be divided proportionately between the capitalists and their workers; that the value of the wages should be in relation to the cost of living; that therefore we should establish fraternal relations with all the labor organizations of the world, etc.

*Territorial jurisdiction.*—Chile.

*Trade jurisdiction.*—Printing-office workers.

*Government.*—A central council, which functions in Santiago one year and in Valparaiso the next, elected by the congress of all the local divisions held every two years. The central council is composed of a general secretary, a recording secretary, a treasurer, four members, and a representative from each territorial division. It is the duty of the central council to keep records of the union movement in the country. When a strike is to be called by a union which belongs to any of the local federations the central council must give its consent before the strike is declared and help the strike financially, requesting the support of all the local federations affiliated with the central federation. It may decree a boycott against the printing office or industrial establishment in which the strike has been declared and may even order a general strike throughout the Republic, if it considers that necessary.

The central council must call an annual meeting of all the printing-office workers in the country.

The local federations which compose the Federation of Printing Office Workers are directed by an executive council, composed of a general secretary, a recording secretary, and a treasurer, all elected the second Sunday in April of each year.

*Qualifications for membership.*—Wage earners and salaried employees of both sexes who do any kind of manual or mental work in printing offices, who have been previously accepted, and who pay the dues fixed by the general assembly.

*Agreements.*—Negotiated by the local unions. The federation draws up collective contracts of labor, being the first labor organization in Chile to draw up collective contracts.

*Benefits.*—Strike and lockout benefits. Sickness benefits: Material aid to its members, the amount to be determined by the circumstances in each case.

It has organized social study centers for its members.

*Organization.*—Divisions at Santiago, Valparaiso, Concepcion, Talca, Valdivia, and Antofagasta.

*Official organ.*—El Tipografo.

*Headquarters.*—1378 San Pablo Street, Santiago.

*Membership.*—Six thousand.

#### TYPOGRAPHICAL SOCIETY OF VALPARAISO

Composed of printing-office workers of Valparaiso, who are also affiliated with the Federation of Printing Office Workers, although not a division thereof.

*Membership.*—Two hundred.

#### CLOTHING

##### UNION OF NEEDLEWORKERS

Subordinate to the Federation of Labor of Chile.

*Headquarters.*—Santiago.

*Membership.*—Two thousand.

##### FEDERATION OF TAILORS AND TAILORESSES

Affiliated with the Federation of Labor of Chile.

*Headquarters.*—224 San Diego Street, Santiago.

#### TEXTILES

##### UNION OF WEAVERS

Subordinate to the Federation of Labor of Chile.

*Headquarters.*—Santiago.

*Membership.*—One thousand.

#### FOOD, BEVERAGES, AND CIGARS

##### COUNCIL OR UNION OF FOOD WORKERS

Subordinate to the Federation of Labor; composed of workers in canneries.

*Headquarters.*—1867 Delicias Street, Santiago.

*Membership.*—Eight hundred.

**CHILEAN BAKERY WORKERS' LABOR UNION**

Organized in December, 1924, soon after the promulgation of the law prohibiting night work in bakeries. It is composed of various bakery workers' unions in Chile. This organization has openly communistic leanings and is affiliated with the Third Internationale of Moscow.

*Objects.*—To defend their trade interests before the bakery employers; to work for the abolition of night work in bakeries and for the enforcement of the law which prohibits such night work (Decree-law No. 24 of October, 1924), and for the material and moral improvement of the members; to work for the suppression of the capitalistic system.

*Territorial jurisdiction.*—Chile.

*Trade jurisdiction.*—Workers in bakeries, pastry shops, and confectionery stores.

*Government.*—A central council elected by the various representatives of the unions and composed of an executive board formed of a general secretary, a recording secretary, a treasurer, and five members.

*Benefits.*—Strike and lockout benefits.

*Headquarters.*—136 Castro Street, Santiago.

*Official organ.*—El Obrero Panadero.

*Organization.*—Unions of Bakery Workers Nos. 1, 2, and 3, of Santiago, and unions in the cities of Iquique, Antofagasta, Tacna, Coquimbo, La Serena, Valparaiso, Los Andes, Rancagua, San Bernardo, Curico, San Fernando, Talca, Linares, Chillan, Concepcion, Valdivia, and Osorno.

*Membership.*—Three thousand four hundred.

**LABOR UNION OF MILL WORKERS**

Organized on the same basis and policy as the Bakery Workers' Labor Union. Composed of three unions.

*Headquarters.*—1421 Coquimbo Street, Santiago.

*Membership.*—Eight hundred.

**CONFECTIONERY AND PASTRY SHOP WORKERS' LABOR UNION**

Organized like the Bakery Workers' Labor Union. Composed of two unions.

*Headquarters.*—1071 San Pablo Street, Santiago.

*Membership.*—Five hundred and thirty.

**GLASS****GLASS WORKERS' UNION**

Belongs to the Federation of Labor of Chile. Composed of workers in glass factories, of which there are only four in Chile.

**LEATHER**

Workers in tanneries and shoe factories have organized about seven unions, which have grouped themselves as follows:

**LEATHER INDUSTRIAL UNION**

Affiliated with the Federation of Labor of Chile.

*Objects.*—Has the same program as the Federation of Labor of Chile—an open struggle against the capitalistic system.

*Territorial jurisdiction.*—Chile.

*Government.*—A central council formed by the delegates of the affiliated unions. The council elects its executive board.

*Headquarters.*—1057 Nataniel Street, Santiago.

*Organization.*—Provincial unions in Valparaiso, Talca, Valdivia, and three in Santiago.

*Membership.*—Four thousand five hundred.

**HARNESSE MAKERS' UNION**

Affiliated with the Leather Industrial Union.

Composed of workers on ready-made leather articles, except shoes, valises, saddles, etc.

*Objects.*—To work for the economic and moral improvement of its members; to give aid in case of sickness.

*Government.*—An executive board composed of a president, a secretary, a treasurer, and five directors.

*Benefits.*—Strike and lockout benefits; sickness benefits.

*Headquarters.*—1447 Pedro Montt Avenue, Santiago.

*Membership.*—Three hundred and fifty.

**SOCIETY OF SHOEMAKERS, LAST MAKERS, AND TANNERS**

Not affiliated with the Federation of Labor of Chile, but is the most important part of the Leather Industrial Union.

*Objects.*—Improvement in the material, moral, and cultural condition of its members; aid in case of sickness.

*Government.*—An executive board composed of a president, a vice president, a secretary, a treasurer, and three directors, elected at the annual meeting of the members.

*Qualifications for membership.*—Must be a worker in a shoe factory or tannery and pay annual dues, the amount of which is fixed annually by the executive board.

*Benefits.*—Sickness benefits: Medicines and medical care and pecuniary aid. Death benefit: Funeral costs, and to the family a sum proportioned to the number of members.

The society holds frequent educational entertainments and social gatherings for its members and their families.

*Headquarters.*—1636 San Pablo Street, Santiago.

*Membership.*—One hundred and thirty.

**TAPESTRY WORKERS' CENTER**

Formed by workers on leather and cloth tapestry.

*Objects.*—Mutual aid in case of sickness, and defense of their trade interests.

*Government.*—A president, a vice president, a secretary, a treasurer, and three directors, elected by the general meeting of the members.

*Benefits.*—Aid in case of sickness and defense of the interests of its members.

*Headquarters.*—1071 San Pablo Street, Santiago.

*Membership.*—One hundred and twenty.

## LUMBER

### SHIP AND LUMBER UNION

Subordinate to the Federation of Labor of Chile.

Composed of workers in sawmills and wood-products factories, furniture factories, etc. The program, aims, and methods of action are the same as the Federation of Labor of Chile.

*Headquarters.*—3038 Antofagasta Street, Santiago.

*Membership.*—Seven hundred and sixty.

## PUBLIC SERVICE WORKERS

Public service workers have in some instances formed, as already noted, special organizations; for example, railroad workers in the Confederation of Railroad Workers. Other unions of public service employees are the following:

### MUNICIPAL WORKERS' BRANCH OF THE FEDERATION OF LABOR OF CHILE

*Headquarters.*—Martinez de Rozas and Bulnes Streets, Santiago.

*Membership.*—Eight hundred.

### UNION OF SANITARY POLICE OF SANTIAGO

Organized by workers who do not belong to the Federation of Labor of Chile.

*Headquarters.*—Municipality of Santiago.

*Membership.*—Four hundred.

## SALARIED EMPLOYEES

The union movement among salaried employees in Chile, which began a few years ago, is of interest. By law No. 720 of October 17, 1925, labor contracts of private employees were regulated, establishing the eight-hour day, profit sharing, annual vacation of two weeks, a minimum age of 14 for employment in commercial establishments, a retirement fund, and recognition of the right of association. On the passage of the law the salaried employees incorporated the large labor union called the "Chilean Salaried Employees' Union."

### CHILEAN SALARIED EMPLOYEES' UNION

The salaried employees throughout the Republic, at a meeting held November 1, 1924, agreed to hold a general convention in Valparaiso to discuss the federation of all salaried employees' organizations. This first salaried employees' congress took place the 7th of December, 1924, and it was then officially agreed to organize the Chilean Salaried Employees' Union.

Among the social agencies which the salaried employees' union has developed are: Employees' Credit Fund, started in Valparaiso with a capital of 500,000 pesos; the Chilean Consumers' Cooperative, organized in Valparaiso with a capital of 100,000 pesos; and a building cooperative called the "Mutual Home Building Association of the Chilean Salaried Employees' Union."

This union has not limited its field of action to the social and economic improvement of salaried employees, but has initiated a program of political action.

It has held two large congresses, one in September, 1925, and the other in March, 1926, in both of which it has reaffirmed the principles originally adopted and which have guided its social action.

The Chilean Salaried Employees' Union is officially recognized by the Government, having been incorporated October 17, 1925, by a Federal decree.

*Objects.*—The principles of the union are as follows:

Labor is the basis of capital; the emancipation of employees ought to be the work of the employees themselves; physical and mental work ought not to be a simple commodity; exploiting men by men is a crime; there ought to be a living wage, an eight-hour day, equality of wages of men and women, and nationalization of industries.

A large part of the aspirations of these employees have been realized in the labor contract law for private employees (Law No. 720 of October 17, 1925), heretofore noted. The employees are working toward the full realization of their aspirations and on many occasions they have openly attacked the Government; they have united with the manual workers, the teachers, and the intellectuals in order to change entirely the capitalistic system. Of late, however, they have moderated their attitude.

*Territorial jurisdiction.*—Chile.

*Trade jurisdiction.*—Public and private employees; employees in offices, industrial establishments, commercial houses, banks, and journalistic enterprise; police, city, customhouse, and postal employees; employees in telegraph and cable offices, on board ships, in mines, and in saltpeter works; as well as judicial, agricultural, naval, ecclesiastical, educational, and maritime employees, etc.

*Government.*—General council, formed by the delegates of the divisions of the Chilean Salaried Employees' Union which are located throughout the Republic. The general administrative council thus elected is composed of nine councilors who serve for one year and who elect among themselves their executive board, composed of the following: A legal representative, a general secretary, a recording secretary, a treasurer, and five councilors. In addition, there is an executive council appointed by the general council which is composed of seven members.

In each community of the Republic, a local administrative council, formed by the representatives of the employees of each industrial, commercial, etc., enterprise.

In each department of the Republic a departmental council, which has the following executive board: A general secretary, a recording secretary, a corresponding secretary, and three members.

*Qualifications for membership.*—Must be a salaried employee and be approved by the executive body.

*Benefits.*—Sickness benefits: Medical attention. Strike and lock-out benefits.

Mutual aid; money loans; educational protection; utilization of institutions of improvement; consumers' cooperatives; library.

*Official organ.*—El Empleado.

*Headquarters.*—542 Bandera Street, Santiago.

*Organization.*—Besides the general administrative council, which functions in Santiago, there are the following local councils in various places in the Republic: Antofagasta, Iquique, Coquimbo, Valparaiso, San Fernando, Talca, Chillan, Linares, Concepcion, Valdivia, Osorno, Temuco, Caletones, Coya, Sewell, Rancagua, Puente Alto, Melipilla, San Antonio.

*Membership.*—Seven thousand.

#### SOCIETY OF COMMERCIAL EMPLOYEES

Organized in 1887.

*Objects.*—Mutual aid and social welfare. It has promoted during its existence a splendid program of social measures.

*Benefits.*—Sickness benefits: Medical care, medicines, etc.; invalidity pensions to members not able to work. Death benefits: Funeral expenses and death benefit to family of deceased member. Life insurance; purchase of property.

By December 31, 1924, the society had accumulated 523,885 pesos and had paid out more than 12,000,000 pesos in pensions. It possesses real estate worth more than a million pesos.

*Government.*—A president, a vice president, a secretary, a treasurer, and five directors, elected at the annual meeting of the members.

*Headquarters.*—56 Estado Street, Santiago.

*Membership.*—Two thousand.

#### BANK EMPLOYEES' UNION

Composed of the personnel in various banks in Chile.

*Object.*—Social welfare.

*Government.*—A president, a vice president, a secretary, a treasurer, and five directors.

*Headquarters.*—574 San Antonio Street, Santiago.

*Membership.*—Seven hundred.

#### CHILEAN COMMERCIAL TRAVELERS' ASSOCIATION

*Objects.*—Aid in case of sickness, protection of their trade interests, and improvement of the material and moral conditions of the members.

*Headquarters.*—1128 Catedral Street, Santiago.

*Membership.*—One thousand two hundred.

#### FEDERATION OF HOTEL AND SIMILAR EMPLOYEES

Organized in 1924; composed of employees of hotels, restaurants, and canteens.

*Objects.*—To establish better working conditions; to strive for the adoption of the eight-hour day, for increases in wages, and for the

enforcement of the labor law for private employees; to improve the conditions of its members, morally and intellectually; and to give mutual aid in case of sickness.

*Territorial jurisdiction.*—Chile.

*Trade jurisdiction.*—Hotels, restaurants, canteens, and similar branches.

*Government.*—A central executive board composed of a president, a vice president, a recording secretary, a corresponding secretary, and five directors, elected by the assembly of the Santiago division and the delegates of the regional divisions. The term of office is one year.

The local federations elect a local executive board composed of a president, a vice president, a secretary, a treasurer, and three directors.

*Qualifications for membership.*—Must be an employee in a hotel, restaurant, or canteen, have good references as to conduct, and be accepted by the executive board.

*Benefits.*—Sickness benefits; strike and lockout benefits.

*Organization.*—Divisions in Concepcion, Valparaiso, Antofagasta, Talca, Chillan, Temuco, and Valdivia.

*Headquarters.*—1342 Santo Domingo Street, Santiago.

*Membership.*—One thousand one hundred.

#### INDUSTRIAL AND COMMERCIAL EMPLOYEES' TRADE-UNION OF SANTIAGO

Affiliated with the Confederation of White Trade-Unions.

Organized in 1925; this organization is Catholic.

*Object.*—Defense of their trade interests.

*Government.*—Executive board composed of a president, a vice president, a secretary, a treasurer, and five directors, elected at the annual assembly of the members.

*Qualifications for membership.*—Must be an industrial or commercial employee, accept the program of the union, have a high moral standard, and be accepted by the membership committee of the union.

*Benefits.*—Mutual aid, better wages, instructive entertainments, and employment through the labor exchange conducted by the Confederation of White Trade-Unions.

*Headquarters.*—657 Bandera Street, Santiago.

*Membership.*—One hundred and ninety-eight.

#### UNION OF DOMESTIC WORKERS OF BOTH SEXES

Affiliated with the Confederation of White Trade-Unions.

Organized in 1925, and has an organization identical with that of the Confederation of White Trade-Unions.

*Headquarters.*—657 Bandera Street, Santiago.

*Membership.*—Two hundred and seventy-eight.

#### UNION OF WATERWORKS OPERATORS AND EMPLOYEES

Affiliated with the Confederation of White Trade-Unions.

Organized in 1925; organization and program identical with that of the Confederation of White Trade-Unions.

*Headquarters.*—Valparaiso.

*Membership.*—Three hundred and fifty.

**ASSOCIATION OF EMPLOYEES OF THE CHILEAN ELECTRIC  
CO. (LTD.)**

*Objects.*—Defense of trade interests; mutual aid.

*Government.*—A president, a vice president, a secretary, a treasurer, and four directors.

*Benefits.*—Sickness benefits: Medical assistance and medicines, and benefit equal to half the salary; in case of total invalidity, a retirement annuity.

*Headquarters.*—670 San Antonio Street, Santiago.

*Membership.*—Six hundred.

**AUTONOMOUS UNION OF DOMESTIC WORKERS**

Organized in 1926; composed of domestic servants of both sexes.

*Object.*—To defend their trade interests and for mutual aid.

The union favors the passage of a special law regulating the working conditions of domestic workers.

*Territorial jurisdiction.*—Santiago.

*Government.*—An executive board composed of a president, a vice president, a secretary, a treasurer, and five directors, elected at the first meeting in each year.

*Benefits.*—Mutual aid.

*Headquarters.*—Santiago.

*Membership.*—Two hundred and ten.

**UNION HAIRDRESSERS' SOCIETY**

Organized in 1925.

*Objects.*—Defense of their trade interests; low-priced, sanitary houses; creation of cooperative societies; establishment of a social-welfare fund; life insurance; development of physical culture among their members, etc.

*Territorial jurisdiction.*—Santiago.

*Government.*—A president, a vice president, a secretary, a treasurer, and three directors. Committees on sanitation, entertainments, and legislation.

*Headquarters.*—1678 Tarapaca Street, Santiago.

*Membership.*—Three hundred and fifty.

**CONFEDERATION OF WHITE TRADE-UNIONS**

Catholic workers of Chile, not wanting to enter other labor organizations because of the revolutionary spirit of some or the diversity of doctrines of others, have organized a number of unions inspired by the Christian Democratic doctrine. These unions, which have been previously enumerated, organized the Confederation of White Trade-Unions at a general convention of Catholic unions held June 30, 1925.

*Objects.*—The establishment of bonds of solidarity between the Catholic unions of the country for mutual protection in the development of their work and aid in case of conflict; to carry out the aims of the various unions by the organization of labor exchanges, legal and medical advisers, unemployment funds, professional study

courses, libraries, etc.; to organize union propoganda throughout the country; to secure the passage of adequate social legislation to protect the rights of the workers and to obtain a progressive betterment of city, rural, and mine workers; to create a common or central fund to carry on work of a general character and propoganda, and in special cases to aid the funds of the affiliated organizations.

*Territorial jurisdiction.*—Chile.

*Trade jurisdiction.*—All industries.

*Government.*—An executive council, directed by a general secretary and composed also of a recording secretary, a treasurer, and a member for each affiliated union.

In each of the 24 Provinces in Chile a provincial federation formed by all the white unions of the respective Province.

Each union is directed by a general secretary, a recording secretary, a treasurer, and a body of directors.

*Qualifications for membership.*—To become a member of a union belonging to the confederation one must be an individual having good habits, must be moral and sober, and must agree to accept the decisions of the union and to comply with its orders.

*Agreements.*—The members are free to make contracts, but labor contracts must be collective. They must not draw up agreements with labor federations having different leanings.

*Benefits.*—Sickness benefits: Medicines and medical care.

The white trade-unions own a large theater where educational entertainments and conferences are frequently given. The confederation has organized a law office for the use of the unions in labor matters as well as in their private affairs. It has a central consulting office; a labor exchange for affiliated workers, and another for workers belonging to the women's unions, and owns a good library, which is at the service of the members.

*Headquarters.*—657 Bandera Street, Santiago.

*Organization.*—The confederation has under its supervision 24 provincial federations. Each provincial federation has various unions under its orders.

The provincial federation of Santiago is composed of the following unions: Federation of Electrical Unions; National Carpenters' Union; Stucco Plasterers' White Union; National Flower-Makers' Union; White Union of Industrial and Commercial Employees; White Union of Tailoresses; White Union of Masons. Of the provincial unions the following deserve mention: Father of the Houses of Temuco White Union; White Union of Temuco; Loncoyano White Union of Carahue of Cantin; White Union of Various Trades of Melipilla; White Union of Various Trades of Quillota; White Unions of Various Crafts of San Javier.

*Membership.*—Seven thousand.

## ANARCHISTIC UNIONS

### INDUSTRIAL WORKERS OF THE WORLD (I. W. W.)

Besides the Federation of Labor of Chile, a labor association having ideologic communistic tendencies, there is a labor association with a program of revolutionary organization and action—the Industrial Workers of the World, or I. W. W., having a similar pro-

gram to that of the I. W. W. in North America. This organization in Chile has spread principally among the maritime workers. There are seven organizations, which have a total of 9,000 members. There are groups of the I. W. W. in the cities of Iquique, Antofagasta, Talcahuano, Valparaiso, Vina del Mar, Santiago, and Corral.

Many workers' organizations have affiliated with the I. W. W., among them the following: Union of Bargemen in all the ports, Union of Day Laborers, Pilots' Union, part of the crews of steamships, Bakers' Union, Union of Masons and Stucco Plasterers, Union of Navy-Yard Workers, Federation of Shoemakers, Union of Workers of Both Sexes, part of the stevedores and maritime day laborers, etc., of Valparaiso and Vina del Mar.

The I. W. W. held its first convention at Santiago, on December 24, 1919, at which it was expressly declared that the I. W. W. is a revolutionary organization which aims at the elimination of the salaried worker by means of the union of all the organized workers, which must take possession of the means of production and organize future society.

*Object.*—Open warfare against capital, the Government, and the clergy. Its constitution says: "We must declare continuously that the enemies of the industrial workers of the world are capital, Government, and the clergy. Our propaganda is directed principally against them, in the street, in the workshop, and in our own families." It advocates sabotage, the general strike, the individual strike, and the label.

*Territorial jurisdiction.*—Chile.

*Trade jurisdiction.*—All industries.

*Government.*—(1) A general administrative council formed by two delegates from each provincial or departmental council. From these representatives is elected a secretary-general, a recording secretary, a corresponding secretary, a treasurer, two accountants, and a librarian.

(2) A division, with the name of the local union, in each city where more than 100 workers desire it, directed by a general secretary and an administrative council.

(3) Departmental unions composed of all the local unions of each department.

All the administrative councils hold office for one year.

*Qualifications for membership.*—Must accept the declaration of principles of the I. W. W., pay an initiation fee of 1 peso and monthly dues of 1 peso.

*Benefits.*—Sickness benefits; unemployment benefits; strike and lockout benefits.

*Official organ.*—La I. W. W.

*Organization.*—Departments of agriculture; mines; marine transportation, land transportation, and communication; manufacturing and general production; construction; and public services.

*Membership.*—Seven thousand.

## UNIONS OF PROFESSIONAL WORKERS

It is interesting to note the movement in Chile as to association of professional workers who have organized in groups which may be

divided into two classes—those whose aims are purely scientific and those whose aims are to defend the professional interests of the union.

#### CHILEAN MEDICAL UNION

On the passage of the sickness insurance law of September 8, 1924, the Chilean Medical Union was organized.

*Object.*—To defend the professional interests of its members.

*Organization.*—Divisions in various cities throughout the Republic, the principal ones being at Santiago, Antofagasta, Iquique, Talca, San Fernando, Curico, Chillan, Temuco, Concepcion, and Valdivia.

*Government.*—An executive board composed of a president, a vice president, a secretary, a treasurer, and five directors, elected by an assembly.

*Headquarters.*—Valparaiso.

*Membership.*—Three thousand.

#### OTHER PROFESSIONAL ASSOCIATIONS

The Medical Union of Santiago and the Midwives' Union should also be cited as unions of professional workers.

Among the professional associations with purely educational aims the Medical Society of Santiago, the Architects' Union of Chile, and the Engineers' Union of Chile should be mentioned.

The teachers have associated in two organizations with diverse tendencies: The National Society of Teachers, with aims of intellectual improvement only, and the Association of Chilean Teachers, which unites a majority of the primary teachers in the Republic and has advanced tendencies.

#### ASSOCIATION OF CHILEAN TEACHERS

*Objects.*—The constitution approved at the convention at Valparaiso in 1923 states:

The purpose of the organization is to advance the individual and collective prosperity of its members, endeavoring always to maintain dignity and human right. To succeed in this aim it shall work to obtain the satisfaction of all the needs and aspirations of its associates or of the masses by means of evolution and reform.

The Association of Chilean Teachers ignores all questions of a religious and political character.

*Headquarters.*—Santiago.

*Membership.*—Three thousand.

#### EMPLOYERS' ASSOCIATIONS

##### ASSOCIATION OF LABOR

The most important of the employers' organizations in Chile is the Association of Labor organized in 1921 and incorporated by decree of December 20, 1921. It is composed of the large proprietors of industry, of agriculture, and of commercial enterprises in the country.

*Objects.*—The solidarity and coordination of the action of its associates in all questions relating to labor and which affect the natural and legitimate development of industry, of agriculture, and of commerce, for which purpose it shall work for the realization of every movement tending to promote the general welfare and the harmony of the legitimate interests of capital and of labor.

*Government.*—An executive board, under the orders of a president and a secretary general.

*Headquarters.*—Catedral and St. Martin Streets, Santiago.

*Membership.*—Eight hundred.



## LIST OF BULLETINS OF THE BUREAU OF LABOR STATISTICS

*The following is a list of all bulletins of the Bureau of Labor Statistics published since July, 1912, except that in the case of bulletins giving the results of periodic surveys of the bureau only the latest bulletin on any one subject is here listed.*

*A complete list of the reports and bulletins issued prior to July, 1912, as well as the bulletins published since that date, will be furnished on application. Bulletins marked thus (\*) are out of print.*

### Conciliation and Arbitration (including strikes and lockouts).

- \*No. 124. Conciliation and arbitration in the building trades of Greater New York. [1913.]
- \*No. 133. Report of the industrial council of the British Board of Trade on its inquiry into industrial agreements. [1913.]
- No. 139. Michigan copper district strike. [1914.]
- No. 144. Industrial court of the cloak, suit, and skirt industry of New York City. [1914.]
- No. 145. Conciliation, arbitration, and sanitation in the dress and waist industry of New York City. [1914.]
- No. 191. Collective bargaining in the anthracite coal industry. [1916.]
- \*No. 198. Collective agreements in the men's clothing industry. [1916.]
- No. 233. Operation of the industrial disputes investigation act of Canada. [1918.]
- No. 255. Joint industrial councils in Great Britain. [1919.]
- No. 283. History of the Shipbuilding Labor Adjustment Board, 1917 to 1919.
- No. 287. National War Labor Board: History of its formation, activities, etc. [1921.]
- No. 303. Use of Federal power in settlement of railway labor disputes. [1922.]
- No. 341. Trade agreement in the silk-ribbon industry of New York City. [1923.]
- No. 402. Collective bargaining by actors. [1926.]
- No. 448. Trade agreements, 1926.

### Cooperation.

- No. 313. Consumers' cooperative societies in the United States in 1920.
- No. 314. Cooperative credit societies in America and in foreign countries. [1922.]
- No. 437. Cooperative movement in the United States in 1925 (other than agricultural).

### Employment and Unemployment.

- \*No. 109. Statistics of unemployment and the work of employment offices in the United States. [1913.]
- No. 172. Unemployment in New York City, N. Y. [1915.]
- \*No. 183. Regularity of employment in the women's ready-to-wear garment industries. [1915.]
- \*No. 195. Unemployment in the United States. [1916.]
- No. 196. Proceedings of the Employment Managers' Conference held at Minneapolis, Minn., January 19 and 20, 1916.
- \*No. 202. Proceedings of the conference of Employment Managers' Association of Boston, Mass., held May 10, 1916.
- No. 206. The British system of labor exchanges. [1916.]
- \*No. 227. Proceedings of the Employment Managers' Conference, Philadelphia, Pa., April 2 and 3, 1917.
- No. 235. Employment system of the Lake Carriers' Association. [1918.]
- \*No. 241. Public employment offices in the United States. [1918.]
- No. 247. Proceedings of Employment Managers' Conference, Rochester, N. Y., May 9-11, 1918.
- No. 310. Industrial unemployment: A statistical study of its extent and causes. [1922.]
- No. 409. Unemployment in Columbus, Ohio, 1921 to 1925.

### Foreign Labor Laws.

- \*No. 142. Administration of labor laws and factory inspection in certain European countries. [1914.]

### **Housing.**

- \*No. 158. Government aid to home owning and housing of working people in foreign countries. [1914.]
- No. 263. Housing by employees in the United States. [1920.]
- No. 295. Building operations in representative cities in 1920.
- No. 368. Building permits in the principal cities of the United States in [1921 to] 1923.
- No. 424. Building permits in the principal cities of the United States in [1924 and] 1925.
- No. 449. Building permits in the principal cities of the United States in [1925 and] 1926.

### **Industrial Accidents and Hygiene.**

- \*No. 104. Lead poisoning in potteries, tile works, and porcelain enameled sanitary ware factories. [1912.]
- No. 120. Hygiene of the painter's trade. [1913.]
- \*No. 127. Dangers to workers from dusts and fumes, and methods of protection. [1913.]
- \*No. 141. Lead poisoning in the smelting and refining of lead. [1914.]
- \*No. 157. Industrial accident statistics. [1915.]
- \*No. 165. Lead poisoning in the manufacture of storage batteries. [1914.]
- \*No. 179. Industrial poisons used in the rubber industry. [1915.]
- No. 188. Report of British departmental committee on the danger in the use of lead in the painting of buildings. [1916.]
- \*No. 201. Report of committee on statistics and compensation insurance cost of the International Association of Industrial Accident Boards and Commissions. [1916.]
- \*No. 207. Causes of death by occupation. [1917.]
- \*No. 209. Hygiene of the printing trades. [1917.]
- \*No. 219. Industrial poisons used or produced in the manufacture of explosives. [1917.]
- No. 221. Hours, fatigue, and health in British munition factories. [1917.]
- No. 230. Industrial efficiency and fatigue in British munition factories. [1917.]
- \*No. 231. Mortality from respiratory diseases in dusty trades (inorganic dusts). [1918.]
- \*No. 234. Safety movement in the iron and steel industry, 1907 to 1917.
- No. 236. Effects of the air hammer on the hands of stonecutters. [1918.]
- No. 249. Industrial health and efficiency. Final report of British Health of Munition Workers' Committee. [1919.]
- \*No. 251. Preventable death in the cotton-manufacturing industry. [1919.]
- No. 256. Accidents and accident prevention in machine building. [1919.]
- No. 267. Anthrax as an occupational disease. [1920.]
- No. 276. Standardization of industrial accident statistics. [1920.]
- No. 280. Industrial poisoning in making coal-tar dyes and dye intermediates. [1921.]
- No. 291. Carbon-monoxide poisoning. [1921.]
- No. 293. The problem of dust phthisis in the granite-stone industry. [1922.]
- No. 298. Causes and prevention of accidents in the iron and steel industry, 1910-1919.
- No. 306. Occupational hazards and diagnostic signs: A guide to impairments to be looked for in hazardous occupations. [1922.]
- No. 339. Statistics of industrial accidents in the United States. [1923.]
- No. 392. Survey of hygienic conditions in the printing trades. [1925.]
- No. 405. Phosphorus necrosis in the manufacture of fireworks and in the preparation of phosphorus. [1926.]
- No. 425. Record of industrial accidents in the United States to 1925.
- No. 426. Deaths from lead poisoning. [1927.]
- No. 427. Health survey of the printing trades, 1922 to 1925.
- No. 428. Proceedings of the Industrial Accident Prevention Conference, held at Washington, D. C., July 14-16, 1926.
- No. 460. A new test for industrial lead poisoning. The presence of basophilic red cells in lead poisoning and lead absorption.

### **Industrial Relations and Labor Conditions.**

- No. 237. Industrial unrest in Great Britain. [1917.]
- No. 340. Chinese migrations, with special reference to labor conditions. [1923.]
- No. 349. Industrial relations in the West Coast lumber industry. [1923.]
- No. 361. Labor relations in the Fairmont (W. Va.) bituminous-coal field. [1924.]
- No. 380. Postwar labor conditions in Germany. [1925.]

**Industrial Relations and Labor Conditions—Continued.**

- No. 383. Works council movement in Germany. [1925.]
- No. 384. Labor conditions in the shoe industry in Massachusetts, 1920–1924.
- No. 399. Labor relations in the lace and lace-curtain industries in the United States. [1925.]

**Labor Laws of the United States (including decisions of courts relating to labor).**

- No. 211. Labor laws and their administration in the Pacific States. [1917.]
- No. 229. Wage-payment legislation in the United States. [1917.]
- No. 285. Minimum-wage laws of the United States: Construction and operation. [1921.]
- No. 321. Labor laws that have been declared unconstitutional. [1922.]
- No. 322. Kansas Court of Industrial Relations. [1923.]
- No. 343. Laws providing for bureaus of labor statistics, etc. [1923.]
- No. 370. Labor laws of the United States, with decisions of courts relating thereto. [1925.]
- No. 408. Laws relating to payment of wages. [1926.]
- No. 434. Labor legislation of 1926.
- No. 444. Decisions of courts and opinions affecting labor, 1926.

**Proceedings of Annual Conventions of the Association of Governmental Labor Officials of the United States and Canada.**

- \*No. 266. Seventh, Seattle, Wash., July 12–15, 1920.
- No. 307. Eighth, New Orleans, La., May 2–6, 1921.
- No. 323. Ninth, Harrisburg, Pa., May 22–26, 1922.
- No. 352. Tenth, Richmond, Va., May 1–4, 1923.
- \*No. 389. Eleventh, Chicago, Ill., May 19–23, 1924.
- \*No. 411. Twelfth, Salt Lake City, Utah, August 13–15, 1925.
- No. 429. Thirteenth, Columbus, Ohio, June 7–10, 1926.
- No. 455. Fourteenth, Paterson, N. J., May 31 to June 3, 1927.

**Proceedings of Annual Meetings of the International Association of Industrial Accident Boards and Commissions.**

- No. 210. Third, Columbus, Ohio, April 25–28, 1916.
- No. 248. Fourth, Boston, Mass., August 21–25, 1917.
- No. 264. Fifth, Madison, Wis., September 24–27, 1918.
- \*No. 273. Sixth, Toronto, Canada, September 23–26, 1919.
- No. 281. Seventh, San Francisco, Calif., September 20–24, 1920.
- No. 304. Eighth, Chicago, Ill., September 19–23, 1921.
- No. 333. Ninth, Baltimore, Md., October 9–13, 1922.
- No. 359. Tenth, St. Paul, Minn., September 24–26, 1923.
- No. 385. Eleventh, Halifax, Nova Scotia, August 26–28, 1924.
- No. 395. Index to proceedings, 1914–1924.
- No. 406. Twelfth, Salt Lake City, Utah, August 17–20, 1925.
- No. 432. Thirteenth, Hartford, Conn., September 14–17, 1926.
- No. 456. Fourteenth, Atlanta, Ga., September 27–29, 1927.

**Proceedings of Annual Meetings of International Association of Public Employment Services.**

- No. 192. First, Chicago, December 19 and 20, 1913; Second, Indianapolis, September 24 and 25, 1914; Third, Detroit, July 1 and 2, 1915.
- No. 220. Fourth, Buffalo, N. Y., July 20 and 21, 1916.
- No. 311. Ninth, Buffalo, N. Y., September 7–9, 1921.
- No. 337. Tenth, Washington, D. C., September 11–13, 1922.
- No. 355. Eleventh, Toronto, Canada, September 4–7, 1923.
- No. 400. Twelfth, Chicago, Ill., May 19–23, 1924.
- No. 414. Thirteenth, Rochester, N. Y., September 15–17, 1925.

**Productivity of Labor.**

- No. 356. Productivity costs in the common-brick industry. [1924.]
- No. 360. Time and labor costs in manufacturing 100 pairs of shoes, 1923.
- No. 407. Labor cost of production and wages and hours of labor in the paper box-board industry. [1925.]
- No. 412. Wages, hours, and productivity in the pottery industry, 1925.
- No. 441. Productivity of labor in the glass industry. [1927.]

**Retail Prices and Cost of Living.**

- \*No. 121. Sugar prices, from refiner to consumer. [1913.]
- \*No. 130. Wheat and flour prices, from farmer to consumer. [1913.]
- No. 164. Butter prices, from producer to consumer. [1914.]

**Retail Prices of Cost of Living—Continued.**

- No. 170. Foreign food prices as affected by the war. [1915.]
- No. 357. Cost of living in the United States. [1924.]
- No. 369. The use of cost-of-living figures in wage adjustments. [1925.]
- No. 445. Retail prices, 1890 to 1926.

**Safety Codes.**

- No. 331. Code of lighting: Factories, mills, and other work places.
- No. 336. Safety code for the protection of industrial workers in foundries.
- No. 350. Specifications of laboratory tests for approval of electric headlighting devices for motor vehicles.
- No. 351. Safety code for the construction, care, and use of ladders.
- No. 364. Safety code for mechanical-power transmission apparatus.
- No. 375. Safety code for laundry machinery and operation.
- No. 378. Safety code for woodworking plants.
- No. 382. Code of lighting school buildings.
- No. 410. Safety code for paper and pulp mills.
- No. 430. Safety code for power presses and foot and hand presses.
- No. 433. Safety codes for the prevention of dust explosions.
- No. 436. Safety code for the use, care, and protection of abrasive wheels.
- No. 447. Safety code for rubber mills and calenders.
- No. 451. Safety code for forging and hot-metal stamping.

**Vocational and Workers' Education.**

- \*No. 159. Short-unit courses for wage earners, and a factory school experiment. [1915.]
- \*No. 162. Vocational education survey of Richmond, Va. [1915.]
- No. 199. Vocational education survey of Minneapolis, Minn. [1916.]
- No. 271. Adult working-class education in Great Britain and the United States. [1920.]
- No. 459. Apprenticeship in building construction.

**Wages and Hours of Labor.**

- \*No. 146. Wages and regularity of employment and standardization of piece rates in the dress and waist industry of New York City. [1914.]
- \*No. 147. Wages and regularity of employment in the cloak, suit, and skirt industry [1914.]
- No. 161. Wages and hours of labor in the clothing and cigar industries, 1911 to 1913.
- No. 163. Wages and hours of labor in the building and repairing of steam railroad cars, 1907 to 1913.
- \*No. 190. Wages and hours of labor in the cotton, woolen, and silk industries, 1907 to 1914.
- No. 204. Street-railway employment in the United States. [1917.]
- No. 225. Wages and hours of labor in the lumber, millwork, and furniture industries, 1915.
- \*No. 265. Industrial survey in selected industries in the United States, 1919.
- No. 297. Wages and hours of labor in the petroleum industry, 1920.
- No. 356. Productivity costs in the common-brick industry. [1924.]
- No. 358. Wages and hours of labor in the automobile-tire industry, 1923.
- No. 360. Time and labor costs in manufacturing 100 pairs of shoes, 1923.
- No. 365. Wages and hours of labor in the paper and pulp industry, 1923.
- No. 394. Wages and hours of labor in metalliferous mines, 1924.
- No. 407. Labor costs of production and wages and hours of labor in the paper box-board industry. [1925.]
- No. 412. Wages, hours, and productivity in the pottery industry, 1925.
- No. 413. Wages and hours of labor in the lumber industry in the United States, 1925.
- No. 416. Hours and earnings in anthracite and bituminous coal mining, 1923 and 1924.
- No. 421. Wages and hours of labor in the slaughtering and meat-packing industry, 1925.
- No. 422. Wages and hours of labor in foundries and machine shops, 1925.
- No. 435. Wages and hours of labor in the men's clothing industry, 1911 to 1926.
- No. 438. Wages and hours of labor in the motor-vehicle industry, 1925.
- No. 442. Wages and hours of labor in the iron and steel industry, 1907 to 1925.
- No. 443. Wages and hours of labor in woolen and worsted goods manufacturing, 1910 to 1926.
- No. 446. Wages and hours of labor in cotton-goods manufacturing, 1910 to 1926.
- No. 450. Wages and hours of labor in the boot and shoe industry, 1907 to 1926.

**Wages and Hours of Labor—Continued.**

- No. 452. Wages and hours of labor in the hosiery and underwear industries, 1907 to 1926.  
No. 454. Hours and earnings in bituminous-coal mining, 1922, 1924, and 1926.  
No. 457. Union scales of wages and hours of labor, May 15, 1927.

**Welfare Work.**

- \*No. 123. Employers' welfare work. [1913.]  
No. 222. Welfare work in British munitions factories. [1917.]  
\*No. 250. Welfare work for employees in industrial establishments in the United States. [1919.]  
No. 458. Health and recreation activities in industrial establishments, 1926.

**Wholesale Prices.**

- No. 284. Index numbers of wholesale prices in the United States and foreign countries. [1921.]  
No. 440. Wholesale prices, 1890 to 1926.  
No. 453. Revised index numbers of wholesale prices, 1923 to July, 1927.

**Women and Children in Industry.**

- No. 116. Hours, earnings, and duration of employment of wage-earning women in selected industries in the District of Columbia. [1913.]  
\*No. 117. Prohibition of night work of young persons. [1913.]  
No. 118. Ten-hour maximum working-day for women and young persons. [1913.]  
No. 119. Working hours of women in the pea canneries of Wisconsin. [1913.]  
\*No. 122. Employment of women in power laundries in Milwaukee. [1913.]  
No. 160. Hours, earnings, and conditions of labor of women in Indiana mercantile establishments and garment factories. [1914.]  
\*No. 167. Minimum-wage legislation in the United States and foreign countries. [1915.]  
\*No. 175. Summary of the report on conditions of woman and child wage earners in the United States. [1915.]  
\*No. 176. Effect of minimum-wage determinations in Oregon. [1915.]  
\*No. 180. The boot and shoe industry in Massachusetts as a vocation for women. [1915.]  
\*No. 182. Unemployment among women in department and other retail stores of Boston, Mass. [1916.]  
No. 193. Dressmaking as a trade for women in Massachusetts. [1916.]  
No. 215. Industrial experience of trade-school girls in Massachusetts. [1917.]  
\*No. 217. Effect of workmen's compensation laws in diminishing the necessity of industrial employment of women and children. [1918.]  
No. 223. Employment of women and juveniles in Great Britain during the war. [1917.]  
No. 253. Women in the lead industries. [1919.]

**Workmen's Insurance and Compensation (including laws relating thereto).**

- No. 101. Care of tuberculous wage earners in Germany. [1912.]  
\*No. 102. British national insurance act, 1911.  
No. 103. Sickness and accident insurance law of Switzerland. [1912.]  
No. 107. Law relating to insurance of salaried employees in Germany. [1913.]  
\*No. 155. Compensation for accidents to employees of the United States. [1914.]  
No. 212. Proceedings of the conference on social insurance called by the International Association of Industrial Accident Boards and Commissions, Washington, D. C., December 5-9, 1916.  
No. 243. Workmen's compensation legislation in the United States and foreign countries, 1917 and 1918.  
No. 301. Comparison of workmen's compensation insurance and administration. [1922.]  
No. 312. National health insurance in Great Britain, 1911 to 1921.  
No. 379. Comparison of workmen's compensation laws of the United States as of January 1, 1925.  
No. 423. Workmen's compensation legislation of the United States and Canada as of July 1, 1926.

**Miscellaneous Series.**

- \*No. 174. Subject index of the publications of the United States Bureau of Labor Statistics up to May 1, 1915.  
No. 208. Profit sharing in the United States. [1916.]  
No. 242. Food situation in central Europe, 1917.

**Miscellaneous Series—Continued.**

- No. 254. International labor legislation and the society of nations. [1919.]  
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\*No. 299. Personnel research agencies: A guide to organized research in employment management, industrial relations, training, and working conditions. [1921.]  
No. 319. The Bureau of Labor Statistics: Its history, activities, and organization. [1922.]  
No. 326. Methods of procuring and computing statistical information of the Bureau of Labor Statistics. [1923.]  
No. 342. International Seamen's Union of America: A study of its history and problems. [1923.]  
No. 346. Humanity in government. [1923.]  
No. 372. Convict labor in 1923.  
No. 386. Cost of American almshouses. [1925.]  
No. 398. Growth of legal-aid work in the United States. [1926.]  
No. 401. Family allowances in foreign countries. [1926.]  
No. 420. Handbook of American trade-unions. [1926.]  
No. 439. Handbook of labor statistics, 1924 to 1926.