UNITED STATES DEPARTMENT OF LABOR
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Handbook of American Trade-Unions

1936 Edition

By
ESTELLE M. STEWART

Bulletin No. 618

UNITED STATES
GOVERNMENT PRINTING OFFICE
WASHINGTON : 1936

For sale by the Superintendent of Documents, Washington, D. C. - - - - - - Price 30 cents

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PREFACE

Probably no better evidence of the vitality of the American labor movement could be presented than the difficulties which confronted the Bureau of Labor Statistics during the period this handbook was in preparation. Constant shifts and changes—the affiliation with the American Federation of Labor of independent groups, the merger of other groups, the creation of national and international unions out of local units that had been directly under the jurisdiction of the American Federation of Labor—all combined to make it necessary to treat the situation as of an arbitrary date.

This date was fixed at March 1, 1936, and the information contained in the handbook, with regard to such fluid characteristics of organization as membership and affiliation status, is authoritative as of that date. The other essentials that make up the information compiled by the Bureau of Labor Statistics in this series of handbooks of American trade-unions are not so variable. Thus, jurisdiction, form of government, method of negotiating agreements, and other elements entering into the actual economic functioning of a labor organization, remain fairly constant. It is these elements, brought together in one volume, that constitute the chief value of the Bureau's compilation.

ISADOR LUBIN,
Commisioner of Labor Statistics.

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UNITED STATES DEPARTMENT OF LABOR

Bulletin of the
Bureau of Labor Statistics

Number 618 WASHINGTON March 1936

HANDBOOK OF AMERICAN TRADE-UNIONS

Introduction

This edition of the Handbook of American Trade-Unions, the third that the Bureau of Labor Statistics has published, is in two parts. Part I presents, in chapter 1, a brief review of the outstanding changes and developments that have occurred within the labor movement since 1929, when the preceding edition of the handbook was published. Succeeding chapters discuss important activities and aspects of trade-unionism and the constitutional provisions by which these are regulated. The specific features treated are: Collective-bargaining machinery (ch. 2); trade-union benefits (ch. 3); promotion of union labels (ch. 4); governmental structure (ch. 5); and qualifications for membership (ch. 6). The American Federation of Labor is discussed briefly in chapter 7.

These analyses are so brief as to be little more than suggestive outlines, using as illustrative material the information available in the detailed data presented for each national and international organization in part II. Reference may be made to these detailed studies of the organizations in part II to amplify the text given in part I.

Part II contains the major part of the bulletin, the information covering the 156 national and international unions. Data presented for each of these organizations deal with its relation to the American Federation of Labor, the date of its founding and its historical development, as far as that is obtainable, and the essential facts of its structure and functions arranged under the following headings:

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(1) Objects, (2) territorial jurisdiction, (3) trade jurisdiction, (4) government, (5) qualifications for membership, (6) apprenticeship regulations, (7) method of negotiating agreements, (8) benefits, (9) official organ, (10) headquarters, (11) organization, i. e., extent and distribution, (12) membership reported to the Bureau of Labor Statistics.

Organizations are classified first into broad trade groups following as closely as possible the classification used by the Bureau of the Census. This is then broken down into industrial divisions, each of which is prefaced with a short review of the recent significant organizational changes and developments within that industrial division. A list of the organizations in each classification is divided into American Federation of Labor affiliates and independent organizations. Where a union's jurisdiction overlaps the industrial classifications, as, for example, the Sheet Metal Workers' International Association, which is both a building-trades union and a metal-trades union, a cross-reference is provided.

The first Handbook of American Trade-Unions appeared in 1926, as Bulletin No. 420. The method used in compiling it was to request all the known trade and labor organizations of national scope and significance to furnish the Bureau with copies of their constitutions, official journals, trade-union directories, a statement of their total membership and any other pertinent material, and a brief historical sketch of the origin, founding, and early development of the organization. The historical data presented by the organizations themselves were amplified, as far as possible, by further research, especially with reference to origins and early history, and the relationship between present-day trade-unions and those of the era preceding the founding of the craft union movement under the American Federation of Labor.

Much of the data presented in the handbook was derived from the constitutions of the international organizations, particularly the detailed statements of jurisdiction, the machinery of government, qualifications for membership, apprenticeship regulations, and the various benefit plans. Collective-bargaining machinery is explicitly provided in some constitutions, but that is not general. Where the constitution did not cover the point, the international officers were asked to furnish a comprehensive statement of the methods used by their respective organizations to secure collective agreements.

Three years after the publication of Bulletin No. 420, a revised edition was published as Bulletin No. 506, Handbook of American Trade Unions, 1929 edition. For this revision, each organization was given a copy of the report dealing with it as carried in the 1926 edition. The responsible official of each international or national union

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was asked to make all necessary corrections, revisions, and additions, not only to bring the material up to date but to check any errors that may have appeared in the first bulletin. New organizations not appearing in the 1926 edition were asked to present all the material necessary for a complete and authentic report.

The same method was used in revising the bulletin for this 1936 edition. In that way authentic data, verified and approved by the organizations themselves, were provided. The international officers have been cooperative and helpful and have given time and effort to insure reliable and authentic presentation of the material covering their organizations.

The Bureau of Labor Statistics defines a national or international trade or labor organization as one having national scope and significance, with locals or branches in more than one State, and having recognized headquarters and general officers representing and governing the entire membership. Headquarters need not be a fixed location or office, since not infrequently, particularly among smaller or newer organizations, the home or place of business of the secretary is the official address of the union. The determining point, as far as the Bureau is concerned, is that that address shall be generally recognized by the membership as the administrative center of the organization.

This definition eliminates many bona fide labor organizations, because they function locally only. While unquestionably unions of this type are often an important element of the labor movement, the practical problems involved in getting in touch with every one of them and obtaining the necessary information makes their inclusion in the handbook quite impracticable. Moreover, they tend, far more than do the organizations with a wider coverage territorially, toward instability and a shifting status. These local movements are often, though by no means always, secessions from established organizations. They may, in fact, in many cases, be regarded as strikes against policies and practices of the older groups. When the differences which caused the secession are adjusted, the insurgent faction is apt to return to the parent body. This frequent change in status as between an independent group and a subordinate local of an international adds to the practical difficulty of listing all independent local unions in the handbook, since the situation at the time the information was collected may have changed materially by the time the bulletin was printed.

On the other hand some elasticity in that part of the definition which requires interstate character is necessary under certain circumstances. When an industry is localized, as, for example, the automobile industry or the tannery industry, the Bureau recognizes

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that organization therein can be highly significant and still be confined to what is essentially a limited geographic area. In that case, however, the inclusion of these organizations does not nullify the requirement of national significance, since their geographic scope is limited by the distribution of the industries with which they are concerned.

The membership figures used in the handbook are those reported to the Bureau of Labor Statistics by the organizations themselves, except in the case of certain unions which do not, as a matter of policy, divulge their membership for publication. If these unions are affiliated with the American Federation of Labor, the membership represented by the number of votes to which they are entitled in convention has been used in the handbook. That number is, however, only the total paid-up membership in good standing on whom the per capita tax due the Federation has been paid in full. It is more likely to be a minimum than a representative figure.

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PART I

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Chapter 1. Changes and Developments in Labor Movement, 1929 to 1936

The outstanding characteristics of the labor movement in the years 1929 to 1936 are the marked shifts in membership and the changes that are taking place in structure and policy.

MEMBERSHIP

The Bureau of Labor Statistics has no first-hand information on trade-union membership for the years 1930–34. The conclusion may fairly be drawn from current and generally accurate knowledge of the trend of events that union membership held its own for about 2 years after the depression began in 1930, fell off appreciably in the latter part of 1931, and declined sharply in the period 1932–33. Toward the end of 1933 and in 1934, however, under the stimulus of the National Industrial Recovery Act and the explicit recognition and protection of the right to organize set out in section 7a of that act, membership increased in most of the established unions, and organizations were started in fields previously unorganized. Figures for these years are available only for the organizations affiliated with the American Federation of Labor and show only the number of members in good standing on whom per capita tax had been paid in full to the federation at the time the membership audit was made; that is, they take no account of members out of work, on strike, or excused from payment of dues for any reason.

The total paid-up membership of the American Federation of Labor [1] for those years was:

1930	2,961,096
1931	2,889,550
1932	2,532,261
1933	2,126,796
1934	2,608,011

This edition of the handbook covers 156 organizations, as compared to 146 in 1929. Of those listed here, 110 are affiliated with the American Federation of Labor, and the rest are independent. On this showing, the total organized strength of the American Federation of Labor, including the directly affiliated trade and federal labor groups, is 3,967,582, and of the independent unions, 687,740.

[1] American Federation of Labor. Report of the executive council to the Atlantic City convention, 1935, p. 7.

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These figures, however, include Canadian members of American unions.

After deducting the Canadian membership [2] from the aggregate, the total, as nearly as the Bureau of Labor Statistics is able to determine from reports made directly or indirectly to it, is 4,517,498 organized workers in 154 national and international unions and in groups organized directly under the American Federation of Labor. Data on membership could not be secured from two organizations in the independent group, but they are believed to be comparatively small, and their inclusion probably would not increase the total by more than 3,000 to 4,000.

In presenting this figure of 4,500,000 as the approximate strength of organized labor in the United States, attention is particularly directed to the unknown factor of the numbers organized in independent local groups, which sometimes attain a substantial membership. The Bureau of Labor Statistics has no foundation upon which to base an estimate of the organized strength of groups that have no national entity.

CHANGE IN POLICIES AND FORMS OF ORGANIZATION

Changes in organizing fields, policies, and mediums are of more importance, however, than fluctuations in membership. From that viewpoint, developments in the labor movement in the 6 years since the Bureau's former study of American trade-unions was published have been interesting and of considerable significance. Industries which have heretofore seemed impervious to the doctrine of unionism have responded to organizing campaigns conducted by both the American Federation of Labor unions and the independent groups. A number of the old craft unions have extended their jurisdictions and broadened their fields in the effort to combat encroachments from new organizations which have no craft boundaries or traditions.

In fact, the greatest increase in organization in the past 5 years has been among semiskilled and unskilled workers in the mass-production industries and in the rapidly developing fields, such, for example, as the electrical-equipment industries. Of the 25 national and international unions listed in this handbook which were not in the 1929 edition, 10 were created after the passage of the National Industrial Recovery Act of 1933, and 7 are in fields heretofore not covered by any national group.

The movement to organize the mass-production industries has developed two forms of organization, the federal labor union and the independent industrial union. The first and most extensively

[2] Canadian membership by courtesy of the Canadian Department of Labor.

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used of these forms is the directly affiliated American Federation of Labor federal labor union. This device has always been used to extend organization to workers, chiefly the unskilled, in localities or industries in which no affiliated national or international union functioned. It differs from the directly affiliated trade-union, which has frequently been used as the nucleus around which to build a national craft union, in that a federal labor union must be composed of workers in different, and usually unclassified and unorganized, callings. While it has been a structural and functional element of the American Federation of Labor from the first, it was of no particular value as an organizing medium until the movement to unionize the mass-production industries took shape. Then it became the instrument for extending organization, without regard to craft limitations and requirements, to great numbers of factory workers not identified with any craft. Accordingly, when the campaigns to organize the automobile, rubber, cement, electrical-manufacturing, and other mechanized industries were undertaken, the workers were organized into federal labor unions under the immediate direction and control of the American Federation of Labor.

From the enactment of the N. I. R. A. in June 1933, to the San Francisco convention of the American Federation of Labor in October 1934, the federation organized and chartered 106 federal labor unions in the automobile industry, 75 in rubber manufacture, 20 in the aluminum industry, and about 30 in the cement industry. The total number of directly affiliated trade and federal labor unions increased from 673 in 1933 to 1,788 in 1934. This number had been reduced to 1,354 by October 1, 1935, chiefly because of the formation of two international unions, the International Union of United Automobile Workers and the United Rubber Workers of America, which absorbed the federal labor unions in their respective jurisdictions, and because local unions of sawmill and lumber workers merged with the United Brotherhood of Carpenters and Joiners in accordance with an agreement between that organization and the executive council of the American Federation of Labor.

NEW UNIONS

This handbook lists 25 national and international organizations that did not appear in the 1929 edition. These are:

Affiliated with the American Federation of Labor:
- International Union of United Automobile Workers.
- Air Line Pilots' Association.
- Federation of Flat Glass Workers.
- American Federation of Government Employees.

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United Hatters, Cap and Millinery Workers' International Union.
National Association of Master Mechanics and Foremen of Navy Yards and Naval Stations.
Sheep Shearers' Union of North America.
United Rubber Workers of America.

Independent:

Automobile and Metal Workers' Union.
Federation of Architects, Engineers, Chemists, and Technicians.
Brotherhood of Utility Employees.
American Newspaper Guild.
United Licensed Officers.
National Association of Substitute Post Office Employees.
National Federation of Post Office Motor Vehicle Employees.
National Leather Workers.
United Shoe and Leather Workers' Union.
Industrial Union of Marine and Shipbuilding Workers.
American Radio Telegraphists' Association.
Friendly Society of Engravers and Sketchmakers.
Brotherhood of Dining Car Employees.
National Brotherhood of Dining Car Employees.
National Association of Brakemen-Porters.
American Labor Alliance.
Master Workmen of America.

All but six of these have been organized since 1929, but two of them are the outgrowth of older unions which have merged since then. These two organizations are: (1) The United Hatters, Cap and Millinery Workers' International Union, which is an amalgamation of the United Hatters of North America (Bul. No. 506, p. 143) and the International Union of Cloth Hat, Cap and Millinery Workers (Bul. No. 506, p. 142). The amalgamation eliminates dualism and split jurisdiction in the hat industry. The new union is affiliated with the American Federation of Labor, as were the two it supersedes. (2) The United Licensed Officers is a merger of two independent unions in maritime transportation, the Ocean Association of Marine Engineers (Bul. No. 506, p. 102) and the Neptune Association (Bul. No. 506, p. 104). The latter organization was composed of licensed deck officers, and the merger brings the licensed officers of both deck and engine departments on shipboard into one organization.

The six organizations which, while not new, were not included in the earlier bulletin, are the Sheep Shearers' Union of North America, the National Association of Master Mechanics and Foremen in Navy Yards and Naval Stations and the Friendly Society of Engravers and Sketchmakers,[3] which have expanded their territorial jurisdiction from local to national groups and affiliated with the American Federation of Labor since 1929, and three independent unions—the

[3] This organization affiliated with the American Federation of Labor in 1933, but withdrew in 1935.

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National Federation of Post Office Motor Vehicle Employees, and the two organizations of dining-car employees—with which the Bureau of Labor Statistics was not in touch at the time.

Only six of the new organizations are in wholly new fields—the affiliated Air Line Pilots' Association, International Union of United Automobile Workers, United Rubber Workers of America, Sheep Shearers' Union, the independent organization of automobile workers, and the American Newspaper Guild. The American Federation of Government Employees is dual to the older National Federation of Federal Employees, from which it seceded, and the new organization in the glass industry covers machine operators and excludes the skilled cutters who hold membership in another affiliated union.

Industrial unionism is the basis upon which five of the new groups have established independent organizations. These are the Brotherhood of Utility Employees, the National Leather Workers, the United Shoe and Leather Workers' Union, the Automobile and Metal Worker's Union, and the Industrial Union of Marine and Shipbuilding Workers. In every case these organizations encroach, in whole or in part, upon established American Federation of Labor unions, but as they repudiate the craft autonomy principles of the older unions and are designed to function industrially, they cannot be considered dual organizations in the strict sense, except, perhaps, in the case of the dual organization of automobile workers.

The rest of the recently established independent unions, on the other hand, are essentially craft groups and are clearly dual. The members of the Federation of Architects, Engineers, Chemists, and Technicians would be eligible either to the affiliated International Federation of Technical Engineers, Architects, and Draftsmen's unions or to the directly affiliated groups in the chemical industry. One of the post-office organizations, the National Association of Substitute Post Office Employees, cuts across the jurisdictional lines of affiliated and independent unions to organize, as a class, a group of men eligible to one of several other established unions. The other organization in the postal service, the National Federation of Post Office Motor Vehicle Employees, covers men in occupations included in the jurisdiction of the International Brotherhood of Teamsters and Chauffeurs.

The jurisdictional claims of the affiliated Commercial Telegraphers' Union cover radio operators as well as Morse and teletype operators, but the wireless men have organized their own craft independently. The two organizations in dining-car service are Negro groups, which, while established on race lines, are dual to an American Federation of Labor jurisdiction, as the newly formed dining-car-service branch of the Hotel and Restaurant Employees Inter-

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national Alliance and Bartenders' International League covers the same field.

Workers in the electrical-equipment industry, including radio manufacture, are organizing on a national scale, an industrial union called the United Electrical and Radio Workers' Union, but as this is still in the formative state it is not included in this bulletin.

Another international group which has not progressed sufficiently to be considered an established organization is the International Association of Railway Employees. This organization is designed to federate, and eventually to amalgamate, the many scattered organized groups of Negro workers of all classes and occupations in railroad employment.

The most important of the newly organized federal labor unions, and directly affiliated local trade-unions resulting from the organizing activities of the American Federation of Labor since 1933 are treated in the discussion of unions by industrial divisions in part II.

NATIONAL TRADE COUNCILS

A new organizing device has come into use as a means of making the transition from scattered local organization to national entity. This medium is the national trade council, and it is being used by both the American Federation of Labor directly affiliated groups and the independent bodies. These are not national organizations within the Bureau's definition, since the component organizations are still unrelated, either to each other or to a central authority. Yet it is not always possible to determine at just what stage of development a national organization actually comes into existence, and these coordinating and cooperating groups are at least potential national labor unions.

They grew out of the need of some cohesive element, particularly among the automobile and rubber workers, where organization spread rapidly. Although not widely scattered territorially, the increasing number of local unions in those industries created an unwieldiness that the national trade council was designed to correct. These are representative, delegate bodies similar in structure to a city central labor union. The important difference is, however, that they represent only one industry.

The National Council of Automobile Workers' Unions was founded in June 1934, and at that time it represented 106 federal labor unions in the automobile industry. It assumed general supervision over the affairs of the various locals as they affected the interests of the workers as a whole, and served to coordinate their scattered activities and functions. It also undertook a program of education

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and discipline in preparation of completely integrated organization on a national scale. Pending the granting of an international charter of affiliation with the American Federation of Labor to the organized automobile workers, the National Council was the recognized central agency dealing with the workers in the industry.

A similar body functioned in the rubber industry, but with the marked difference that the National Council of Rubber Workers included not only the production workers organized in directly affiliated federal labor unions, but representatives of the various craft unions employed in the industry. This council was especially active in the collective-bargaining field, sending representatives to assist local unions in drawing up and negotiating agreements, in which it undertook to secure uniform terms.

National joint councils of directly affiliated local unions of gasoline station attendants and workers in the coke and gas industry were created in July 1935, and other groups, particularly the various scattered groups of stenographers and clerical employees, plan to develop that medium as a stepping stone to national organization.

Outside the American Federation of Labor the national joint council is proving the means of establishing intercourse and coordination among scattered groups, a function which for the affiliated local unions is performed by the American Federation of Labor itself, through its officers and organizers. Two of these joint councils exist at present in the independent field. They are the National Coordinating Committee of Rank and File Groups in Social Work, and the National Conference of Employee Pharmacists Associations, both with headquarters in New York City.

The National Coordinating Committee was established in February 1935, following a national convention of groups in the field of social work organized in the interest of the rank and file workers as distinct from professional organizations in the same field. Since then State and city groups have federated into coordinating committees in some localities, and the National Coordinating Committee has appointed a committee to draft a constitution for the proposed national organization, which will be submitted to the local group for discussion and revision, prior to calling a national convention. A journal published by the New York groups—Social Work Today—serves as a clearinghouse for reports of activities throughout the movement, and as the organ of the National Coordinating Committee.

TRADE UNION UNITY LEAGUE

At the time of the publication of the 1929 edition of the trade-union handbook, a number of left-wing industrial unions had recently been

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organized, and others were in a formative state. The National Miners' Union, the Needle Trades Workers' Industrial Union, and the National Textile Workers' Union, were briefly mentioned in the earlier bulletin.

This independent left-wing movement found expression, during the period 1929 to 1934, in the organization of industrial unions, in most cases dual to existing national trade-unions, in a number of the basic industries, and in their federation into the Trade Union Unity League.

The Trade Union Unity League was a development of the Trade Union Educational League, which was organized in 1920 and which was, in its turn, an outgrowth of left-wing movements of earlier years. The general policy of the Trade Union Educational League during the 9 years of its existence was the strengthening of the left-wing minority movement in the trade-unions. It was active in several of the outstanding strikes of the period, particularly among textile workers. The first organized split of any importance away from the United Mine Workers of America occurred after the coal strike of 1927–28, when through the influence of the Trade Union Educational League, the National Miners' Union was organized in 1928. This was followed by the organization of the National Textile Workers and the Needle Trades Workers' Industrial Union.

In September 1929, the Trade Union Educational League changed its program and its constitution and became the Trade Union Unity League. It declared that its policy would be to further "the organization of new revolutionary industrial unions in industries where there are no unions and in industries where the existing unions are corrupt and impotent." Where established unions held control, the old policy of fighting "for their revolutionization" and for mass action through amalgamations and breaking down of craft lines, was to be continued.

Following out this program, industrial unions were organized on a national basis and industrial leagues, some of which developed into national unions, were organized locally. The most important of the national unions, in addition to the three already mentioned, were Marine Workers' Industrial Union, Auto Workers' Union, Steel and Metal Workers' Industrial Union, Food Workers' Industrial Union, Shoe and Leather Workers' Industrial Union, and the Canning and Agricultural Workers' Industrial Union. Other groups that were active locally, chiefly in New York City, were those in the tobacco and meat-packing industries, and office workers.

Organizing efforts of the Trade Union Unity League and its component industrial unions were directed chiefly toward the unskilled

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and semiskilled, particularly in the mass-production industries. The basic unit of organization was the "rank and file" shop committee.

The membership of the Trade Union Unity League reached its maximum early in 1934, when an affiliated membership of 125,000 was reported. The largest union was the Needle Trades Workers' Industrial Union with 30,000 members.

As militant, radical organizations, the Trade Union Unity League unions had aggressive strike policies and conducted many strikes in the industries where they had an organized nucleus. Many of the strikes of the period 1930 to 1934, either were instigated by the Trade Union Unity League or were conducted by that organization after they broke out. Thus many of the coal and textile strikes during 1933 were fostered or led by the left-wing unions and the Trade Union Unity League. In answer to the charge of Communist influence and affiliation the Trade Union Unity League made the declaration that: "The Trade Union Unity League and its affiliated organizations are not political parties. They are trade-unions based on the struggle of the workers against the bosses. They embrace workers of all opinions including Republicans, Democrats, Socialists, Communists, and others." It was pointed out, however, that "Communists are, of course, among the most active workers in these unions."

The official organ of the Trade Union Unity League during its active existence was Labor Unity. Publication was suspended upon the dissolution of the league.

The 1935 convention of the Trade Union Unity League, held in New York City, decided upon the formal dissolution of the league as a left-wing trade-union center and the disbanding of its affiliated organizations. This movement had begun as early as 1933, when the members of the National Miners' Union returned to the United Mine Workers, and had been more generally carried out during the months immediately preceding the 1935 convention. Since then, formal announcement of the dissolution of the affiliated Trade Union Unity League organizations has been made through the official journals of those that maintained such publications. For example, the Marine Workers' Voice, official organ of the Marine Workers' Industrial Union, in announcing the dissolution of the organization, urged its members to join the International Seamen's Union.

Thus the federation of left-wing industrial organizations came to an end on March 17, 1935, and the policy of the former Trade Union Educational League is revived—that is, the development of the left-wing minority within the trade-unions themselves, to bring about changes in both economic and political programs and policies of the standard trade-unions. This is the program and practice to which

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the American Federation of Labor and its component organizations apply the phrase "boring from within."

A committee for the unification of the trade-unions, organized at the time of the dissolution of the Trade Union Unity League, is all that remains at the present time of the federated left-wing movement.[4]

DEFUNCT ORGANIZATIONS

Of 15 organizations treated in the 1929 edition of the handbook as national or international unions which are not so treated in the 1936 edition, 7 have either passed out of existence or have been eliminated because their existence is doubtful, or for other reasons. Those which are known to have disbanded are the Automobile, Aircraft, and Vehicle Workers (Bul. No. 506, p. 52), and the Service Postmasters' Association (Bul. No. 506, p. 187). The Railway Agents Association (Bul. No. 506, p. 78), the International Association of Policewomen (Bul. No. 506, p. 183), and the Loyal Legion of Loggers and Lumbermen (Bul. No. 506, p. 108) have been dropped as being outside the field of trade-unionism, and the International Mule Spinners (Bul. No. 506, p. 198), in the absence of positive information to the contrary, is classed as a local and not as an international organization (see p. 225). The American Registered Pharmacists (Bul. No. 506, p. 214) was listed in 1929 as a potentially national organization though admittedly local in fact. It has still not extended beyond California and is consequently eliminated.

The remaining eight organizations[5] have passed out of existence as individual entities, but they are still active in the labor movement and are accounted for in this handbook.

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[4] Source: Report from Labor Research Association (allied with the T. U. U. L.) to the Bureau of Labor Statistics, dated May 24, 1935.

[5] These are Ocean Association of Marine Engineers; Neptune Association; Cloth Hat, Cap and Millinery Workers' International Union; United Hatters of North America; Associated Silk Workers; Amalgamated Food Workers; Window Glass Cutters and Flatteners' Association of America, Inc.; and Window Glass Cutters and Flatteners' Protective Association of America.

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Chapter 2. Collective-Bargaining Machinery

The main purpose of trade-union activity is regulation and, if possible, control by the workers of their wages, hours, and working conditions. The most practical means of attaining this purpose is a signed working agreement. According to a student of the organized labor movement, all the unions affiliated with the American Federation of Labor "regard the trade agreement as the embodiment of trade-union aims and measure their success or failure by the number and character of agreements which they sign." [1] The same attitude is taken by most of the unaffiliated organizations as well.

Consequently definite machinery is provided by many labor unions as the medium for achieving binding labor agreements, setting forth in specific terms the wages, working conditions, and industrial relations which, usually, are to obtain for a fixed period of time. The procedure by which agreements are consummated is popularly called collective bargaining and among the most successful organizations is carried on through clearly defined channels. Collective-bargaining machinery and procedure may be materially changed in some important respects in consequence of recent national policies as reflected in such legislation as the National Industrial Recovery Act, the National Labor Disputes Act, and the National Mediation Act, which introduce the Government as a factor in collective bargaining. However, this element has not yet called for any significant changes in trade-union methods of negotiating agreements. Such changes as have occurred have affected chiefly the practices and policies of employers in the matter of contractual relations with employees, and have on the whole strengthened existing methods and machinery of collective action.

LOCAL MACHINERY

Trade agreements, in nature and coverage, range all the way from instruments of purely local application negotiated by representatives of a local trade-union with individual employers, to collective agreements with a national coverage affecting an entire industry, and signed by the national representatives of organized workers and organized employers. However, the great majority of the trade agreements secured by American trade-unions are negotiated, signed,

[1] Lorwin, Lewis L., The American Federation of Labor, Washington, D. C., Brookings Institution, 1933, p. 309.

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and applied locally, generally with individual employers or local groups of employers.

This is true even of some strongly organized trades, and in many cases the nature of the work, or the character of the industry, makes local control the only feasible system. In the building trades, for instance, the fact that the construction industry is not organized on the basis of a working staff permanently in the employ of a given employer, as is the case in manufacturing, makes general agreements impractical. Hence, with two exceptions, building-trades agreements are negotiated by local trade-union representatives with local employers, either individually or in association.

One of the exceptions referred to concerns large contractors employing union labor and doing business in different parts of the country. In this case the international officers of the Bricklayers, Masons, and Plasterers' International Union negotiate a basic agreement, but even that leaves most of the details subject to local influence and adjustment. The other exception noted is the case of the sprinkler fitters, discussed later.

In large, well-organized centers, such as Chicago, the Building Trades Council becomes the negotiating medium because of authority delegated to it by the component craft unions. Chicago building-trades employers are also well organized and in consequence the collective-bargaining machinery of that city, as of most large cities, consists of a joint conference board composed of eight representatives each of the Building Trades Council and the Building Construction Employers' Association. A standard agreement is made the basis of the negotiations, by which general working conditions and the principle of arbitration of differences are established. Wage scales and local conditions peculiar to each craft are then negotiated and signed separately by the employer groups in each of the different trades, as tile setting, plastering, etc. The terms accepted by the representatives of the Building Trades Council are referred to the respective craft unions for ratification by a general vote of the members affected.[2]

The methods used by the Amalgamated Clothing Workers and the International Ladies' Garment Workers are essentially local, so far as negotiations and the character of the agreements are concerned; but the various local units, covering distinct crafts or manufacturing processes, form joint boards for collective-bargaining purposes.

While this illustrates procedure in highly organized centers where the various crafts act together, it is hardly representative of the bulk of trade agreements, since group action is not general.

[2] Source: Christenson, C. Lawrence, Collective Bargaining in Chicago, 1929–30. Chicago, University of Chicago Press, 1935.

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INFLUENCE OF INTERNATIONAL OFFICERS IN LOCAL NEGOTIATIONS

Even where the collective-bargaining machinery and the responsibility for securing and enforcing working agreements are wholly local, the parent body of many organizations undertakes to exercise a degree of authority and, in some instances, of control. One method by which this is done is to require that the local agreement be submitted to the general executive body of the international union for approval before it becomes binding (bridge and structural iron workers, plasterers, blacksmiths, machinists, meat cutters and butcher workmen, printers, utility employees, and others). Another method, which is a variant of the one just described but which signifies a greater degree of direction and advice from the parent body, is for the general executive board or the chief executive officer of the international union to pass upon the terms that the local union has decided to propose to the employers, before the local representatives enter into negotiations. Among the unions following this practice are those of the operating engineers, granite cutters, firemen and oilers, teamsters, photoengravers, printing pressmen, barbers, and ladies' garment workers.

Another method of determining the terms which shall form the basis of local negotiations takes control out of the hands of the executive officers and places it in the convention, or, infrequently, in the constitution of the international union. This plan as a rule cannot go beyond enunciating general principles such, for example, as the 40-hour week, or the 5-day week, and a minimum-wage scale. This leaves to local bargaining the actual wage scale, payment for overtime, and all matters that must be adjusted to local conditions. The asbestos workers, sheet-metal workers, tailors, iron, steel and tin workers, and brewery workmen use this method. The outstanding example of local negotiation on terms dictated by the organization as a whole is the American Federation of Musicians, and the only difference between that system and a national agreement covering the trade is the fact that the actual agreements are local and individual rather than general. The musicians' method is in reality in a class by itself, as the terms which agreements must fix are incorporated in the constitution of the organization. If employers in that field were represented by a central agency, instead of being, as they are, wholly dissociated, the musicians' negotiating methods would undoubtedly produce a uniform, national agreement in fact, instead of, as now, in effect but not in fact, because each local union of the American Federation of Musicians does the actual negotiating.

These various methods of centralized regulation keep local conditions from becoming so divergent as to endanger the standards which

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the union as a whole is organized to maintain, at the same time leaving with the local union the responsibility of making the best terms it can and of enforcing them after they are made. The degree of success achieved by the local union depends, of course, upon its own organized strength and bargaining power. In some cases, when local negotiations threaten to break down, the international officers take a hand in the proceedings with the purpose of placing the entire strength of the organization back of a local situation. The executive officers of the bricklayers; electrical workers; hodcarriers; iron, steel, and tin workers; and typographical unions, for example, are called in to assist local representatives when negotiations reach the deadlock stage. The national officers of the International Union of Pulp, Sulphite, and Paper Mill Workers serve ex officio as members of local committees when agreements are being negotiated, and a general officer of the International Union of Mine, Mill, and Smelter Workers is present during negotiations for local agreements. The national officers of the United Shoe and Leather Workers also help the local unions to conclude agreements locally.

On the employers' side, where the agreement is of local origin and application, the negotiating body may be the representative of an individual employer or firm, or of a small group of employers acting together more or less informally, or of an employers' organization formed partly or wholly for handling labor relations. Local unions negotiate with organized employers wherever possible, in the interest of uniform standards and stabilized conditions of employment. As in the case of the unions themselves, joint action among employers is generally confined to the large centers.

NEGOTIATION BY JOINT ACTION

An intermediate stage between purely local determination of industrial relations and national control is illustrated by the practices of the railroad organizations and the bituminous-coal miners.

The negotiating unit in railroad employment is the individual railroad or system. The collective-bargaining agency on the workers' side is the general wage or adjustment committee representing all locals of a given organization on each railroad or railroad system. This is the medium used by each of the four large brotherhoods in railroad operation, the railway clerks, maintenance-of-way employees, and the signalmen. Generally these committees are elected in convention or by referendum by the membership they represent. These delegate bodies then meet the representatives of the general management of the respective roads or systems, for the purpose of drawing up an agreement covering the men they represent. Each of the railroad brotherhoods has, in addition, a more highly

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centralized body composed of the chairmen of the wage or adjustment committees on the individual roads or systems who form a general committee of systems federations. It is this general committee which handles the so-called concerted movements involving transportation workers over wide areas. At times these general committees of the brotherhoods have joined forces to bring about adjustments in acute situations.

The most effective collective-bargaining machinery of the United Mine Workers operates as a joint body representing geographic units. The negotiating machinery for the central competitive field (States of Ohio, Indiana, Illinois, and part of Pennsylvania) consists of eight representatives of the coal operators and eight representations of the United Mine Workers from each of the four districts comprising the central competitive field. These 64 delegates constitute the interstate joint conference, which is conducted as a convention, under a formal program. The actual bargaining is carried on by the scale committee of 16 members, composed of two representatives of each side from each State. When and if this body reaches a decision, it reports to the whole conference, where the terms offered by the scale committee are finally acted upon. This agreement is general and outlines policies but does not fix binding terms. Details are worked out locally, in negotiations between districts or subdistricts and local operators' associations or individual employers. Many details involved in meeting purely local conditions are concluded between the local union at the mine and the mine management. But all local agreements and conferences must be consistent with the general standards and policies declared by the interstate agreement.

NATIONAL AGREEMENTS

Participation in collective bargaining on a national scale takes various forms, and results in varying degrees of coverage. In the strict interpretation of a national agreement as one controlling an entire industry on a Nation-wide basis, the United States can scarcely be said to have national agreements. However, in the highly localized and well-organized glass and pottery industries, and in the specialized skilled craft of wire weaving, agreements are essentially national, and in certain subdivisions of other industries the collective-bargaining machinery and the coverage of the agreement are on a national basis.

One of the most important national agreements is that of the sprinkler fitters, a division of the plumbing trade. The installation of automatic-sprinkler systems is controlled by a group of contractors who are completely organized. Representatives of this group meet with the international officers of the United Association of

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Journeymen Plumbers and Steamfitters to effect a trade agreement covering the entire field of automatic-sprinkler installations and maintenance. Similarly, the national officers of the International Molders' Union negotiate with representatives of the Manufacturers' Protective and Development Association on general agreements covering one phase of foundry work, that of stove molding and the making of hot-water castings.

Another instance of national control of a single factor in an industry not otherwise regulated nationally is the hosiery branch of the textile industry, where an agreement covering all organized hosiery mills is concluded between representatives of the nationally organized manufacturers and the general officers of the American Federation of Hosiery Workers, which is a part of the United Textile Workers.

Another aspect of attempted national control is in effect the reverse of the practice, discussed under local systems, by which local unions must receive approval from the parent body of the terms they propose. In a few cases, notably elevator construction, paper and wall-paper making, and commercial airplane operation, the national officers of the union and representatives of the organized employers draw up general terms and conditions, which are then submitted to local negotiation for acceptance. This general agreement is in fact merely the basis for local bargaining, but it is significant of the effort to centralize the bargaining machinery.

One type of agreement is, with the exception of the Boot and Shoe Workers' Union, practically always negotiated by the national officers of the unions involved and is uniform but not detailed. This is the union-label or union-shop-card agreement. However, the employers' side of the bargaining machinery is more often than not purely local.

National agreements arrived at in conference between national representatives of the unions and the national associations of employers, and covering all organized workers in the respective industries, are the rule in the flint- and window-glass and glass-bottle industries, and in the general-ware division of the pottery industry. Bargaining machinery, however, differs slightly. The general executive board constitutes the bargaining agency for the Glass Bottle Blowers' Association, while in other branches of the glass industry wage-scale committees representing each manufacturing division are elected by the constituent departments and meet with employer representatives of their respective departments and processes. In pottery this division is geographic rather than technical, the agreement for the potteries east of Pittsburgh being negotiated by the eastern general-ware standing committee, while that covering the rest of the industry (the

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greater part) is handled by the western general-ware standing committee. The bargaining agency of the manufacturers is the labor committee of the United States Potters' Association, an elected body representing proportionally the eastern and western plants, the china and semiporcelain factories, and large and small operators.

The committees representing the workers are appointed by the President of the National Brotherhood of Operative Potters, but two elected officers of the brotherhood, the secretary and the first vice president, are ex-officio members. These committees enter into negotiations with the employers' committee on the basis of a price list and general working conditions adopted by the convention of the brotherhood prior to the opening of the wage conferences. Each local of the national organization has the right to submit its demands to the convention. These are then sifted and compiled, and the results are submitted to the convention for final adoption as the instructions of the general organization to the wage committees.[3]

METHODS USED BY GENERAL MEMBERSHIP ORGANIZATIONS

Two organizations, the Sheep Shearers' Union and the Actors' Equity Association, have unique bargaining methods that are worth noting. These are both general-membership bodies, without local divisions. The sheep shearers at each corral elect a business committee of three members before starting to work. This committee negotiates the prices that shall be paid for that specific shearing and serves as an adjustment committee for that corral during the shearing season.

The "equity contract", which is the basis of employment relations on the legitimate stage, is the instrument that covers general working conditions and equity standards, and establishes the equity, or union, shop. It is negotiated by the executive officers of the Actors' Equity Association in conference with the representatives of the associations of theatrical managers and producers. The conditions set forth in that contract, which deal with rehearsal periods, number of performances, expense of costumes, working conditions, and protection of the workers in a broad and general way, are not subject to adjustment or modification by any producer or any performer, but must govern the performance for which the contract was drawn for the duration of that production. However, each participant in the production makes his own personal arrangements with the management in the matter of casting, salary, and other purely individual demands or concessions.

[3] Source: McCabe, David. National Collective Bargaining in the Pottery Industry. Baltimore, Johns Hopkins Press, 1932.

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Chapter 3. Trade-Union Benefits

In the formative years of the trade-union movement the doctrine of high dues and high benefits was advocated by labor leaders as an organizing medium. Most of the strongest unions adopted the policy of establishing such features as strike and death benefits practically from the start and have continued to maintain them. A few undertook sick benefits nationally, but in most cases these became so burdensome that they could not be retained. Later some internationals added new features such as unemployment benefits, disability and old-age pensions, and the like, as need rose and union treasuries increased. Decreased earnings, unemployment, and falling membership have, however, been reflected in shrinking union funds, and the trend toward expanding the number and kind of trade-union benefits has been, for the time being, definitely checked. A considerable number of new unions have no benefit features, and some of the older organizations have discontinued their systems. Here again, recent Federal and State legislation in the fields of old-age security and unemployment insurance will undoubtedly affect trade-union practices in those respects.

Two forms of benefit, on the other hand, are quite generally provided by international unions. These are strike pay, and a death benefit which takes the form of a lump-sum payment and is in effect a contribution to funeral expenses and doctor bills; it is not in most cases large enough to be considered a provision for dependents. A few unions, among which are the United Brotherhood of Carpenters and Joiners, the Brotherhood of Painters, Decorators and Paperhangers, and the Amalgamated Association of Iron, Steel, and Tin Workers, pay a small funeral benefit to a member upon the death of his wife.

Some of the large organizations make strike benefits a responsibility of the local unions involved and do not use international funds for the purpose. Among these are the Amalgamated Clothing Workers and the International Ladies' Garment Workers' Union.

STRIKE AND LOCK-OUT BENEFITS

Strike benefits usually cover lock-outs as well as strikes, and in some cases, "victimization", which nowadays means discharge for union activities, although originally it grew out of the necessity for helping men who were blacklisted by employers.

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Strike benefits are carefully protected as a rule and the conditions under which they are granted are rigid. A fundamental requirement is that the member on strike shall be in "good standing" in his local—that is, that his dues and other financial obligations have been fully met—and that the local shall be in good standing in the international. Strikers receiving strike pay must report daily to strike or local-union headquarters and must be available for and accept any duty in connection with the strike that may be assigned to them by the strike committee.

Not all international unions fix the amount of the strike benefit. Instead, in many cases, the amount of money each striker receives depends upon a number of variable factors—the funds available in both local and international treasuries, the circumstances of the individual in the matter of dependents, immediate needs such as rent, and so on. Benefits are seldom payable until a strike has been in progress for a stipulated period of time, usually 1 week or 2 weeks. Some internationals, conversely, set a maximum limit to the issuance of strike pay. This varies widely, some unions paying strike benefits for not more than 4 weeks, while others, particularly among the transportation unions, may continue to pay for 6 months or longer. In practically all cases, however, the responsible authorities reserve the right to discontinue strike benefits whenever an unsettled dispute drags out to the point where union funds are seriously in jeopardy.

Strike funds, or "defense funds" as they are called in trade-union parlance, are raised in several different ways. Some unions divert a fixed percentage of the per capita tax paid by local unions to international headquarters; others make regular assessments upon the membership monthly or quarterly in addition to dues; others use general funds for strike purposes as long as possible and then levy special assessments upon the entire organization to create an emergency fund if it is necessary for the strike to continue.

The following items are examples of the amounts paid to striking members from the funds of the parent body when the strike benefit is a definite sum fixed by the laws of the international: Boilermakers and plasterers, $10 a week; molders, $9.60 a week to journeymen, from which weekly dues of 75 cents are deducted, $5.35 a week to nonjourneymen members, from which 35 cents are deducted as dues; oil-field workers, $10 a week to married men or those with dependents, $5 a week to single men without dependents; photoengravers, $25 a week to journeymen, $5 to $12 to apprentices according to number of years served; stereotypers, $15 a week to journeymen and $8 to apprentices; iron, steel, and tin workers, $8 a week if funds permit, if not, $5; boot and shoe workers, $5.

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SUPERANNUATION AND DISABILITY BENEFITS

Practices in the matter of granting benefits or pensions for old age and disability vary considerably, but these systems are not general among American unions. So far as they exist they are of four types—(1) lump-sum payments upon retirement from active work on account of age or disability (operative plasterers, quarry workers, street- and electric-railway employees and motorbus operators); (2) monthly pensions paid out of general or special funds to which the recipient has made only such contribution as is essential to membership in the union (bricklayers and masons, bridge and structural iron workers, carpenters and joiners, sheep shearers, electrical workers, granite cutters, printers, and printing pressmen); (3) monthly pensions under an annuity system payable only to annuitants who have made contributions during their years of active membership in the union (Brotherhood of Locomotive Engineers, Brotherhood of Locomotive Firemen and Enginemen, Brotherhood of Railroad Trainmen); and (4) admission to the home for aged and disabled members owned and maintained by the international (carpenters, printers, printing pressmen, railway conductors, and jointly, the other three railroad brotherhoods), and temporary admission for treatment to tuberculosis sanatoriums (printers, printing pressmen, and stereotypers and electrotypers).

Continuous membership in good standing over a long period of years, usually 20 or 25, but 30 for carpenters, is required for eligibility to old-age and total-disability benefits, even when that is only a small lump-sum payment. Personal circumstances are a qualifying consideration in some cases, but that is not general. For example, the United Brotherhood of Carpenters and Joiners pays superannuation benefits only to persons over 65 years of age who are without means and unable to support themselves, while the International Brotherhood of Electrical Workers imposes no limitations upon the personal means of the beneficiary, requiring only that he retire from the trade. The minimum-age qualification is 65 years in most unions, although in three cases (bridge and structural iron workers and the two printing-trades unions) members become eligible at 60 years of age. The Granite Cutters' Union sets the retirement age at 62 years.

The lump-sum payment granted upon retirement for age or disability by the Quarry Workers' International Union is $50, which is, in fact, a commutation of the death benefit; by the Operative Plasterers' International Association, $200; and by the Amalgamated Association of Street and Electric Railway Employees, $800. The method used by the International Association of Bridge, Structural,

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and Ornamental Iron Workers is to allot monthly sums up to a maximum of $1,000, after which the pensioner is dropped from the pension rolls.

The amount of the pension paid by the internationals maintaining pension systems ranges from $60 a year (granite cutters) to $40 a month (electrical workers). There is no clear distinction in any case between superannuation and disability. The maximum payable to retired railroad men is higher ($65 a month for engineers and $70 for firemen and for trainmen), but the amount of pension received depends upon the kind and number of contributory policies carried by the individual.

LIFE AND ACCIDENT INSURANCE

Some unions, notably the railroad brotherhoods and the International Brotherhood of Electrical Workers, have insurance departments through which several kinds of insurance, including life and accident, are handled for the members. A number of other organizations, including a few of the smaller ones and some of those recently established, use the group-insurance method. As this plan is contributory it is not considered a trade-union benefit in the true sense.

SICK AND UNEMPLOYMENT BENEFITS

The payment of benefits for the relief of sick and unemployed members is almost wholly a local responsibility, when it is undertaken at all. Very few international unions attempt either sick or unemployment benefits from the funds of the parent body. The constitutions of some internationals provide for the payment of sick benefits by the international, among them the Bakery and Confectionery Workers' International Union, the United Association of Journeymen Plumbers and Steamfitters, and the Journeymen Tailors' Union, but information is not available as to application and operation. The International Photo Engravers' Union provides a weekly benefit of $15 for a period of 7 years, subject to extension not to exceed 3 years, for any member of the union who becomes incapacitated for work because of pulmonary tuberculosis.

Only one international union, the International Association of Siderographers, undertakes unemployment benefits and as this is a very small group the plan is on practically the same footing as the unemployment-relief efforts of local unions.[1]

[1] See Monthly Labor Review, July 1934, for description of unemployment benefit plans of local trade-unions.

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OTHER BENEFITS

Legal aid in the prosecution or defense of claims by members is a feature of the benefit service of the Brotherhood of Locomotive Firemen and Enginemen and the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators. The unions covering pattern making, sheep shearing, and wood carving provide tool insurance for their members.

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Chapter 4. Union-Label Activities

A device closely connected with the union agreement, which is used by international unions functioning in jurisdictions where the use of such a device is practical, is the union label, or the union shop or store card. The union label is confined to products of such character as to permit the application of the label upon the product of the workers. It has, however, a fairly wide scope. Cigars and tobacco, clothing, mattresses and upholstered goods, brooms and brushes, and printing are the outstanding products upon which distinctive union labels are either attached, as in clothing and brooms, or printed, as in the case of bands on cigars and tags on tobacco, and the familiar label of the allied printing trades. The label takes other forms, such as the watermark of the International Brotherhood of Papermakers, which is impressed into the paper manufactured in union mills, and the characteristic insignia of the American Federation of Musicians, which is often part of a union musician's uniform. In some kinds of clothing such as shoes, hats, and gloves, where the ribbon type of label is impractical, the union label is stamped inside the product.

Union store and shop cards are most widely used by such organizations as the Retail Clerks International Protective Association, the Amalgamated Meat Cutters and Butcher Workmen, and the Journeymen Barbers' International Union. Many other organizations use a button to designate union membership, but except perhaps in the case of street-car employees, that is an individual matter and does not necessarily imply any contractual employment relation.

The use of union labels and shop cards is granted only to union shops and ordinarily under an agreement negotiated by international officers, although the Boot and Shoe Workers' Union label agreement is made locally. A union-label agreement is general in its terms, dealing with working and sanitary conditions and covering broad principles, but leaving wages, number and classification of workers, and other details to local determination. Some carry an arbitration clause.

Control of the union label is vested in the international officers and the administrative work in connection therewith is usually a function of the secretary-treasurer. Where the union label is an article of cloth or paper attached to a product, its actual issuance is handled by the international office and the label is consigned in the required quantities to the designated local official for distribution to the local shops or stores.

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A union label is essentially a trade mark and as such is registered and protected by trade-mark laws. Practically all States recognize and give legal status to the various legitimate devices signifying union-made goods or union membership.

Union-label committees for promoting the use of and demand for union-label goods are a feature of the organizational activities of practically all organizations, and among the obligations imposed by union membership in principle is that of patronizing shops, stores, and manufacturers using union labels and dealing in union-made products. City central labor unions are frequently particularly active in this field. In addition, certain agencies exist for the sole purpose of promoting the union labels or, as in the case of the printing-trades label, of controlling it. These agencies are the Union Label Trades Department of the American Federation of Labor and its subordinate local label leagues and the International Allied Printing Trades Association and its subordinate allied printing trades councils. The Women's Trade Union League and the various "women's auxiliaries" attached to many of the standard unions are also active agents in trying to create consumer demand for union-label goods.

UNION LABEL TRADES DEPARTMENT, AMERICAN FEDERATION OF LABOR

The Union Label Trades Department was organized in April 1909. It is composed of "national and international unions, regularly chartered by and affiliated to the American Federation of Labor, using labels, cards, or buttons on the products of their members to designate membership therein." It was organized—

> to promote a greater demand for products bearing the union label and of labor performed by union workers; to investigate into, devise, recommend, and within the limits of its authority, carry into effect methods for the advertisement of union-label products.

Control over the laws and trade regulations governing the use of union labels remains with the affiliated organizations, and the department has no authority over their issuance or use. It is merely an educational and publicity medium for promoting a demand for union labels.

The department holds a convention each year just preceding the convention of the American Federation of Labor, at which its officers are elected. The executive board consists of a president, five vice presidents, and a secretary-treasurer. The secretary-treasurer is the full-time salaried official, charged with the duty of "carrying out the purposes for which the department was created." The department issues an official directory of manufacturers using union labels.

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Local label leagues are established with the endorsement of the central labor union of the city or town. There are 160 of these local label leagues under charter from the department.

The organizations represented in the department are:

American Federation of Labor.
Bakery and Confectionery Workers' International Union of America.
Barbers' International Union, Journeymen.
Bookbinders, International Brotherhood of.
Boot and Shoe Workers' Union.
Brewery, Flour, Cereal, and Soft Drink Workers of America, International Union of the United.
Broom and Whisk Makers' Union, International.
Carpenters and Joiners of America, United Brotherhood of.
Cigarmakers' International Union of America.
Clerks' International Protective Association, Retail.
Coopers' International Union of North America.
Electrical Workers of America, International Brotherhood of.
Engineers, International Union of Operating.
Engravers' Union of North America, International Photo.
Garment Workers of America, United.
Glass Bottle Blowers' Association of the United States and Canada.
Glove Workers' Union of America, International.
Hatters, Cap, and Milinery Workers' International Union, United.
Horse Shoers of United States and Canada, International Union of Journeymen.
Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America.
Laundry Workers' International Union.
Machinists, International Association of.
Meat Cutters and Butcher Workmen of North America, Amalgamated.
Metal Polishers' International Union.
Molders' Union of North America, International.
Musicians, American Federation of.
Paper Makers, International Brotherhood of.
Pressmen and Assistants' Union of North America, International Printing.
Printers, Die Stampers, and Engravers' Union of North America, International Plate.
Stage Employees and Moving Picture Machine Operators of the United States and Canada, International Alliance of Theatrical.
Stereotypers and Electrotypers' Union of North America, International.
Stove Mounters' International Union.
Tailors' Union of America, Journeymen.
Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brotherhood of.
Textile Workers of America, United.
Tobacco Workers' International Union.
Typographical Union, International.
Wall Paper Crafts of North America, United.

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INTERNATIONAL ALLIED PRINTING TRADES ASSOCIATION

The International Allied Printing Trades Association is a delegate body composed of representatives of the International Typographical Union, the International Printing Pressmen and Assistants' Union, the International Brotherhood of Bookbinders, the International Stereotypers and Electrotypers' Union, and the International Photo Engravers' Union. Its specific purpose is "to designate the products of the labor of the members thereof by adopting and registering a label or trade mark designating such products." It functions through local units, which it charters. These local units are the local allied printing trades councils which are formed in localities where two or more local unions of the component internationals exist. They are composed of three representatives from each of the crafts and are largely self-governing.

The International Allied Printing Trades Association issues a "universal label license" to all printing trades employers who agree "to employ in printing, binding, and production of all printed matter, photoengravings, electrotypes, stereotypes, and all other illustrated matter entering into printing and printed products, none but members in good standing in unions" comprising the allied printing trades councils, "to pay their scale of wages, to observe their apprentice laws, and comply with their working rules." Any work which an employer using the label puts out on contract or has done in an outside shop must be done under the same conditions as those required in label shops.

The allied printing trades council acts as the representative in the locality of the international association in the regulation and control of the allied printing trades label. Each local council has a number which appears on the labeled work done under its jurisdiction.

Most of the component organizations in the printing industry have their own distinctive union labels. However, where an allied printing trades council exists, only the joint label may be used.

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Chapter 5. Governmental Structure

"The international union in convention assembled" is declared in the constitutions of practically all labor organizations to be the supreme authority and governmental medium. Conventions are gatherings of delegates representing all local unions in "good standing" in the international. To be in good standing a local must be current with all its financial obligations to the parent body and have complied with any regulations or requirements which might affect its status in the international.

Delegates are elected by the constituents whom they represent, and representation is based upon paid-up membership in good standing. The basis of representation and the size of the delegations in convention vary considerably.

Conventions formerly were annual affairs for a large percentage of the international bodies. In recent years the tendency has been to lengthen the interval between conventions, a tendency that has become even more pronounced during the depression era. With exceptions to be noted later, these conventions are the sole legislative body of the organization and the medium for the selection of the general officers to whom the affairs of the organization are entrusted.

The administration of trade-union affairs between conventions is in the hands of its elected officials. That administrative agency is a highly organized, centrally powerful one, or it is a weak international unit with autonomy retained by the local unions, according to the manner in which control has developed. The trend is toward an ever-increasing centralization of control in the hands of a powerful general executive board, with corresponding diminution of self-government on the part of the component local unions. Where this is the governmental principle, the constitutions of the subordinate locals are imposed by the international, and even local bylaws are subject to the approval of the general executive board.

On the other hand, some international unions are, in effect, loose federations of wholly autonomous local groups, and in others the governing body is merely the instrument for administering rules, decisions, and policies arrived at by referendum vote of the entire membership taken at fairly frequent intervals. The Granite Cutters' International Association and the International Wood Carvers' Association are examples of the referendum method. Two organiza-

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tions in the building trades may be cited to illustrate the extremes of central authority and local autonomy. The International Brotherhood of Electrical Workers has in recent years revised its constitution to develop a highly centralized governmental machinery with comprehensive powers. The International Union of Operating Engineers, on the other hand, has a constitutional provision by which each constituent local union reserves the right and the power at its own option—

> to approve or reject all or any part of any legislative act, measure, resolution, bylaw, rule, or constitutional amendment enacted by the convention or promulgated by any general officer or officers. These reserved powers are expressly declared to include all measures relative to elections and finances of the organizations.

So extreme a conception of local automony is not apparent in any other constitution, however, although the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators and the International Alliance of Bill Posters and Billers enunciate the principle of "home rule" for component local units.

Between these opposing attitudes toward local self-government are various degrees of hegemony. Generally speaking, the organizations in the transportation field have centralized control in the hands of the international officers, and the locals are subordinate branches governed directly and minutely in all matters except those of purely local concern. This is notably true of the railroad brotherhoods, the railway clerks, and the teamsters. On the other hand, in two of the maritime unions—the National Organization Masters, Mates, and Pilots and the International Seamen's Union—and in street-railway transportation, the local branches are largely self-governing.

The degree of authority over local unions is wholly a matter of development within the separate organizations, and no one form is characteristic of industrial groups. For example, some building trades have centralized control and some have local independence, while others have adopted a plan which differs from both of these methods. In addition to the electrical-workers' organization already noted, the Sheet Metal Workers' International Association, the International Association of Bridge, Structural, and Ornamental Iron Workers, and the United Association of Journeymen Plumbers vest practically complete control in the general executive board. Local unions of bricklayers and masons, on the other hand, have considerable autonomy, and among the smaller groups—marble polishers, roofers, etc.—the local union is, in effect, the most powerful unit. The third plan referred to, practiced by the carpenters, the painters, and the lathers, is territorial control through the district council, which is composed of all the local craft unions within a fixed area.

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Where these district councils exist they constitute the governing body, and because of the localized character of building work they are the most powerful factor in the organization.

The blacksmith's organization functions through district councils also, and the international constitution provides that "action by a district council in regulating the affairs of the district shall be final." Similarly, the International Typographical Union, the International Ladies' Garment Workers' Union, and the United Textile Workers delegate a substantial degree of control not to the local unions but to the agency representing groups of local unions. This grouping may be territorial, which is the only basis in the case of the printers; or, as practiced by the ladies' garment workers and the textile workers, it may be territorial or craft or both.

Diverse practices are also found in the matter of election of general officers, general legislation, and constitutional amendments. A majority or two-thirds vote in convention enacts legislation and elects general officers in most cases. Quite generally, however, constitutional amendments adopted by convention vote must be ratified by a referendum vote of the whole organization, and in a few instances all convention decision must be confirmed by popular vote. Another method of selecting officers, used infrequently, is to submit to referendum candidates nominated in convention. That is the practice of the United Brotherhood of Carpenters and Joiners, the International Union of Operating Engineers, the Amalgamated Clothing Workers, the Amalgamated Lithographers, and the International Union of United Brewery Workers. In the International Brotherhood of Bookbinders, nominations for general officers originate in the local unions, and decision is by referendum vote of the general membership.

The more usual practice, where the referendum is the prevailing method of determining policies and selecting officers, is to nominate as well as elect by the referendum process. In general, this is the method used by smaller groups for whom the expense of conventions is a consideration. At the same time, it is also used by some of the largest, most highly organized and affluent organizations. Nomination and election of general officers by referendum is the practice of 37 national and international unions, 33 of which are affiliated with the American Federation of Labor. The practice is general among the unions in the clay, glass, and stone classification, with the single exception of the glass-bottle blowers. It is used by both miners' organizations and by four in the paper and printing industries—paper makers, printers, pressmen, and stereotypers. Among the remaining referendum unions are some of the largest in the American Federation of Labor, including the International Association of Machinists, the United Brewery Workmen, and the Railway Mail Asso-

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ciation. The nonaffiliated unions using the referendum method are the American Radio Telegraphists' Association, the American Federation of Railroad Workers, the United Shoe and Leather Workers, and the Shoe Workers' Protective Union.

In a few cases the initiative, referendum, and recall are the sole medium of popular expression in matters vital to the organization as a whole; and conventions, if held at all, are called by referendum vote to deal with emergencies.

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Chapter 6. Qualifications for Membership

Qualifications for membership in American trade-unions, as outlined in the national and international constitutions, are shown in the following chart. Constitutional requirements, however, do not in all cases cover the whole situation; and in extreme cases they may not, as a matter of fact, actually control. Rituals sometimes contain phrases which by interpretation may exclude whole classes and groups of workers, such as Negroes. In other cases a certain degree of latitude may be allowed the local union, which permits it to devise various exclusive measures for limiting membership. Practices of that nature are more apt to be used in periods when work is scarce than in more prosperous times.

Except for the relatively few unions that admit only journeymen, training qualifications are seldom explicit. A common measure of fitness is "ability to command the minimum scale in effect" in the local to which the application for membership is made. That provision leaves the determination of fitness with the employer, since receipt of the minimum wage presupposes ability to earn it.

An important restriction practiced by some of the large organizations, particularly in the building trades, pertains to citizenship. Aliens must either be naturalized or have declared their intention of becoming citizens by taking out their first papers before joining the organization. It is interesting to note that the Hodcarriers, Building, and Common Laborers' International Union, an organization with a very large proportion of foreign-born members, has that provision. The United Licensed Officers require actual citizenship, and the International Seamen's Union uses the phrase "eligible to become citizens", a limitation which bars Asiatics without specifically refusing them membership because of race. In some cases, notably in the Federal service, citizenship is a prerequisite to employment. Hence, although the stipulation is not made in the constitutions of organizations in this field, its members are necessarily citizens.

The race issue has presented difficult problems and has created serious situations from the beginning of the organized-labor movement. The American Federation of Labor has since its inception declared for the organization of all workers without regard to "race, creed, color, or sex." At the same time some of the most important and powerful organizations affiliated with the federation specify that applicants shall be white, others exclude orientals; still others

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admit Negroes but not on an equal footing or on the same terms as white workers. The American Federation of Labor has no control over the internal policies of its affiliated international organizations, hence cannot apply to them its own rules in this matter even though it admits the element of inconsistency in the situation. It undertakes to offset the discriminatory policies of component organizations by organizing under its own jurisdiction the colored workers refused by certain internationals. For that reason many federal labor unions are really dual organizations, such, for example, as the directly affiliated locals of switchmen, freight and baggage handlers, station employees, and other railroad workers in the South, but these are exclusively Negro organizations, the members of which are ineligible to the international unions in those jurisdictions.

Outside the American Federation of Labor, barriers are perhaps even more pronounced, since the railroad brotherhoods are strictly white organizations. One of them excludes Mexicans and American Indians. On the other hand some independent organizations are exclusively Negro. The National Alliance of Postal Employees was organized for colored railway-mail clerks who are refused membership in the Railway Mail Association, and there are several independent organizations of colored railroad men in addition to the American Federation of Labor locals in that field. Some organizations are exclusively Negro because of the nature of the work as well as because of the policies of unions in related jurisdictions. The directly affiliated unions of Pullman porters and the two independent brotherhoods of dining-car employees are examples of Negro organization in occupations in which Negroes are employed almost exclusively.

The minimum-age requirements shown in the chart are in most cases those applying to apprentices. Where an organization has a maximum age limit, applicants who are older than the fixed age may in many cases be admitted as nonbeneficiary members, but in actual practice the number of elderly men applying for union membership is probably negligible.

Another interesting aspect of attempted selection of membership is the clause in some constitutions barring persons who hold membership in certain other organizations. Usually this is a precaution against radicalism as expressed by the I. W. W., the Communist Party, and other organized minorities. In other cases, as in the United Mine Workers, it is also used to exclude ultraconservative or reactionary doctrines. Many organizations have a prohibition against dual membership.

Physical fitness, to be determined by physical examination, is a requirement of some unions, but in almost all cases that is an element

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of the insurance and beneficiary side of union membership. Failure to qualify physically does not debar an applicant from membership, as a rule, but only from benefits.

Some interesting provisions are found under the heading "Other" in the chart; for example, the literary requirements of four unions. A definitely restrictive measure is apparent in the wire-weavers' requirement of "4 years' apprenticeship in a union shop", but that is frankly an exclusive journeyman organization.

On the whole the qualifications fixed by constitutional provisions are not such as would be apt to exclude any considerable number of applicants. At the same time, as already stated, these provisions do not, in all cases, tell the whole story.

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Qualifications for membership in American trade-unions (as fixed by constitutions)

Organization	Race	Sex	Age	Citizenship	Training	Eligibility of supervisors, proprietors, employers, etc.	Other
Actors and Artistes, Associated		Both			2 years' experience (for Actors Equity branch).		
Airline Pilots' Association	White	Male			License		
Architects and Engineers, etc., Federation of.		Both				Ineligible	
Asbestos Workers, etc., International Association of.		Male	17 minimum		Examination for journeyman membership.		Must read, write, and understand English.
Bakery and Confectionery Workers' International Union.		Both		Citizenship or citizenship declaration.			Physical examination (men) for beneficiary membership.
Barbers' International Union, Journeymen.	Orientals ineligible.	do	Not over 55		Journeymen only	Proprietors are eligible if they are not employers.	
Bill Posters and Billers, International Alliance of.		Male	18 minimum		Examination		
Blacksmith, Drop Forgers, etc., International Brotherhood of.	Colored helpers hold membership in "auxiliary" locals.	do	16 minimum		Competent to command minimum-wage scale	Proprietors employing not to exceed 3 blacksmiths are eligible.	Ineligible if member of I. W. W., State Militia, private or public police force, detective force.
Boilermakers and Iron Ship Builders, International Brotherhood of.		do	do	"Citizen of some civilized country."			
Bookbinders, International Brotherhood of.		Both			"Indenture" membership for first year.	Employers may retain membership.	
Boot and Shoe Workers' Union		do	16 minimum				
Brewery Workers, International Union of United.		do		Citizenship or citizenship declaration.		Foremen ineligible.	
Brick and Clay Workers, United		Male	16 minimum			Foremen ineligible.	
Bricklayers, Masons, and Plasterers' International Union.		do		Citizenship or citizenship declaration.	Competent to command existing scale of wages.		
Bridge, Structural, and Ornamental Iron Workers, International Association of.		do	17 minimum	do	Competent to command existing scale of wages.		Ineligible if member of I. W. W., One Big Union, Communist organization. Read and write.

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Broom and Whisk Makers' Union, International.	"Asiatic labor" excluded.				6 months' experience for "auxiliary membership"; journeymanship for full membership.		
Building Service Employees' International Union.	No restrictions						
Carmen, Brotherhood of Railway	White	Both	16–65	Citizenship or citizenship declaration.			Free from hereditary or contracted disease. "Believes in the existence of a Supreme Being."
Carpenters and Joiners, United Brotherhood of.		Male	17–60	do	Journeyman	Contractors who hire only union men and pay union scale eligible.	Contractor members may not join contractors' or employers' associations.
Carvers' Association, International Wood.				do	do		
Cigar Makers' International Union	No restrictions					Foremen and proprietors who do not employ journeymen eligible.	
Clerks, etc., Brotherhood of Railway.	White	Both			"Actual experience."		
Clerks' International Protective Association, Retail.		do	16–50 [1]				Not afflicted with chronic or incurable disease (beneficiary members).
Clothing Workers, Amalgamated		do	Over 16			Foremen and forewomen ineligible.	
Conductors, Brotherhood of Dining Car.	White	Male			3 months' experience.		
Conductors, Order of Railway	do	do					
Conductors, Order of Sleeping Car	do	do					"Sound in body and mind."
Coopers' International Union		Both	16 male 18 female	Citizenship or citizenship declaration.			
Cutters' League, Window Glass		Male			Journeyman		
Diamond Workers' Protective Union.	No restrictions within jurisdiction (journeyman organization).						
Dining Car Employees, Brotherhood of.	Negro [2]	Male					May not hold membership in any other railroad labor organization. Physical examination or certificate from company doctor.

[1] Applicants over 50, nonbeneficiary membership only.
[2] Constitution does not specify race, but it is a Negro organization by reason of employment (all waiters and 70 percent of the cooks in dining-car service are Negroes.)

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Qualifications for membership in American trade-unions (as fixed by constitutions)—Continued

Organization	Race	Sex	Age	Citizenship	Training	Eligibility of supervisors, proprietors, employers, etc.	Other
Dining Car Employees, National Brotherhood of.	Negro [1]	Male	18–55				Physical examination or certificate from company doctor.
Draftsmen' Unions, International Federation of Technical Engineers, etc.	No restrictions						
Electrical Workers, International Brotherhood of.		Male for craft members. Both in telephone department.	18–55		6 months as apprentice or helper and examination.		"Not subject to any disability liable to endanger life."
Elevator Constructors and Operators, International Union of.	No restrictions						
Engineers', Beneficial Association, Marine.		Male		Citizenship or citizenship declaration.	License by U. S. Department of Commerce or Navy.		
Engineers, Grand International Brotherhood of Locomotive.	White	do	21 minimum				Must read and write language of the road on which he works.
Engineers, International Union of Operating.					License where required by State law.		Member of any organization opposed to organized labor ineligible.
Engravers and Sketchmakers, Friendly Society of.					Journeyman, or 3 years of a 7-year apprentice term.		
Engravers' Union, International Metal.					Journeyman	Employers ineligible.	
Engravers' Union, International Photo.			21 minimum		do		Persons learning trade at penal institution or teaching trade in a school not approved by the union are ineligible.
Federal Employees, National Federation of.		Both		(3)			
Fire Fighters, International Association of.	No restrictions within jurisdiction.						

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Firemen and Enginemen, Brotherhood of Locomotive.	White — Mexicans ineligible.	Male	18 minimum		30 days' experience		Physical examination for beneficiary members. Read and write English.
Firemen and Oilers, International Brotherhood of.	No restrictions						
Foundry Employees, International Brotherhood of.	do						
Fur Workers' Union, International		Both			Competent to command minimum scale.		
Garment Workers' Union, International Ladies'.		do			Must demonstrate competency.	Foremen and forewomen and all having power to hire and discharge excluded.	May not hold membership in any other organization in the trade.
Garment Workers, United		do	16 minimum				Do.
Glass Bottle Blowers' Association	No restrictions						
Glass Workers, Federation of Flat	No restrictions within jurisdiction.						
Glass Workers' Union, American Flint.		Male	18		Journeyman		
Glove Workers' Union, International.		Both				Supervisors excluded.	
Government Employees, American Federation of.	No restrictions			(2)			
Granite Cutters' International Association.	Determined locally.						
Hatters, etc., International Union United.	No restrictions in international.						
Men's Hat Department			21	Citizenship or declaration.			
Cap and Millinery Department						Supervisors with power to hire and discharge are excluded.	
Hodcarriers, Building and Common Laborers' Union, International.		Male		Citizenship or citizenship declaration.			
Horseshoers, International Union of Journeymen.		do			Journeyman		"Provided no member is out of work". 6 months' probation.
Hotel and Restaurant Employees' Alliance and Bartenders' League.		Both		Citizenship or citizenship declaration.			

[1] Constitution does not specify race, but it is a Negro organization by reason of employment (all waiters and 70 percent of the cooks in dining-car service are Negroes).
[2] American citizenship a prerequisite of employment, hence of membership.

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Qualifications for membership in American trade-unions (as fixed by constitutions)—Continued

Organization	Race	Sex	Age	Citizenship	Training	Eligibility of supervisors, proprietors, employers, etc.	Other
Iron, Steel and Tin Workers, Amalgamated Association of.	No restrictions						
Jewelry Workers' Union, International.	do						
Lace Operatives, Amalgamated	Determined locally.						
Lathers' International Union, Wood, Wire, and Metal.				Citizenship or citizenship declaration.	2 years' experience		
Laundry Workers' International Union.	No restrictions					Determined locally.	
Leather Workers, National	do						
Leather Workers, United		Both				Foremen and forewomen ineligible.	
Leather Workers of America, United.	No restrictions						
Letter Carriers, National Association of.	do			(3)			
Letter Carriers, National Association of Rural.	do.[4]			(3)			
Letter Carriers, National Federation of Rural.	do.[4]			(3)			
Licensed Officers, United		Male		Citizens	Licensed by United States or State governments.		
Lithographers, Amalgamated			21		Journeyman		
Longshoremen's Association, International.	No restrictions						Member of dual organization ineligible.
Machinists, International Association of.	do						
Mail Association, Railway	White	Male		(3)			
Mail Service, National Council of Officials of the Railway.	No restrictions within jurisdiction.						
Maintenance of Way Employees, Brotherhood of.	(4)	Male					
Marble, Stone, and Slate Polishers and Sawyers, Helpers, International Association of.		do		Citizenship or citizenship declaration.	Journeymanship for marble polishers—no requirements for others.		

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Marine and Shipbuilding Workers, Industrial Union of.	No restrictions						
Masters, Mates, and Pilots, National Organization.	White	Male			United States license and 2 years' experience.		"Sound health." "Firm believer in God the Creator of the Universe."
Master Mechanics and Foremen, U. S. Navy Yards, National Association of.	No restrictions within jurisdiction.						
Meat Cutters and Butcher Workmen, Amalgamated.		Both	Over 16			Proprietors who are not employers are eligible.	
Metal Polishers' International Union.		Both				Foremen and superintendents excluded.	
Mine, Mill, and Smelter Workers, International Union of.	No restrictions					"Working" foremen and supperintendents eligible.	
Mine Workers, United		Male				"Top foremen" ineligible.	Ineligible if member of National Civic Federation, I. W. W., One Big Union, or any other dual labor organization, Ku Klux Klan, and Chamber of Commerce of United States. Persons "engaged in the sale of intoxicating liquor" are ineligible.
Molders' Union, International		Both	16		Journeyman status for molders—no requirements for nonjourneyman members.		
Musicians, American Federation of.	No restrictions within jurisdiction.						
Oil Field, Gas Well, and Refinery Workers, International Association of.	do						
Painters, Decorators, Paperhangers, Brotherhood of.		Male			Journeyman and competent to command scale.	Determined locally.	Contractor members may not hold membership in an employers' or contractors' association.
Paper Makers, International Brotherhood of.	No restrictions						
Pattern Makers' League					1 year of apprentice term.		

[3] American citizenship a prerequisite of employment, hence of membership.
[4] Negro members may not hold office.

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Qualifications for membership in American trade-unions (as fixed by constitutions)—Continued

Organization	Race	Sex	Age	Citizenship	Training	Eligibility of supervisors, proprietors, employers, etc.	Other
Pavers, Rammermen, and Flaggers, etc., International Union of.						Foremen eligible if in civil service.	
Paving Cutters' Union, International.	Determined locally.						
Piano, Organ, and Musical Instrument Workers, International Union of.		Both				Superintendents excluded.	
Plasterers and Cement Finishers' International Association, Operative.					Journeyman		
Plumbers and Steamfitters, United Association of Journeymen.					Journeyman—competency determined by examination.		
Postal Employees, National Alliance of.	Negro			(3)			
Postal Supervisors, National Association of.	No restrictions			(3)			
Postmasters, National Association of.	do						
Postmasters, National League of District.	do						
Post Office Clerks, National Federation of.		Both		(3)		Supervisors excluded.	
Post Office Clerks, United National Association of.	No restrictions			(3)			
Post Office Employees, National Association of Substitute.	do			(3)			
Post Office Laborers, National Association of.	do			(3)			
Post Office Motor Vehicle Employees, National Federation of.				(3)		Supervisors excluded.	
Potters, National Brotherhood of Operative.		Both	16 minimum				
Powder and High Explosive Workers, United.	No restrictions						
Pressmen and Assistants' Union, International Printing.	do					Employers "actually working at trade" eligible.	
Printers' Union, International Plate, etc.					Journeymen only		

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Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of.	No restrictions						
Quarry Workers' International Union.	Determined locally.						
Radio Telegraphists' Association					License		
Railroad Workers, American Federation of.			Under 65			Supervisors excluded.	Not afflicted with a chronic disease.
Roofers, Damp and Waterproof Workers' Association, United States, etc.				Citizenship or citizenship declaration.			
Seamen's Union, International	(5)			Eligible to become citizen.		Licensed officers excluded.	
Sheep Shearers' Union					Practical demonstration of competency.		
Sheet Metal Workers' Association	(6)		16–45	Citizenship or declaration.	Competent to command minimum wage.		Must be vouched for by 2 members in good standing.
Shoe and Leather Workers' Union, United.		Both	Over 16				May not hold membership in any other organization in the industry.
Shoe Workers' Protective Union		do	do			Determined locally.	
Siderographers, International Association of.				Citizenship or citizenship declaration.	Journeyman		
Signalmen, Brotherhood of Railroad			Over 18				Sound bodily health.
Spinners, International Mule							
Stage Employees and Moving Picture Machine Operators, International Alliance of Theatrical.					Examination of competency.		Must have been member in good standing of union of craft previously followed.
Station Employees, Brotherhood of Railroad.		Both	Over 18				Persons on pay roll of police departments of railroads excluded.
Stereotypers and Electrotypers' International Union.				Citizenship or citizenship declaration.	Journeyman		
Street and Electric Railway Employees, etc., Amalgamated Association of.		Both	Under 65			Minor supervisors may retain membership at discretion of local union.	
Stone Cutters' Association, Journeymen.				Citizenship or citizenship declaration.	Journeyman		
Stove Mounters' International Union.					do		
Switchmen's Union of North America.	White	Male					

[5] American citizenship a prerequisite of employment, hence of membership. [6] Citizenship requirement is inferentially an exclusion of orientals.
[6] Negroes organized separately into locals under the jurisdiction of white locals.

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Qualifications for membership in American trade-unions (as fixed by constitutions)—Continued

Organization	Race	Sex	Age	Citizenship	Training	Eligibility of supervisors, proprietors, employers, etc.	Other
Tailors' Union, Journeymen	No restrictions						
Teachers, American Federation of		Both				Those with rating power excluded.	
Teamsters, Chauffeurs, etc., International Brotherhood of.	No restrictions					Owners and operators of more than 1 vehicle excluded.	Members of Communist Party ineligible.
Telegraphers, Order of Railroad	White	Both					
Telegraphers' Union, Commercial	do	do	Over 16				
Telephone Workers, International Brotherhood of.		do	18-55			Members promoted to high supervisory positions are transferred from local to general membership.	Not afflicted with any disease or subject to any complaint liable to endanger life.
Textile Operatives, American Federation of.	No restrictions						
Textile Workers, United	do						
Tobacco Workers' International Union.		Both	Under 60				
Train Dispatchers' Association, American.	White	Male	Over 21				
Trainmen, Railroad Brotherhood of.	do	do	18-65		1 month's experience.		Physical examination.
Trainmen, Association of Colored Railway.	Negro	do					Loss arm or leg does not make applicant ineligible if employed within jurisdiction.
Typographical Union, International		Both			Journeyman		
Upholsterers, etc., International Union.	No restrictions						
Utility Employees, Brotherhood of		Both	18 and over				
Wall Paper Crafts, United					Journeyman		
Wire Weavers' Protective Association.	White [7]	Male	21	Citizenship or citizenship declaration.	do		4 years' apprenticeship must be served in a union shop.
Yardmasters of America, Railroad	do	do	21				
Yardmasters of North America, Railroad.	do	do					

[7] Christian.

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Chapter 7. American Federation of Labor

The American Federation of Labor celebrated, in 1931, the fiftieth anniversary of its founding, and published the record of its half century of continuous participation and leadership in the American labor movement in a pamphlet entitled "Fifty Years of Service."

Structurally the American Federation of Labor continues to be what it was at its inception—a federation of autonomous national and international organizations of workers in various crafts, trades, and industries. The number of these affiliated trade-unions which make up the American Federation of Labor has fluctuated greatly in the course of the 50 years, but for the past 15 years it has varied only slightly. When the 1929 edition of the Handbook of American Trade-Unions (U. S. Bureau of Labor Statistics, Bull. No. 506) was published, 106 national and international unions were affiliated with the American Federation of Labor. This edition (March 1936) shows that 110 are so affiliated. Part of this increase represents expansion into industries and occupations previously unorganized, either because the industry itself is of quite recent development, as in air transportation, or because the workers have only recently responded to organizing efforts, as in automobile and rubber manufacture. These newly organized fields and the Sheep Shearers' Union, which, although established in 1913 did not join the Federation until 1932, represent the first clear gain in jurisdiction and coverage, as distinguished from numerical growth of membership, that the American Federation of Labor has made in a decade.

A national or international union becomes identified with and part of the American Federation of Labor in one of two ways. Either it organizes independently because of organizational movements and initiative within the industry or occupation and, as an established entity, applies to the American Federation of Labor for a charter of affiliation, or it is created by the American Federation of Labor from its own local groups which it has been instrumental in forming. These local groups are known as directly affiliated local trade-unions when all the members are of the same or allied trades and occupations, and as federal labor unions when the membership represents varied and unrelated trades and occupations.

Both methods of affiliation are illustrated in the recent accessions to Federation membership. The American Federation of Government Employees, the International Union of United Automobile Workers, and the United Rubber Workers were created from directly

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affiliated local trade and federal labor unions and have therefore been identified with the Federation from their inception. Three others—the Amalgamated Clothing Workers, the Sheep Shearers' Union of North America, and the National Association of Master Mechanics and Foremen in Navy Yards and Naval Stations—were established organizations which had functioned independently for years. They have all joined the Federation since 1932. The air-line pilots, on the other hand, organized their association in 1931 and made immediate application for affiliation.

Under the laws and basic principles of the American Federation of Labor each of its component national and international unions is wholly self-governing. The Federation as such has control only over the local unions which it charters as directly affiliated units. Hence the authority of the American Federation of Labor extends only to those matters which concern the component unions as a whole, or, in other words, organized labor as a movement. In recent years, and particularly within the past 3 years, the participation of the American Federation of Labor in the labor movement has been increasingly notable in the field of labor legislation.

The government of the American Federation of Labor is in the hands of the executive council, elected in convention, which meets quarterly and oftener if called, and which delegates actual administration to the president, the secretary, and the headquarters staff, including the legislative representatives. The executive council until 1934 consisted of president, secretary, treasurer, and eight vice presidents. In 1934 the number of vice presidents was increased to 15, and in 1935 the separate offices of secretary and treasurer were combined into one office of secretary-treasurer. Vice presidents are by custom chosen from the officers of affiliated internationals—usually presidents or secretaries—although there is no law governing their selection, and one international may hold more than one office in the governing body of the American Federation of Labor.

Among the duties of the executive council, as defined by the constitution, are those of carrying out all decisions and instructions of the annual conventions, initiating such legislative action as a convention may direct and watching legislative measures directly affecting the interests of the workers, and using "every possible means to organize" workers into unions affiliated with the American Federation of Labor. The executive council passes upon applications for affiliation and is in consequence indirectly responsible for defining jurisdictional boundaries and at times for deciding jurisdictional conflicts. It must submit to each convention a detailed and comprehensive report of its year's work, covering such points as its activities, failures, and successes in carrying out the instructions of the preced-

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ing convention in organizational and legislative matters; a report upon State and Federal legislation, both enacted and pending, affecting the interests of the workers and the manner in which these are affected; and a report upon other phases of the labor movement such as workers' education, civic movements, and so on. An official organ, the American Federationist, published monthly, is both an educational and an organizational medium, and serves as the means of stating authoritatively the position and viewpoint of the American Federation of Labor on current problems and developments. The American Federation of Labor Weekly News Letter distributes to the labor press news of interest to workers and reports of matters involving workers, written from the labor viewpoint.

All the policies and programs which control the activities of the executive council are adopted in convention of the American Federation of Labor as a whole. These conventions are held annually and are attended by delegates representing all the affiliated bodies—national and international unions, directly affiliated local trade and federal labor unions, State federations, and city central bodies. Delegates are elected by the constituents whom they represent, and representation is apportioned on the basis of total membership in good standing. The decisions of conventions constitute the statutory basis of all American Federation of Labor policy and action.

Other groups besides the national and international and directly affiliated trade groups that hold membership in and are chartered by the American Federation of Labor are the departments, of which there are 4; the State federations of labor, of which there are 49 (Puerto Rico is listed as a State); and city centrals, of which there are 730.

The four departments are Building Trades, Metal Trades, Railway Employees, and Union Label Trades. These are discussed in other sections of the bulletin.[1]

STATE FEDERATIONS OF LABOR

A State federation of labor is structurally a counterpart of the American Federation of Labor and is composed of all organizations affiliated with the American Federation of Labor within the State that choose to identify themselves with the State body. A State federation of labor may not permit the affiliation of a union that is not affiliated with the American Federation of Labor. On the other hand, no member organization of the American Federation of Labor is required to affiliate with the State body.

[1] Building Trades Department, p. 66; Metal Trades Department, p. 170; Railway Employees' Department, p. 247; Union Label Trades Department, p. 30.

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State federations of labor are principally legislative agencies, dealing with measures that may be introduced into State legislatures, which affect workers favorably or unfavorably, in a way similar to the procedure of national legislative representatives in the broader field of Congressional action. Some State federations are also active in civic and educational matters, but their relation to the economic aspects of trade-unionism is largely unimportant.

CITY CENTRALS

City central bodies, or central labor unions, on the other hand, are primarily economic, although they may play a prominent part in civic and educational activities as well. A central labor union is a delegate body composed of representatives from each local union affiliated with it. The same rule applies here as with the State federation—a local union of an international not affiliated with the American Federation of Labor may not be represented in the central labor union; neither may an independent local union, or one that has been suspended or expelled from its parent body, be seated. Thus, unless these rules are disregarded, a city central is strictly an American Federation of Labor agency. Some internationals require their local unions to join the central labor union of their community if one exists. That requirement is not general, however, and locals are frequently free to make their own decision about joining, or remaining in, a central body.

The central labor union was the first American form of joint action among different organized labor groups and, as a form, is as old as the Republic. It is still the agency which, next to the local union of which he is a member, touches the individual worker most closely. As a rule the central body must act upon and approve any strike action contemplated by an affiliate, and frequently becomes the most active medium for carrying on a strike and, sometimes, for negotiating the strike settlement. Agreement committees assist local unions in negotiating agreements and in wage movements; adjustment committees act as mediators and, occasionally, arbitrators; and label committees carry on promotion activities in the interest of union-made goods. The educational and propaganda work of central labor unions is among their most important functions, and practically all the "labor press", exclusive of the trade-union journals published by the internationals, is made up of the weekly papers which are the official organs of the many central labor unions throughout the country. In one instance, a radio station is maintained which is devoted to educational, political, and economic subjects of particular interest to workers, especially organized workers.

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PART II

National and International Unions

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Section A. Extraction of Minerals

The dual organization of national scope in the mining industry, the National Miners' Union, which had just entered the field at the time the 1929 edition of the handbook was published, became one of the Trade Union Unity League group and, like the others, has since disbanded. Dual unionism among the miners continued however. The Progressive Miners operates only in the bituminous-coal fields of southern Illinois, but it claims a large following there in opposition to district 12 of the United Mine Workers. The United Anthracite Workers was organized in 1933 as a secession group in the Wilkes-Barre–Scranton district of the Pennsylvania anthracite fields, where it carried on considerable strike activity. It disbanded in October 1935.

The United Mine Workers benefited materially from the collective-bargaining clause of the National Industrial Recovery Act and the aggressive organizing campaign which was inaugurated immediately after the passage of the act. Its reported membership of 600,000 is considerably in excess of that reported in 1929 (450,000) and twice that indicated by its voting strength in the American Federation of Labor during the depression years.

The metal-miners' organization, the International Union of Mine, Mill, and Smelter Workers, suffered a serious reduction in membership and bargaining strength during the depression but is now showing considerable improvement in both numbers and union activity. Its reported membership of 34,062 is considerably in excess of that reported in 1929 and, to judge by its voting strength in the American Federation of Labor, is the largest in its history.

The International Association of Oil Field, Gas Well, and Refinery Workers also made notable progress under the Recovery Act and is now on a much more substantial footing than it has been at any previous time in its history. Several favorable agreements have been successfully negotiated with some of the largest oil-producing companies, and its reported membership of 53,000 is in striking contrast to its negligible membership as represented by its voting strength in 1932 and 1933. By 1934 this had increased to 125, indicating a membership of 12,500, and the present report to the Bureau of Labor Statistics shows a marked growth in the year from August 1934 to August 1935, during which several union-shop agreements were secured.

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Organizations in this industrial group are:

Affiliated with the American Federation of Labor:
- Mine, Mill, and Smelter Workers, International Union of.
- Mine Workers of America, United.
- Oil Field, Gas Well, and Refinery Workers of America, International Association of.
- Quarry Workers' International Union of North America.

Mine, Mill, and Smelter Workers, International Union of

Affiliated with the American Federation of Labor.

Organized May 15, 1893, as the Western Federation of Miners. Organization of the metal miners grew out of the Idaho strike of 1892. The Western Federation of Miners began as a craft union of miners, but gradually it absorbed the mechanical craftsmen and became, like the United Mine Workers, an industrial organization of all workers "in and about the mines."

The Western Federation of Miners maintained an independent existence from 1893 to 1896, when it affiliated with the American Federation of Labor. This affiliation ended in 1898, and the union, radical from its inception, became the prime factor in the Western Labor Union. For 3 years, 1905 to 1908, it was part of the Industrial Workers of the World, which it was instrumental in organizing, and was active in radical politics.

It reaffiliated with the American Federation of Labor in 1911 and has remained in affiliation since. Internal dissension growing out of that move resulted in a number of secession movements fostered by the Industrial Workers of the World.

In 1916 the union passed through what was practically a complete reorganization along conservative lines. It expanded both its territorial and its trade jurisdiction and changed its name to the International Union of Mine, Mill, and Smelter Workers.

OBJECTS.—"The objects of this organization shall be to unite the various persons working in and around the mines, mills, smelters, metal refineries, tunnels, open pits, open cuts, and dredges, into one central body; to practice those virtues that adorn society and remind man of his duty to his fellow man, the elevation of his position, and the maintenance of the rights of the workers; to increase the wages and improve the condition of employment of our members by legislation, conciliation, joint agreements, or strikes."

TERRITORIAL JURISDICTION.—United States, Alaska, Canada, and Mexico.

TRADE JURISDICTION.—The metal-mining industry, covering, specifically, mines, mills, smelters, metal refineries, tunnels, open pits, open cuts, and dredges.

GOVERNMENT.—1. International executive board, composed of the president, vice president, secretary-treasurer, and seven other elected members. "shall * * * between conventions have full power to direct the workings of the international."

2. Local unions: Autonomy not defined in constitution.

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3. Initiative and referendum: "The initiative and referendum shall govern all legislation." Nomination and election of general officers by referendum. All elected officers subject to recall.

4. Convention: Held annually. Constitutional amendments adopted by convention subject to ratification by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any person working within the jurisdiction is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—"Local unions or groups of local unions may enter into wage agreements for a specified time, providing such agreements have the approval of the executive board. Negotiations for agreements must be made between the representatives of the local or locals affected and the employers, with at least one member of the executive board or representative of the general organization present."

BENEFITS.—Strike and lock-out.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—319 Judge Building, Salt Lake City, Utah.

ORGANIZATION.—Local unions only: Alabama, 14; Arizona, 6; California, 5; Colorado, 2; Georgia, 1; Idaho, 4; Illinois, 5; Iowa, 3; Kansas, 3; Michigan, 7; Minnesota, 9; Missouri, 2; Montana, 14; Nevada, 2; New Mexico, 6; North Carolina, 1; Ohio, 2; Oklahoma, 4; Pennsylvania, 2; Tennessee, 4; Texas, 1; Utah, 9; Washington, 1; West Virginia, 2; Wisconsin, 1. Total, 110.

MEMBERSHIP REPORTED.—34,062.

Mine Workers of America, United

Affiliated with the American Federation of Labor.

Organized in Columbus, Ohio, January 25, 1890. Records of local organizations of miners have been found as far back as 1849 when the anthracite miners in Pennsylvania established a union. The Civil War and the depressed years following it destroyed a national movement under the American Miners' Association, which had started in the soft-coal fields of Illinois and spread eastward. That collapse was followed by another organizing effort in 1869, when the Miners' and Laborers' Benevolent Association was formed. This organization met with a fair degree of success at first, but was demoralized by the panic of 1873 and the first general miners' strike of 1875, known as the "long strike." The Molly Maguires, a secret organization of Irish mine workers, grew up in the anthracite districts at about the same time and was composed of the low-paid immigrant laborers, among whom a lawless and disorderly element developed. Mine operators called upon the Pinkerton Detective Agency to identify the members of the secret, oath-bound Molly Maguires and to bring them into the open. The Pinkerton Detective Agency turned the job over to one of their operatives, an Irishman, who gained membership and standing in the society and incited the members to violence. On the strength of evidence obtained by the Pinkerton spy, a number of the leaders of the Molly Maguires were hanged

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or imprisoned for murder and the discredited society was effectively demolished, carrying the Miners and Laborers' Benevolent Association down with it.

The next move toward organization came from the bituminous-coal fields where, during the successful years of the Knights of Labor (1881–85), active organizing work was carried on among the miners, and several miners' assemblies were established, particularly in the district that has since become known as the Central Competitive Field. Two independent group movements developed in the same territory—the National Federation of Miners and Mine Laborers, formed in 1885, and the National Progressive Union, formed in 1889. In January 1890 these independent groups and a number of the Knights of Labor assemblies joined, at Columbus, Ohio, to found the United Mine Workers of America.

The new consolidated organization made substantial progress until the panic of 1893 demoralized wage scales and living conditions. With a fraction of its original membership in good standing, the United Mine Workers called a strike in the bituminous-coal fields in 1897 and won the first interstate agreement covering four States and mines producing, at that time, one-third the soft coal mined in the country. The agreement granted union recognition and created adjustment and negotiating machinery.

This victory was followed by expansion first into other soft-coal fields and then into the anthracite region. Anthracite miners had been unorganized since the days of the Molly Maguire movement more than 20 years before, and their wages had not been increased since 1880. They responded to the organizing efforts of the United Mine Workers, begun in 1899, and in 1902, 150,000 struck against low wages, poor living and working conditions, and the truck system. That strike, which is often called "the greatest strike in American industrial history", gained wide public sympathy and support. It was finally settled through the intervention of the President of the United States, who called the president of the United Mine Workers and the coal operators into personal conference with him and appointed the Anthracite Strike Commission to arbitrate the dispute and to report upon conditions in the anthracite fields.

Early in its history the United Mine Workers encountered difficulty with the craft unions, particularly the engineers and machinists organizations, because of its policy of including all workers "in and around the mines." The miners, however, were strong enough to force the craft men into line and to establish the organization as an industrial union.

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OBJECTS.—"To unite in one organization, regardless of creed, color, or nationality, all workmen eligible for membership, employed in and around coal mines, coal washers, and coke ovens on the American Continent; to increase the wages, and improve the conditions of employment of our members by legislation, conciliation, joint agreement, or strikes; to demand that not more than 6 hours from bank to bank in each 24 hours shall be worked by members of our organization; to strive for a minimum-wage scale for all members of our union; to provide for the education of our children by lawfully prohibiting their employment until they have at least reached 16 years of age; to secure equitable statutory old-age pension and workmen's compensation laws; to enforce existing just laws and to secure the repeal of those which are unjust; to secure by legislative enactment laws protecting the limbs, lives, and health of our members; establishing the right to organize; prohibiting the use of deception to secure strike breakers; preventing the employment of privately armed guards during labor disputes; and such other legislation as will be beneficial to the members of our craft."

TERRITORIAL JURISDICTION.—North America.

TRADE JURISDICTION.—Workers in and around coal mines.

GOVERNMENT.—1. International executive board, composed of the president, vice president, secretary-treasurer, and one member elected from each district, "shall have full power to direct the working of the organization."

2. Districts: "Formed with such members and territory as may be designated by the international officers, and may adopt such laws for their government as do not conflict with laws or rulings of the international or district unions or joint agreements."

3. Subdistricts: "Formed and assigned such territory as may be designated by the district of which they are a part, and may adopt such laws for their government as do not conflict with the laws or rulings of the international or district unions or joint agreements."

4. Local unions: "Local unions may adopt such laws for their government as do not conflict with the laws and rulings of the international, district, subdistrict unions or joint agreements."

5. Convention: Meets biennially; legislates for body. Constitutional amendments by convention only. Election of general officers by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any wage earner employed in or around coal mines is eligible to membership. "Mine managers, top foremen, operators' commissioners, persons engaged in the sale of intoxicating liquors, and members of the National Civic Federation" are ineligible.

"Any member accepting membership in the Industrial Workers of the World, the Working Class Union, the One Big Union, or any other dual organization not affiliated with the American Federation of Labor, or membership in the National Chamber of Commerce or the Ku Klux Klan shall be expelled from the United Mine Workers of America and is permanently debarred from holding office in the United Mine Workers of America; and no members of any such organization shall be permitted to have membership in our union unless they forfeit their membership immediately upon securing membership in the United Mine Workers of America."

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Agreements in the anthracite field are negotiated by the district boards and the operators.

In the bituminous-coal fields committees of miners and operators negotiate the basic agreement on terms determined upon in convention.

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BENEFITS.—Strike. (Sick, accident, and death benefits may be established locally by a two-thirds vote of the members.)

OFFICIAL ORGAN.—United Mine Workers' Journal.

HEADQUARTERS.—Tower Building, Washington, D. C.

ORGANIZATION.—The unit of organization is the geographic district. District no. 1, northern anthracite field, comprising Lackawanna, upper Luzerne, parts of Sullivan and Susquehanna Counties, in Pennsylvania, 120 locals; no. 2, Somerset, Cambria, Blair, Clearfield, Jefferson, Indiana, Elk, Armstrong, Centre, Huntingdon, Bedford, Tioga, Cameron, Clarion, McKean, Lycoming, and Clinton Counties, Pa., 195 locals; no. 3, mostly Westmoreland County, Pa., 58 locals; no. 4, Fayette and Greene Counties, Pa., 72 locals; no. 5, Allegheny, Washington, and portions of Armstrong, Butler, Fayette, Beaver, Mercer, and Westmoreland Counties, Pa., 193 locals; no. 6, Ohio and the Panhandle of West Virginia, 239 locals; no. 7, lower Luzerne, northern Schuylkill, parts of Carbon and Columbia Counties, Pa., 46 locals; no. 8, Clay, Parke, Owen, and Fountain Counties (block-coal field), Ind., 21 locals; no. 9, part of Schuylkill, part of Dauphin, part of Columbia, and all of Northumberland Counties, Pa., 81 locals; no. 10, Washington, 24 locals; no. 11, part of Clay, Gibson, Fountain, Greene, Knox, Perry, Pike, Sullivan, Vanderburgh, Vermillion, Vigo, and Warrick Counties, Ind., 154 locals; no. 12, Illinois, 143 locals; No. 13, Iowa, 70 locals; no. 14, Kansas, 42 locals; no. 15, Colorado and New Mexico, 70 locals; no. 16, Maryland, 30 locals; no. 17, Boone, Clay, Fayette, Greenbrier, Kanawha, Lincoln, Logan, Mason, McDowell, Mercer, Mingo, Nicholas, Putnam, Raleigh, Summers, Wayne, Webster, and Wyoming Counties, W. Va., 421 locals; no. 18, Provinces of British Columbia and Alberta, Canada, 17 locals; no. 19, Bell, Knox, Harlan, Whitley, McCreary, Laurel, Pulaski, and Clay Counties, Ky., and Tennessee, 135 locals; no. 20, Alabama, 108 locals; no. 21, Arkansas, Oklahoma, and northern Texas, 106 locals; no. 22, Wyoming, 53 locals; no. 23, Hopkins, Webster, Henderson, Union, Ohio, McLean, Christian, Muhlenberg, and Daviess Counties, Ky., 68 locals; no. 24, Michigan, 8 locals; no. 25, Missouri, 33 locals; no. 26, Province of Nova Scotia, Canada, 24 locals; no. 27, Montana, 22 locals; no. 28, Virginia, 51 locals; no. 30, Boyd, Carter, Floyd, Knott, Letcher, Magoffin, and Perry Counties, Ky., 96 locals; no. 31, Monongalia, Marion, Harrison, Preston, Taylor, Barbour, Randolph, Upshur, Lewis, Gilmer, Braxton, and Webster Counties, and that portion of Nicholas County containing coal or coal mines being operated, or capable of being operated, along the line of the Baltimore & Ohio Railroad, West Virginia, 230 locals. Total, 2,930.

MEMBERSHIP REPORTED.—600,000.

Oil Field, Gas Well, and Refinery Workers of America, International Association of

Affiliated with the American Federation of Labor.

Organized in California in 1917 from a group of independent local unions which sprang up through California and the Gulf States. An International Brotherhood of Oil and Gas Field Workers was chartered by the American Federation of Labor in 1900 and remained in affiliation, but with a diminishing membership, until 1905. It disbanded in 1906.

The World War stimulus to the industry and the favorable organizing activities of that period revived unionism among the oil

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workers. A new international organization was formed in 1918 and chartered by the American Federation of Labor. Post-war strikes and, later, unemployment, disrupted the movement in the oil regions of the Middle West and the Gulf States, but the California organization continued intact and succeeded in improving working conditions materially. After the passage of the National Industrial Recovery Act in 1933, a successful organizing campaign extended organization throughout the petroleum industry.

OBJECTS.—"It shall be the object of this association to work for the reduction of hours of daily toil, the establishment of tolerable conditions, and to adjust and establish a high standard and fair rate of wages, thereby assuring to all workers in the industry just compensation and time to share in the benefits flowing from organization."

TERRITORIAL JURISDICTION.—United States, Canada, and Mexico.

TRADE JURISDICTION.—The oil, gas-well, and refinery industry.

GOVERNMENT.—1. Executive council, composed of president, secretary-treasurer, and five vice presidents, "shall have general supervision of the business of the international association and subordinate unions between conventions."

2. Local unions: "To locals is conceded the right to make all necessary laws for local self-government which do not conflict with the laws of the international association."

3. Convention: Meets biennially; legislates for organization and elects general officers, who are, however, subject to recall by popular vote. Constitutional amendments either by convention or referendum.

QUALIFICATIONS FOR MEMBERSHIP.—All persons engaged in the industries covered by the jurisdiction are eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally by representatives of unions and operators, with a representative of the Department of Labor when necessary.

BENEFITS.—Strike.

OFFICIAL ORGAN.—International Oil Worker.

HEADQUARTERS.—Barr Building, Washington, D. C.

ORGANIZATION.—Local unions only: Arkansas, 3; California, 14; Georgia, 3; Illinois, 1; Indiana, 1; Kansas, 7; Kentucky, 2; Louisiana, 5; Maryland, 1; New Jersey, 2; New Mexico, 2; New York, 2; Ohio, 3; Oklahoma, 36; Pennsylvania, 5; Texas, 57; Utah, 1; West Virginia, 2; Wyoming, 5. Total, 152.

MEMBERSHIP REPORTED.—53,000.

Quarry Workers' International Union of North America

Affiliated with the American Federation of Labor.
Organized in Washington, D. C., September 8, 1903.

OBJECTS.—"The objects of this union are to rescue the trade from dangers surrounding it and by mutual effort to place ourselves on a foundation sufficiently strong to prevent further encroachment on our craft. We propose to encourage a higher standard, to cultivate a feeling of friendship among our members, to assist each other to secure employment, to reduce the hours of

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daily labor, and to secure adequate pay for our work, and by legal and proper means to elevate the moral, intellectual, and social conditions of our members."

TERRITORIAL JURISDICTION.—North America.

TRADE JURISDICTION.—Quarrymen, quarry and paving-cutter blacksmiths, derrickmen, engineers and firemen, steam-drill and air-drill runners, laborers, soft-stone quarrymen and channelers, rubbers, lumpers, and boxers, riggers of derricks, cranes, or other devices used in handling stone, and stone-derrick men wherever employed.

GOVERNMENT.—1. "For the government of this union there shall be elected an executive board consisting of an international union president, international secretary-treasurer, and an international union committee consisting of five members." The president and the committee are elected annually by the three locals nearest the seat of government. The secretary-treasurer is elected biennially by referendum. He is the administrative officer.

2. Local unions: "All branches shall have power to make their own local laws, provided they are approved by the international union committee and do not conflict with the constitution; and such local laws shall be as binding on the members of the branch as this constitution."

3. Referendum: General business referred monthly to branches for action. Convention only on referendum call. Constitutional amendments by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Each branch shall be the judge of the qualifications of its membership."

APPRENTICESHIP REGULATIONS.—"The terms of apprenticeship shall be regulated by branches."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions, subject to approval of the executive board, and must conform to State terms where such exist.

BENEFITS.—Strike; death; old-age (flat-sum payment and exemption from dues and assessments).

OFFICIAL ORGAN.—Quarry Workers' Journal.

HEADQUARTERS.—Barre, Vt.; subject to removal by referendum vote.

ORGANIZATION.—Local unions only: *United States*—Alabama, 1; California, 1; Connecticut, 1; Georgia, 1; Illinois, 1; Indiana, 4; Maine, 11; Maryland, 1; Massachusetts, 9; Missouri, 4; Montana, 1; New Hampshire, 6; New York, 2; Ohio, 13; Pennsylvania, 2; Rhode Island, 2; Tennessee, 1; Texas, 1; Vermont, 15; Virginia, 1; West Virginia, 3; Wisconsin, 2. *Canada*—British Columbia, 1; Ontario, 1. Total, 85.

MEMBERSHIP REPORTED—7,279.

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Section B. Manufacturing and Mechanical Industries

A very large proportion of the organizations and of the membership embraced in the trade-union movement falls within the grouping called manufacturing and mechanical industries by the Bureau of the Census. This broad classification is in many instances divisible into smaller industrial groups, so that 13 industry divisions are here presented. In the case of the somewhat elastic group called metals and machinery, however, finer division and subdivision becomes impracticable because the craft character of the typical American Federation of Labor unions in those fields cuts across industrial lines. Take, for example, an attempted division of unions into those covering the manufacture of transportation equipment. Two American Federation of Labor affiliates, the International Union United Automobile Workers and the Brotherhood of Railway Carmen of America, and the independent unions in the automobile industry and the Marine and Ship Building Workers Industrial Union would clearly come within that classification. But to present that group as including only the four or five organizations listed would be to give an erroneous impression, since other organizations are also concerned with the manufacture of transportation equipment. Among these are are the International Association of Machinists, the International Brotherhood of Boilermakers and Iron Ship Builders, the International Brotherhood of Blacksmiths, etc. Hence the group classified as "metals and machinery", while of outstanding importance in a very wide field of industrial activity, cannot be so closely subdivided as to follow the customary divisions of manufacturing industry. The same situation exists in less degree in other broad industrial groups, such as building trades, which include, for example, organizations of sheet-metal workers and electrical workers, the membership of which is by no means confined to the building industry. On the other hand, in groups such as clothing manufacture, the textile industry, paper and printing, the unions listed cover those fields and only those fields.

BUILDING TRADES

The building-trades unions, as organizations, continued to maintain a characteristic stability, but membership suffered materially in the period 1929–34. No outstanding movements or events have occurred in the history of the individual unions since 1929. Two or-

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ganizations have extended their jurisdictions in a direction that might be regarded as an effort to control the raw material in their respective fields. The United Brotherhood of Carpenters and Joiners in April 1935 was granted jurisdiction over logging, lumber, sawmill, and shingle-weaving operations and thereafter absorbed over 100 local trade-unions covering workers in those fields which were directly affiliated with the American Federation of Labor. The Brotherhood of Painters, Decorators, and Paperhangers now includes the manufacture and mixing of paints, oils, and varnishes in its declared jurisdiction. Such changes of jurisdiction as have occurred among other building-trades unions since the publication of the 1929 edition of the handbook have been strictly within trade lines, and have been technical adjustments growing out of developments within the construction industry.

Secession movements and dual unionism are rare in the building field. The American Labor Alliance (p. 331) reports two building-trades unions, one in Newark and one in Summit, N. J., covering all building craftsmen, and the United Building Trades Federation, incorporated in the State of Maryland, claims a membership of 2,600 and has one branch in Wilmington, Del. Dual organizations of this character are almost entirely local in nature. In the Building Trades Department, however, a condition of dualism was created as the result of a schism that occurred in the 1934 convention of that body. A dispute arose over the seating of delegates from three international unions which had not held membership in the department for several years, but which had reaffiliated 6 months prior to the convention. These organizations were those of the bricklayers and masons, the carpenters, and the electrical workers. The department convention refused to honor their credentials or to seat their delegates. The dispute was referred to the convention of the American Federation of Labor, which followed immediately after that of the department. The parent body declared the action of the department illegal and outlawed the 1934 convention of the Building Trades Department as failing to conform to the fundamental laws of both organizations. The executive council was directed to call a conference of building-trades organizations within 45 days of the adjournment of the convention.

This convention was held in Washington, D. C., in November 1934, attended by the three international organizations in dispute and some, but not all, of the unions in the department. The outcome of the conference was the reorganization, by the executive council of the American Federation of Labor, of the entire department, involving the cancelation and reissuing of its charter.

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Only four organizations—the International Union of Operating Engineers, the International Hodcarriers, Building and Common Laborers' Union, the International Association of Marble, Stone, and Slate Polishers, and the International Brotherhood of Teamsters and Chauffeurs—joined with the Bricklayers, Masons, and Plasterers' International Union, the United Brotherhood of Carpenters and Joiners, and the International Brotherhood of Electrical Workers in the newly launched Building Trades Department. That left 12 organizations which refused to affiliate and which continued to recognize the former group as the official Building Trades Department. Litigation to recover titles, seals, and other property followed and resulted in a court decision declaring that both bodies were illegally constituted. Consequently there was no Building Trades Department in a position to function as such, and with the slate clean the executive council was free to take action to establish one. A convention was accordingly called which all building-trades organizations affiliated with the American Federation of Labor were invited and urged to attend. This conference met in Washington in June 1935, attended by delegates from the same seven organizations as had taken part in the reorganizing conference held in November 1934. The officers elected at the November meeting were reelected, and a charter was issued to the Building Trades Department thus constituted as an entirely new entity. However, the 12 organizations that had comprised the major portion of the old department refused to take any part in this reorganization and did not affiliate with the new department.

At the 1935 convention of the American Federation of Labor, the delegate representing the new department was refused a seat by a substantial majority vote. Following that action, a series of conferences was held while the convention was in session, at which agreement was reached to refer the whole matter to a committee of three from each side of the controversy, empowering the committee to arrive at a binding decision. This committee met within 30 days of the adjournment of the 1935 convention, as instructed, came to an understanding, subject to the approval of the constituent organizations, and issued a call for a convention of all building-trades organizations for the purpose of organizing a new Building Trades Department.

Organizations in the building trades are:

Affiliated with the American Federation of Labor:

Building Trades Department.

Asbestos Workers, International Association of Heat and Frost Insulators and.

Bricklayers, Masons, and Plasterers' International Union of America.

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Bridge, Structural, and Ornamental Iron Workers, International Association of.
Carpenters and Joiners of America, United Brotherhood of.
Draftsmen's Unions, International Federation of Technical Engineers, Architects, and. (Classified under Professional, etc.)
Electrical Workers, International Brotherhood of.
Elevator Constructors, Operators, and Starters, International Union of.
Engineers, International Union of Operating.
Granite Cutters' International Association of America, The.
Hodcarriers, Building and Common Laborers' Union of America, International.
Lathers' International Union, Wood, Wire, and Metal.
Marble, Stone, and Slate Polishers, Rubbers and Sawyers, Tile and Marble Setters' Helpers, and Terrazzo Workers' Helpers, International Association of.
Painters, Decorators, and Paperhangers of America, Brotherhood of.
Plasterers and Cement Finishers' International Association of the United States and Canada, Operative.
Plumbers and Steam Fitters of the United States and Canada, United Association of Journeymen.
Roofers, Damp and Waterproof Workers' Association, United Slate, Tile, and Composition.
Sheet Metal Workers' International Association.
Stone Cutters' Association of North America, Journeymen. (Classified under Clay, glass, and stone.)

Independent organizations:
Architects, Engineers, Chemists, and Technicians, Federation of. (Classified under Professional, etc.)

Building Trades Department, American Federation of Labor

The Building Trades Department was established in Feburary 1908 as the first result of action taken at the 1907 convention of the American Federation of Labor declaring that "for the greater development of the labor movement departments subordinate to the American Federation of Labor are to be established."

There was in existence an organization known as the Structural Building Trades Alliance of America, a combination of building-trades unions founded in Indianapolis, Ind., in 1903. This alliance was independent of the Federation, although composed chiefly of international unions that were in affiliation with the American Federation of Labor.

Following its adoption of a policy of group or industrial divisions, a committee representing the American Federation of Labor met with a committee representing the above-mentioned alliance and, as a result of their conferences, the Building Trades Department of the American Federation of Labor was organized.

The declared objects of the department are "the encouragement and formation of local organizations of building-trades men and the

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conferring of such power and authority upon the several locals of this department as may advance the interests and welfare of the building industry; to adjust trade disputes along practical lines as they arise from time to time; and to create a more harmonious feeling between employer and employee."

Membership in the Building Trades Department is "confined to national and international building-trades organizations that are affiliated to the American Federation of Labor and which are universally employed in the building industry either in erection, repair, or alteration."

The department recognizes "the justice of trade jurisdiction" and aims "to guarantee to the various branches of the building industry control of such work as rightfully belongs to them and to which they are justly entitled." To that end the constitution of the department provides for a board of arbitration to act on "all cases of trade disputes between affiliated organizations on questions of jurisdiction." The board is composed of one representative from each of the contesting parties and a building-trades man selected by the president of the Building Trades Department. Decisions of the board are "binding on all parties concerned" but are subject to appeal to the executive council or to the convention of the Building Trades Department.

The Building Trades Department is governed by an executive council composed of president and six vice presidents, no two members of which may belong to or represent the same international union. The president is the chief administrative officer.

BUILDING TRADES COUNCILS

The department operates through local building-trades councils organized in cities and towns, membership in which is made up of the locals in each city and town of the international unions comprising the Building Trades Department. The councils are delegate bodies, representation being based upon the total membership of each affiliated local. The constitution and bylaws governing local councils are imposed by the department.

Trade movements and strikes must first receive sanction of the national or international union of the craft involved and then of the local building-trades council. When a strike is called the local council "shall have full jurisdiction", and the business agent of the council "shall have full power to order all strikes when instructed to do so by the council or its executive board."

State building-trades councils may be organized at the option of the local councils, and when organized are chartered by the depart-

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ment with "power to make their own laws in conformity with the laws of the department."

ORGANIZATION

Nineteen international unions are eligible to membership in the Building Trades Department of the American Federation of Labor, namely:

Asbestos Workers, International Association of Heat and Frost Insulators and.

Boilermakers and Iron Ship Builders and Helpers of America, International Brotherhood of.

Bricklayers, Masons, and Plasterers' International Union of America.

Bridge and Structural Iron Workers, International Association of.

Carpenters and Joiners, United Brotherhood of.

Electrical Workers, International Brotherhood of.

Elevator Constructors, International Union of.

Engineers, International Union of Operating.

Granite Cutters' International Union.

Hod Carriers, Building and Common Laborers' Union, International.

Lathers, International Union of Wood, Wire, and Metal.

Marble, Stone, and Slate Polishers, Rubbers and Sawyers, Tile and Marble Setters' Helpers, International Association of.

Painters, Decorators, and Paperhangers, Brotherhood of.

Plasterers and Cement Fnishers, International Association of Operative.

Plumbers and Steamfitters, United Association of Journeymen.

Roofers, Damp and Waterproof Workers' Association, United Slate, Tile, and Composition.

Sheet Metal Workers' International Association.

Stonecutters' Association of America, Journeymen.

Teamsters, Chauffeurs, Stablemen, and Helpers, International Brotherhood of.

STATE COUNCILS.—States having State building-trades councils and the number of local councils therein are California, 28; Connecticut, 14; Indiana, 20; Massachusetts, 23; New Jersey, 18; New York, 28; Ohio, 23; total, 7 States, 154 councils.

LOCAL COUNCILS.—*United States*—Alabama, 2; Arizona, 2; Arkansas, 2; Colorado, 5; Delaware, 1; District of Columbia, 1; Florida, 8; Georgia, 3; Idaho, 2; Illinois, 30; Iowa, 9; Kansas, 6; Kentucky, 4; Louisiana, 5; Maine, 2; Maryland, 3; Minnesota, 4; Michigan, 7; Missouri, 5; Montana, 2; Nebraska, 3; Nevada, 1; New Hampshire, 2; North Carolina, 4; North Dakota, 2; New Mexico, 1; Oregon, 4; Oklahoma, 10; Pennsylvania, 31; Rhode Island, 4; South Carolina, 1; South Dakota, 1; Tennessee, 4; Texas, 10; Utah, 1; Virginia, 4; Washington, 11; West Virginia, 5; Wisconsin, 10; Wyoming, 2. *Canada*—Alberta, 2; British Columbia, 2; Manitoba, 1; New Brunswick, 1; Nova Scotia, 1; Ontario, 5; Quebec, 1. Total, 227.

The Building Trades Department holds an annual convention, preceding the convention of the American Federation of Labor.

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Vice presidents are elected annually in convention, while the salaried officers (president and secretary-treasurer) are elected every third year. The headquarters of the department are in the American Federation of Labor Building, Washington, D. C.

Asbestos Workers, International Association of Heat and Frost Insulators and

Affiliated with the American Federation of Labor.

Organized in 1904 from directly affiliated American Federation of Labor local unions.

OBJECTS.—"The object of the International Association of Heat and Frost Insulators and Asbestos Workers shall be to assist its membership in securing employment, to defend their rights, and advance their interests as workingmen; and by education and cooperation raise them to that position in society to which they are justly entitled."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—All workers engaged in "the practical mechanical application, installation, or erection of heat and frost insulation such as magnesia, asbestos, hair felt, wool felt, cork, mineral wool, infusorial earth, mercerized silk, flax fiber, fire felt, asbestos paper, asbestos curtain, asbestos millboard, or any substitute for these materials, or engaged in any labor connected with the handling or distributing of insulating materials on job premises."

GOVERNMENT.—1. General executive board, composed of president, secretary-treasurer, and three vice presidents of equal rank, "shall supervise the affairs of the international association."

2. Local unions: "Local unions are subordinate branches of the international association and can only exercise local autonomy in matters upon which the international constitution and bylaws are silent." They "shall have power to regulate the hours of labor to less than 8 hours per day, and to fix wages within their chartered jurisdiction or trade-agreement radius."

3. Convention: Held quinquennially; enacts legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—Applicants for mechanical (journeyman) membership must pass an examination. Applicants for improver membership must be not less than 18 nor more than 25 years of age, and must read, write, and understand the English language. Applicants for apprentice membership must be not less than 17 nor more than 20 years of age, and must read, write, and understand English.

APPRENTICESHIP REGULATIONS.—"Local unions shall have power to regulate the working conditions of * * * apprentices in any manner they deem proper."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally, by committees from local unions and local employers, but must contain "the several principles as declared, enacted, and adopted by the international association", including the prohibition of "contracting, subcontracting, lump work, or piecework."

BENEFITS.—Strike and defense fund maintained by proportionate diversion of per-capita tax.

OFFICIAL ORGAN.—The Asbestos Worker.

HEADQUARTERS.—211 Machinists Building, Washington, D. C.

ORGANIZATION.—Local unions: *United States*—Alabama, 2; California, 3; Colorado, 1; Connecticut, 1; Delaware, 1; District of Columbia, 1; Georgia, 1;

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Illinois, 3; Indiana, 4; Iowa, 3; Kentucky, 1; Louisiana, 2; Maryland, 1; Massachusetts, 2; Michigan, 1; Minnesota, 2; Missouri, 2; Montana, 1; New York, 8; New Jersey, 3; Nebraska, 1; Ohio, 7; Oklahoma, 2; Oregon, 1; Pennsylvania, 3; Rhode Island, 1; Tennessee, 2; Texas, 4; Virginia, 4; Washington, 3; West Virginia, 1; Wisconsin, 1. *Canada*—4 (distribution not reported). Total, 76.

MEMBERSHIP REPORTED.—4,000.

Bricklayers, Masons, and Plasterers' International Union of America

Affiliated with the American Federation of Labor.

Organized October 17, 1865. The first steps toward national unity among the scattered local organizations of bricklayers were taken by seven men belonging to the Philadelphia and Baltimore associations.

Meeting in Philadelphia on October 17, 1865, they drafted a constitution, elected officers, and instructed the secretary to "correspond with all bricklayers' unions known to exist in the United States, requesting them to send delegates to the next convention, to meet in Baltimore on January 8, 1866."

This convention was held as planned, with delegates from eight cities in attendance, and the International Bricklayers' Union of North America was established. Two years later the name was changed to National Bricklayers' Union. During the panic of 1871–73 and the years of depression which followed, the organization was demoralized, losing 95 percent of its membership. The 1879 convention met in Covington, Ky., with only three unions represented—Covington, Cincinnati, and Indianapolis. The entire membership at that time was 229. The organization did not disband, however. It met again in 1881, reorganized, and survived. Stonemasons were admitted to membership and in 1883 the name was changed to Bricklayers and Masons' International Union, with jurisdiction over Canada, where organization had already begun with the chartering of a Montreal local in 1880. The journal of the organization was established in 1898.

Absorption of an independent organization, the Stone Masons' International Union, in 1903 brought about an increased membership and a wider field, and in 1910 jurisdiction was extended to plasterers. To include them definitely in the organization, the name became and remains Bricklayers, Masons, and Plasterers' International Union of America.

The union maintained an independent position in the labor movement from its inception until 1916, when it changed its policy and joined the American Federation of Labor as an affiliated body. That necessitated some readjustment of the jurisdictions held by unions already in the American Federation of Labor, the most important

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of which involved the transfer to the bricklayers' organization of the skilled marble setters holding membership in the International Association of Marble Workers.

OBJECTS.—"The object shall be to unite into one parent body, for mutual protection and benefit, all members of the mason craft that work at the same, who are citizens of the country within its jurisdiction, without condition as to servitude or race."

TERRITORIAL JURISDICTION.—United States and possessions, and Canada.

TRADE JURISDICTION.—"*Brick masonry.*—Bricklaying masonry shall consist of the laying of bricks made from any material in, under, or upon any structure or form of work where bricks are used, whether in the ground, or over its surface, or beneath the water; in commercial buildings, rolling mills, iron works, blast or smelter furnaces, lime or brick kilns; in mines or fortifications, and in all underground work, such as sewers, telegraph, electric, and telephone conduits. All pointing, cleaning, and cutting of brick walls; fireproofing; block-arching; terra-cotta cutting and setting; the laying and cutting of all tile, plaster, mineral wool, and cork blocks, or any substitute for above material; the cutting, rubbing, and grinding of all kinds of brick; and the setting of all cut-stone trimmings on brick buildings, is bricklayers' work.

"*Stone masonry* shall consist of laying all rubble work, with or without mortar; setting all cut-stone, marble, slate, or stonework (meaning as to stone, any work manufactured from such foreign or domestic products as are specified and used in the interior or on the exterior of buildings by architects, and customarily called 'stone' in the trade).

"Cutting all shoddies, broken ashlar or random ashlar that is roughly dressed upon the beds and joints, and range ashlar not over 10 inches in height; the dressing of all jambs, corners, and ringstones that are roughly dressed upon the beds, joints, or reveals, and the cutting of a draft upon same for plumbing purposes only; and the cleaning and pointing of stonework.

"This to apply to all work on buildings, sewers, bridges, railroads, or other public works, and to all kinds of stone, particularly to the product of the locality where the work is being done, and the same shall be considered stone masonry.

"Stonemasons shall have the right to use all tools which they consider necessary in the performance of their work.

"*Artificial masonry.*—The cutting, setting, and pointing of cement blocks and all artificial stone or marble, either interior or exterior, when set by the usual custom of the stonemason and marble setter. All cement that is used for backing up external walls, the building of party walls, columns, girders, beams, floors, stairs, and arches, and all materials substituted for the clay or natural stone products, shall be controlled by members of the Bricklayers, Masons, and Plasterers' International Union, for which the highest rate of wages shall be demanded.

"*Cement masonry.*—Laying out, screeding, and finishing of all cement, concrete, brown-stone composition, mastic and gypsum materials, also for fireproofing, waterproofing, cement and composition base, and vault lights. The cutting of all cement and concrete for patching and finishing. The bushhammering of all concrete when cast in place. The operation of the cement gun, the nozzle and the finishing of all material applied by the guns, also the operation of the cement-floor-finishing machines. The cement mason shall have the right to use all tools necessary to complete his work.

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"*Marble masonry.*—Marble masons' jurisdiction claims shall consist of the carving, cutting, and setting of all marble, slate, stone, albereen, carrara, sanionyx, vitrolite, and similar opaque glass, scagliola, marbleithic, and all artificial imitation or cast of whatever thickness or dimension. This shall apply to all interior work such as sanitary, decorative, and other purposes inside of buildings of every description wherever required, including all polish, honed, or sand finish; also the cutting and fitting of above materials after same leave mills or shops, and the laying of all marble tile, slate tile, and terrazzo tile. Foremen over any marble masonry shall be marble setters, and at no time shall anyone other than a bona fide marble setter act as a foreman on all marble masonry.

"*Plastering.*—All exterior or interior plastering, plain and ornamental, when done with stucco, cement, and lime mortars or patent materials; artificial marble work, when applied in plastic form; composition work in all its branches; the covering of all walls, ceilings, soffits, piers, columns, or any part of a construction of any sort when covered with any plastic material in the usual methods of plastering; the casting and sticking of all ornaments of plaster or plastic compositions; and the cutting and filling of cracks is the work of the plasterer. All cornices, molding, coves, and bullnoses shall be run in place on rods and white mortar screeds and with a regular mold; and all substitutes of any kind, when applied in plastic form with a trowel, or substitute for same, is also the work of the plasterer. Foremen over plasterers on operations within the jurisdiction of this international union shall be members of the Bricklayers, Masons, and Plasterers' International Union of America.

"*Marble mosaic and terrazzo work.*—Marble mosaic, venetian enamel, and terrazzo; the cutting and assembling of art ceramic, glass mosaic, and the casting of all terrazzo in shops and mills.

"All scratch coat on walls and ceilings where mosaic and terrazzo is to be applied shall be done by plasterers, with an allowance of not less than one-half inch bed to be conceded to mosaic and terrazzo workers.

"All bedding above concrete floors or walls, that preparation, laying, or setting of the metal or wooden strips and grounds, where mosaic and terrazzo is to be applied, shall be the work of the mosaic and terrazzo workers.

"All terrazzo finished (rustic), or rough-washed for interior or exterior of building, or any substitute that is applied under the same method as mosaic or terrazzo, shall be set by mosaic and terrazzo workers.

"Cutting and assembling of art ceramic and glass mosaic comes under the jurisdiction of the mosaic workers, and the setting of same shall be done by tile layers.

"*Tile-layers' work.*—The laying or setting of all tile where used for floors, walls, ceiling, walks, promenade roofs, stair treads, stair risers, facings, hearths, fireplaces, and decorative inserts together with any marble plinths, thresholds, or window stools used in connection with any tile work; also to prepare and set all concrete cement brickwork, or other foundations or materials that may be required to properly set and complete such work; the setting or bedding of all tiling, stone, marble, composition, glass, mosaic, or other materials forming the facing, hearth, or fireplace of a mantel or the mantel complete, together with the setting of all cement, brickwork, or other material required in connection with the above work; also the slabbing and fabrication of tile mantels, counters, and tile panels of every description and the erection and installation of same. The building, shaping, forming, construction, or repairing of all fireplace work, whether in connection with a mantel-hearth facing or not, and

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the setting and preparing of all material, such as cement, plaster, mortar, brickwork, ironwork, or other materials necessary for the proper and safe construction and completion of such work, except that a mantel made exclusively of brick, marble, or stone shall be conceded to be bricklayers', marble setters', or stonemasons' work, respectively.

"It will be understood that the word 'tile' refers to all burned-clay products as used in the tile industry, either glazed or unglazed, and to all composition materials made in single units up to 15 by 20 by 2 inches, except quarry tiles larger than 9 by 9 by 1¼ inches, also to mixtures in tile form of cement, that are made for and intended for use as a finished floor surface, whether upon interior or exterior floors, stair treads, promenade roofs, garden walks, interior walls, ceilings, swimming pools, and all places where tile may be used to form a finished surface for practical use, sanitary finish, or decorative purposes, or setting all accessories when built in walls, or for decorative inserts in other materials. The foreman over any tile work shall be a tile layer, and at no time shall anyone other than a bona fide tile setter act as foreman on tile work.

"Where a member is qualified and competent to work at branches of the trade other than his card of membership may designate, he shall be required to have two vouchers who are qualified workmen as their card of membership shows them to be, of the branch of the trade desired to be added to such member's card of membership, to vouch for him, and he shall apply to headquarters through the union where he holds membership for a change of title, with the signatures and register numbers of the vouchers attached thereto; and if approved, he shall not be interfered with while working at either branch, providing he obeys all working rules required, but he must demand and receive nothing less than the standard wages demanded by the branch of the trade at which he is working and must be a fully qualified journeyman of said branch of trade."

GOVERNMENT.—1. "The powers of this international union are executive, legislative, and judicial. The government and superintendence of subordinate unions shall be vested in this international union as the supreme head of all unions in its jurisdiction. It shall be the ultimate tribunal to which all matters of general importance to the welfare of the several unions or any members thereof shall be referred for adjustment, and its decisions thereon shall be final and conclusive. To it shall belong the power to determine the customs and usages in regard to all matters in relation to the fellowship of the craft."

All legislative powers are reserved to this international union, duly convened in session, and shall extend to every case of legislation not delegated to or reserved for subordinate unions.

All the executive and judiciary powers of this union, when not in session, shall be vested in the executive officers—the president, first vice president, secretary, and treasurer.

The president "shall have a general supervision of the interests of this union as the supreme executive officer."

The executive board, composed of the president, first vice president, secretary, and treasurer, "shall have entire control of all executive business and the official journal of this union when not in session, viz, all grievances relating to and all strikes and lock-outs, the settlement of all disputes between employers or exchanges and members of this union or subordinate unions", and shall have "entire control over all judicial business of the international union when not in session."

2. State and Provincial conferences: Chartered by the international union when two-thirds of a State or Province affiliated so vote.

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"Each State or Provincial conference shall regulate all details and construe the proper definition of practical masonry in its several branches." "Conferences shall also regulate their own apprentice laws, subject to the general laws", and shall have power "to establish and maintain beneficial or mortuary funds for the benefits of their members."

3. Local executive committees: "Where there are two or more unions existing in any city or town, each union shall be required to elect or appoint three delegates whose duties shall be to meet and establish a uniform rate of wages, initiation fee, and hours of labor, together with rules and regulations under which all can work in harmony. The body thus convened shall be known as the executive committee, to which shall be referred the construction of all general working laws for all branches of the trade for such city or town."

4. Local unions: Subordinate; "Powers reserved to subordinate unions: To regulate its rate of wages; its rates for legitimate overtime work; to establish beneficial or mortuary funds; to establish measures and regulate the details as to joint arbitration; to designate what constitutes an 'emergency' as to working overtime; to regulate by details questions that may arise as to what constitutes masonry; as to affiliating with other trades or building-trades councils; to define the distinction between contractors and journeymen; to define its local jurisdiction and operate its area of territory; to establish and maintain a strike fund; to establish and maintain State and Provincial conferences", subject to the provisions of the constitution of the international union.

5. Convention: Held biennially; enacts legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—Applicant must be "a practical bricklayer, stonemason, cement mason, plasterer, marble mason, tile setter, or mosaic and terrazzo worker, and competent to command existing scale of wages for work", and must be a citizen or have declared his intention to become a citizen of the country in which he works.

APPRENTICESHIP REGULATIONS.—"It being impossible for the international union to formulate and maintain a general apprentice law within its jurisdiction, it hereby grants to each subordinate union the power to regulate its own apprentice laws", subject to certain restrictions:

"Every apprentice shall be registered with the international union at the time of his indenture, * * * a register number * * * to be assigned to the apprentice until the day of his initiation.

"No subordinate union shall be allowed to indenture apprentices to journeymen, but only to recognized union contractors of their jurisdiction.

"Each and every apprentice binding himself to serve a stated term shall be required to fill his contract with his employer or leave the business entirely.

"All regularly assigned apprentices shall be required to serve not less than 3 years."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by committees of local unions and local employers. International officers are called upon to assist if agreement cannot be reached locally.

A supplementary agreement is made between international officers and contractors operating in more than one city.

BENEFITS.—Strike; relief; old age; mortuary.

OFFICIAL ORGAN.—The Bricklayer, Mason, and Plasterer.

HEADQUARTERS.—815-817 Fifteenth Street, NW., Washington, D. C.

ORGANIZATION.—State conferences: Arkansas, California, Colorado, Connecticut, Illinois, Indiana, Iowa, Kansas, Maine, Massachusetts, Michigan, Minnesota, Montana, New Jersey, New York, North Carolina, Ohio, Oklahoma, Penn-

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sylvania, Rhode Island, Texas, Virginia, Washington, West Virginia, Wisconsin. Provincial conferences: Ontario.

Local unions.—Divided into craft groups in cities and large centers where there are a sufficient number to maintain separate organizations (i. e., bricklayers, tile layers, plasters, marble masons, stone masons, etc.): *United States*—Alabama, 9; Arizona, 3; Arkansas, 6; California, 20; Colorado, 7; Connecticut, 19; Delaware, 1; District of Columbia, 3; Florida, 15; Georgia, 10; Idaho, 3; Illinois, 59; Indiana, 41; Iowa, 20; Kansas, 22; Kentucky, 15; Louisiana, 6; Maine, 12; Maryland, 8; Massachusetts, 37; Michigan, 32; Minnesota, 17; Mississippi, 4; Missouri, 22; Montana, 7; Nebraska, 8; Nevada, 1; New Hampshire, 8; New Jersey, 41; New Mexico, 1; New York, 70; North Carolina, 12; North Dakota, 4; Ohio, 50; Oklahoma, 18; Oregon, 6; Pennsylvania, 68; Rhode Island, 5; South Carolina, 4; South Dakota, 5; Tennessee, 8; Texas, 25; Utah, 3; Vermont, 2; Virginia, 8; Washington, 7; West Virginia, 11; Wisconsin, 29; Wyoming, 3; Canal Zone, 1; Virgin Islands, 1. *Canada*—Alberta, 3; British Columbia, 3; Manitoba, 2; New Brunswick, 3; Nova Scotia, 1; Ontario, 27; Quebec, 4; Saskatchewan, 4. Total, 844.

Membership reported.—No report. On basis of American Federation of Labor voting strength, 65,000.

Bridge, Structural, and Ornamental Iron Workers, International Association of

Affiliated with the American Federation of Labor.

Organized in Pittsburgh, Pa., February 4, 1896, by local unions of six large cities, which merged to form the International Association of Bridge and Structural Iron Workers.

The 1914 convention extended the jurisdiction of the union and changed its name to International Association of Bridge, Structural, and Ornamental Iron Workers and Pile Drivers. This move brought about a dispute with the United Brotherhood of Carpenters and Joiners over the locals of pile drivers concerned and resulted in the suspension of the bridge-workers' union from the American Federation of Labor. It then relinquished the locals of pile drivers to the United Brotherhood and dropped "pile drivers" from the new title, retaining however, the claim to the ornamental-ironworkers. The association was reinstated, but the American Federation of Labor has never recognized the extension of jurisdiction or the title used by the international association. So far as its American Federation of Labor charter is concerned, it is still the International Association of Bridge and Structural Iron Workers.

Objects.—"The objects of the international association shall be to encourage and develop a higher standard of skill; to cultivate feelings of friendship among the craft; to equitably distribute opportunities of employment; to secure by legal and proper means pay commensurate with the hazard, physical and mental taxation and exhaustion, and average life endured by its members in performing the services of the trade; to discourage piece work and promote safe and reasonable methods of work; to cultivate the moral, intellectual, and

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social conditions for the well-being of its members, their families, and dependents and in the interest of a higher standard of citizenship."

TERRITORIAL JURISDICTION.—United States and possessions, and Canada.

TRADE JURISDICTION.—"The fabrication, erection, and construction of all iron and steel, ornamental lead, bronze, brass, copper, and aluminum; reinforced structures or parts thereof; bridges, viaducts, inclines, dams, docks, dredges, vessels, locks, gates, aqueducts, reservoirs, spillways, flumes, caissons, cofferdams, subways, tunnels, cableways, tramways monorails, blast furnaces, stoves, kilns, coolers, crushers, agitators, pulverizers, mixers, concentrators, ovens, cupolas, smoke conveyors, penstocks, flagpoles, drums, shaftings, shoring, fur and storage rooms, fans and hot rooms, stacks, bunkers, conveyors, dumpers, elevators, vats, enamel tanks and vats, tanks, towers, pans, hoppers, plates, anchors, caps, corbells, lintels, Howe and combination trusses, grillage and foundation work; all grating, bucks, partitions, hanging ceiling, hangars, clips, brackets, flooring, floor construction and domes, rolling shutters, curtains, frames, kalameined and iron doors, cast tiling, duct and trench frames and plates; all wirework, railings, including pipe, guards, fencing, grillwork, sidewalk and vault light, skylight, roofs, canopies, marquise, awnings, elevator and dumb-waiter enclosures, elevator cars, tracks, faces, aprons, operating devices, sash, frames, fronts, lockers, racks, bookstacks, tables, and shelving; metal furniture, seats, chutes, escalators, stairways, ventilators, boxes, fire escapes, signs; jail and cell work, safes, vaults, safe-deposit boxes; corrugated steel when attached to steel frames, frames in support of boilers; material altered in the field, such as framing, cutting, bending, drilling, burning, and welding, including by acetylene gas and electric machines; metal forms and false work pertaining to concrete construction; sectional water tube and tubular boilers and stokers; traveling sheaves, vertical hydraulic elevators; bulkheads, skip hoists; the making and installation of all articles made of wire and fibrous rope; all rigging in shipyards, vessels, and Government departments; false work, travelers, scaffolding, pile drivers, sheet piling, derricks, cranes; the erection, installation, handling, and operating of same on all forms of construction work; all railroad bridge work, including their maintenance; the moving, hoisting, and lowering of machinery, and placing of same on foundations, including in bridges, cranes, derricks, buildings, piers, and vessels; the loading, necessary maintenance, erection, installation, removal, wrecking, and dismantling of all of the above housesmith work, and submarine diving in connection with or about same.

"The above claims are subject to trade agreements and final decisions of the American Federation of Labor."

GOVERNMENT.—1. The executive council consists of general president, general secretary, and nine general vice presidents.

The general executive board consists of general president, general secretary, and a general vice president to be selected from time to time by the general president.

The president "shall exercise a general supervision over the affairs of the international association * * * shall appoint all officers and committees * * * shall decide all points of law and have power to suspend any subordinate body for violation of constitution and laws * * * and with the approval of the general executive board shall have full power to effect a settlement of any strike."

The executive council is the court of appeal from decisions of the general executive board.

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2. District councils: Where two or more locals exist in any one city or locality it shall be mandatory for them to form a district council or joint executive board for the control of all local unions in the jurisdiction.

3. Local unions: Subordinate; constitution and regulations imposed by international office.

4. Convention: Held quadrennially on the third Monday of September at such place as may be designated by the executive council. Elects general officers; enacts legislation. Constitution amended by convention action.

QUALIFICATIONS FOR MEMBERSHIP.—"To be admitted to membership in any local union of the international association one must be a practical workman versed in the duties of some branch of the trade, of good moral character, and competent to command standard wages. Any person or member known to hold membership in the Industrial Workers of the World, the One Big Union, or any organization of communists, or who by act or deed does or says anything in furtherance of the objects or welfare of these organizations, or in any organization whose purpose, aims, or objects are contrary to the purposes, aims, and objects of the international association, shall not be eligible to membership in the association."

APPRENTICESHIP REGULATIONS.—"There shall be admitted to membership in the international association men who can read and write, of not less than 17 nor more than 30 years of age, for the purpose of acquiring a practical knowledge of the various branches of the trade, who shall, to qualify as journeymen, serve an apprenticeship of 2 years.

"The number of apprentices in a local union shall be limited to the yearly average membership of the local union.

"Apprentices on construction work may be employed at the ratio of not more than one apprentice to every seven journeymen employed by any employer.

"Apprentices on ornamental and finishing work may be employed at the ratio of not more than one apprentice to every four journeymen."

Apprentices must pass a satisfactory examination before being admitted to journeyman membership.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions, with the advice and subject to the approval of the general executive board; generally deal with employers' associations.

BENEFITS.—Old-age and disability pension; death.

OFFICIAL ORGAN.—The Bridgemen's Magazine.

HEADQUARTERS.—Syndicate Trust Building, St. Louis, Mo.

ORGANIZATION.—District councils: Chicago and vicinity, Cincinnati and vicinity, New York City and vicinity, western New York (headquarters at Syracuse), St. Louis and vicinity, St. Paul–Minneapolis and vicinity, Texas (headquarters, Galveston).

Local unions.—*United States*—Alabama, 4; Arizona, 1; Arkansas, 1; California, 9; Colorado, 1; Connecticut, 2; Delaware, 1; District of Columbia, 2; Florida, 4; Georgia, 1; Illinois, 16; Indiana, 7; Iowa, 4; Kansas, 2; Kentucky, 1; Louisiana, 2; Maryland, 1; Massachusetts, 6; Michigan, 3; Minnesota, 2; Mississippi, 1; Missouri, 5; Montana, 3; Nebraska, 1; New Hampshire, 1; New Jersey, 9; New York, 18; North Carolina, 1; Ohio, 11; Oklahoma, 4; Oregon, 1; Pennsylvania, 16; Rhode Island, 1; Tennessee, 2; Texas, 10; Utah, 1; Virginia, 3; Washington, 3; West Virginia, 2; Wisconsin, 6; Wyoming, 1. *Canada*—British Columbia, 1; Manitoba, 1; New Brunswick, 1; Ontario, 3; Quebec, 2. Total, 178.

Railroad system locals: "There shall be issued to the bridgemen working directly for railroad companies a separate charter which shall be designated

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railway system charter. * * * Railway locals shall have the right to move their charters with them throughout and over their respective systems and hold their meetings likewise. The jurisdiction of systems locals shall extend to all of the work being done directly by their respective railroad companies."

Santa Fe system local (headquarters Topeka, Kans.); Chicago, Rock Island & Pacific system local (headquarters, Chicago, Ill.).

MEMBERSHIP REPORTED.—14,000.

Carpenters and Joiners of America, United Brotherhood of

Affiliated with the American Federation of Labor.

Organized in Chicago, Ill., August 12, 1881. Efforts toward national organization of carpenters were made in 1854 and again in 1867. Although both of these movements failed, local organizations of carpenters were maintained in cities and in some cases were fairly powerful. The third movement toward consolidation of the various scattered groups of organized carpenters came through a four-page journal called "The Carpenter", which commenced publication in St. Louis, Mo., in May 1881. After 3 months of agitation on the part of the journal a conference was held in Chicago on August 8, 1881, attended by 36 delegates representing 12 local unions, with a combined membership of a few more than 2,000. At this meeting was founded the Brotherhood of Carpenters and Joiners of America, the word "America" specifically including Canada and other British dominions as well as the United States.

The United Order of American Carpenters and Joiners, a local body of New York City and vicinity, which had been in existence for years and had grown powerful in its own field, remained outside the newly formed brotherhood until 1888. Amalgamation was then accomplished through compromises and concessions which involved the retention by the New York group of a degree of its own identity and a merging of the two names. Thus the organization became the United Brotherhood of Carpenters and Joiners of America.

Woodworkers not in the building trades were organized into two groups—the International Furniture Workers' Union, founded in 1873, and the Machine Wood Workers' International Union, organized in 1890. In 1895 these two organizations united, becoming the Amalgamated Wood Workers' International Union, and affiliated with the American Federation of Labor.

Jurisdictional disputes over carpentry shop and millwork began between the two organizations and continued with increasing intensity, coming to a head in 1903, when American Federation of Labor officials tried to bring about an amicable adjustment. This effort did not succeed and the United Brotherhood continued its organization work among cabinetmakers and shop craftsmen, making serious in-

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roads on the membership of the rival union. From 1909 to 1911 repeated efforts were made to amalgamate the two organizations. Finally the 1911 convention of the American Federation of Labor ordered the Amalgamated Wood Workers to come to terms with the United Brotherhood as drawn up by representatives of the two unions. Revocation of their charter was threatened as the penalty for noncompliance. By that time the membership of the Amalgamated Wood Workers was less than it had been at any previous time in its history. In April 1912 the organization merged with the United Brotherhood under an agreement which was in effect absorption.

Prior to the founding of the original brotherhood in 1881 the Amalgamated Society of Carpenters and Joiners of Great Britain established an American branch. While it was a fairly large and successful organization, it never had the following which the brotherhood gained, chiefly, perhaps, because it was primarily a beneficiary society rather than an aggressive trade-union. In 1890 it was chartered by the American Federation of Labor as an affiliated organization, although clearly dual to the previously chartered United Brotherhood of Carpenters and Joiners. The story of the relations between these two organizations is essentially the same as in the case of the woodworkers. The United Brotherhood, with the help of the American Federation of Labor and later of the Building Trades Department of the American Federation of Labor, fought persistently for amalgamation, using the slogan: "One trade, one organization." Efforts to bring the two organizations together under an agreement which would preserve the identity and autonomy of both failed repeatedly. In 1912 the Amalgamated Society refused to participate in further conferences, and its charter was revoked by the American Federation of Labor in August 1912. In 1913 something in the nature of a truce was arrived at, by the terms of which the United Brotherhood asserted jurisdiction over members of the Amalgamated Society in trade matters, leaving to the rival organization its nominal membership and its beneficiary features. This arrangement resulted in practical absorption of the Amalgamated Society by the brotherhood, and in 1924 the society passed definitely out of existence.

Timber and sawmill workers and shingle weavers have made numerous attempts to establish and maintain national organizations, but they have met with indifferent success. The casual nature of the work, and the infusion of radical philosophies through the Industrial Workers of the World on one hand and company unionism on the other, have proved disrupting factors. A national union of shingle weavers was chartered by the American Federation of Labor in 1903 which, with varying changes of jurisdiction and title, continued a precarious existence until 1918, when it merged with

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the International Union of Timber Workers which the American Federation of Labor had chartered the year before. This combined organization grew greatly during and immediately following the World War, going into the 1920 convention of the American Federation of Labor with a voting strength of 10,100 as compared to 2,300 at the time of the merger, and 700 for the two organizations in 1917.

However, these gains were not retained. Membership fell 50 percent in 1921 and continued to decline so rapidly that in 1923, with a membership of only 244, it disbanded entirely. Thereafter, local unions in these fields were organized and chartered directly by the American Federation of Labor. By decision of the executive council of the Federation in April 1935 jurisdiction over the logging, lumber, and related industries was granted to the United Brotherhood, at which time there were about 125 directly affiliated local unions of woodsmen, sawmill workers, shingle weavers, plywood, and veneer workers, mostly in the South and the Pacific Northwest.

Thus, broadly speaking, the jurisdiction of the United Brotherhood of Carpenters and Joiners now covers wood in any form to be used for any purpose except wooden barrels.

OBJECTS.—"The objects of the United Brotherhood are: To discourage piecework, to encourage an apprentice system and a higher standard of skill, to cultivate feelings of friendship among the craft, to assist each other to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, to establish a weekly pay day, to furnish aid in cases of death or permanent disability, and by legal and proper means to elevate the moral, intellectual, and social conditions of all our members, and to improve the trade."

TERRITORIAL JURISDICTION.—United States and possessions, Canada, and Newfoundland.

TRADE JURISDICTION.—All branches of the carpenter and joiner trade, logging operations, and sawmills. Specifically, "all milling, fashioning, joining, assembling, erecting, fastening, or dismantling of all material of wood, hollow metal, or fiber, or of products composed in part of wood, hollow metal, or fiber, the laying of all cork and compo, all asphalt shingles, the erecting and dismantling of machinery, and the manufacture of all wood materials where the skill, knowledge, and training of a carpenter are required, either through the operation of machine or hand tools.

"Our claim of jurisdiction, therefore, extends over the following divisions and subdivisions of the trade: Carpenters and joiners, railroad carpenters, bench hands, stair builders, millwrights, furniture workers, shipwrights and boat builders, reed and rattan workers, ship carpenters, joiners and calkers, cabinetmakers, floor laying, box makers, bridge, dock, and wharf carpenters, car building, and all those engaged in the running of woodworking machinery."

GOVERNMENT.—1. General executive board—composed of general president, first general vice president, secretary, treasurer, and one member from each of the seven territorial districts—decides "all points of law, all grievances and appeals submitted to them in legal form, and their decisions shall be binding until reversed by a convention"; has "power to authorize strikes * * * enter into agreement with sister organizations with reference to jurisdiction

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over work; or a general offensive and defensive alliance * * * make agreements with employers covering our jurisdiction." It also constitutes a board of trustees for the management and control of brotherhood property and funds.

2. State and Provincial councils, which are federations of local unions within the State or Province, "have power to make laws to govern the local unions, district councils, and the membership of the brotherhood." Where such councils are "composed of as many as five local unions of the State or Province, representing 55 percent of the membership, it shall be obligatory on all local unions within the State or Province to affiliate."

3. District councils: "Where there are two or more local unions located in one city they must be represented in a carpenters district council composed exclusively of delegates from local unions of the United Brotherhood, and they shall be governed by such laws and trade rules as shall be adopted by the district council and approved by the local unions and the first general vice president. District councils may be formed in localities other than cities where two or more local unions in adjoining territory request it, or when in the opinion of the general president the good of the United Brotherhood requires it."

They shall "have power to make bylaws, working and trade agreements for the government of their local unions and the membership of the United Brotherhood working in their districts * * * have power to enforce working and trade rules in their respective localities. * * * They shall adopt bylaws and rules governing local, strike, and other donations, except sick donations, and shall provide for and hold trials of all violations of trade rules."

Local unions other than those working on building material shall not have a voice, vote, or delegate in any district council of the building tradesmen, but may establish their own district councils under bylaws approved by the first general vice president.

4. Local unions: "Local unions where no district council exists shall have the power to make bylaws and trades rules for their government and the members of the United Brotherhood working under their jurisdiction", and "shall have power to regulate and make payment of sick donations."

5. Convention: Held quadrennially; nominates general officers. Election of officers by referendum. Constitution and laws amendable only by referendum.

QUALIFICATION FOR MEMBERSHIP.—Citizenship or declaration of citizenship intentions. Applicants for beneficiary membership must be under 60 years of age.

"A member can enter into the business of contracting providing he pays the union scale of wages, obeys trade rules, and hires none but members of the United Brotherhood, and that he is not and does not become a member of any contractors or employers' association."

APPRENTICESHIP REGULATIONS.—"An apprentice of good moral character between the ages of 17 and 22 years may be admitted to membership as a semibeneficial member, and after having served 4 years as such and qualifying * * * he shall be classed as a full beneficial member.

"An employer who employs two or more journeymen may have one apprentice, but the number may be increased at such rate as the district council or local union having jurisdiction may decide."

METHOD OF NEGOTIATING AGREEMENRS.—In large centers, agreements are made between the executive officers of the district council and the employers' association in building work; in mill and shop work, and in localities having no district council, agreements are generally negotiated by the local union with the individual employer.

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BENEFITS.—Strike and lock-out; total disability; pension; home for superannuated members; funeral (member and wife); sick (by locals only).

OFFICIAL ORGAN.—The Carpenter.

HEADQUARTERS.—Carpenters' Building, Indianapolis, Ind.

ORGANIZATION.—Territorial districts:

District No. 1. Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut, New York, Provinces of New Brunswick and Nova Scotia.

District No. 2. New Jersey, Pennsylvania, Delaware, District of Columbia, Maryland, Virginia, and West Virginia.

District No. 3. Kentucky, Indiana, Illinois, Ohio, Michigan, and Wisconsin.

District No. 4. North Carolina, South Carolina, Georgia, Florida, Alabama, Tennessee, Mississippi, Arkansas, and Louisiana.

District No. 5. Minnesota, North Dakota, South Dakota, Nebraska, Iowa, Kansas, Missouri, Texas, and Oklahoma.

District No. 6. Washington, Montana, Oregon, Idaho, Wyoming, California, Nevada, Utah, Colorado, Arizona, New Mexico, and Alaska.

District No. 7. Dominion of Canada.

State councils:

Alabama, Arkansas, California, Colorado, Connecticut, Florida, Illinois, Indiana, Iowa, Kansas, Massachusetts, Michigan, Montana, New Jersey, New York, Oklahoma, Oregon, Ohio, Pennsylvania, Tennessee, Texas, Utah, Virginia, Washington, Wisconsin, Wyoming.

Provincial councils: Ontario and Quebec.

District councils:

United States:

Alabama.—Montgomery.

California.—Bay Counties (San Francisco and vicinity); Fresno County; Los Angeles; Sacramento; San Diego; San Joaquin; San Luis Obispo and vicinity; Santa Clara Valley.

Connecticut.—Bridgeport and vicinity.

District of Columbia.—Washington (includes Alexandria, Va.).

Florida.—Jacksonville and vicinity; Volusia County; West Palm Beach County.

Illinois.—Chicago and vicinity; Fox River Valley (Aurora, Batavia, and St. Charles); Tri-City (Rock Island, Moline, and Davenport, Iowa); Tri-Counties (East St. Louis and vicinity); Will County (Joliet.).

Indiana.—Fall Cities (New Albany and vicinity); Lake County (Gary, Hammond, etc.).

Iowa.—Cedar Rapids.

Kentucky.—Fall Cities (Louisville); Kenton and Campbell Counties (Covington); Tri-State (Ashland, Ky., Huntington, W. Va., and Ironton, Ohio).

Massachusetts.—Berkshire County (Pittsfield and vicinity); Boston; central Massachusetts (Hudson, Framingham, and Marlboro); Holyoke; Lawrence; Lowell; Middlesex (Arlington, Wakefield, Woburn, Winchester, Reading, and Stoneham); Newton; Norfolk County; northern Massachusetts (Fitchburg, Leominster); North Shore (Salem, Gloucester, etc.); South Shore (Quincy, Braintree, etc.); Springfield; Taunton; and Worcester.

Michigan.—Grand Rapids; southern Michigan (Ann Arbor, Jackson, Battle Creek, and Lansing); Tri-County (Bay City, Saginaw, and Flint).

Minnesota.—Twin City.

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Missouri.—Kansas City (includes Kansas City, Kans.); St. Louis and vicinity.

Nebraska.—Omaha.

New Jersey.—Bergen County (Hackensack); Burlington County; Essex County (Newark, Orange, Montclair, etc.); Hudson County (Jersey City and Hoboken); Middlesex County (Perth Amboy, New Brunswick, etc.); Morris (Somerset and vicinity) and Union Counties; Passaic; Pohatcong Valley and vicinity.

New York.—Adirondack (Glens Falls, Hudson Falls, Fort Edward, and Lake George); Albany; Buffalo; Elmira; Mohawk Valley (Utica, Herkimer, Oneida, Ilion, etc.); Nassau County; New York City and vicinity; Rochester; South Shore (Long Island); Troy; and Westchester County (Yonkers, etc.).

Ohio.—Cuyahoga County; Hamilton County (Cincinnati, includes Kenton and Campbell Counties, Ky.); Miami Valley (Dayton and vicinity).

Oregon.—Portland.

Pennsylvania.—Delaware County (Chester, Media, and vicinity); Lehigh Valley (Allentown, Bethlehem); lower anthracite region (Shamokin, Mahanoy City, and vicinity); Main Line (Ardmore, Berwyn, and West Chester); McKeesport; middle anthracite (Hazleton and vicinity); Monongahela Valley (Charleroi, Monessen, and vicinity); Montgomery County (Norristown, Pottstown, and vicinity); Philadelphia; Pittsburgh; Shenango, and Beaver Valley (New Castle, Sharon, and vicinity); Wyoming Valley (Wilkes-Barre and vicinity).

Puerto Rico.—San Juan Territorial Council.

Rhode Island.—Providence, Pawtucket, and Central Falls.

South Carolina.—Charleston.

Texas.—East Texas (Longview and vicinity); Jefferson County (Beaumont, Port Arthur, etc.).

Utah.—Salt Lake City.

Washington.—Grays Harbor (Aberdeen and vicinity); Seattle, King County, and vicinity; Skagit Valley (Bellingham and vicinity); Tacoma.

Wisconsin.—Fox River Valley (Oshkosh, Neenah and Menasha, Fond du Lac, Green Bay, etc.); Milwaukee; Wisconsin River Valley (Wausau, Stevens Point, and vicinity).

Canada:

British Columbia.—Vancouver.

Ontario.—Frontier, (Niagara Falls, St. Catherines, Thorold, etc.).

Local unions: *United States*—Alabama, 27; Arizona, 7; Arkansas, 14; California, 102; Colorado, 14; Connecticut, 34; Delaware, 1; District of Columbia, 4; Florida, 33; Georgia, 13; Idaho, 10; Illinois, 154; Indiana, 53; Iowa, 29; Kansas, 23; Kentucky, 19; Louisiana, 12; Maine, 10; Maryland, 7; Massachusetts, 100; Michigan, 39; Minnesota, 21; Mississippi, 13; Missouri, 37; Montana, 19; Nebraska, 11; Nevada, 5; New Hampshire, 10; New Jersey, 85; New Mexico, 9; New York, 167; North Carolina, 22; North Dakota, 3; Ohio, 83; Oklahoma, 29; Pennsylvania, 123; Rhode Island, 7; South Carolina, 9; South Dakota, 3; Tennessee, 14; Texas, 65; Utah, 9; Vermont, 7; Virginia, 16; Washington, 70; West Virginia, 35; Wisconsin, 43; Wyoming, 9; Canal Zone, 1; Hawaiian Islands, 1; Puerto Rico, 5; Virgin Islands, 1. *Canada*—Alberta, 3; British Columbia, 7; Manitoba, 1; New Brunswick, 1; Ontario, 33; Quebec, 16; Saskatchewan, 2; Nova Scotia, 2. Total, 1,737.

MEMBERSHIP REPORTED.—156,528.

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Electrical Workers, International Brotherhood of

Affiliated with the American Federation of Labor.

Organized in St. Louis, Mo., in November 1891. Five cities—St. Louis, Mo.; Evansville and Indianapolis, Ind.; Toledo, Ohio; and Chicago, Ill.—were represented by delegates of existing organizations of linemen and wiremen chartered under the American Federation of Labor. Milwaukee, Duluth, and Philadelphia designated members of the St. Louis union to act as proxy for their organizations. Thus was formed the National Brotherhood of Electrical Workers of America.

By 1899 the organization was spreading to Canada, and at the convention of 1899 the jurisdiction was expanded and the name changed to International Brotherhood of Electrical Workers.

A secession movement in 1905–06 disrupted the organization, but in 1914 the factions reunited.

OBJECTS.—The objects of the International Brotherhood of Electrical Workers are, namely, to organize all electrical workers into local unions, to develop and to maintain a higher standard of skill, to encourage the formation of schools of instruction for teaching the practical application of electricity and for trade education generally, to promote reasonable methods of work, to cultivate feelings of friendship among those of our craft, to settle all disputes between employers and employees by arbitration (if possible), to assist each other in sickness or distress, to secure employment, to reduce the hours of daily labor, to secure adequate pay for our work, and by legal and proper means to elevate the moral, intellectual, and social conditions of our members, their families and dependents, in the interest of a higher standard of citizenship.

TERRITORIAL JURISDICTION.—United States and Territories, Canada, Cuba, and Canal Zone.

TRADE JURISDICTION.—Electrical workers shall be organized under five general branches of the International Brotherhood of Electrical Workers, namely, outside electrical workers; inside electrical workers; voice, sound, and vision transmission and transference electrical workers; railroad electrical workers; and shop electrical workers.

Outside electrical workers.—These shall include: Linemen, outside electrical inspectors, outside cable splicers, trimmers, and maintenance men; aerial and underground cable men and combination trouble men working for distributing companies; load dispatchers, metermen, station attendants, and switchboard operators in central lighting and power stations; telephone switchboard operators, and trouble men working for distributing companies; fire and police operators, maintenance and batterymen, signalmen, and electrical lay-out men; operators of electrical apparatus when generating, furnishing, or supplying electricity; electrical rail grinders, foremen, groundmen, and helpers.

They are to have jurisdiction over the following: All electrical construction work outside of isolated plants and the property lines of any given property; but not electric signs, and not street electrical decorations, except when messenger or guy wire is necessary for support and when fed and controlled from the street.

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Series arc lamps and wiring when fed and controlled from the street, and are the property of the distributing company; line work consisting of poles and towers, including wires or cables supported therefrom; all work necessary to the assembling, installation, erection, operation, maintenance, repair, control, and inspection and supervision of all electrical apparatus, devices, wires, cables, supports, insulators, conductors, ducts, and raceways when part of distributing systems outside of buildings and railroads and outside the directly related property and yards. (But they are to install and maintain the catenary and trolley work on railroad property.)

The operation of switchboards and associated apparatus in central lighting and power stations of distributing companies; line work in public, private, or amusement parks; and bonding of rails.

In cases where the distribution system makes entry into private property, yards, or buildings, this jurisdiction shall end at the first partition or point of distribution therein.

Inside electrical workers.—These shall include: Wiremen, fixturemen, crane men and crane repairmen: signalmen, load dispatchers, troublemen, switchboard operators and erectors; operators of electrical apparatus when generating, supplying, or furnishing electricity for other than distributing companies; inside cable splicers, picture-machine operators when the machines are used for educational or advertisement purposes other than theatrical; inspectors, shopmen, bridge operators, crane operators, meter testers and installers; inside batterymen, fire- and burglar-alarm installers and repairmen, and marine electrical workers.

They shall have jurisdiction over the following:

All electrical signs; all street electrical decorations when no messenger or guy wire is necessary for support; installation, construction, inspection, operation, maintenance, and repair of all electrical work in isolated plants and within property lines of any given property, beginning at the first point of distribution therein, except line work consisting of poles and towers, including wires or cables supported therefrom.

Voice, sound, vision, transmission and transference electrical workers.—These shall include: 1. Radio engineers, operators, installers, inspectors, maintenance and repair men engaged in the application of electricity to the transmission and transference of voice, sound, and vision with ethereal aid. They shall have jurisdiction over the following work:

The installation, operation, inspection, maintenance, and repair of radio, television, voice and sound production and reproduction apparatus, and appliances by means of which electricity is applied in such transmission or transference production and reproduction of electrical effects.

2. Male telephone workers employed by telephone companies and actually engaged in the inside construction, installation, maintenance, and repair work associated with telegraph, telephones, dictaphones, and all electrical apparatus made use of in the transmission, transference, production, and reproduction of voice, sound, and vision through metallic conductors.

They shall also have jurisdiction over the following:

Installing, maintaining, and repairing all telegraph, telephone, dictaphone, and switchboard work, beginning at the first point of distribution or the first terminal inside of buildings or property lines.

Railroad and Pullman electrical workers.—Railroad and Pullman electrical workers are those employed by railroad and Pullman companies, including wiremen, fixturemen, armature winders, metermen, electrical inspectors, switch-

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board operators; generator, motor, and substation attendants; electric-crane operators; cable splicers; signalmen and signal maintainers; power, telephone, and telegraph linemen and repairmen; groundmen; electric rail grinders; rail bonders; electrical bridge operators; batterymen; and all electrical workers employed by railroad and Pullman companies.

They shall have jurisdiction over all electrical work on the property of the railroad and Pullman companies.

It being provided, however, that on any electrical construction or reconstruction work which requires more than 6 days for one man to perform, they shall receive wages and conditions equal to those prevailing in the locality in which the work is being done, and under no circumstances shall railroad electrical workers do any construction or reconstruction work where building-trades mechanics are doing work in connection with the same.

Shop electrical workers.—Shop electrical workers are those that manufacture, assemble, test, inspect, rebuild, and repair all electrical machines, switchboards, panel boards, control boards, electrical devices, and all electrical apparatus in manufacturing and repair shops. They shall have jurisdiction over all such shop work.

In cases of units where impractical to be moved, they shall repair same on the job, it being definitely understood that men who are employed in shops and doing what is known as combination electrical installation, repair, and maintenance work come under the jurisdiction of the inside electrical workers.

GOVERNMENT.—1. General officers are: President, secretary, treasurer, 10 vice presidents, and 9 elective members of the executive council. The president is the chief administrative officer, with comprehensive powers. The vice presidents are organizers. The executive council is a trial and audit board.

2. Local unions: Subordinate; laws and regulations imposed by the international brotherhood.

3. Convention: Biennial; enacts legislation and elects general officers for 4-year term. Constitutional amendments by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any electrical worker of good character not over 55 years of age—nor less than 16—and of good sound health and not subject to any disability liable to endanger life, is eligible to membership, provided he passes a satisfactory examination. Class B membership is open to "any female engaged in the manufacture or operation of any electrical apparatus or device."

APPRENTICESHIP REGULATIONS.—Each local union has power to adopt its own apprentice or helper system or rules, as the conditions of each community may require. But after an apprentice or helper has worked 6 months under the supervision or jurisdiction of a local union he shall be admitted or initiated into the International Brotherhood of Electrical Workers.

If, after being admitted to membership, it is later found upon investigation that a member is not sufficiently acquainted with the electrical trade, or with the branch or type of work on which he is engaged, to earn or command the established wage, then a local union may—through its executive board or a specially appointed committee—require such member to attend electrical-study classes or devote time toward becoming a competent, properly informed electrical mechanic.

METHOD OF NEGOTIATING AGREEMENTS.—The Council on Industrial Relations for the electrical construction industry of the United States and Canada is a conciliation medium composed of five representatives each of the brotherhood and

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of the National Electrical Contractors Association. Its services are used when local agreements cannot be reached or carried out.

BENEFITS.—Funeral; insurance; pension. Female members are entitled to a small funeral benefit.

OFFICIAL ORGAN.—The Journal of Electrical Workers and Operators.

HEADQUARTERS.—1200 Fifteenth Street NW., Washington, D. C.

ORGANIZATION.—Local unions only, organized into separate occupational groups, as automobile battery and ignition workers, bridge operators, broadcasting workers, cranemen, cable splicers, electric light and power company employees, insidemen, linemen, maintenance men, marine and navy-yard electricians, outsidemen, power-house men, railroad electricians, radio workers, shopmen, station operators, studio workers and sound technicians, trimmers, telephone operators, etc.

Local unions: *United States*—Alabama, 10; Arizona, 4; Arkansas, 3; California, 41; Colorado, 5; Connecticut, 14; Delaware, 1; District of Columbia, 3; Florida, 8; Georgia, 6; Idaho, 5; Illinois, 39; Indiana, 30; Iowa, 20; Kansas, 7; Kentucky, 7; Louisiana, 6; Maine, 5; Maryland, 6; Massachusetts, 26; Michigan, 17; Minnesota, 13; Mississippi, 4; Missouri, 14; Montana, 14; Nebraska, 5; Nevada, 3; New Hampshire, 5; New Jersey, 21; New Mexico, 3; New York, 54; North Carolina, 7; North Dakota, 3; Ohio, 42; Oklahoma, 9; Oregon, 6; Pennsylvania, 40; Rhode Island, 5; South Carolina, 3; South Dakota, 1; Tennessee, 11; Texas, 33; Utah, 4; Virginia, 11; Washington, 16; West Virginia, 10; Wisconsin, 17; Wyoming, 4; Canal Zone, 2. *Canada*—Alberta, 3; British Columbia, 3; Manitoba, 3; New Brunswick, 2; Nova Scotia, 2; Ontario, 19; Quebec, 5; Saskatchewan, 2. Total, 623.

MEMBERSHIP REPORTED.—130,000.

TELEPHONE-OPERATORS' DEPARTMENT

The telephone-operators' department of the International Brotherhood of Electrical Workers is an autonomous department within the brotherhood, having jurisdiction and complete control over telephone operators. It was organized as a department in November 1918. Previous to the establishment of the department, organization of telephone operators existed first as sublocals of local unions of electrical workers and later as regularly chartered locals of the brotherhood. The first of these to be chartered by the international brotherhood was that organized in Boston in April 1912. The officers of the department are president, vice president, secretary, and treasurer. "The department officers shall have the same jurisdiction over affairs relating exclusively to the department which international officers have over affairs relating to the brotherhood."

Any telephone operator actually engaged in the trade is eligible to membership. Chief operators are organized separately with the consent of the local union.

The department pays a funeral benefit. Conventions are held every other year, at which the general officers are elected. Amendments to constitution, bylaws, and local rules, by referendum.

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There are at present 14 local unions of telephone operators, with a total membership of 3,000, in the following States: Illinois, 5; Massachusetts, 4; Montana, 2; Oregon, 1; Washington (State), 1; Maine, 1.

The headquarters of the telephone-operators' department is 5 Boylston Place, Boston, Mass.

Elevator Constructors, Operators, and Starters, International Union of

Affiliated with the American Federation of Labor.

Organized July 18, 1901, in New York City, as the International Union of Elevator Constructors of the United States. Jurisdiction was later extended to Canada, and in 1903 the name of the organization was changed to International Union of Elevator Constructors. A jurisdictional dispute with the International Union of Building Service Employees over elevator operators and starters ended in 1922 with a decision by the American Federation of Labor granting the jurisdiction over these workers to the elevator makers, and in 1934 the name was changed to conform to the expanded jurisdiction.

OBJECTS.—"The object of the international union shall be to bind together and unite the locals of which it is composed for mutual interest and protection."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"The construction, installation, and operation of elevators and elevator machinery. Specifically: Hydraulic, steam, electric, belt, hand power, or compressed air; also, assembling and building escalators or traveling stairways; the assembling of all cars complete; putting up of all guides, either of wood or iron; the setting of all tanks, whether pressure, open, or pit tanks; the setting of all pumps (where pumps arrive on job in parts they are to be assembled by members of this union); all electric work connected with car, machinery, and hoisting; all overhead work, either of wood or iron, and supports for same where required; the setting of all templets; all automatic gates, indicators, or foundations, either of wood or iron, that would take the place of masonry; the assembling of all hydraulic parts in connection with elevators; all locking devices in connection with elevators; the boring, drilling, and sinking of all plunger elevators; all link-belt carriers; all air cushions, with the exception of those built of brick or those put together with hot rivets; the operating of all temporary cars, and all work in general pertaining to the erection and equipment of an elevator complete."

GOVERNMENT.—1. General executive board, composed of president (who is also chief organizer), secretary-treasurer, and eight vice presidents. The general executive board shall decide all points of law, all grievances and appeals submitted to it in legal form, and their decisions shall be binding as law until reversed by a convention. The executive board shall meet annually and may submit new legislation and rules to referendum vote.

2. Local unions: Autonomy not defined by constitution.

3. Convention: Time indeterminate. Elects general officers. Constitution may be amended only by convention.

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QUALIFICATIONS FOR MEMBERSHIP.—All persons employed within the jurisdiction are eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally on terms embraced in a mutual agreement drawn up by a joint committee representing the manufacturers and the international union. Local agreements signed by the general executive board.

BENEFITS.—Strike.

OFFICIAL ORGAN.—The Elevator Constructor.

HEADQUARTERS.—Suite 1515, Philadelphia Saving Fund Building, 12 South Twelfth Street, Philadelphia. Pa.

ORGANIZATION.—Elevator constructor local unions: *United States*—Alabama, 1; Arkansas, 1; California, 2; Colorado, 1; Connecticut, 1; District of Columbia, 1; Florida, 3; Georgia, 2; Illinois, 5; Indiana, 3; Iowa, 2; Kansas, 1; Kentucky, 1; Louisiana, 2; Maryland, 1; Maine, 1; Massachusetts, 3; Michigan, 4; Minnesota, 2; Missouri, 2; Montana, 1; Nebraska, 1; New York, 7; North Carolina, 1; Ohio, 6; Oklahoma, 1; Oregon, 1; Pennsylvania, 6; Rhode Island, 1; Tennessee, 4; Texas, 4; Virginia, 2; Washington, 2; West Virginia, 3; Wisconsin, 2. *Canada*—British Columbia, 1; Ontario, 3; Quebec, 2; Manitoba, 1. Total, 88.

Elevator operators and starters local unions: *United States*—California, 1; Georgia, 1; Illinois, 1; Indiana, 1; Michigan, 2; Nebraska, 1; Ohio, 3; Pennsylvania, 1; Tennessee, 1. *Canada*—Ontario, 1. Total, 13.

MEMBERSHIP REPORTED.—18,000.

Engineers, International Union of Operating

Affiliated with the American Federation of Labor.

Organized December 7, 1896, in St. Louis, Mo. At the American Federation of Labor convention of 1896 four engineers representing other trades were in attendance. They conceived the idea of a separate union for engineers and called a meeting of engineers in St. Louis in December of the same year. The National Steam Engineers' Union was thus established. In 1905 the name of the organization was changed to International Union of Steam Engineers, and in 1915, on account of widened jurisdiction, it was again changed to International Union of Steam and Operating Engineers.

A union of steam-shovel and dredge men was formed the same year the engineers organized, which affiliated with the American Federation of Labor in 1915. The engineers protested against what they considered a dual organization within the Federation and by 1918 had secured a convention decision ordering the steam-shovel men to amalgamate. This the Brotherhood of Steam Shovel and Dredge Men refused to do. They were expelled from the American Federation of Labor in 1918 and for 10 years maintained an independent existence, the only unaffiliated union in the building industry. By a referendum vote of the two organizations an amalgamation took place in April 1927, which was virtually absorption of the Brotherhood of Steam Shovel and Dredge Men by the engineers.

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The new title "International Union of Operating Engineers" was adopted in April 1928.

OBJECTS.—"The objects of the organization are: The elevation of our craft to its proper position in the ranks of workers; to encourage a higher standard of skill among our members; to cultivate feelings of friendship among the men of our craft; to assist each other in securing employment; to reduce the hours of labor; to secure a higher standard of wages for work performed; and by legal and proper means to elevate the moral, intellectual, and social conditions of our members."

TERRITORIAL JURISDICTION.—United States, Canada, and Canal Zone.

TRADE JURISDICTION.—"All those engaged in the operation of steam boilers, stationary, marine, Diesel, portable, hoisting, and electrical engines, gas engines, internal-combustion engines, or any machine that develops power.

"All hoisting and portable engines and boilers on building and construction work, when operated by steam, electricity, or compressed air, including pumps, siphons, pulsometers, concrete mixers, stone crushers, air compressors, elevators when used for hoisting building materials, street rollers, steam shovels, cableways, clamshell buckets, orange-peel buckets, pile drivers, dinky locomotives, or any other machine that develops power."

GOVERNMENT.—1. General executive board, consisting of the general president, five vice presidents, and general secretary-treasurer. "All the powers of the International Union of Operating Engineers when not in session shall be vested in the general executive board. * * * The general president shall act as chairman. He shall have full control of all matters of interest to the organization."

2. Joint executive board: "Where there are two or more local unions in one city or town, there shall be formed a joint executive board, to be composed of three members from each local union. * * * joint executive boards may adopt such bylaws as they may deem necessary to govern their local conditions, providing they do not conflict with the constitution of the general organization."

3. Local unions: "Local unions reserve power at their own option by vote of their members to approve or reject all or any part of any legislative act, measure, resolution, bylaw, rule, or constitutional amendment enacted by the convention or promulgated by any general officer or officers. These reserved powers are expressely declared to include all measures relating to elections and finances of the organization."

4. Convention: Held quadrennially; enacts legislation and nominates general officers. Election of general officers by referendum. Constitutional amendments by convention and referendum or by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"A candidate for membership must be a competent engineer or apprentice engineer. He shall possess a license in localities where such is required. * * * No person who is a member of any organization opposed to organized labor may be admitted to membership."

APPRENTICESHIP REGULATIONS.—Determined by legislation in States which require that an engineer be licensed. No apprenticeship required in work for which no license is demanded.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions with local employers upon terms approved by the general executive board prior to negotiation.

BENEFITS.—Strike; death.

OFFICIAL ORGAN.—The International Engineer.

HEADQUARTERS.—1003 K Street NW., Washington, D. C.

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ORGANIZATION.—Local unions: *United States*—Alabama, 4; Arizona, 1; Arkansas, 1; California, 27; Colorado, 6; Connecticut, 2; Delaware, 1; District of Columbia, 6; Florida, 3; Georgia, 4; Illinois, 32; Indiana, 9; Iowa, 4; Kansas, 8; Kentucky, 4; Louisiana, 4; Maine, 1; Maryland, 4; Massachusetts, 17; Michigan, 5; Minnesota, 11; Mississippi, 1; Missouri, 8; Montana, 6; Nebraska, 3; New Jersey, 8; New Mexico, 1; New York, 32; North Dakota, 1; Ohio, 41; Oklahoma, 5; Oregon, 8; Pennsylvania, 16; Rhode Island, 3; South Carolina, 1; Tennessee, 4; Texas, 11; Utah, 2; Virginia, 3; Washington, 13; West Virginia, 2; Wisconsin, 11; Canal Zone, 2. *Canada*—Alberta, 3; British Columbia, 5; Ontario, 13; Quebec, 1. Total, 358.

MEMBERSHIP REPORTED.—35,000.

Granite Cutters' International Association of America, The

Affiliated with the American Federation of Labor.

Organized at Rockland, Maine, March 10, 1877. Organization of granite cutters began as early as 1820, but continued purely local in character until 1877, when the local unions then in existence met in Rockland, Maine, and established the Granite Cutters' National Union. Jurisdiction was subsequently extended to Canada, and since 1905 the organization has been known as The Granite Cutters' International Association of America.

OBJECTS.—"The objects of this association are to encourage a regular apprentice system and a higher standard of skill; to cultivate feelings of friendship among the craft; to assist each other to secure employment; to reduce the hours of daily labor; to discourage piece work as tending to degrade the trade; to secure adequate pay for our work; to furnish aid in case of death and to assist, to the best of our ability, disabled members; to endeavor by legal and proper means to elevate the moral, intellectual, and social conditions of our members, and to improve the trade."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"It is hereby declared and set forth that The Granite Cutters' International Association of America claims the right of jurisdiction over cutting, carving, dressing, lettering and all metal lettering, sandblasting, sawing, and setting all granite (natural and artificial) and hard stone on which granite cutters' tools are used. This includes from the roughest of street work and rock-faced ashlar to the finest of molded work, carving statuary, machine-cutting, turning, rubbing, polishing or dressing, sandblasting (including work of preparing and placing of composition necessary), sawing and setting of any kind of granite (natural and artificial) and other hard stone on which granite-cutting tools or machines are used, and making up, sharpening, or dressing such tools either by hand or machine.

GOVERNMENT.—1. General executive council, composed of six members and the international president, is the executive and administrative power.

2. Branch associations: Subordinate; dues, officers, officers salaries, etc., determined by international constitution.

3. Referendum: All general officers elected by referendum; international association business submitted to branches for action monthly.

4. Convention: On referendum call only; constitutional amendments by convention, except that in "extreme emergency" amendments may be made by referendum.

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QUALIFICATIONS FOR MEMBERSHIP.—"Eligibility of persons presenting themselves for membership shall be determined by branches where application is made."

APPRENTICESHIP REGULATIONS.—"The number of apprentices shall be left with the different branches to regulate, but in no case shall there be more than three apprentices employed to each full tool-sharpener's gang of journeymen, nor more than two when the number of journeymen engaged is less than a full gang; when six or less are employed there shall be but one apprentice. No apprentice tool sharpener to be employed unless there are at least three journeyman tool sharpeners employed. No apprentice polisher to be employed unless there are at least three journeymen polishers employed.

"The term of apprenticeship at granite cutting shall be 3 years; at tool sharpening, 2 years; and at polishing, 2 years; and no apprentice shall be admitted to membership in this association unless he has completed his full term of apprenticeship. It shall be the duty of the branches to see that apprentices are given a fair opportunity to make themselves proficient at our trade."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local branches on terms approved by the executive council.

BENEFITS.—Strike and lock-out; death; loss of sight.

OFFICIAL ORGAN.—The Granite Cutters' Journal.

HEADQUARTERS.—25 School Street, Quincy, Mass.

ORGANIZATION.—Local unions only: *United States*—California, 4; Colorado, 2; Connecticut, 10; District of Columbia, 1; Georgia, 4; Illinois, 1; Kentucky, 1; Louisiana, 1; Maine, 11; Maryland, 3; Massachusetts, 18; Michigan, 1; Minnesota, 3; Missouri, 1; Montana, 2; New Hampshire, 5; New Jersey, 2; New York, 6; North Carolina, 2; Ohio, 5; Oregon, 1; Pennsylvania, 4; Rhode Island, 2; South Carolina, 1; Texas, 3; Utah, 1; Vermont, 13; Virginia, 2; Washington, 1; Wisconsin, 2. *Canada*—British Columbia, 1; Ontario, 1; Quebec, 1. Total, 116.

MEMBERSHIP REPORTED.—No report. On basis of voting strength in American Federation of Labor, 5,000.

Hod Carriers, Building and Common Laborers' Union of America, International

Affiliated with the American Federation of Labor.

Organized in Washington, D. C., April 13, 1903. The organizing convention was called by officials of the American Federation of Labor for the purpose of forming a trade-union from the various directly affiliated local unions of hod carriers and building laborers. The first convention was attended by delegates from 26 American Federation of Labor local unions. At the second convention, held the next year, delegates from 130 locals of the new international organization were in attendance. The name of the union as at first established was International Hod Carriers and Building Laborers' Union of America, and it was solely a building-trades union. Later it widened its scope to include unskilled labor in other fields, and the name was changed to include "common labor."

Upon the dissolution of the American Brotherhood of Cement Workers in 1916, the cement laborers who had been members of that

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organization were taken over by the hod-carriers' union. In 1918 the Compressed Air and Foundation Workers' International Union merged with the Hod Carriers, Building and Common Laborers' Union, and in 1929 the Tunnel and Subway Constructors' International Union joined the hod-carriers' union by an agreement between the two organizations. The tunnel and subway workers continue as a unit and retain complete jurisdiction over that class of work.

OBJECTS.—"The object of this union shall be the protection of its members, to assist each other by all legal means to obtain fair and just treatment for all laborers, and to elevate their social position.

TERRITORIAL JURISDICTION.—United States and possessions, and Canada.

TRADE JURISDICTION.—"Wrecking of buildings; excavation of buildings; digging of trenches, holes, piers, and foundations; digging, lagging, and sheeting of said foundations, holes, and caisson work; concrete for walls, foundations, floors, or any other construction, whether done by hand or any other process; tending to masons, mixing and handling all materials used by masons, building of scaffolds for masons and plasterers; building of centers for fireproofing purposes; tending to carpenters; tending to and mixing all material for plastering, whether done by hand or by any other process; clearing of debris from buildings; shoring, underpinning, and raising of old buildings; drying of plastering when done by salamander heat; handling of dimension stones; and common laboring in the construction of streets, sewers, and tunnels. Working in air pressure (compressed air) whether in caisson cylinders, subway tunnels, or compartments; sinking of all open caissons for whatever purpose they may be used; common laboring in factories, mills, and shipyards."

GOVERNMENT.—1. General officers, president, six vice presidents, secretary-treasurer. "The international union shall have supreme ruling power over all local unions." Its powers "shall be executive, legislative, and judicial, * * * its jurisdiction shall be the ultimate tribunal and * * * its decisison shall be final and conclusive."

2. District councils: Composed of delegates from local unions, have jurisdiction, supervision, and control over all matters relative to agreements with employers covering wages, hours, and working conditions in their localities; and have jurisdiction over "all things necessary to guard the interests" of component locals. Affiliation of locals mandatory.

3. Local unions: "The government and superintendence of subordinate unions shall be vested in the international union as the supreme head of all local unions. * * * The jurisdiction of local unions shall be that assigned to them by the international union."

4. Convention: Held every 5 years, unless otherwise ordered by referendum. Enacts legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—"No person shall be accepted to membership in any local union under the jurisdiction of the international union unless he is actually working at the calling and is a man of good moral character and known by at least two members in good standing." Applicants must be citizens or have made legal citizenship declaration.

APPRENTICESHIP REGULATIONS.—No apprentice system.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally between local unions or district councils and individual employers, subject to approval of international office. General officers assist in conferences if needed.

BENEFITS.—Death.

OFFICIAL ORGAN.—None.

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HEADQUARTERS.—25 School Street, Quincy, Mass.

ORGANIZATION.—District councils: Illinois—Chicago, Peru, and St. Clair and Madison; Massachusetts—Boston; Mississippi—Gulfport; Missouri—Kansas City; New Jersey—Essex County, Hackensack, Jersey City, and Perth Amboy; New York—Greater New York and Syracuse; Ohio—Cleveland; Pennsylvania—Cresson, Pittsburgh, and Somerset.

Local unions: *United States*—Alabama, 23; Arizona, 1; Arkansas, 3; California, 37; Colorado, 6; Connecticut, 14; Delaware, 1; District of Columbia, 2; Florida, 3; Georgia, 1; Idaho, 1; Illinois, 110; Indiana, 14; Iowa, 20; Kansas, 9; Kentucky, 4; Louisiana, 6; Maine, 2; Maryland, 1; Massachusetts, 21; Michigan, 5; Minnesota, 11; Mississippi, 7; Missouri, 14; Montana, 9; Nebraska, 3; New Jersey, 45; Nevada, 1; New Hampshire, 1; New Mexico, 1; New York, 46; North Carolina, 2; North Dakota, 2; Ohio, 25; Oklahoma, 3; Oregon, 4; Pennsylvania, 42; Rhode Island, 2; South Dakota, 1; Tennessee, 4; Texas, 17; Utah, 3; Virginia, 4; Washington, 15; West Virginia, 5; Wisconsin, 8; Wyoming, 3. *Canada*—Alberta, 1; Nova Scotia, 1; Ontario, 2. Total, 566.

MEMBERSHIP REPORTED.—52,500.

Lathers' International Union, Wood, Wire, and Metal

Affiliated with the American Federation of Labor. Organized December 15, 1899, in Detroit, Mich.

OBJECT.—"Our object shall be to encourage and formulate local unions of the craft, the closer amalgamation of locals under one head to establish the 8-hour day, to effect an equitable adjustment of all differences arising from time to time between our members and their employers, to the end that trade quarrels, strikes, and lock-outs may be reduced to a minimum, to more thoroughly inculcate the principles of unionism and secure an improvement of the conditions under which we labor."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"Erecting and installing of all light iron construction; furring, making and erecting of brackets, clips, and hangers; wood, wire, and metal lath, plaster board, or other material which takes the place of same, to which plaster material is adhered; corner beads, all floor construction, arches erected for the purpose of holding plaster, cement, concrete, or any other plastic material.

"The foregoing classification of work, as defined in numerous decisions and rulings since this jurisdiction was granted our organization, covers such work as—

"Light iron partitions, constructed of channels, flat iron, Knapp Berger, and other patent pronged studs, iron wall furring, all light ironwork for suspended and other metallic lath ceilings; making and erecting light iron brackets, which are used in connection with ornamental plastering for cornices, paneled ceilings, groin, elliptical, Gothic, proscenium, and all other arches of this description; the erection of metal corner beads, metal picture mold, metal base screed; and other metal specialties which are covered with plastic material; the wrapping of beams and columns, the placing of steel tile and other forms of floor reinforcement, the placing, nailing, and tying of all wire and metallic lath no matter for what purpose used—which includes wire cloth, expanded metal, all Hy-Rib, Self-Sentering, Shure-Bond, Trussit, Ferro-Inclave, Ferro-Lithic, Plate Lath, Channelath, Rib-Centering, Kno-Fur, Corr-Mesh, Trusses-V-Rib, Truss-Metal, Key-Ridge, and all other similar forms of self-supporting lath;

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the fabrication and installation of all light iron erected for the purpose of receiving metallic lath or plastic material, and all other forms of lath, including wood, plaster board, Bestal board, button lath, woven-wood lath, metallite lath, mastic board, Bishopric board, E-Cod-Fabric, welded-sheathed-lath, composite or brick lath, basket lath, and lath of any other make or description erected to receive or hold plastic material."

GOVERNMENT.—1. The president "shall supervise the affairs of the international union", with extensive executive powers. General executive board, composed of the seven vice presidents, is a trial and appeal board.

2. District councils: Composed of delegates from local unions in districts having two or more locals. Affiliation compulsory on part of locals. "A district council shall have such authority within the limitations of the laws of the international union as may be delegated to it by the local unions of which it is composed."

3. Local unions: Autonomous within limits of national constitution. Constitution and bylaws subject to approval of general office.

4. Convention: Held triennially; enacts legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—Discretionary with local unions, but applicant must have 2 years' experience in the trade, be a citizen of the United States or of Canada, or have declared citizenship intentions. "No one shall be discriminated against for race or color."

APPRENTICESHIP REGULATIONS.—"All apprentices shall work not less than 6 months on wood lath before being placed on metal." Apprenticeship term "shall in no case be less than 2 years."

"Apprentices shall in no case be admitted to any local union in excess of one apprentice to each local and one additional to each five members, said apprentice not to be under the age of 16 years nor over the age of 21 years. * * * The matter of shop distribution of apprentices shall be left entirely to the will of the local."

METHOD OF NEGOTIATING AGREEMENTS.—Wage scales and working conditions established locally either by district councils or local unions. Wage scales uniform throughout a district where a district council exists; such scales and working conditions approved by component local unions.

BENEFITS.—Funeral.

OFFICIAL ORGAN.—The Lather.

HEADQUARTERS.—Lathers' Building, Cleveland, Ohio.

ORGANIZATION.—State and district councils: California—California State Council, Golden Gate District Council, Southern California District Council; Florida—Florida East Coast District Council; Illinois—Illinois State Council, Mississippi Valley District Council (includes St. Louis, Mo.); Massachusetts—Massachusetts State Council; Minnesota—Twin City District Council (Minneapolis and St. Paul), Interstate District Council (Duluth, Minn., and Superior, Wis.); New Jersey—New Jersey State Council; New York—Capital District Council, Central New York District Council, Westchester, Greater New York and Long Island District Council, Western New York District Council; Ohio—Buckeye State Council; Oregon—Oregon State Council; Pennsylvania—West Penn District Council (Pittsburgh and vicinity); Washington—Washington State Council.

Local unions: *United States*—Alabama, 2; Arkansas, 1; Arizona, 1; California, 20; Colorado, 3; Connecticut, 6; Delaware, 1; District of Columbia, 1; Florida, 2; Georgia, 3; Idaho, 1; Illinois, 15; Indiana, 8; Iowa, 4; Kansas, 2; Kentucky, 2; Louisiana, 2; Maryland, 1; Massachusetts, 10; Michigan, 4; Minnesota, 4; Mississippi, 1; Missouri, 5; Montana, 3; Nebraska, 1; Nevada, 1;

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New Jersey, 11; New Mexico, 1; New York, 15; North Carolina, 1; North Dakota, 1; Ohio, 13; Oklahoma, 2; Oregon, 2; Pennsylvania, 7; Rhode Island, 1; Tennessee, 2; Texas, 6; Utah, 2; Virginia, 2; Washington, 6; West Virginia, 2; Wisconsin, 7; Wyoming, 1. *Canada*—British Columbia, 1; Ontario, 1; Manitoba, 1. Total, 189.

MEMBERSHIP REPORTED.—8,100.

Marble, Stone, and Slate Polishers, Rubbers and Sawyers, Tile and Marble Setters' Helpers, and Terrazzo Workers' Helpers, International Association of

Affiliated with the American Federation of Labor.

Organized in Detroit in 1901 as the International Union of Marble Workers. After the Bricklayers, Masons, and Plasterers' International Union joined the American Federation of Labor the organized marble setters who were then members of the International Association of Marble Workers transferred their membership to the bricklayers' international and the marble workers changed the name of their organization to the International Association of Marble, Stone, and Slate Polishers, Rubbers and Sawyers. In 1918 the Bricklayers, Masons, and Plasterers' International Union requested the marble workers to make provisions for the admission into their union of tile-setters' helpers. Application for this extended jurisdiction was opposed by the International Hod Carriers, Building and Common Laborers' Union. By decision of the American Federation of Labor, however, jurisdiction was granted to the marble-workers' union, and in 1921 tile and marble-setters' helpers were taken into the organization and the name changed in accordance therewith. Still later, jurisdiction was extended over the terrazzo-workers' helpers and now all of these branches of the craft are recognized in the title of the organization.

OBJECTS.—"The objects and aims of this international association are to discourage piece work, to encourage an apprentice and improver system, to cultivate feelings of friendship among the men of the different industries named, to assist each other to procure employment, to reduce the hours of daily labor, and secure adequate pay for our work, and by legal and proper means elevate the moral, intellectual, and social conditions of our members."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"The sawing, rubbing, and polishing of marble, stone, and slate used for structural, sanitary, decorative, commemorative, and other purposes inside and about buildings of every description, in subways and cemeteries or wherever required for floors, wall linings, wainscoting, ceilings, stairways, steps, platforms, tile, door and window trims, counters, store fronts, vaults, operating rooms, bath and toilet rooms, and switchboards.

"Our polishers and rubbers shall polish, rub, and clean all marble, stone, slate, and glass, and all compositions and imitations that require the same process of finishing required in polishing, rubbing, and cleaning marble, stone, or slate; this work applies to shop and building, hand and machine.

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"Sawyers shall run all gang, cable, and diamond saws, set all blocks in gangs, and hammer and set all saws.

"Marble-setters' helpers shall do all utility work, such as loading and unloading trucks at shop or building, rigging for heavy work, and such other work as is required in helping a marble setter.

"Tile-layers' helpers shall do all the cleaning of tile set by the tile layer, handle all sand, cement, lime, tile, and all other materials that may be used by tile layers after being delivered at the building.

"Terrazzo-workers' helpers shall do all the handling of sand, cement, lime, terrazzo, and all other materials that may be used by the marble, mosaic, and terrazzo workers after being delivered at the building, or at the shop; rubbing and cleaning all marble, mosaic, terazzo floors, and bare wainscoting when run on the building by hand or machine.

GOVERNMENT.—1. General executive council is the governing body, composed of president, secretary-treasurer, and nine vice presidents, with the president as the chief executive officer, with comprehensive powers.

2. Local unions: Autonomous, but constitution and bylaws must be approved by general president.

3. Convention: Held biennially; enacts legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—Applicants for membership must be or become citizens of the United States. Four years' apprenticeship is required for marble polishers before admission to the union.

APPRENTICESHIP REGULATIONS.—Apply to marble polishers only, in which branch there is a 4-year term. One apprentice to each five journeymen, but not more than five apprentices per year are allowed in any one shop.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions. Constitutional requirement: "Local unions must embody in their constitutions and bylaws a general law providing for a form of agreement with employers and the establishment of a joint committee of arbitration."

BENEFITS.—Death.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—Room 306, 815 Fifteenth Street NW., Washington, D. C.

ORGANIZATION.—Local unions only: California, 2; Connecticut, 2; Colorado, 1; District of Columbia, 2; Illinois, 4; Indiana, 4; Maryland, 2; Massachusetts, 3; Oklahoma, 1; Ohio, 7; Pennsylvania, 8; Rhode Island, 1; Washington, 1; Wisconsin, 1; Iowa, 1; Kentucky, 1; Vermont, 1; Michigan, 2; Minnesota, 2; Missouri, 5; New Jersey, 3; New York, 8; Tennessee, 1. Total, 63.

MEMBERSHIP REPORTED.—5,500.

Painters, Decorators, and Paperhangers of America, Brotherhood of

Affiliated with the American Federation of Labor.

Organized in Baltimore, Md., March 15, 1887. Incorporated December 7, 1894. Painters took an active and prominent part in the Knights of Labor movement from the beginning and were extensively organized thereunder. They were, however, among the first to break away from that movement and join the ranks of the craft unionists. At the instigation of the organization of painters in Baltimore, Md., a conference was called in that city on March 15, 1887. This meeting

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was attended by representatives of Knights of Labor assemblies and independent craft unions to the number of 13. From this conference emerged the Brotherhood of Painters and Decorators. A journal was started the first year. In 1890 the name was changed to include the paperhangers, and the title then adopted remains the official name of the organization.

A division of interests between the locals of the East and of the Middle West crystallized into a conflict over the location of permanent headquarters, which up to 1894 had been in Baltimore. The result was a schism and the organization of the western faction into a new body. Both organizations functioned independently, the insurgent western group soon outstripping the parent union in membership and aggressiveness. In 1900 the executives of both groups met with representatives of the American Federation of Labor in Washington and secured an adjustment which brought them together as one organization. Headquarters were retained by the western group at La Fayette, Ind.

Originally composed exclusively of house painters and decorators, the brotherhood has extended its scope to the entire field of painting as well as paperhanging and the decorative arts, and by so doing has absorbed into its own membership the United Scenic Artists, the National Paperhangers' Association, the National Union of Sign Painters, and the Amalgamated Glass Workers' International Union (stained- and decorative-glass workers).

In 1934 the brotherhood was given jurisdiction over the unorganized field of paint and varnish manufacture.

OBJECTS.—The objects of this association are: The aiding of members to become more skillful and efficient workers; the promotion of their general intelligence; the elevation of their character; the regulation of wages, hours, and conditions of labor; the cultivation of friendship among the members of the association and the rendering of assistance in securing employment; the promotion of their individual rights in the prosecution of their trade or trades; the raising of funds for the benefit of sick, disabled, or unemployed members and the families of deceased members who continuously complied with our laws; and such other objects for which working people may lawfully combine, having in view their mutual protection and benefit.

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The Brotherhood of Painters, Decorators, and Paperhangers of America shall have jurisdiction of all house, sign, pictorial, coach, car, automobile, carriage, aircraft, machinery, ship, and railroad-equipment painters; over all decorators, paperhangers, hardwood finishers, grainers, glaziers, varnishers, enamelers, gilders, and scenic artists; over all men engaged in applying or removing paints, oils, varnishes, water colors, wallpaper, or other materials used in the various branches of the trade; and over all glass workers, to wit: Setters of art glass, prism glass, leaded glass, and protection glass, bevelers, cutters, glaziers in lead or other metals, shade workers, silverers, scratch polishers, embossers, engravers, designers, painters on glass, chippers, mosaic workers, benders, cementers, flat-glass or wheel cutters, and other

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workers in glass used in the construction of buildings or for architectural or decorative purposes; and over all workers engaged in the mixing, testing, preparing, manufacturing, and handling of lead, color, oil, lacquer, varnish, and paint; and shall be comprised of an unlimited number of local unions, district councils, and other subordinate bodies, subject to its laws and usages.

GOVERNMENT.—1. General executive board, composed of president and six vice presidents, exercises "general supervision over the affairs of the brotherhood."

2. District councils, composed of delegates from all local unions within a given jurisdiction, "shall have legislative and executive power on all matters relating to the common interest and welfare of the local unions in the district subject to a referendum vote of all affiliated locals. * * * They shall establish a uniform rate of wages, dues, and initiation fees * * * and shall have power to frame all working or trade rules and to enforce the same." Affiliation of local unions to district councils compulsory.

3. Local unions: Local bylaws subject to approval of the general executive board. Locals, where no district council exists, control wage scales and working conditions.

4. Convention: Held quadrennially. General officers elected by general assembly. Amendments to constitution and revision of laws by convention and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Any person to be admitted to membership in this brotherhood must have followed for 3 years one of the branches of our trade as enumerated in the constitution and be competent to command the minimum wages established by the local union or district council in which he applies for membership.

"The admission of contractors to membership or the refusal thereof shall be determined by the bylaws of the local union or the district council * * * but they must comply with the trade rules and working conditions of the locality in which the work is done, must pay the union scale, and hire only union men, and not belong to any employers' or contractors' association."

APPRENTICESHIP REGULATIONS.—"Any boy engaging to learn the trade of painting, paperhanging, decorating, or other allied trades enumerated in this constitution, must be under the age of 21 at the time of his registration (unless by dispensation); shall be required to serve a regular apprenticeship of 3 consecutive years; and shall register with the local union or district council in the locality where he is employed. * * * An apprentice leaving (his employer) except for good reasons shall not be permitted to work under the jurisdiction of any local union in our brotherhood, but shall be required to return to his employer and serve out his apprenticeship.

"Apprentices in the last year of their service shall be initiated as apprentices and entitled to a seat in the union, but shall have no vote.

"Each local union and district council shall make regulations limiting the number of apprentices employed in each shop to one for such number of journeymen as may seem just."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally, by district councils where such exist, otherwise by local unions, generally with individual employers, and are subject to approval by the general executive board.

"There is no stated policy regarding agreements, further than that they must specify that only members of the brotherhood be employed and that the contractors pay the prevailing wages and observe the working conditions."

BENEFITS.—Strike; death (member and member's wife); total disability; injury (by some locals).

OFFICIAL ORGAN.—The Painter and Decorator.

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HEADQUARTERS.—Painters' and Decorators' Building, La Fayette, Ind.

ORGANIZATION.—Conferences: Alabama (State); California (State); California, Oakland, joint executive board; Colorado (State); Connecticut (State); Connecticut Valley; Florida (State); Illinois (State); Indiana (State); Iowa (State); Kentucky (State); Massachusetts (State); Merrimac Valley (Massachusetts); Michigan (State); New Jersey (State); New York (State); Ohio (State); Oklahoma (State); Pennsylvania eastern district; Pennsylvania western district; Texas (State); Twin Cities conference (Minneapolis and St. Paul, Minn.); Wisconsin (State); glass workers, Pacific coast conference; paperhangers, national conference; sign and pictorial painters, eastern conference; sign and pictorial painters' national conference; sign and pictorial painters' Pacific coast conference; vehicle painters, national conference.

District councils: California—Alameda, Contra Costa, Los Angeles, Santa Clara County, San Francisco; Georgia—Atlanta; Illinois—Chicago, Du Page County, Mississippi Valley (Rock Island); Indiana—Indianapolis; Maryland—Baltimore; Massachusetts—North Shore (Gloucester, Beverly, etc.), Berkshire County, Boston, and Natick and vicinity; Missouri—St. Louis, Kansas City; Nebraska—Omaha; New Jersey—Bergen and Passaic Counties, Essex County; New York—Buffalo, Manhattan and Bronx, Rockland County, Westchester County, Nassau County and Queens, Kings County, Hudson River Counties; Ohio—Cleveland, Cincinnati, Columbus; Pennsylvania—Philadelphia, Pittsburgh; Quebec—Montreal.

Local unions: *United States*—Alabama, 18; Arizona, 9; Arkansas, 12; California, 72; Colorado, 12; Connecticut, 25; Delaware, 2; District of Columbia, 6; Florida, 28; Georgia, 9; Idaho, 4; Illinois, 99; Indiana, 42; Iowa, 18; Kansas, 16; Kentucky, 10; Louisiana, 11; Maine, 7; Maryland, 4; Massachusetts, 58; Michigan, 27; Minnesota, 11; Mississippi, 10; Missouri, 35; Montana, 14; Nebraska, 8; Nevada, 3; New Hampshire, 5; New Jersey, 38; New Mexico, 3; New York, 101; North Carolina, 9; North Dakota, 4; Ohio, 71; Oklahoma, 23; Oregon, 14; Pennsylvania, 75; Rhode Island, 7; South Carolina, 7; South Dakota, 2; Tennessee, 12; Texas, 48; Utah, 6; Vermont, 4; Virginia, 11; Washington, 22; West Virginia, 13; Wisconsin, 25; Wyoming, 6. *Canada*—Alberta, 2; British Columbia, 2; Manitoba, 1; Nova Scotia, 2; Ontario, 12; Quebec, 7; Saskatchewan, 1. Total, 1,103.

MEMBERSHIP REPORTED—90,000.

Plasterers and Cement Finishers' International Association of the United States and Canada, Operative

Affiliated with the American Federation of Labor.

Organized in 1864 as the National Plasterers' Organization of the United States. The name was changed in 1889 to Operative Plasterers' International Association of the United States and Canada. In 1916 the American Brotherhood of Cement Workers was dissolved, and the cement finishers belonging to that organization were transferred to the plasterers' union. The name was again changed to signify amalgamation with the cement finishers, and the present title was adopted in 1916.

OBJECT.—The object of this association shall be to facilitate the organization of the trade it represents, for mutual benefit, protection, and education.

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TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Plasterers: "All interior or exterior plastering of cement, stucco, stone imitation, or any patent material when cast; the casting and setting of same; also corner beads when stuck must be done by practical plasterers of the Operative Plasterers and Cement Finishers' International Association. This includes the plastering and finishing with hot composition material in vats, compartments, or wherever applied; also the setting in place of plaster boards, ground blocks, patent dots, cork plates; also the sticking, nailing, and screwing of all composition caps and ornaments. The preparing, scratching, and browning of all ceilings and walls when finished with terrazzo or tile shall be done by plasterers of this association, allowing sufficient thickness to allow the applying of the terrazzo or tile; and the application of any plastic material to the same must be done by members of the Operative Plasterers and Cement Finishers' International Association who are practical plasterers. All casting must be done by members of "shop-hand locals." The applying of any plastic materials to soffits, ceilings, and perpendicular work is recognized as the work of the plasterer, except a base 6 inches or less when the same is of the same material as the floor. * * * No member of this association shall be allowed to work to any corner beads that are put on beams, arches, or groin ceilings.

"All casting and finishing of all imitation stone shall be the work of the membership of the Operative Plasterers' and Cement Finishers' International Association."

Cement finishers: "All concrete construction, including the foremanship of same, such as buildings, bridges, elevators, smokestacks, curbs and gutters, sidewalks, street paving, alleys, and roofs, of mass or reinforced concrete; slabs and all flat surfaces of cement, rock asphalt, mastic flooring, whether laid free-handed or in a free-cast form on the job; the finishing or washing of all concrete construction, using any colored pigment when mixed with cement in any other form—composition, terrazzo, granitoid, mosaic, and nail coat, whether done by brush, broom, trowel, float, or any other process, including operation of machines for scouring floors, or any other purpose they may be used for in connection with the cement-finisher's trade. The rodding, spreading, and tamping of all concrete, and the spreading and finishing of all top materials, sills, coping, steps, stairs, and risers and running all base 6 inches or less in height when floors of the above-mentioned materials are used; patching, brushing, rubbing, chipping, and bush-hammering of all concrete constructions; setting of all strips and stakes and grades; all glass set in cement; the pointing and patching around all steel or metal window frames that touch concrete; the laying and finishing of Egyptian material roof. Above does not include any work done in and by the usual method of plastering."

GOVERNMENT.—1. General officers: General president, first vice president, and 12 additional vice presidents; secretary-treasurer, editor, executive board, and organizer. The executive board consists of three members: General president, first vice president, and secretary-treasurer.

"The executive board shall have control of all executive business and shall fill all vacancies. They shall have power to settle all disputes, grievances, lock-outs between employers or exchanges", and their "decisions shall be binding, subject to an appeal to the convention. * * * They shall have full and complete control over all strikes."

2. Local unions: Autonomy not defined in constitution.

3. Convention: Held biennially; enacts legislation and elects general officers.

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QUALIFICATIONS FOR MEMBERSHIP.—"No applicant for membership shall be initiated into any local of this association until he has completed his full term of apprenticeship to the trade."

APPRENTICESHIP REGULATIONS.—"Subordinate associations shall have jurisdiction over the apprentice system. * * * In any local where there are not more than 25 members there shall be not more than 2 apprentices allowed."

Ratio of apprentices to journeymen governed by agreement—not by constitutional provision.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions with local employers, either individually or in association. Agreements subject to approval of the executive board.

BENEFITS.—Strike and lock-out; death.

OFFICIAL ORGAN.—The Plasterer.

HEADQUARTERS.—Castell Building, Middletown, Ohio.

ORGANIZATION.—Local unions only: *United States*—Alabama, 7; Arizona, 3; Arkansas, 6; California, 32; Colorado, 7; Delaware, 2; District of Columbia, 1; Florida, 3; Georgia, 6; Idaho, 3; Illinois, 34; Indiana, 28; Iowa, 14; Kansas, 12; Kentucky, 6; Louisiana, 6; Maine, 1; Maryland, 3; Massachusetts, 6; Michigan, 12; Minnesota, 7; Mississippi, 2; Missouri, 14; Montana, 8; Nebraska, 4; Nevada, 1; New Jersey, 2; New Mexico, 1; New York, 12; North Carolina, 5; North Dakota, 1; Ohio, 26; Oklahoma, 11; Oregon, 6; Pennsylvania, 38; Rhode Island, 1; South Carolina, 2; South Dakota, 2; Tennessee, 8; Texas, 20; Utah, 4; Virginia, 7; Washington, 12; West Virginia, 9; Wisconsin, 9; Wyoming, 4. *Canada*—British Columbia, 1; Manitoba, 1; Ontario, 7; Quebec, 1; Saskatchewan, 2. Total, 420.

MEMBERSHIP REPORTED.—18,000.

Plumbers and Steam Fitters of the United States and Canada, United Association of Journeymen

Affiliated with the American Federation of Labor.

Organized October 11, 1889, in Washington, D. C. Prior to the founding of the present United Association, an organization known as the International Association of Plumbers, Steam Fitters, and Gas Fitters was formed at Cincinnati, Ohio, composed of Knights of Labor locals and a few independent craft unions. This organization and representatives of local organizations which had not identified themselves with the national body met in Washington on October 11, 1889, and established the United Association of Journeymen Plumbers and Steam Fitters.

A dual organization, the International Union of Steam and Hot Water Fitters, was chartered by the American Federation of Labor in 1899, and both unions functioned separately until 1912, when amalgamation was ordered by the American Federation of Labor and the Building Trades Department. The International Union of Steam and Hot Water Fitters refused to comply with the order and was expelled from the federation. Subsequently, while actual amalgamation did not occur, local organizations of the outlawed union withdrew from the parent body and were chartered as local unions

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of the United Association of Journeymen Plumbers and Steam Fitters, and the International Union of Steam and Hot Water Fitters passed out of existence.

OBJECTS.—"The aspirations of this association are to construct an organization which shall subserve the interest of all its members and be a fitting monument to the unions attached thereto. The objects of this association are to protect its members from unjust and injurious competition."

TERRITORIAL JURISDICTION.—United States and possessions and Canada.

TRADE JURISDICTION.—All branches of the pipe-fitting industry (plumbers, gas fitters, steam fitters, sprinkler fitters, railroad fitters, marine plumbers, marine fitters, general pipe fitters, steam, sprinkling, and marine fitters' helpers and apprentices).

GOVERNMENT.—1. General officers, composed of president, secretary-treasurer, assistant secretary, 13 general organizers, and 14 vice presidents (7 plumbers and 7 steamfitters), "shall have full discretionary powers over all things connected with the association between conventions (except decisions made at conventions)."

2. State associations: Delegate bodies chartered by the association. "Where such State associations exist it shall be mandatory upon all locals in that State to affiliate." * * * State associations "shall have power to create * * * such funds as in their judgment seem wise, such funds to be used for the protection and promotion of the trade in their respective jurisdiction."

3. Local unions: Subordinate.

4. Convention: Held quadrennially; enacts legislation and elects general officers. Amendments to constitution and revision of laws by convention or by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any competent journeyman plumber or steam fitter is eligible to membership. Competency determined by examination.

APPRENTICESHIP REGULATIONS.—"Whenever necessary, local unions may allow each shop 1 apprentice, where they employ 1 or more journeymen steadily, and 1 additional apprentice for every 5 men steadily employed up to 20; but in no case shall any shop be entitled to more than 4 apprentices. Each apprentice shall be registered by a joint committee of employers and journeymen and must serve an apprenticeship of 5 years."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions, generally with employers' associations.

A national agreement covering sprinkler fitters in Local No. 669 (branches in Baltimore, Boston, Buffalo, Chicago, Cleveland, Detroit, Los Angeles, Newark, Philadelphia, Pittsburgh, and Providence), is made between the general officers of the United Association and representatives of several concerns manufacturing and installing automatic fire-extinguishing apparatus. (Kansas City, Minneapolis, St. Louis, Chicago, Milwaukee, and San Francisco sprinkler fitters make local agreements with sprinkler companies.)

BENEFITS.—Strike and lock-out; sick; death.

OFFICIAL ORGAN.—Plumbers, Gas and Steam Fitters' Journal.

HEADQUARTERS.—Machinists Building, Washington, D. C.

ORGANIZATION.—State associations: California, Colorado, Connecticut, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Massachusetts, Michigan, Minnesota, Missouri, New England, New Jersey, New York, Ohio, Pennsylvania, North Carolina, Potomac (District of Columbia), Texas, Washington, Westchester County (New York), and Wisconsin; Ontario and Saskatchewan.

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District councils: Central New York, Greater New York; Hudson Valley (N. Y.), Los Angeles, Northern California, Great Lakes, Hudson County (N. J.), Milwaukee Pipe Trades, Boston and vicinity, New England, Buffalo and vicinity.

Local unions: *United States*—Alabama, 4; Arizona, 3; Arkansas, 4; California, 41; Colorado, 8; Connecticut, 22; Delaware, 1; District of Columbia, 3; Florida, 16; Georgia, 6; Idaho, 4; Illinois, 45; Indiana, 26; Iowa, 20; Kansas, 11; Kentucky, 6; Louisiana, 5; Maine, 7; Maryland, 3; Massachusetts, 45; Michigan, 17; Minnesota, 12; Mississippi, 3; Missouri, 13; Montana, 9; Nebraska, 5; Nevada, 2; New Hampshire, 6; New Jersey, 34; New Mexico, 1; New York, 68; North Carolina, 8; North Dakota, 3; Ohio, 40; Oklahoma, 11; Oregon, 7; Pennsylvania, 39; Rhode Island, 6; South Carolina, 4; Tennessee, 8; Texas, 21; Utah, 3; Virginia, 8; Washington, 13; West Virginia, 6; Wisconsin, 22; Wyoming, 4; Hawaii, 1; Canal Zone, 2. *Canada*—Alberta, 3; British Columbia, 4; Manitoba, 2; New Brunswick, 3; Nova Scotia, 1; Ontario, 13; Quebec, 3; Saskatchewan, 3. Total, 688.

MEMBERSHIP REPORTED.—65,000.

Roofers, Damp and Waterproof Workers' Association, United Slate, Tile, and Composition

Affiliated with the American Federation of Labor.

Organized in Pittsburgh, Pa., September 8, 1919. It is an amalgamation of two international unions engaged in roofing work, the International Slate and Tile Roofers' Union of America, organized in 1903, and the International Brotherhood of Composition Roofers, Damp and Waterproof Workers, organized in 1907.

OBJECTS.—"To create and maintain a more harmonious and amicable relation one with another for the mutual benefit of all concerned; to increase, nourish, and sustain the prestige and dignity of all affiliated locals, at the same time guaranteeing to and retaining by each its own local and individual autonomy; to broaden the scope of usefulness and extend the field of employment of each and every individual member; to confederate as far as possible our somewhat spasmodic individual efforts into one continuous collective undertaking for the upbuilding and improvement of this association."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Slate, tile, and composition roofing; specifically, "all slate where used for roofing of any size, shape, or color, including flat or promenade slate, with necessary metal flashing to make watertight. All tile where used for roofing of any size, shape, or color, and in any manner laid, including flat or promenade tile, with necessary metal flashing to make watertight. All cementing in, on, or around the said tile and slate roof. All laying of felt or paper beneath the above-mentioned work. All dressing, punching, cutting of all roof slate or tile. All operation of slate-cutting or punching machinery. All substitute material taking the place of slate or tile, as asbestos slate or tile, cement or composition tile, excepting shingles of wood and metal tile. All removal of slate or tile roofing as defined above where the same is to be relaid. All forms of plastic slate, slag, and gravel roofing. All kinds of asphalt or composition roofing. All rock-asphalt mastic when used for damp and waterproofing. All prepared paper roofing. All compressed paper, chemically prepared paper, and burlap when used for roofing or damp and waterproof-

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ing purposes, with or without coating. All damp-resisting preparations when applied with a mop, three-knot brush, or swab in or outside of buildings. All damp courses, sheeting, or coating on all foundation work. All tarred floors. All laying of tile or brick when laid in pitch tar, asphalt mastic, marmolite, or any form of bitumen."

GOVERNMENT.—1. General executive board, composed of president and six vice presidents. General secretary-treasurer is an international officer but not a member of the general executive board.

General executive board has general supervision over the association; decisions binding unless reversed by convention.

2. Local unions: Largely self-governing. Autonomy not definitely fixed.

3. Convention: Held every 2 years, or subject to referendum call. Enacts general legislation, acts on general executive board decisions, and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—Any skilled or apprentice roofer is eligible to membership; but members must be or become American citizens.

APPRENTICESHIP REGULATIONS.—Under control of local unions.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions with individual employers.

BENEFITS.—Funeral.

OFFICIAL ORGAN.—The Journeyman Roofers' Magazine (quarterly).

HEADQUARTERS.—3091 Coleridge Road, Cleveland, Ohio.

ORGANIZATION.—Local unions only: Alabama, 2; California, 10; Colorado, 2; Connecticut, 3; Delaware, 1; District of Columbia, 2; Florida, 3; Georgia, 2; Illinois, 11; Indiana, 5; Iowa, 1; Louisiana, 1; Maryland, 3; Massachusetts, 6; Michigan, 2; Minnesota, 1; Mississippi, 2; Missouri, 6; Nebraska, 1; New Jersey, 8; New York, 8; Ohio, 9; Oregon, 1; Pennsylvania, 3; Texas, 4; Utah, 1; Washington, 2; West Virginia, 1; Wisconsin, 1. Total, 108.

Four other local unions, Locals Nos. 100, 101, 102, and 103, are maintained by the United Association for workers in the trade located "in any locality where the requisite five men for the formation of a local cannot be found." They are general membership organizations, membership graduated from Local No. 100 to Local No. 101 after 1 year's membership, then to Local No. 102, etc. Membership in Local No. 103 entitles member to all rights and privileges of membership in a regularly organized local.

MEMBERSHIP REPORTED.—5,500.

Sheet Metal Workers' International Association

Affiliated with the American Federation of Labor.

Organized January 25, 1888, in Toledo, Ohio, as the Tin, Sheet Iron, and Cornice Workers' International Association. In 1896 the name "Amalgamated Sheet Metal Workers' International Association" was adopted. This was changed in 1903 to Amalgamated Sheet Metal Workers' International Alliance. In 1907 the Coppersmiths' International Union amalgamated with the sheet-metal organization, and the chandelier, brass, and metal workers joined in 1924. The convention of 1924 changed the name of the union to the Sheet Metal Workers' International Association.

OBJECTS.—"The objects of this international association are to enlist the voluntary cooperation and support of all eligible journeymen sheet-metal

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workers as members, to the end that adequate wage scales and desirable working conditions consistent with the times in which we live may be established and maintained, and thus provide for our members and their families full opportunity for study, mental development, and a reasonable measure of recreation, all of which are necessary and essential to good citizenship.

"To develop and maintain by proper training and instruction, a sufficient number of practical journeymen sheet-metal workers as members, who are fully qualified by knowledge and experience to fulfill the most exacting requirements of our trade to the satisfaction of those who may have occasion to employ our members directly or indirectly, thus encouraging the use of sheet metal and establishing for ourselves that measure of prestige and public confidence necessary to successfully resist unwarranted encroachment on our trade rights, thus creating a demand for the products of our trade which in turn means increased opportunities for employment for our members.

"It is our purpose and desire to encourage and establish in each locality a legal and proper form of working agreement between our affiliated local unions and their respective employers which will provide by mutual agreement for our members a uniform working day of not more than 8 hours * * * a uniform working week of not more than 5 days (40 hours), with no work on Saturdays; the absolute elimination of all overtime work except in cases of extreme emergency or for causes beyond human control; an adequate minimum-wage scale for journeymen sheet-metal workers and an adequate graduated wage scale for registered apprentices, based upon a reasonable percentage of the established journeymen wage scale; * * *

"To provide by mutual agreement between our affiliated local unions and their respective employers for the proper training and instruction of a sufficient number of registered apprentices to meet all reasonable and necessary requirements of our trade under the supervision and direction of a joint committee representing the employers and the local union.

"To establish and maintain legal and proper business relations between affiliated local unions and their respective employers based on confidence and understanding, so as to guarantee successful operation of practical and proper agreements mutually agreed upon. * * *

"To eliminate the practice of piece work and bonus systems and to likewise eliminate the practice of accepting and doing work on a lump-sum basis, or on any other basis, by members of this international association except in accordance with the established hourly or daily wage rate and the established working conditions of local unions chartered by and affiliated with this international association."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The manufacture, fabrication, assembling, erection, hanging, adjusting, installing, application, alteration, repairing, dismantling, reconditioning, and maintenance of all sheet-metal work of 19-gage or lighter, said jurisdictional claim to include: Flat, formed-in-brake, pressed, corrugated, or ribbed sheets; rolled, drawn, pressed, stamped, or spun shapes and forms of plain or protected steel, iron, tin, copper, brass, bronze, aluminum, zinc, lead, german silver, monel metal, stainless steel, and any and all other alloy metals of 10-gage or lighter; together with all necessary or specified reinforcements, brackets, hangers, straps, plates, T's, angles, channels, furrings, supports, anchors, clips, frames, ornaments, trimmings, grilles, registers, castings, hardware, plastic cements, and mechanical equipment, regardless of gage, weight, or material when used in direct connection with or incidental to the manufacture, fabrication, assembling, erection, hanging, adjusting, installing, application,

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alteration, repairing, dismantling, reconditioning, and maintenance of all sheet-metal work of 10-gage or lighter.

We also claim for our members full jurisdiction over the erection and fastening of any and all materials and work specified in this jurisdictional claim, whether same be applied to wood, steel, stone, brick, concrete, or other types of structure or base, and likewise full jurisdiction over the making of all connections, attachments, seams, and joints whether nailed, screwed, bolted, riveted, cemented, poured, wiped, soldered, brazed, welded, or otherwise fastened and attached, and all drilling and tapping in connection with or incidental thereto.

Any and all types of sheet-metal foundation forms; wall forms; column forms; casing; moldings; plain or corrugated domes; slab forms; flat, ribbed, or corrugated sheet forms used in connection with concrete or cement construction; including sheet-metal inserts to provide specified openings; also permanent column guards.

Any and all types of sheets—flat, formed-in-brake, corrugated, or otherwise formed or reenforced; and all rolled, drawn, pressed, or stamped sheets, shapes, and forms of plain or protected metal specified for use in connection with or incidental to roofing, decking, flooring, siding, waterproofing, weatherproofing, fireproofing, for base and support of other materials, or for ornamental or other purposes.

Any and all types of formed, rolled, drawn, stamped, or pressed sheet-metal shingles, sheet-metal tile, sheet-metal brick, sheet-metal stone, and sheet-metal lumber, when specified for use as roofing, siding, waterproofing, weatherproofing, fireproofing, or for ornamental or any other purpose.

Any and all sheet-metal work specified for use in connection with or incidental to steeples, domes, minarets, lookouts, dormers, louvers, ridges, copings, roofing, decking, hips, valleys, gutters, outlets, roof flanges, flashings, gravel stops, leader heads, downspouts, mansards, balustrades, skylights, cornice molding, columns, capitals, panels, pilasters, mullions, spandrils, and any and all other shapes, forms, and design of sheet-metal work specified for use for waterproofing, weatherproofing, fireproofing, ornamental, decorative, or display purposes, or as trim on exterior of buildings.

Any and all types of sheet-metal buildings including hangars, garages, service stations, commercial or storage buildings of permanent or portable design, whether manufactured, fabricated, or erected to meet specific requirements or whether constructed of standard patented units of flat, formed-in-brake, corrugated, rolled, drawn, or stamped sheets, shapes, and forms of plain, protected, or ornamental design.

Any and all types of sheet-metal marquise, vestibule and storm door enclosures, window frames, mouldings, cornice, pilasters, mullions, panels, sills, heads, awning covers, corner posts, stops, light troughs, reflectors, and deflectors, bulletin boards, and any and all types of sheet-metal signs specified for use in connection with or incidental to display windows, building fronts, store fronts, and theater fronts; for fireproofing, weatherproofing, waterproofing, ornamental, or display-advertising purposes.

Any and all types of sheet-metal bill boards, bulletin boards, and sheet-metal signs specified for use on the exterior of buildings for advertising and display purposes, and any and all types of sheet-metal signs and bulletin boards specified for use in connection with or incidental to the equipment and operation of theaters, hotels, hospitals, apartments, factories, and other types of buildings of interior or exterior design.

Any and all sheet-metal work used in connection with or incidental to the equipment and operation of grain elevators, mills, factories, warehouses, man-

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ufacturing plants, and commercial buildings, including elevator legs and enclosures, chutes, hoppers, carriers, spiral, automatic, or other conveyors, package chutes, fire apparatus and enclosures for same, pipes and fittings, dampers, machine guards, cyclones, fans, blowers, dust-collecting systems, ovens and driers, heating, ventilation and air-conditioning, and all other types of sheet-metal work and equipment, mechanical or otherwise, in connection with or incidental to the operation thereof.

Any and all types of sheet-metal window frames, sash, bucks, doors, frames, trim, picture moulding, frieze moulding, wire moulding, chair rail and base, panels, wainscoting, mullions, pilasters, sills, permanent vestibule partitions, smoke and fire screens, portable and permanent screens and partitions for hospital, office, commercial and factory use; toilet, shower, and dressing-room partitions; elevator and other types of enclosures specified for use as equipment and interior trim.

Any and all types of sheet-metal ceilings with cornices and mouldings of plain, ornamental, enameled, glazed, or accoustic types; any and all types of sheet-metal side walls and wainscoting of plain, ornamental, enameled, or glazed types, including sheet-metal tile; and the application of all necessary wood or metal furring, plastic or other materials, to which they are directly applied.

Any and all moving-picture booths and any and all sheet-metal work in connection with indirect-lighting systems, including side lights and footlights in theaters, auditoriums, schools, etc.

Any and all types of sheet-metal work specified for use in connection with or incidental to direct, indirect, or other types of heating, ventilating, air-conditioning, and cooling systems; including risers, stacks, ducts, fittings, dampers, casings, recess boxes, outlets, exhausts, ventilators, frames, grilles, registers, fans, and motors; air washers, filters, air brushes, housings, air-conditioning chambers, unit heaters, cabinets, and any and all other sheet-metal work and equipment, mechanical or otherwise, in connection with or incidental to the proper installation and operation of said systems, and all duct connections to and from same.

Any and all types of warm-air furnaces, including assembling and setting-up of all cast-iron parts, sheet-metal hoods, casings, wall stacks, smoke pipes, trunk lines, cold-air intakes, air chambers, vent pipes, frames, registers, dampers and regulating devices, and all other sheet-metal work and equipment, mechanical or otherwise, in connection with or incidental to the proper installation and operation of same.

Any and all types of sheet-metal smoke pipe, elbows, fittings, and breeching for boilers, heaters, and furnaces. All sheet-metal lagging and jackets on engines. Any and all sheet-metal drip pans, exhaust pipes, heads, safety flues, and other appliances in connection with or incidental to boilers, heaters, furnaces, engines, machinery, etc.

Any and all types of sheet-metal furniture and equipment, lockers, shelving, library stacks, warehouse, factory and storage stacks, bins, etc., specified for use as equipment or incidental to the operation of offices, factories, libraries, hotels, apartments, schools, banks, public and semipublic buildings and for general commercial use.

Any and all sheet-metal work in connection with or incidental to the equipment and operation of kitchens in hotels, restaurants, lunchrooms, drug stores, banks, dining cars, public and semipublic buildings, including ranges, canopies, steam tables, work tables, dish washers, coffee urns, warming closets, sinks,

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drain boards, garbage chutes and incinerators, refrigerators, and all other sheet-metal work in connection with kitchen equipment or refrigerating plants.

Any and all types of sheet-metal work in connection with or incidental to laundry equipment and machinery, washers, clothes dryers, and laundry chutes.

Any and all types of sheet-metal work and coppersmith work in connection with or incidental to the manufacture, fabrication, assembling, maintenance, and repair of automobiles, aeroplanes, pontoons, dirigibles, blimps, and other types of aircraft and equipment, and any and all types of aircraft hangars.

Any and all types of sheet-metal chandeliers, lamps and lighting fixtures, ornaments, decorations, household ware, and miscellaneous articles for use in factories and mills; any and all types of sheet-metal switch boxes, cut-out boxes, panel boards, cabinets, and speaking tubes.

Any and all types of sheet-metal badges, buttons, and novelties, with all hard or soft soldering in connection with same by flame or other method.

Any and all types of sheets, tubing, pipes, and fittings, used in connection with or incidental to coppersmithing work, regardless of gage or material. The manufacture, fabrication, assembling, erection, maintenance, repair, and dismantling of all said coppersmithing work, including the bending of tubes, pipes, and coils and all pipe fitting in connection with or incidental thereto, and the testing of equipment when installed to insure proper operation.

Any and all sheet-metal work and coppersmithing work in connection with or incidental to building, maintenance, and repair of ships and boats, including smokestacks, life rafts, life buoys, crows' nests, blockheads, telegraph and speaking tubes, switch and cut-out boxes, lagging on boilers and engines, lining of all partitions, paint and lamp lockers, refrigerating compartments, battery compartments, galleys and shower baths, ventilation and kitchen equipment.

Railroad shopmen shall include sheet-metal workers (tinners), coppersmiths and pipe fitters employed in shops, yards, and buildings, and workers on passenger coaches and engines of all kinds, skilled in the building, erecting, assembling, installing, dismantling, and maintaining parts made of sheet copper, brass, tin, zinc, white metal or lead, black planished and pickled iron of 10 gage or less, including brazing, soldering, tinning, beading, and babbitting; the bending, fitting, cutting, threading, brazing, clamping, and testing, connecting and disconnecting of air, water, sand, gas, oil, and steam pipes; and the operation of babbitt fires and pipe-threading machines, oxyacetylene thermit and electric welding on work generally recognized as belonging to railroad shopmen.

In accordance with established practice, we claim for our members the right to apply and install any and all types of slate, tile, asbestos-shingle, and asphalt-shingle roofing; any and all types of prepared paper and felt roofing; any and all types of sheet, roll, plastic, asphalt, tar, slag, gravel, or other composition roofing, specified as insulation or waterproofing in localities where there is no established local union of the United Slate, Tile and Composition Roofers, Damp and Waterproof Workers' Association.

GOVERNMENT.—1. General executive board, composed of the general president and 11 vice presidents elected by convention vote, exercises supervision over all the affairs of the organization. The general president "shall protect the interests of the international association and by virtue of the power vested in him * * * he shall supervise the advancement of its interests. The general secretary-treasurer is the administrative officer.

2. Convention: Triennial; elects general officers and enacts all legislation, except that, if at any time the general executive board deems a new law necessary to govern the association in a matter not provided for in the constitution, such law may be submitted to referendum.

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3. Local unions: "Obligated to recognize, observe, and be governed by the specific provisions and requirements" of the international constitution. Local autonomy granted only with regard to local benefit features with which "the international association is in no way financially or otherwise connected or involved or in any way responsible or liable."

QUALIFICATIONS FOR MEMBERSHIP.—An applicant must be a journeyman sheet-metal worker not over 45 years of age, who is or has declared his intention to become a citizen, and must be qualified by experience to command not less than the established scale. Working foremen and superintendents are eligible; owners, contractors, and jobbers, ineligible.

Negro sheet-metal workers may be organized in separate locals "with the consent of the white local" of the locality, or in "auxiliary locals" if consent of white local is not obtained. Negro locals are under the jurisdiction of the white locals.

APPRENTICESHIP REGULATIONS.—Controlled locally. (Constitution requires that provision be made in agreements for "the proper training and instruction of a sufficient number of registered apprentices between the ages of 16 and 21" to meet all necessary requirements of the trade on the basis of not more than one apprentice to every four journeymen regularly employed. Four-year term.)

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions, subject to approval of the general executive council, on the basis of terms of a uniform agreement incorporated in the international constitution.

BENEFITS.—Strike and lock-out; funeral.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—Transportation Building, Washington, D. C.

ORGANIZATION.—Local unions (only one general local permitted in a city or locality): *United States*—Alabama, 4; Arkansas, 2; Arizona, 1; California, 23; Canal Zone, 1; Colorado, 5; Connecticut, 3; Delaware, 1; District of Columbia, 1; Florida, 7; Georgia, 6; Idaho, 1; Illinois, 34; Indiana, 15; Iowa, 16; Kansas, 5; Kentucky, 8; Louisiana, 3; Maine, 1; Maryland, 4; Massachusetts, 4; Michigan, 5; Minnesota, 11; Mississippi, 4; Missouri, 7; Montana, 5; Nebraska, 4; New Hampshire, 1; New Jersey, 10; New Mexico, 1; New York, 21; Nevada, 1; North Carolina, 3; Ohio, 23; Oklahoma, 2; Oregon, 4; Pennsylvania, 19; Rhode Island, 2; South Carolina, 2; South Dakota, 1; Tennessee, 7; Texas, 15; Utah, 2; Vermont, 1; Virginia, 6; Washington, 8; West Virginia, 7; Wisconsin, 9; Wyoming, 3. *Canada*, 13 (distribution not reported). Total, 342.

MEMBERSHIP REPORTED.—16,000.

CHEMICAL AND ALLIED INDUSTRIES

Although the chemical industries are practically unorganized, some effort toward organization has been made. One international union in the powder and high-explosive industry has maintained a precarious existence since 1901, but its membership has always been small, showing no appreciable increase even during the war. One independent professional organization includes chemists, and chemical factory workers have formed federal labor unions in about 25 different localities. The executive council of the American Federation of Labor, in its report for 1934, refers to the close relation between the chemical industry and the soap and glycerine industry, in which several federal labor unions have been organized, and recom-

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mends a coordination of effort in organizing both fields by means of a national council.

Affiliated with the American Federation of Labor:
Powder and High Explosive Workers, United.
Independent organizations:
Architects, Engineers, Chemists, and Technicians, Federation of. (Classified under Professional, etc.)

Powder and High Explosive Workers of America, United

Affiliated with the American Federation of Labor.

Organized December 5, 1901, from local unions directly affiliated with the American Federation of Labor.

OBJECTS.—"The objects of this organization are to organize and unite under one banner all branches of our craft; * * * to assist each other in securing employment, to reduce the hours of labor, to secure a higher standard of wages for work performed, to oppose the use of machinery that is a source of danger to life and limb, and to minimize the risk by the use of the most safe and improved machinery."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—The manufacture of powder and high explosives.

GOVERNMENT.—1. Executive council: Composed of president, vice president, secretary-treasurer, and two additional elected members; has general supervisory authority over the organization.

2. Local unions: Subordinate; constitution imposed by general office, but they "shall have power to frame and adopt bylaws", subject to the approval of the executive board.

3. Convention: Biennial; enacts legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—"To be eligible to membership the applicant must be of good character and be engaged in the industry as a worker at the time of application." Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions, but must be uniform; contract form issued by international. Union label used on products of union shops.

BENEFITS.—Strike.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—Columbus, Kans.

ORGANIZATION.—Local unions only: Georgia, 1; Indiana, 1; Kansas, 1; Pennsylvania, 1. Total, 4.

MEMBERSHIP REPORTED.—125.

CIGAR AND TOBACCO INDUSTRY

In spite of efforts of the executive council of the American Federation of Labor to effect an amalgamation of the two organizations in the tobacco industry, as directed by convention decisions, they continue to function as separate unions. These are:

Affiliated with the American Federation of Labor:
Cigar Makers' International Union.
Tobacco Workers' International Union.

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Cigar Makers' International Union

Affiliated with the American Federation of Labor.

Organized in New York City, June 21, 1864. The first organization of cigar makers was formed in Cincinnati, Ohio, in 1845; the next in Baltimore, Md., in 1851. Thereafter local organizations increased in number, but remained independent of one another until 1863, when a conference was held in Philadelphia. This conference led to a second one, held in New York City on June 21, 1864, at which the National Cigar Makers' Union was founded. Three years later the name was changed to the Cigar Makers' International Union.

This organization was among the first to establish the 8-hour day for its members. It adopted an 8-hour law at its 1885 convention and had established it in successful operation by May 1, 1886. It was also instrumental in launching the American Federation of Labor.

OBJECTS.—"For the amelioration and final emancipation of labor."

TERRITORIAL JURISDICTION.—United States and possessions, Canada, and Cuba.

TRADE JURISDICTION.—The manufacture of cigars, including, specifically, work done by cigar makers, packers, stemmers, strippers, banders, branders, labelers, and casers, and any other cigar-factory employees.

GOVERNMENT.—1. Executive board composed of president and seven vice presidents. The president is the executive head of the organization, with wide powers.

The third vice president must be a member of and elected from a Canadian union.

2. Local unions: Autonomy limited.

3. Initiative and referendum.

4. Convention: Previous convention may set date, which may be changed by referendum. General officers elected and legislation enacted by convention.

QUALIFICATIONS FOR MEMBERSHIP.—All persons engaged in the cigar industry, regardless of color or nationality, shall be eligible to membership; this shall include foremen and manufacturers who employ no journeymen cigar makers. Male and female membership.

APPRENTICESHIP REGULATIONS.—All persons learning cigar making, stogie making, or packing shall serve an apprenticeship, the time such an apprentice shall serve to be determined by the style of work learned. Those learning strictly hand work and packing shall serve not more than 3 years; mold work not more than 2 years; bunch making or rolling not more than 1 year; machine bunch breakers not more than 3 months; rolling-machine bunchers not more than 6 months; and automatic machine work not more than 3 months.

Local unions shall have power to stipulate the number of apprentices for each kind of work under their respective jurisdiction. Local unions shall submit their apprentice laws for approval by the international executive board.

Manufacturers who do not employ at least one journeyman for his full time shall not be allowed an apprentice.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions with local manufacturers with approval of international executive board. Locals act independently of each other and there is dissimilarity in rates, especially in different parts of the country. Union label issued by international through

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local secretaries to union shops conforming to laws laid down by the international.

BENEFITS.—Strike, lock-out, and victimization.

OFFICIAL ORGAN.—Cigar Makers' Official Journal.

HEADQUARTERS.—604 Carpenters' Building, Tenth and K Streets NW., Washington, D. C.

ORGANIZATION.—Local unions only: *United States*—California, 4; Colorado, 1; Connecticut, 13; District of Columbia, 1; Florida, 10; Idaho, 1; Illinois, 16; Indiana, 6; Iowa, 6; Kansas, 3; Kentucky, 2; Louisiana, 1; Maine, 2; Maryland, 2; Massachusetts, 13; Michigan, 9; Minnesota, 3; Missouri, 6; Montana, 2; Nebraska, 2; New Hampshire, 1; New Jersey, 4; New York, 17; Ohio, 10; Oregon, 1; Pennsylvania, 14; Rhode Island, 1; South Dakota, 1; Tennessee, 3; Texas, 3; Utah, 1; Virginia, 2; Washington, 3; West Virginia, 3; Wisconsin, 17; Puerto Rico, 6. *Canada*—Ontario, 4; Quebec, 1. Total, 195.

MEMBERSHIP REPORTED.—No report. On basis of voting strength in American Federation of Labor, 7,000.

Tobacco Workers' International Union

Affiliated with the American Federation of Labor.

Organized in St. Louis, Mo., May 25, 1895. Independent organizations of tobacco workers had been in existence since the early sixties and were brought together in convention in St. Louis in May 1895, at which the National Tobacco Workers' Union of America was founded. Three years later the name was changed to Tobacco Workers' International Union.

OBJECTS.—"The educational, social, economic, and fraternal betterment of all persons employed in the craft."

TERRITORIAL JURISDICTION.—United States and possessions, Canada, and Mexico.

TRADE JURISDICTION.—The manufacture of smoking and chewing tobacco, snuff, and paper-wrapped cigarettes.

GOVERNMENT.—1. General executive board, composed of president-secretary-treasurer and six vice presidents. "The international president shall be the chief executive of the international union, * * * . The general executive board shall render such assistance to the president as he may require and watch legislative measures directly affecting the tobacco workers generally."

2. Local unions: Largely autonomous; exact status not fixed by constitution.

3. Initiative and referendum: General officers elected by referendum; convention on referendum call only. Constitutional amendments by initiative and referendum or by convention when held.

QUALIFICATION FOR MEMBERSHIP.—Applicants for membership, under 60 years of age, "may be elected upon their own statement." Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated independently by local unions with individual employers. There is no uniformity as to terms or duration of contract. Union label controlled by locals.

BENEFITS.—Strike, lock-out, and victimization; sick; death.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—806-9 Realty Building, Louisville, Ky.

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ORGANIZATION.—Local unions: Illinois, 1; Kentucky, 4; Michigan, 1; Missouri, 2; New York, 2; North Carolina, 12; Ohio, 2; Pennsylvania, 2; Virginia, 2; West Virginia, 1. Total, 29.

MEMBERSHIP REPORTED.—10,000.

CLAY, GLASS, AND STONE

The 1929 edition of the handbook of American trade-unions listed three organizations of workers in window-glass manufacture, two of which were affiliated with the American Federation of Labor. The independent organization was identical in jurisdiction to one of the affiliated organizations, but confined its activities to the plants of a single company so that although they were dual they were not rival organizations. Since then a realinement has occurred which eliminated the dual character of these unions by putting all the cutters, the skilled handicraftsmen, into one organization, regardless of the place of employment, and creating a new organization, the Federation of Flat Glass Workers, with jurisdiction over the machine operators employed in plants manufacturing window glass by the sheet-drawing process. Both organizations are affiliated with the American Federation of Labor.

No changes in structure or scope have occurred in the other organizations in this group, which are all affiliated with the American Federation of Labor.

Brick and Clay Workers of America, United.

Glass Bottle Blowers' Association of the United States and Canada.

Glass Cutters' League of America, Window.

Glass Workers of America, Federation of Flat.

Glass Workers' Union of North America, American Flint.

Granite Cutters' International Association of America, The. (Classified under Building Trades.)

Marble, Stone, and Slate Polishers, Rubbers, and Sawyers, Tile and Marble Setters' Helpers, and Terrazzo Workers' Helpers, International Association of. (Classified under Building Trades.)

Pavers, Rammermen, Flaggers, Bridge and Stone Curb Setters, International Union of.

Paving Cutters' Union of the United States of America and Canada, International.

Potters, National Brotherhood of Operative.

Quarry Workers' International Union of North America. (Classified under Extraction of Minerals.)

Stone Cutters' Association of North America, Journeymen.

Brick and Clay Workers of America, United

Affiliated with the American Federation of Labor.

Organized in Chicago, Ill., May 18, 1894. The National Brick Makers' Alliance was organized in 1896 from a group of directly

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affiliated American Federation of Labor unions. It existed under this name until 1909, when, because of extension of jurisdiction to the terra-cotta industry, the name was changed to International Alliance of Brick, Tile, and Terra Cotta Workers. In 1915, as a result of dissension in the organization, a second organization was formed under the name of the United Brick and Clay Workers. The majority of the rank and file of the membership went with the second organization and after a short period of dual unionism an agreement was reached with the officers of the International Alliance of Brick, Tile, and Terra Cotta Workers through which that organization passed out of existence and the name of the new organization, United Brick and Clay Workers of America, became the official title of the brickmakers' union.

OBJECTS.—"The object of the union is to organize all the brick and clay workers of America, to raise the standard of wages, to reduce the hours of labor, to assist in securing employment and, by all honorable means, improve the moral, intellectual, economic, and social status of its members."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—"All building, sewer, paving, fire, and ornamental brickmakers; all building-tile, drain-tile, and sewer-pipe workers; all plain, ornamental, and architectural terra-cotta workers; stoneware and art-pottery workers; and clay miners."

GOVERNMENT.—1. Executive council, composed of president, nine vice presidents, and secretary-treasurer.

2. District councils, "formed at conventions only * * * shall have general supervision and control of all matters relating to agreements with employers; shall arrange the wage scale, hours of labor, and all details necessary to guard the interests of the unions within the district." Affiliation to a district council is mandatory on the part of local unions.

3. Local unions: "Each local union shall have power to fix its own bylaws, initiation fee, reinstatement fee, and dues, not in conflict with the constitution", except where a district council exists.

4. Convention: Meets biennially.

5. Initiative, referendum, and recall: General officers and district council officers elected by referendum, yearly. Legislation by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any man over 16 years of age working at the brick and clay industry, except foreman, is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by locals except where district councils exist. Label under control of executive council.

BENEFITS.—Death.

OFFICIAL ORGAN.—The Union Clay Worker.

HEADQUARTERS.—1550 West Ninety-fifth Street, Chicago, Ill.

ORGANIZATION.—Local unions only: Alabama, 8; Georgia, 2; Illinois, 29; Indiana, 6; Iowa, 2; Kansas, 1; Kentucky, 10; Maryland, 4; Missouri, 3; New Jersey, 2; Ohio, 35; Pennsylvania, 32; Washington, 3; West Virginia, 3. Total, 140.

MEMBERSHIP REPORTED.—22,000.

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Glass Bottle Blowers' Association of the United States and Canada

Affiliated with the American Federation of Labor.

Organized in Baltimore, Md., in 1890. The Glass Blowers' League dates back to 1846, and was one of the leading factors in the Knights of Labor movement. The Independent Druggist Ware League was organized in 1868, functioning chiefly in the Pittsburgh district and farther west. The various craft organizations met in Baltimore in 1890 and formed the United Green Glass Workers' Association. In 1891 the newly formed national organization withdrew from the Knights of Labor and remained an independent body until 1899, when it affiliated with the American Federation of Labor. The name was changed in 1896 to Glass Bottle Blowers' Association of the United States and Canada. In 1901 the bottle blowers then in the American Flint Glass Workers were transferred to the Glass Bottle Blowers' Association.

OBJECTS.—"The objects of this association are to thoroughly unite all glass-bottle makers and others engaged in the industry for their mutual benefit and protection; to regulate and maintain a uniform price list throughout the trade; to enact and enforce such laws as may be deemed necessary for the purpose of successfully carrying on the work of the association, and to take an active interest in all things that promise to advance the interests of its members."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The manufacture of glass containers of all kinds.

GOVERNMENT.—1. Executive board, composed of president, vice president, and eight members elected by the convention, "shall exercise all the powers of the association between sessions. * * * The national president shall have general superintendence over and enforce all laws of the association."

2. Local unions: Subordinate; authority not fixed in constitution. Glass-factory employees' department: Subordinate to local branches.

3. Convention: Held biennially, and decides "all questions affecting the general interests of the trade, such as making price lists, regulating wages, amending constitution and bylaws, confirming, modifying, or rejecting any act or acts of any officers, executive board, committee, or member of the association." Election of general officers by convention.

QUALIFICATIONS FOR MEMBERSHIP.—Any man or woman employed in and around a glass plant is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Agreements covering the skilled workers in the entire industry negotiated by executive board members and manufacturers. Supplementary agreements covering the unskilled workers in the glass-factory employees' department sometimes handled locally.

BENEFITS.—Strike and lock-out; insurance (contributory).

OFFICIAL ORGAN.—None.

HEADQUARTERS.—Philadelphia Savings Fund Building, Philadelphia, Pa.

ORGANIZATION.—Local branches only. *United States*—California, 5; Colorado, 1; Florida, 1; Illinois, 8; Indiana, 15; Kansas, 1; Maryland, 2; Michigan, 1; Minnesota, 1; Mississippi, 2; Missouri, 4; New Jersey, 9; New York, 10;

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Ohio, 12; Oklahoma, 1; Pennsylvania, 30; South Carolina, 1; Tennessee, 1; Texas, 4; Virginia, 1; Washington, 2; West Virginia, 8; Wisconsin, 2. *Canada*, 4. Total, 126.

MEMBERSHIP REPORTED.—6,000.

Glass Cutters' League of America, Window

Affiliated with the American Federation of Labor.

Organized in Charleston, W. Va., December 6, 1917, as the Cutters League.

The original organization of window-glass workers dates back to the 1870's under the Knights of Labor. In 1880, Local Assembly No. 300 of the Knights of Labor was founded as a national trade body, covering the four skilled crafts in window-glass manufacture—the gatherers, the blowers, the flatteners, and the cutters—and including practically all the men in the country engaged in the industry. For nearly 20 years this assembly functioned as a powerful unit, controlling wages and working conditions on a union-shop basis through national agreements with the manufacturers. Dissension within the organization, largely political and factional, resulted in a secessionist movement on the part of the cutters, the smallest group. Withdrawing from Local Assembly No. 300 in 1896, they organized the Window Glass Cutters' League. The flatteners soon followed their example and organized separately.

Both these groups found that their greatest opportunity for organizing lay in the plants using machinery instead of hand processes for manufacture because the parent organization refused membership to workers in the machine plants. The secession unions accordingly developed as organizations of skilled workers in the cylinder-machine plants, although they tried to assume jurisdiction over flattening and cutting in the hand plants as well. They amalgamated in 1902 to form the Window Glass Cutters and Flatteners' Association of America, Inc. After 1908 this organization gave up any further attempt to organize the cutters and flatteners in the hand plants, and confined its activity to the machine plants.

A dual organization came into the field with the creation, in 1910, of the Window Glass Cutters and Flatteners' Protective Association, which organized the machine plants of the American Window Glass Co. While not a company union, this organization confined its activities to the employees of that company, which had plants in various parts of the country, operating cylinder machines. The cylinder-machine process, although it displaced both the gatherer and the blower, produced glass in a cylindrical form which had to be flattened by hand before it could be cut.

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An improved machine process was introduced into the industry about 1917 which produced flat glass by the sheet-drawing method. The skilled flattener was thus eliminated, but cutting still had to be done by hand. Shortly after the Libby-Owens Co. began manufacturing flat glass on sheet-drawing machines, its cutters organized as the Cutters' League. Although the jurisdiction of this new organization paralleled that of the Window Glass Cutters and Flatteners' Association which the American Federation of Labor had chartered in 1925, the Cutters' League secured affiliation with the federation when it applied for a charter in 1928, because it confined its organizing and collective-bargaining activities to the Libby-Owens plants, while the older union functioned in the independent plants using cylinder machines. Thus, in 1928, three organizations existed in identical jurisdictions, and two of them were affiliated with the American Federation of Labor. Considerations other than craft lines kept them distinct. The unaffiliated group, the Window Glass Cutters and Flattener's Protective Association, although clearly dual to the two craft unions in the American Federation of Labor, confined itself wholly to the employees of the American Window Glass Co. and did not interfere with the organization in the Libby-Owens plants or those of the independent manufacturers.

In 1930, however, the two affiliated organizations amalgamated as the Window Glass Cutters' League of America. By that time the flattener had been practically eliminated as the sheet-drawing machine steadily displaced the earlier cylinder process. Three years later the independent union in the American Window Glass Co. plants merged with the Window Glass Cutters' League.

In consequence dualism in skilled hand work has been eliminated. The cutters are now all that remains of the old hand processes in window-glass manufacture, and all organized cutters belong to the Window Glass Cutters' League. While there is another affiliated union in the industry, its jurisdiction specifically excludes the skilled cutters.

OBJECTS.—"The objects and purposes of the Window Glass Cutters' League of America are to maintain a regular apprentice system and a higher standard of skill; to cultivate a feeling of friendship among the membership; to assist each other to secure employment; to reduce the hours of daily labor; to secure adequate pay for our work; and to promote the interests and welfare of the members and their dependents."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—Window-glass manufacturing plants using sheet-drawing machines.

GOVERNMENT.—1. National officers: President, secretary-treasurer, executive board of four members, and wage committees of four members each, for the various processes of manufacturing of which at present there are four. The president is the administrative head. The executive board has general supervi-

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sion over all business. The wage committees have full power to negotiate wages and working rules.

2. Local unions or preceptories: Subordinate; regulations dictated by the general organization.

3. Initiative, referendum, and recall: General officers elected by referendum and subject to recall; constitutional amendments by initiative and referendum. No convention.

QUALIFICATIONS FOR MEMBERSHIP.—The members of the league shall be confined to known practical window-glass cutters.

APPRENTICESHIP REGULATIONS.—Apprentices must be between the ages of 16 and 30 years and serve a term of 3 years. The president and executive board shall be empowered to determine the percentage of apprentices and shall have full authority over the apprentice system. Brothers and sons of members of the association are given preference in granting apprenticeships.

METHOD OF NEGOTIATING AGREEMENTS.—Working agreements and wage scales established by wage committee for each department in conference with committee representing manufacturers.

BENEFITS.—Death (member and wife).

OFFICIAL ORGAN.—The Glass Cutter.

HEADQUARTERS.—11 East Gay Street, Columbus, Ohio.

ORGANIZATION.—Locals or preceptories only: Arkansas, 1; Indiana, 1; Louisiana, 1; Ohio, 1; Oklahoma, 2; Pennsylvania, 5; West Virginia, 5. Total, 16.

MEMBERSHIP REPORTED.—1,400.

Glass Workers of America, Federation of Flat

Affiliated with the American Federation of Labor.

Organized at Columbus, Ohio, in 1934. The evolution of the manufacture of flat, or window, glass from a highly skilled hand process to a machine process calling for skilled hand labor only in the cutting of the finished product, has brought with it drastic changes in the nature of the organizations in the industry. Originally all skilled workers in the window-glass industry held membership in one organization, the National Window Glass Workers. After window-glass-making machines were introduced this union refused to accept into membership those working in plants using the machine process. This resulted in separate organizations of the skilled men employed in machine manufacture, the flatteners, and the cutters. The hand industry did not long survive competition with machine manufacture, and the National Window Glass Workers, which had in fact outlived the hand industry, disbanded in 1928. Technological changes and inventions again changed manufacturing processes and produced glass in a continuous flat sheet instead of in the earlier cylindrical form, which still had required the skilled work of the flattener. Thus, with the flattener eliminated, the cutters remained the only skilled craft workers. They have retained their organization in the machine plants as the Window Glass Cutters' League.

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Although organization has been a tradition of the industry since the early days of the Knights of Labor, the machine operators employed in the new processes, as distinct from the skilled handicraftmen, remained largely unorganized until 1933, when the Window Glass Cutters' League undertook to unionize them. At first the league merely expanded its field to include the machine men. Deciding later to maintain its identity as a skilled craft union, the league called a convention of the flat-glass workers at which an independent organization was founded which embraces the industry exclusive of the cutters. On the basis of this jurisdictional delimitation, the new organization was chartered by the American Federation of Labor as an affiliated union.

OBJECTS.—"The objects of this federation shall be to unite in one organization, regardless of creed or nationality, all workers employed in and around factories engaged in the manufacture and marketing of window glass, plate glass, laminated glass, or any form of sheet glass for whatsoever purpose used; to assist each other to secure employment; to reduce the hours of daily labor; to secure adequate and increased pay for our work by legislation, conciliation, wage agreements, or strikes, not in conflict with laws of State or country; and to promote the interest and welfare of its members and their dependents."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—The manufacture of sheet glass of any description, up to but not including the cutting process.

GOVERNMENT.—1. General officers consist of general president, secretary-treasurer, executive board, and wage committees, elected for a term of 2 years. "The general president shall be the chief executive officer." The executive board, which has general authority and supervision, consists of five members, one to represent each of four territorial divisions, and one to represent the entire membership.

2. Local unions: Subordinate; constitution imposed by general constitution.

3. Initiative, referendum, and recall. No convention.

QUALIFICATIONS FOR MEMBERSHIP.—All persons except cutters employed in sheet-glass factories are eligible. Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Wage scales and working agreements negotiated by the wages committees, of which the general president is an ex officio member, for each department. For purposes of wage negotiations the industry is divided into a plate-glass department and a window-glass department, which are further divided into processes (Libby-Owens-Ford, Fourcault, etc.). Only members working in a given process may vote in the election of wage committeemen for that process.

The wage committee shall adjust wages and rules for working. They shall meet in conference at the call of the general president, and in no case shall they confer with manufacturers without full representation of the committee. The wage committee shall have full authority to settle the wages for the department which they represent. An agreement must be concurred in by the entire wage committee to be valid and binding.

BENEFITS.—None.

OFFICIAL ORGAN.—Flat Glass Worker.

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HEADQUARTERS.—11 East Gay Street, Columbus, Ohio.

ORGANIZATION.—Local unions only: Arkansas, 1; Illinois, 1; Indiana, 2; Louisiana, 1; Ohio, 3; Oklahoma, 2; Pennsylvania, 7; West Virginia, 6. Total, 23.

MEMBERSHIP REPORTED.—12,000.

Glass Workers' Union of North America, American Flint

Affiliated with the American Federation of Labor.

Organized in Pittsburgh, Pa., July 1, 1878. Flint-glass workers were among the first to organize assemblies under the Knights of Labor, but withdrew in 1878 and organized a craft union.

OBJECTS.—The object of this order shall be the elevation of the position of its members for maintenance of the best interests of the order, and all things pertaining to the business in which all the members under its jurisdiction may be involved.

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The manufacture of tableware, bar and hotel ware, illuminating wares, electric bulbs, clinical thermometers, handblown automobile lenses, lamp working, mold making, cutting, and engraving.

GOVERNMENT.—1. Administrative officers: President, vice president, secretary-treasurer, assistant secretary-treasurer. "The position of the president shall be that of an executive * * * and he shall have general superintendence of the order."

Executive board, composed of 58 members, representing all branches of the trade and the various sections of the country, acts as an advisory board to the president.

2. Local unions: "A local union shall have full power to adopt such bylaws or rules as may be deemed necessary, provided they are not in conflict with this constitution." Local bylaws and rules must be approved by the national president.

3. Convention: Meets annually. "The convention alone possesses power and authority to amend or repeal the fundamental or general laws and regulations of the union and fix the salaries of its officers." General officers elected by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Any workman who is connected with the trade represented by this union, whether he is a blower, presser, finisher, foot finisher, mold blower, gatherer, mold maker, cutter, engraver, or lamp worker, and not under the age of 18 years, may become a member of this union, providing said workman be a person of sober and industrious habits."

APPRENTICESHIP REGULATIONS.—"No apprentices shall be taken into the union until the expiration of their term of apprenticeship, unless for good and sufficient reasons.

"If any apprentice quits or leaves his place, he shall not be allowed to work in any other shop. Should the firm discharge him, they shall not put on another apprentice until the expiration of his term of apprenticeship.

"In case of any manufacturer retiring, suspending, or otherwise stopping the operation of his business, the national president shall have power to grant the apprentices a card, providing they have worked 2 years or more at the trade."

METHOD OF NEGOTIATING AGREEMENTS.—National agreements covering the industry are negotiated annually by representatives of the union and the organ-

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ized manufacturers. There are 15 departments in the industry, and agreements covering each department are made by representatives of that department.

BENEFITS.—Strike, sick, and death.

OFFICIAL ORGAN.—The American Flint.

HEADQUARTERS.—Corner Huron and Jefferson Streets, Toledo, Ohio.

ORGANIZATION.—Local unions only: *United States*—Arkansas 1; California, 2; Illinois, 5; Indiana, 13; Maryland, 5; Massachusetts, 3; Minnesota, 1; New Jersey, 9; New York, 5; Ohio, 21; Oklahoma, 2; Pennsylvania, 28; West Virginia, 31. *Canada*—Alberta, 1; Ontario, 1; Quebec, 1. Total, 129.

MEMBERSHIP REPORTED.—6,223.

Pavers, Rammermen, Flaggers, Bridge and Stone Curb Setters, International Union of

Affiliated with the American Federation of Labor. Organized August 28, 1905.

OBJECTS.—"We declare to the world that our aims are: First, to establish an international union of pavers, rammermen, asphalt workers, mastic-asphalt workers, asphalt-block, brick, iron-slag, and wood-block pavers, flaggers, bridge and stone curb setters, by which we may more closely combine the street-building industry within our jurisdiction; second, to protect our industrial interests by close mutual intercourse; third, to abolish the 10-hour working system, and also the subcontract system, and to establish a new schedule or system in vogue by the general government; fourth, to persuade employers to agree to arbitrate all differences which may rise between them and their employees, in order that the bonds of sympathy between them may be strengthened and that strikes may be avoided; to secure to its members the full enjoyment of the profits of their labor, sufficient leisure in which to develop their intellectual, moral, and social faculties by association; in a word, to enable them to share in the gains and honors of advancing civilization."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"All paving and ramming of streets, highways, roadways, and alleys, and repairs of the same and other places where the laying of granite, cobblestone, bluestone, asphalt block, sheet asphalt, wood block, brick, bitulithic, curb, bridge, and flag and mastic asphalt, and other materials used for surface finishing of streets, etc."

GOVERNMENT.—1. "The government and management of the international union shall be vested in the executive board", composed of president, eight vice presidents, general secretary, and treasurer. The president is the chief organizer.

2. District council, composed of three or more locals in a locality, "shall be the tribunal on all trade matters in said locality, and all local unions affiliated shall be required to conform to all laws and mandates of said body, and all business transacted in any such district council shall be mandatory on all local unions affiliated therewith."

3. Local unions: Subordinate; chartered and grouped according to class of work performed by members.

4. Convention: Held biennially; enacts legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—Any person engaged in work covered by jurisdiction is eligible to membership. Men employed as foremen are admitted if they are under civil service.

APPRENTICESHIP REGULATIONS.—None.

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METHOD OF NEGOTIATING AGREEMENTS.—No definite method.

BENEFITS.—Strike.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—819 Third Avenue, New York City.

ORGANIZATION.—Local unions: California, 3; Illinois, 6; Kentucky, 3; Maine, 2; Maryland, 2; Massachusetts, 2; Missouri, 6; New Jersey, 3; New York, 40; Ohio, 8; Pennsylvania, 5; Rhode Island, 1; Wisconsin, 3. Total, 82.

MEMBERSHIP REPORTED.—No report. On the basis of voting strength in American Federation of Labor, 2,000.

Paving Cutters' Union of the United States of America and Canada, International

Affiliated with the American Federation of Labor.

Organized at Lithonia, Ga., in 1901. The first national organization of paving cutters was formed at Baltimore, Md., in 1887, by representatives from local unions in all the important centers of the industry. By 1892 the trade was thoroughly organized. However, an extensive lock-out throughout New England in 1892 proved disastrous, and being followed by the panic of 1893, wrecked the union. Reorganization was not attempted until 8 years later. Meeting in Lithonia, Ga., in 1901, the paving-cutters' unions then existing as directly affiliated American Federation of Labor locals organized the present International Paving Cutters' Union.

OBJECTS.—"The objects of this union are to protect our trade from dangers surrounding it, and by mutual effort to place ourselves on a foundation sufficiently strong to prevent further encroachment on our calling. We propose to encourage a higher standard, to cultivate a feeling of friendship among our members, to assist each other to secure employment, to reduce the hours of labor, and to secure adequate pay for our work: * * * to endeavor to bring about the amalgamation of the trades engaged in the stone industry and to secure legislation in the interest of the working masses."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"It is hereby declared that the Paving Cutters' Union of the United States of America and Canada have sole jurisdiction over the cutting of stone paving blocks, which includes: Flanged, beveled, and all stone blocks used in courts, alleys, yards, or streets for paving; also stone blocks and rough ashlar used for building purposes on which paving-cutters' tools are used."

GOVERNMENT.—1. "The government and management of this union shall be vested in a board of seven directors", one of whom is the international president, the other six being representatives elected by each of the six districts. The president is the administrative and executive head, elected by referendum of the whole membership, and is the only full-time salaried official.

2. Local unions: "Branches", largely autonomous, but under the direction of the board members of their respective districts.

3. Initiative and referendum: International business referred to branches for action; constitutional amendments either by referendum or by a committee elected for that purpose. No convention.

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QUALIFICATIONS FOR MEMBERSHIP.—"Each branch shall be the judge of the qualifications of all applicants for membership."

APPRENTICESHIP REGULATIONS.—"No apprentice shall be less than 16 years of age." Two-year term.

"Any member in good standing may employ an apprentice, but must first obtain the sanction of his branch."

METHOD OF NEGOTIATING AGREEMENTS.—A regional agreement between the international union and the Granite Paving Block Manufacturers' Association covers practically all of the industry in New England. Elsewhere agreements are negotiated locally.

BENEFITS.—Death.

OFFICIAL ORGAN.—Paving Cutters' Journal.

HEADQUARTERS.—Rockport, Mass.

ORGANIZATION.—Territorial districts:

District no. 1. Maine, Massachusetts, New Hampshire, Vermont, Rhode Island, and Connecticut.

District no. 2. New York, Pennsylvania, New Jersey, Delaware, and Michigan.

District no. 3. Canada east of British Columbia.

District no. 4. Maryland, Virginia, West Virginia, District of Columbia, North Carolina, Georgia, Florida, Mississippi, Tennessee, Kentucky, Alabama, Ohio, Indiana, Louisiana, and South Carolina.

District no. 5. Texas, Arkansas, Oklahoma, Kansas, Missouri, Illinois, Iowa, Nebraska, Wisconsin, Minnesota, North Dakota, and South Dakota.

District no. 6. Montana, Wyoming, Colorado, New Mexico, Arizona, Utah, Idaho, British Columbia, Washington, Oregon, Nevada, and California.

Local unions: *United States*—California, 1; Connecticut, 2; Delaware, 1; Georgia, 3; Maine, 10; Maryland, 1; Massachusetts, 4; Minnesota, 2; Missouri, 3; New Hampshire, 6; New Jersey, 2; New York, 3; North Carolina, 2; Pennsylvania, 7; Rhode Island, 1; South Carolina, 1; Wisconsin, 3. *Canada*—New Brunswick, 1; Ontario, 1; Quebec, 4. Total, 58.

MEMBERSHIP REPORTED.—2,200.

Potters, National Brotherhood of Operative

Affiliated with the American Federation of Labor. Organized at East Liverpool, Ohio, December 29, 1890.

OBJECTS.—"For the purpose of mutual protection, elevation, and relief of operative potters and their families, and for the further purpose of cooperation in any and all matters affecting the interests of their crafts."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—The pottery industry.

GOVERNMENT.—1. Executive board composed of president, seven vice presidents, and secretary-treasurer.

Western general-ware standing committee consisting of national secretary-treasurer and two members appointed by the president.

Eastern general-ware standing committee consisting of first vice president and two members appointed by the president.

The president is the administrative head of the organization. Executive board acts in an advisory capacity.

2. Local unions: Subordinate; constitution and general working rules dictated by national organization; but locals "shall have full power to adopt such

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bylaws and rules as may be deemed necessary, provided they are not in conflict with the constitution of the national union."

3. Convention: Held annually. "The convention shall have power and authority to make or repeal any laws deemed necessary." General officers elected by referendum. Legislation also by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"All persons, male and female, who are connected with any of the branches of the trade represented in the National Brotherhood of Operative Potters and not under the age of 16 years, may become members of the order, providing such persons are of sober and industrious habits."

APPRENTICESHIP REGULATIONS.—Vary with different branches of the trade. Five years' apprenticeship required for mold makers, dish makers, pressers, and casters; 3 years for kilnmen, handlers, dippers, turners, sagger makers, and packers; 2 years for jigger men.

In the dipping branch one apprentice is allowed for the first journeyman and one additional for every three journeymen additional.

In the turning branch one apprentice is allowed for the first journeyman, a second apprentice to four journeymen, and one more for each additional three journeymen.

Jiggers, 1 apprentice to 5 journeyman or less, 2 to every 10 journeymen, and 1 to every additional 5 journeymen.

Dish makers, one apprentice to each three journeymen or less, one apprentice to every four journeymen; mold makers, one apprentice to every five journeymen in the pressing and casting trades.

No journeyman may be discharged to make a place for an apprentice, but additional apprentices may be put on if competent journeymen cannot be obtained.

Before any apprentice is started in the trade, even within the ratio established by the agreement, the employer shall make application to the headquarters of the organization for a competent journeyman. If such journeyman is not supplied within 24 hours the employer may put on an apprentice, if within the established ratio for that trade.

METHOD OF NEGOTIATING AGREEMENTS.—Universal agreement negotiated by the officers of the national brotherhood and the manufacturers' association. Wage scales and price lists determined by national convention.

BENEFITS.—Strike, death, tuberculosis treatment; legal aid in case of serious accident.

OFFICIAL ORGAN.—The Potters' Herald (weekly).

HEADQUARTERS.—East Liverpool, Ohio.

ORGANIZATION.—Local unions only, organized by separate branches, or mixed: California, 2; Illinois, 1; Indiana, 3; Maryland, 2; Minnesota, 1; New Jersey, 10; New York, 2; Ohio, 48; Pennsylvania, 7; Tennessee, 1; Virginia, 1; West Virginia, 7. Total, 85.

MEMBERSHIP REPORTED.—11,000.

Stone Cutters' Association of North America, Journeymen

Affiliated with the American Federation of Labor.

Organized December 5, 1887. Craft unions of stonecutters were among the earliest established in the United States, but the organization as it exists today was launched on December 5, 1887, at a convention held in Chicago, Ill., attended by representatives from 20

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widely scattered cities. The stonecutters were the first craft to obtain a universal 8-hour day, which was accomplished by 1904. Up to 1907 the Journeymen Stone Cutters' Association had been an independent organization, but it affiliated with the American Federation of Labor in that year.

Two rival organizations of stonecutters existed in New York City—the New York Stone Cutters' Society and the Architectural Sculptors and Carvers' Association of New York. In 1915 both these organizations merged with the Journeymen Stone Cutters, which thus became the only organization in the trade, with jurisdiction over carvers as well as cutters.

The official organ of the association has been in continuous publication since 1888.

OBJECTS.—"The objects of this association are to protect the trade from the dangers surrounding it and by cooperative effort to place ourselves on a foundation sufficiently strong to prevent further encroachment. We propose to maintain an apprentice system, to encourage a higher standard of skill, and to cultivate a feeling of friendship among the men of our craft."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"The cutting, dressing, carving, fitting, picking out of all stone for position on the wall, drilling and patching of all stone, marble, Caen stone, and artificial stone, exterior and interior, in or about a building, irrespective of any finish that may be specified; the trimming and rubbing down of all stone and artificial stone where stonecutters' tools, carborundum, emery, or coarse sandstone is used; the molding of all artificial stone and the cutting of terra cotta in shops; all reinforced concrete, concrete cement blocks, or artificial stone dressed or cut with stonecutters' tools, bushhammer, and patent hammer; this classification to cover all stonecutting done in quarries, shops, or buildings, and in the construction of bridges, culverts, manholes, archways, etc., and the cutting of street curbings and all rock-faced stone cutting."

GOVERNMENT.—1. General officers are president, vice president, general secretary-treasurer, and an executive board of five elected members, one from each district. They are the executive and administrative heads of the organization. "All local, State, and provincial conferences shall be subordinate to and abide by the rulings of officers of the association."

2. State, provincial, and district conferences: Formed from two-thirds or more of the locals in their respective territories, and "shall have power to make laws to govern themselves * * * so long as such laws do not conflict with the constitution and bylaws of the association."

3. Local unions: "All local unions shall have the right to establish their own local laws, provided they do not conflict with the constitution."

4. Convention: Held triennially, enacts general legislation. Election of general officers by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Journeymen stone cutters and carvers, bluestone cutters and carvers, marble cutters and carvers, bridge and curb cutters, tool sharpeners and grinders, and all who operate stone, bluestone, marble, and artificial stonecutting and sawing machinery, and all molders in artificial stone plants, and all who are engaged in the fabrication of stone, bluestone, or artificial stone, who are citizens of the United States or Canada or who have

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declared citizenship intentions are eligible to membership, after demonstrating ability by actual work performed. "Planermen and all machinemen, including all men operating lathes or carborundum machinery used in the fabrication of all materials over which we claim jurisdiction, may become members. * * * Molders of cast or artificial stone will be taken in under a separate charter."

APPRENTICESHIP REGULATIONS.—"No applicant under the age of 16 years or over 20 shall be allowed to apprentice himself to the trade. All apprentices to the stonecutting industry shall serve a term of 4 years and shall comply with all the rules and regulations governing journeymen.

"One apprentice will be allowed to every 5 men in a shop; 2 apprentices to 15 men; but in no case shall there be more than 3 apprentices in any one shop.

"Locals shall stipulate the rate of wages apprentices under their jurisdiction shall receive each year.

"The employer shall provide all tools for apprentices until said apprentices become journeymen. Apprentices are not to use pneumatic machines."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions with local employers, generally individually, but occasionally in association.

Constitutional prohibitions.—"This association strictly prohibits piece work and subcontracting of stone cutting or carving * * *. Any member taking a contract shall be compelled to take out an employer's card. Employers shall not work at cutting or carving unless they have two or more members of the association employed. * * * This association does not permit its members to do any carving unless they receive carver's wages. Carvers shall receive at least $2 per day more than journeymen cutters. * * * No member of this association shall be allowed to work on any material that is fabricated in a prison. * * * No member of this association shall be permitted to make time contracts with employers. No member of this association is to cut stone where lines are drawn on by apprentices or nonmembers."

BENEFITS.—Strike and lock-out; death.

OFFICIAL ORGAN.—The Stone Cutters' Journal.

HEADQUARTERS.—Insurance Building, Indianapolis, Ind.

ORGANIZATION.—Districts:

District no. 1: California, Nevada, Utah, Arizona, Colorado, Wyoming, Washington, Montana, Idaho, South Dakota, North Dakota, Nebraska, Minnesota, Iowa, Kansas, Wisconsin, Oregon, Missouri, Kentucky, New Mexico.

District no. 2: Illinois, Indiana, Michigan.

District no. 3: Texas, Arkansas, Louisiana, Alabama, Georgia, Florida, Oklahoma, Tennessee, Virginia, West Virginia, District of Columbia, Pennsylvania, Ohio, Connecticut, Massachusetts, Maryland, Rhode Island, Vermont, New Hampshire, Maine.

District no. 4: New Jersey, New York.

District no. 5: Dominion of Canada.

Local unions: *United States*—Alabama, 1; Arkansas, 1; California, 2; Colorado, 2; Connecticut, 4; District of Columbia, 1; Florida, 2; Georgia, 1; Idaho, 1; Illinois, 9; Indiana, 11; Iowa, 4; Kansas, 6; Kentucky, 3; Louisiana, 1; Maryland, 1; Massachusetts, 3; Michigan, 3; Minnesota, 4; Missouri, 4; Nebraska, 1; New Jersey, 2; New York, 11; Ohio, 14; Oklahoma, 2; Oregon, 1; Pennsylvania, 9; Rhode Island, 1; Tennessee, 4; Texas, 5; Utah, 1; Virginia, 1; Washington, 1; West Virginia, 3; Wisconsin, 4; Wyoming, 1. *Canada*—Alberta, 2; British Columbia, 2; Manitoba, 1; Ontario, 6; Quebec, 3; Saskatchewan, 1. Total, 141.

MEMBERSHIP REPORTED.—5,700.

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CLOTHING TRADES

The outstanding developments in the clothing industry are the notable increase in membership after the adoption of the N. I. R. A., particularly in the International Ladies' Garment Workers' Union, and the affiliation in 1934 of the Amalgamated Clothing Workers with the American Federation of Labor. Thus, after 20 years of independence, one of the largest organizations in the clothing industry and the largest independent union dual to an existing affiliated union changed its policy. It neither merged with nor absorbed the United Garment Workers, the affiliated union in the same jurisdiction. Instead, jurisdictional and functional boundaries were set which leave both organizations free within their allotted fields. These boundaries merely recognized the situation actually existing—that is, that the Amalgamated Clothing Workers dominated the manufacture of men's suits, overcoats, and heavy wear in general, while the United Garment Workers' field was confined almost entirely to shops making overalls, work shirts, etc., with which they had union-label agreements. The Amalgamated took over the neckwear workers who had previously been organized into directly affiliated locals, and is now extending its organizing activities into shirt manufacture.

With the dissolution of the Needle Trades Workers' Industrial Union, the Trade Union Unity League group, dual unionism is practically eradicated nationally, although it still exists locally to some extent.

The merger of the two affiliated organizations in the hat and cap industry eliminated a condition of split jurisdiction which had existed within the American Federation of Labor for many years. These two organizations—the United Hatters of America and the Cloth Hat, Cap, and Millinery Workers International Union—have become the United Hatters, Cap and Millinery Workers' International Union, with jurisdiction over the entire industry. Each branch, however, retains its autonomy, and the amalgamation is in effect a federation rather than a merger.

Among the shoe workers dualism is more pronounced nationally now than in 1929. Whereas the earlier bulletin listed two national organizations in that field, there are now three, with the establishment in 1934 of the United Shoe and Leather Workers' Union. This group absorbed some of the scattered local groups of shoe workers, as well as the Shoe and Leather Workers' Industrial Union (the Trade Union Unity League group) and part of the Shoe Workers' Protective Union. In addition, disaffected locals of the Boot and Shoe Workers' Union in the Brockton, Mass., district seceded from the parent body in 1933 and organized the Brotherhood of Shoe and Al-

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lied Craftsmen. This brought about the discharge of those members of the new brotherhood who were employed in shops having union-shop agreements with the Boot and Shoe Workers' Union, the organization affiliated with the American Federation of Labor. This caused a strike in the Brockton district which ended in recognition of the Brotherhood of Shoe and Allied Craftsmen, and the virtual elimination of the Boot and Shoe Workers' Union from Brockton, the center of the men's shoe industry. The brotherhood reports a membership of 13,000 in 16 craft locals in Brockton, and 1 branch local of mixed crafts in Worcester. While it is regarded as a local union and is therefore not treated in detail in the handbook, it is of sufficient significance to be noted among recent developments.

Organizations in the clothing trades are:

Affiliated with the American Federation of Labor:
- Boot and Shoe Workers' Union.
- Clothing Workers of America, Amalgamated.
- Fur Workers' Union of the United States and Canada, International.
- Garment Workers of America, United.
- Garment Workers' Union, International Ladies'.
- Glove Workers' Union of America, International.
- Hatters', Cap, and Millinery Workers' International Union, United.
- Tailors' Union of America, Journeymen.

Independent organizations:
- Shoe and Leather Workers' Union, United.
- Shoe Workers' Protective Union.

Boot and Shoe Workers' Union

Affiliated with the American Federation of Labor.

Organized in Boston, Mass., April 10, 1895. The first union of shoe workers to achieve any degree of permanency was the Federal Society of Journeymen Cordwainers, which originated in Philadelphia in 1794 and figured in the famous conspiracy trial of 1806. The initial step toward national organization occurred in October 1835, when a convention was held in New York City which founded the National Cooperative Association of Journeymen Cordwainers. This organization, of course, was composed of skilled hand workers.

The introduction of shoemaking machinery brought about the formation of the Knights of St. Crispin, a national organization which undertook to regulate the use of machinery. This organization flourished remarkably for several years and instituted in 1868 the Daughters of St. Crispin, the first national trade organization of women in the country. One of its organizing slogans was "Equal pay for equal help." The decline of the Knights of St. Crispin and the rise of the Knights of Labor were coincidental, and the shoe workers became a strong factor in the Knights of Labor. By taking

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women into membership in their Knights of Labor assemblies they forced a change in the constitution of the Order of the Knights of Labor to include women workers on the same basis as men.

Local and district assemblies within the Knights of Labor multiplied so greatly that the shoe workers were granted the right to form a national trade assembly. This was accomplished in 1884. Not all the shoe-workers' locals in the Knights of Labor joined the National Trade Assembly of Shoe Workers, however. In the conflict with the order which followed an attempt to force them to do so, the National Trade Assembly withdrew from the Knights of Labor and formed the Boot and Shoe Workers' International Union, under the banner of the American Federation of Labor.

In the American Federation of Labor at the time there was another union of shoe workers, founded in Lynn in 1879, known as the Lasters' Protective Union. In 1895 the two old organizations, together with the local organization which had remained with the Knights of Labor and eight entirely independent local unions, met in Boston and amalgamated under the name of the Boot and Shoe Workers' Union. The new organization was at once chartered by the American Federation of Labor as an affiliated union.

OBJECTS.—"The purpose of this organization is to organize all shoe workers in North America into one trade-union, affiliated with the legitimate and recognized trade-union movement of the United States, Canada, and the world. We declare against all divided or opposition organizations of wage earners of the same craft as opposed to true interests of labor and destructive of success to the labor cause. We invite all shoe workers to unite with us to the end that we may more effectively regulate wages and conditions of employment; control apprentices; reduce the hours of labor; abolish convict contract labor; prohibit the employment of children under the age of 16; promote the use of our union stamp and all other union labels; assist and support all other legitimate trade-unions to the full extent of our power; and to take such further action in promoting the interests of shoe workers or other wage earners as may seem desirable from time to time, keeping pace with industrial development."

TERRITORIAL JURISDICTION.—United States, Canada, and Newfoundland.

TRADE JURISDICTION.—The boot and shoe industry.

GOVERNMENT.—1. "The government of all local unions and members shall be vested in the general union as the supreme head, to which all matters of general importance shall be referred, and whose decisions shall be final.

"The administrative power of the general union when not in session in convention shall be vested in the general officers" and the general executive board. The general officers are president, vice president, and secretary-treasurer; the general executive board is composed of the three officers named and eight members elected at large.

2. Local unions: "Each local union shall have power to adopt bylaws governing matters of local usage, provided such bylaws have been approved by the general executive board."

3. Convention: Biennial, unless otherwise ordered by general vote of membership; elects general officers and legislates for organization. Amendments to Constitution may be made either by convention or by referendum.

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QUALIFICATIONS FOR MEMBERSHIP.—Any male or female boot or shoe worker over 16 years of age is eligible to membership.

APPRENTICESHIP REGULATIONS.—"Any member of the boot and shoe workers' union wishing to learn a particular part of the trade outside the jurisdiction of his own local union shall make application to his local executive board to intercede in his behalf with the local executive board having jurisdiction over the part of the trade to be acquired * * *. In no case shall an application be considered unless the member has been 1 year in good standing."

METHOD OF NEGOTIATING AGREEMENTS.—Union-label agreements negotiated by international officers, approved by local unions; wage contracts made by locals with individual firms.

BENEFITS.—Strike; victimization; out-of-work (local); death.

OFFICIAL ORGAN.—Shoe Workers' Journal.

HEADQUARTERS.—246 Summer Street, Boston, Mass.

ORGANIZATION.—Joint councils: Chicago, Ill.; Brockton and Whitman, Mass.; St. Paul, Minn.; St. Louis, Mo.; Rochester, N. Y.; Cincinnati, Ohio; and Montreal, Canada.

Local unions: *United States*—Alabama, 3; California, 5; Connecticut, 2; Illinois, 18; Indiana, 3; Kentucky, 2; Maine, 2; Massachusetts, 22; Minnesota, 3; Missouri, 14; New Hampshire, 4; New York, 15; Ohio, 12; Pennsylvania, 3; Tennessee, 2; Virginia, 2; Washington, 2; West Virginia, 3; Wisconsin, 16. *Canada.*—British Columbia, 1; Ontario, 11; Quebec, 1. Total, 146.

MEMBERSHIP REPORTED.—45,000.

Clothing Workers of America, Amalgamated

Affiliated with the American Federation of Labor.

Organized in October 1914 at Nashville, Tenn. The Amalgamated Clothing Workers of America grew out of a split in the United Garment Workers of America at the convention of that organization held in 1914 at Nashville. When the convention met a considerable number of delegates were disfranchised and denied seats on the floor. They withdrew to another hall in the same city and held a rump convention, electing officers and transacting business in the name of the United Garment Workers.

Almost immediately after the close of the Nashville conventions a lock-out occurred in Baltimore in one of the largest garment shops in the country. Still acting as officers of the United Garment Workers, the general executive board of the seceding faction carried the Baltimore fight to a successful conclusion, which resulted in a greatly increased membership under the secession banner.

Litigation on the part of the original organization against the use of the name "United Garment Workers of America" by the seceders led to the adoption at a special convention held in New York City in December 1914 of the name "Amalgamated Clothing Workers of America" and complete dissociation from the parent body. It functioned as an independent industrial union until October 1933, when, through an agreement with the United Garment Workers which lim-

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ited the field of operations of both organizations, it received a charter from the American Federation of Labor.

OBJECTS.—"To improve and maintain conditions of labor among the men's clothing workers."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The manufacture of men's and boys' ready-to-wear clothing, leather garments, shirts, and neckwear.

GOVERNMENT.—1. "All legislative powers shall be reserved to the Amalgamated Clothing Workers of America, duly convened in session (except those allowed under the initiative and referendum); its executive and judicial powers when not in session shall be vested in the general executive board."

General executive board consists of president, secretary-treasurer, and 15 elected members.

2. Joint board: Composed of the locals in a city or locality where two or more local unions exist; "shall transact all such business for the local unions as may be provided in its bylaws."

3. Local union: "Each local union may make its own bylaws, provided they do not conflict with the constitution or bylaws of the organization."

4. Convention: Meets biennially; enacts legislation and nominates general officers. Election of officers and amendments to constitution by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any person over the age of 16 employed in the clothing industry, except foremen and forewomen, is eligible to membership. Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local joint boards or local unions with local employers, either individually or in association.

Terms of agreements vary greatly, but all provide machinery for mediation or arbitration of differences involving interpretation of agreements or awards through the "impartial chairman" system, which gives a disinterested third party the authority to interpret agreements.

Supplementary agreement entered into by the clothing manufacturers of Chicago, Rochester, and New York, and the Amalgamated Clothing Workers of America provides unemployment insurance in those cities.

BENEFITS.—Local only; sick and death.

OFFICIAL ORGAN.—Advance.

HEADQUARTERS. 15 Union Square, New York, N. Y.

ORGANIZATION.—Joint boards: Baltimore, Md.; Boston, Mass.; Buffalo, N. Y.; capitol district joint board, Albany, N. Y.; Chicago, Ill.; Cleveland, Ohio, Cincinnati, Ohio; Connecticut (headquarters, New Haven); Montreal, Canada; Milwaukee, Wis.; New York, N. Y.; Philadelphia, Pa.; Rochester, N. Y.; shirtmakers (New York); Toronto, Canada; Twin City, Minn.; Pennsylvania joint board (headquarters, Pottsville, Pa.).

Local unions.—Shop is the unit of organization under supervision of shop committee and shop chairman; local unions are formed on basis either of occupation (cutters, tailors, pressers, etc.) or nationality and language, but in small centers all members belong to same local union; *United States*—California, 2; Colorado, 1; Connecticut, 2; Georgia, 1; Illinois, 13; Indiana, 2; Iowa, 2; Kentucky, 1; Maine, 1; Maryland, 9; Massachusetts, 14; Minnesota, 4; New Jersey, 7; New York, 50; North Carolina, 1; Ohio, 9; Oregon, 1; Pennsylvania, 28; Tennessee, 1; Virginia, 2; Wisconsin, 4; *Canada*—Ontario, 8; Quebec, 6. Total, 171.

MEMBERSHIP REPORTED.—125,000.

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Fur Workers' Union of the United States and Canada, International

Affiliated with the American Federation of Labor. Organized in New York City, June 16, 1913.

OBJECTS.—"For the purpose of promoting unity of sentiment and action among those employed at the fur craft in the United States and Canada, and joining them closely together for mutual protection, we shall endeavor to further our interests and promote the following: To thoroughly organize and elevate the fur craft; to establish a perfect apprenticeship system; to establish uniform wages for the same class of work regardless of sex; to reduce the hours of labor; to substitute arbitration for strikes wherever it is possible to do so; to seek the abolition of sweatshop and child labor; to promote the use of the union label as the sole guaranty of union-made furs; to support the union label of all other bona-fide trade-unions; and assist all trade-unions to the full extent of our power."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"The international union shall have jurisdiction over the following branches of the fur trade: Fur cutters, fur squarers, fur operators, fur nailers, fur finishers and liners, fur ironers and examiners, fur beaters and cleaners, fur pointers, fur-glove makers, fur-cap makers, fur-band makers, fur-persian makers, fur-skull makers, fur-rug makers, fur-muff-bed makers, fur head and tail makers, fur trimmings and fur pieces, fur garments of all descriptions, fur hand dressers, fur hand shavers, fur machine shavers, fur machine fleshers, fur floor workers, fur dyers, fur hand and machine pickers and shearers, fur scrapers, fur combers, fur dyeing of all descriptions; hatters' fur workers, sheepskin tanners, sheepskin dyers, feather-boa workers."

GOVERNMENT.—1. "Government of all local unions and members shall be vested in this general union as the supreme head, to which all matters of general importance shall be referred and whose decisions shall be final. The administrative powers when not in session in convention shall be vested in the general executive board."

General executive board composed of general president, general secretary-treasurer, and 11 vice presidents.

2. Local unions: "Each local union shall have power to frame its own local bylaws, which must in no way conflict with the constitution of the international."

3. Convention: Meets biennially; elects general officers and legislates for organization.

Contitutional amendments by convention or by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Any person to be admitted to membership in a local union must be a fur worker, competent to command the minimum wage." Male and female membership.

APPRENTICESHIP REGULATIONS.—"Any local union may take into membership apprentices upon temporary union cards issued for not less than 6 months * * * We favor the adoption of a legal apprenticeship system, the parents binding the boy to remain at least 3 years, and the employer binding himself on his part to teach the fur-working trade, but such employer shall not have more than 1 apprentice for every 10 journeymen in his employ. Not more than three apprentices shall be allowed in any shop."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions or local joint boards, generally with manufacturers' association where there is more

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than one employer. General policies embodied in agreements are determined by the international.

BENEFITS.—Strike and lock-out; funeral.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—9 Jackson Avenue, Long Island City, N. Y.

ORGANIZATION.—Joint boards or councils; New York joint council; Twin Cities (Minneapolis and St. Paul); joint board of Montreal; joint board of Toronto.

Local unions (separated in branches in New York City; otherwise mixed): *United States*—California, 1; District of Columbia, 1; Illinois, 1; Maryland, 1; Minnesota, 3; Missouri, 1; New Jersey, 4; New York, 11. *Canada*—Ontario, 3; Quebec, 3. Total, 29.

MEMBERSHIP REPORTED.—12,000.

Garment Workers of America, United

Affiliated with the American Federation of Labor.

Organized in New York City on April 10, 1891. Prior to 1891 garment workers were variously organized under the Knights of Labor, in directly affiliated American Federation of Labor local unions and in independent groups not identified with either movement. The American Federation of Labor locals and some of the independents came together in convention in New York City on April 10, 1891, and organized into the United Garment Workers of America. The new union immediately became affiliated with the American Federation of Labor.

Two years later an extensive lock-out of the cutter members of the union was undertaken by the clothing manufacturers of New York and vicinity. Cutters organized in Knights of Labor assemblies were offered the jobs of the locked-out union men. Instead of accepting, however, the Knights of Labor men joined the new craft union. Shortly afterward the tailors in the Knights of Labor took similar action.

With the rise of special-order work in garment factories a new organization sprang up, beginning in Chicago, known as the Special Order Clothingmakers' Union. After an independent existence of 2 years it was chartered by the American Federation of Labor as an affiliated national union in 1902. The United Garment Workers protested the infringement of jurisdiction; and the convention of the American Federation of Labor, upholding the United Garment Workers, ordered amalgamation of the clothing unions. This was accomplished in 1903 by agreement between the two unions.

Shirt and collar makers had been since 1900 organized under the Shirt Waist and Laundry Workers' International Union. In 1909 jurisdictional lines were readjusted, and the shirt workers in that union were transferred to the United Garment Workers.

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Discord within the United Garment Workers' ranks culminated in a split during the convention of 1914. A considerable number of delegates withdrew and, holding a rump convention, organized the Amalgamated Clothing Workers.

OBJECT.—Not stated.

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The manufacture of men's, boys', and children's ready-to-wear clothing, special-order made-to-measure clothing, men's rainproof clothing, bathrobes, men's bathing suits, all kinds of aprons and white goods, overalls, trousers, rompers, play suits, work shirts, dress shirts, nainsook and linen underwear, collars, and cuffs.

GOVERNMENT.—1. General executive board, composed of president, who shall be chief organizer), auditor, and four other elected members, exercises "all judicial and executive powers of the organization when not in session" in convention. When the general executive board is not in session the president "is the chief executive officer with full power as such", subject to the approval of the general executive board and general convention.

2. District councils: Composed of three or more local unions in a city or locality. "District councils shall transact business pertaining to the welfare of the various local unions, such as organizing, label propaganda, and adjust all differences before same are referred to the general executive board."

3. Local unions: Local unions have power to enact bylaws for local government, subject to the approval of the general executive board.

4. Convention: Held every 5 years, enacts legislation and elects general officers. Constitutional amendments by convention and referendum or by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Candidates, male or female, to be admitted to membership in a local union * * * shall be not less than 16 years of age", shall be actually engaged in some branch of the garment-making industry covered by United Garment Workers' jurisdiction, and shall not be "a member of any other organization of the trade."

APPRENTICESHIP REGULATIONS.—One apprentice allowed in each factory for the first cutter and one additional apprentice for every additional three cutters. Three years' apprenticeship in the cutting branch.

METHOD OF NEGOTIATING AGREEMENTS.—An agreement covering about 25 percent of the membership is made annually by a committee of the United Garment Workers' general office and a committee of the Union Made Garment Manufacturers' Association. This contract calls for the union label, sets prices, hours, and shop conditions, and provides for adjustment of grievances.

Other agreements are negotiated locally, generally with individual employers, and provide for price committees, which set piece rates.

BENEFITS.—Strike and victimization; death; sick (by locals).

OFFICIAL ORGAN.—The Garment Worker.

HEADQUARTERS.—Bible House, New York City.

ORGANIZATION.—Local unions, usually organized on basis of craft, as tailors and cutters; or product, as shirts, overalls, etc.: *United States*—Alabama, 3; California, 7; Colorado, 2; Delaware, 1; District of Columbia, 1; Georgia, 8; Illinois, 12; Indiana, 8; Iowa, 3; Kansas, 1; Kentucky, 4; Louisiana, 1; Maryland, 2; Massachusetts, 4; Michigan, 6; Minnesota, 2; Mississippi, 1; Missouri, 7; Nebraska, 1; New Hampshire, 4; New Jersey, 9; New York, 25; North Carolina, 3; Ohio, 12; Oklahoma, 1; Oregon, 1; Pennsylvania, 31; South Carolina, 1;

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Tennessee, 1; Texas, 8; Utah, 1; Vermont, 2; Virginia, 3; Washington, 2; West Virginia, 1; Wisconsin, 3. *Canada*—Alberta, 1; Manitoba, 1; Ontario, 4. Total, 188.

MEMBERSHIP REPORTED.—37,043.

Garment Workers' Union, International Ladies'

Affiliated with the American Federation of Labor.

Organized in New York City in 1900. The earliest organization among workers in the women's garment trades were shop unions and a Knights of Labor assembly organized in 1882. Combinations of the various shop unions were local and sporadic throughout the eighties, usually under the leadership of the Knights of Labor. In May 1892 delegates from the organized cloak makers of five cities met in New York and formed the International Cloak Makers' Union of America. This organization, however, was short-lived, and a period of factional strife and dual unionism divided along national and political lines followed. As a result of the chaotic conditions thus produced, many of the organizations became locals of the United Garment Workers. General strikes in 1894–95 demoralized organization among the workers in the women's-garment trades, and for the next 5 years the only union which retained any vitality was a group of cloak makers who went by the name of the United Brotherhood of Cloak Makers of New York. Out of this brotherhood, after a convention held in New York on June 3, 1900, attended by delegates from unions of various branches of the industry, grew the International Ladies' Garment Workers' Union. This new organization was immediately chartered by the American Federation of Labor as an affiliated international union.

Activities of the International Ladies' Garment Workers' Union, outside the economic field, include the development of educational and recreational departments, with active participation in Brookwood Labor College, and the maintenance of a health center for medical examination and treatment and of a vacation home.

OBJECTS.—"The object of the International Ladies' Garment Workers' Union shall be to obtain and preserve for all workers engaged in the ladies'-garment industry just and reasonable conditions of work with respect to wages, working hours, and other terms of employment; to secure sanitary surroundings at their places of work and humane treatment on the part of the employers; to aid needy workers in the industry; to cultivate friendly relations between them; and generally to improve their material and intellectual standards. Such objects shall be accomplished through negotiations and collective agreements with employers; the dissemination of knowledge by means of publications and lecture courses; through concerted efforts to organize the unorganized workers in all branches of the industry; and through all means and methods customarily employed by organized workers to maintain and better their standards of living."

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TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Women's and children's garment-making and accessory trades.

GOVERNMENT.—1. General executive board, composed of president, secretary-treasurer, and 21 vice presidents, 3 of whom shall be residents of New York City, comprises the executive and judicial power of the organization and exercises "general supervision."

2. Joint boards: When two or more locals of each branch of the trade exist in any one city or locality, joint boards must be formed consisting of an equal number of delegates from each local. "The main object of the joint board shall be to attend the complaints of members against employers, to supervise or control union shops, to organize nonunion shops, and to see to it that harmony prevails among the local unions affiliated with it. Adjustments by the joint boards of disputes with employers shall be binding upon the local unions."

3. Local unions: Subordinate, but "with power to enact and enforce such local bylaws as may be considered necessary." "Members of local unions are primarily members of the International Ladies' Garment Workers' Union and subject to its orders, rulings, and decisions."

4. Convention: Meets biennially; enacts legislation and elects general officers. Constitutional amendment by convention only.

QUALIFICATIONS FOR MEMBERSHIP.—Any worker engaged in the industry is eligible to membership, except foremen, forewomen, and anyone having the power to hire and discharge. Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Generally negotiated by joint boards with manufacturers' associations.

BENEFITS.—Local unemployment insurance, sick benefit.

OFFICIAL ORGAN.—Justice, Giustizia, Gerechtigkeit, and Justicia.

HEADQUARTERS.—3 West Sixteenth Street, New York City.

ORGANIZATION.—Local unions organized on basis of the different subdivisions of the trade, such as cloakmakers, dressmakers, designers, embroidery workers, etc.; in the largest cities these may, in turn, be divided into nationality groups: *United States*—California, 8; Connecticut, 8; Georgia, 1; Illinois, 13; Indiana, 1; Maryland, 3; Massachusetts, 12; Minnesota, 2; Missouri, 11; New Jersey, 18; New York, 40; Ohio, 12; Oregon, 1; Pennsylvania, 17; Texas, 5; Virginia, 1; Washington, 2; West Virginia, 1; Wisconsin, 2; Puerto Rico, 4. *Canada*—Montreal, 5; Toronto, 4. Total, 171. Joint boards and joint councils: 17.

MEMBERSHIP REPORTED.—210,000.

Glove Workers' Union of America, International

Affiliated with the American Federation of Labor.

Organized in Washington, D. C., December 17, 1902, by delegates from a few local trade-unions of kid and heavy-leather glove workers directly affiliated with the American Federation of Labor. When chartered as an international organization it was granted jurisdiction over wool gloves and mittens, and with the development of the manufacture of canvas work gloves the field was extended to the entire industry.

OBJECTS.—"To thoroughly organize our craft; to regulate wages and conditions of employment; to establish uniform wages for the same class of work

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regardless of sex; to control apprentices; to reduce the hours of labor; to abolish contract and convict labor; to prohibit the employment of children under 16; to promote the use of the union label as the sole and only guaranty of union-made gloves."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The manufacture of gloves and mittens of cloth or leather.

GOVERNMENT.—1. Executive board, composed of president, secretary-treasurer, and seven vice presidents, has general supervision and authority.

2. Local unions "shall have privilege of adopting bylaws governing matters of local usage, provided they do not conflict with international constitution."

3. Convention: Biennial, enacts legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—Any person not an employer, superintendent, foreman, or forewoman who is actually engaged in the occupation of making gloves or mittens is eligible to membership. Male and female membership.

APPRENTICESHIP REGULATIONS.—Controlled by local unions, insofar as the apprentice system obtains.

METHOD OF REGULATING AGREEMENTS.—Shop and wage agreements are negotiated by officers of local unions with local employers, subject to approval of the international union. Union-label contract is negotiated and signed by the executive board. Both agreements expire at the same time.

BENEFITS.—Strike and lock-out (by special assessment).

OFFICIAL ORGAN.—Monthly Bulletin.

HEADQUARTERS.—Machinists' Building, Washington, D. C.

ORGANIZATION.—Local unions only: Illinois, 3; Minnesota, 1; New York, 2; Wisconsin, 2. Total, 8.

MEMBERSHIP REPORTED.—4,500.

Hatters, Cap, and Millinery Workers' International Union, United

Affiliated with the American Federation of Labor.

This international union is an amalgamation of two international unions, each of which was affiliated with the American Federation of Labor. The organizations included were the Cloth Hat, Cap, and Millinery Workers International Union and the United Hatters of North America. The amalgamation took place at a joint convention held in New York City on January 19, 1934. The new organization was chartered by the American Federation of Labor under the present title.

The United Hatters of North America was organized in 1896. The earliest organization of hatters in the country was the Hatters' Union, of Danbury, Conn., organized in 1810. Various unions were formed in the early half of the nineteenth century, which by 1854 had amalgamated into two international unions, the National Hat Makers and the International Hat Finishers. In 1896 these consolidated and became the United Hatters of North America.

The Cloth Hat, Cap, and Millinery Workers' International Union was organized in New York City in 1901 at an organizing convention

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at which nine independent local unions were represented. It secured affiliation with the American Federation of Labor the following year. Extensive organization of the millinery workers began in 1909 and lasted several years, during which time agreements with organized employers were secured which materially improved conditions in the trade. In 1916 the United Hatters of North America protested against the control of the millinery trade by the United Cloth Hat and Cap Makers, and 2 years later the dispute resulted in the expulsion of the cap workers from the American Federation of Labor.

The union continued to function successfully in both the cap and millinery trades, and in 1923 the United Hatters withdrew their claim to jurisdiction over the millinery trade by agreement with the cloth hat and cap makers. This resulted in the reaffiliation of the cap workers' organization with the American Federation of Labor in 1924. A merger of the two organizations to control the headgear industry had been advocated for several years and was finally achieved in the amalgamation agreement by which the new organization was created. As a result of that agreement the Cloth Hat, Cap, and Millinery Workers' International Union became the cap and millinery department, and the United Hatters of North America became the men's hat department of the new international. Each department operates under its own constitution, and although they are largely autonomous, they are governed by the international constitution which applies to the international as a whole. Power to issue charters to local unions and to issue and control the union label is vested exclusively in the international.

OBJECTS.—"The object of this international union shall be to unite in one organization all workers, men and women, eligible for membership; to secure and preserve for all workers in the industry * * * higher wages, shorter hours, just and reasonable conditions of work, and the advancement of their cultural and general welfare."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The production of men's and ladies' headwear, such as men's and boys' felt hats, men's and boys' straw and panama hats, felt hat bodies and hoods, men's and boys' sewed hats of all materials and descriptions, men's and children's caps of all materials and descriptions, ladies' and children's hats of all materials and descriptions.

The men's hat department shall have jurisdiction over all workers engaged in the making of men's and boys' felt, straw, and panama hats and felt-hat bodies and hoods for men's, women's, and children's hats. The cap and millinery department shall have jurisdiction over all workers engaged in the making of ladies' and children's hats of all materials and descriptions and of men's and children's caps and sewed hats of all materials and descriptions.

GOVERNMENT.—1. International executive board, consisting of the international officers—president, vice president, secretary-treasurer, and assistant secretary-treasurer—and five members from each department, elected by convention vote for a period of 4 years. Two of the international officers must be the department presidents. The international president is the chief executive officer

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in direct charge of all organizing activities; the international secretary is custodian of and directly responsible for the union label; the board members comprise a general executive and administrative body and a trial board.

2. General executive board for each department has exclusive authority over departmental affairs which do not involve the international union.

3. Local unions: Chartered by the international union but subordinate and subject to the jurisdiction of their respective departments.

4. Convention: International convention meets quadrennially; elects general officers. Departmental conventions held biennially; elect departmental officers, and legislate for their respective departments.

QUALIFICATIONS FOR MEMBERSHIP.—Any worker in the jurisdiction is eligible for membership in the international. The cap and millinery department imposes no restrictions but excludes from membership those having the power to hire or discharge. The men's hat department requires that applicants shall be 21 years of age or over, and must be citizens or applicants for citizenship.

APPRENTICESHIP REGULATIONS.—Men's hat department only: "To constitute a journeyman a boy shall be required to serve a regular apprenticeship of at least 2 consecutive years in a fair shop, and in all cases until he is 21 years of age. * * * Any boy in order to be eligible to be registered as an apprentice to learn the hatting trade must be able to speak the English language and also have a fair practical knowledge of it.

"Apprentices shall be distributed throughout the various departments of a factory in proportion to the number of men employed in each department.

"All shops under our jurisdiction shall be allowed apprentices in the following manner: Shops employing 10 men shall be entitled to 1 boy, and 1 boy more for each additional 10 men. In case of shops having less than 10 men the local association shall have discretion in the matter and shall register boys or not in such shops as they think fit."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally.

BENEFITS.—Jurisdiction retained by the departments which provide strike and lock-out benefits.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—245 Fifth Avenue, New York, N. Y.

ORGANIZATION.—Local unions only. Cap and millinery department: *United States*—Alabama, 1; California, 4; Connecticut, 1; Georgia, 1; Illinois, 5; Massachusetts, 3; Michigan, 1; Minnesota, 2; Missouri, 7; New York, 3; Ohio, 3; Pennsylvania, 3; Wisconsin, 2. *Canada*—Ontario, 2; Quebec, 2. Total, 40.

Men's hat department: California, 2; Connecticut, 9; Illinois, 2; Massachusetts, 3; New Jersey, 7; New York City, 6; Pennsylvania, 4; Minnesota, 1. Total, 34.

MEMBERSHIP REPORTED.—25,000 (cap and millinery department, 18,000; men's hat department, 7,000).

Shoe and Leather Workers' Union, United

Not affiliated with the American Federation of Labor.

Organized in Boston, Mass., in December 1933. This organization is an amalgamation of several existing industrial and craft unions, both national and local. The component organizations were the National Shoe Workers' Association, the Shoe Workers' Protective Union, the Shoe and Leather Workers' Industrial Union (affiliated with the Trade Union Unity League), and the Shoe Workers' Union

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of Salem, Mass. The amalgamating convention was called as an effort to consolidate scattered forces and to create one industrial union in shoe manufacture and allied trades. The merger which was actually affected included only those listed, as the Boot and Shoe Workers Union (the only one affiliated with the American Federation of Labor) did not participate. Later a faction of the Shoe Workers' Protective Union withdrew from the new amalgamated organization, and, resuming the title of the old organization, continued to function independently.

OBJECTS.—"The object of the U. S. L. W. U. shall be to obtain and preserve for all workers engaged in the shoe industry and its component parts just and reasonable conditions of work with respect to wages, working hours, and other conditions of employment; to secure sanitary surroundings in their places of work and humane treatment from their employers; to aid needy workers in the industry; to cultivate friendly relations between them; and generally to improve their material and intellectual standards. Such objects shall be accomplished through concerted efforts to organize the unorganized workers in all branches of the industry; through a militant program of strikes; through negotiations and collective agreements with employers; through the dissemination of knowledge by means of publicity and lecture courses; and through all other means and methods usually employed by organized workers to maintain or better their standards of life."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The footwear industry and allied trades, including the tanning of shoe leather and the manufacture of shoes and shoe parts of any material.

GOVERNMENT.—1. General executive board of 21 members elected by popular vote on a proportional-representation basis, i. e., the New England territory is represented by 8 members; the Atlantic States territory by 5 members; Middle West States in which the industry is located by 5 members; and 1 member for each of 3 branches of manufacture—wood-heel making, rubber, and last or pattern making. The administrative and executive power of the organization is vested in this board.

2. General organizer and general secretary-treasurer elected by popular vote. General organizer has direct charge of all organizing activity and also assists in the negotiations of wage scales and agreements and the adjustment of grievances and disputes.

3. Local unions: Subordinate; may adopt bylaws, subject to the approval of the general executive board. "All members of the local unions are primarily members of the United Shoe and Leather Workers' Union and subject to its orders, rulings, and decisions."

4. Convention: Held biennially. Initiative, referendum, and recall.

QUALIFICATIONS FOR MEMBERSHIP.—Any worker, male or female, above the age of 16 years who is actually employed in work covered by the jurisdiction is eligible to membership. No member may hold membership in any other organization in the industry.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally, with the advice and cooperation of the general organizer.

BENEFITS.—None.

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OFFICIAL ORGAN.—United Shoe and Leather Worker.

HEADQUARTERS.—120 Tremont Street, Boston, Mass.

ORGANIZATION.—Local unions (organized on craft basis in some cases, as cutters, stitchers, lasters, etc.): Illinois, 1; Maine, 4; Massachusetts, 36; Missouri, 1; New Hampshire, 5; New York, 4; Ohio, 4; Pennsylvania, 1. Total, 56.

MEMBERSHIP REPORTED.—30,000.

Shoe Workers' Protective Union

Not affiliated with the American Federation of Labor.

Organized in Haverhill, Mass., in 1901. A group of finishers organized a local union in 1901 and shortly afterwards were joined by turn workers who seceded from the Boot and Shoe Workers' Union. The union remained a local craft body until 1917, when it extended to other branches of the industry and organized various craft groups in the Haverhill plants.

A national union called the United Shoe Workers was founded in 1909. By 1913 it had expanded greatly, due largely to the absorption of several small independent craft locals, among which were a number of unions of cutters and stitchers still organized under the Knights of Labor.

At a convention held in Haverhill in 1924 the Shoe Workers' Protective Union and the United Shoe Workers merged into one organization under the title of the former older union.

A third group called the Amalgamated Shoe Workers of America was organized in 1922 by scattered locals of various crafts in Massachusetts and New York. This group has been gradually absorbed by the Shoe Workers' Protective Union. In 1933 the Shoe Workers' Protective Union participated in the amalgamation convention which created the United Shoe and Leather Workers' Union, but later a substantial faction withdrew and is now continuing as the Shoe Workers' Protective Union.

OBJECTS.—"Workers must organize in a labor union democratic in form, uncompromising in principle, and energetic in action. We recognize the necessity which confronts the shoe workers of organizing into local, national, or preferably one consolidated organization of the entire industry, and we pledge our aid and assistance to any movement having such object in view which will not prove injurious to ourselves."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—The manufacture of shoes "in whole or in part."

GOVERNMENT.—1. General officers are president and a general council of nine elected members. The president is the chief executive officer of the union with wide powers. The general council "shall execute the instructions of the general conventions, and between conventions shall have full power to direct the workings of the organization", and shall supervise and direct the work of the general president.

2. Local unions: Largely autonomous. Constitution and bylaws subject to approval of general council.

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3. Initiative, referendum, and recall. Nomination and election of general officers by referendum. Legislation and amendments to constitution by initiative and referendum.

4. Convention by referendum call only. Call submitted annually.

QUALIFICATIONS FOR MEMBERSHIP.—Any person over the age of 16 engaged in the manufacture of boots or shoes and component parts thereof, is eligible to membership. Male and female membership. Eligibility of working foremen, working forewomen, and working supervisors, to membership is discretional with the local unions.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENT.—Negotiated locally with individual manufacturers or manufacturers' associations and ratified by general vote of the members affected.

BENEFITS.—Death.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—683 Atlantic Avenue, Boston, Mass.

ORGANIZATION.—Local unions only: Illinois, 3; Massachusetts, 28; Missouri, 9; New Hampshire, 2; New York, 7; Wisconsin, 1. Total, 50.

MEMBERSHIP REPORTED.—20,000.

Tailors' Union of America, Journeymen

Affiliated with the American Federation of Labor.

Organized in Philadelphia, Pa., in 1883. Historically the organization of tailors began before the nineteenth century. Three unions existed in 1806, one of which, that in Boston, celebrated a centennial of continuous existence in 1906. The first efforts at consolidation and national organization were made in 1865, when the Journeymen Tailors' National Trades Union was formed in Philadelphia by representatives from seven cities. This organization lived until 1876, when it disintegrated.

The various local unions comprising it continued to function, however, and at the instigation of the Philadelphia union they were again brought together in convention in that city in 1883, when the Journeymen Tailors' National Union of the United States was organized.

In 1896, the American Federation of Labor convention held in Cincinnati granted to the Journeymen Tailors' Union of America jurisdiction over all custom tailors in the employ of merchant tailors in the United States and Canada, where custom clothing is made to the measure and to the order of each individual customer.

The introduction and development of the factory system in clothing manufacture, with its cheaper production and less-skilled workmen, produced a second organization composed of what was known as "shop tailors." This organization, the Tailors' National Progressive Union, was chartered by the American Federation of Labor. It favored amalgamation with the older union in order to control both kinds of work.

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The custom tailors, however, feared the consequences of lowering craft standards sufficiently to let in the shop tailors and refused to amalgamate with or to take into membership the ready-made clothing workers.

But difficulties arose with the introduction of "special order" tailoring in the garment factories. That system employed skilled tailors and threatened the whole merchant-tailoring trade. Nevertheless, on three different occasions—in 1899, in 1901, and in 1903—the Journeymen Tailors rejected in referendum the proposal to admit the special-order tailors to membership. The attitude remained one of craft caste. In 1900 the special-order clothing workers formed a union of their own, called the Special-Order Clothing Makers' Union, which was chartered by the American Federation of Labor. Three years later it amalgamated with the United Garment Workers. This left the Journeymen Tailors with a fast disappearing field of operation, especially in smaller cities and towns.

In 1903 agreement was reached between the United Garment Workers of America and the Journeymen Tailors' Union of America as to the jurisdiction of workers employed in special-order houses making custom clothing. This agreement provided that workmen engaged in custom work or in ready-made clothing retailing below a fixed price, came under the jurisdiction of the United Garment Workers, while the Journeymen Tailors retained jurisdiction over the workers engaged on higher-priced products.

In 1909 the Journeymen Tailors' convention voted to extend its jurisdiction to "all workers engaged in the manufacture of legitimate custom tailoring, no matter what system of work is used." This jurisdiction was never specifically granted by the American Federation of Labor, and for 4 years the matter was not pressed, although amalgamation of all the unions in the garment industry was proposed and discussed during those years in various conferences of the needle-trades unions.

With a more radical element in control of the union, the 1913 convention declared for industrial unionism and control of the tailoring trade, and changed the name of the organization to Tailors' Industrial Union.

This move resulted at once in a clash with the International Ladies' Garment Workers' Union and the United Garment Workers and the refusal of the American Federation of Labor to recognize either the claim or the new title.

When the Amalgamated Clothing Workers of America launched its movement for industrial organization of the clothing industry in 1914, the executive board of the tailors' union submitted to its members a proposal to become part of the new organization under an

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agreement drawn up by the executive officers of both unions. This proposal was approved by referendum vote of the tailors' union.

At the convention of the Amalgamated Clothing Workers in 1915 the executive board of the tailors' union constituted part of the steering committee, and the secretary of the tailors' union was elected to the secretaryship of the amalgamated body.

Meanwhile a disaffected element which from the first had protested the hasty nature of the referendum on amalgamation was rallying a following, under the leadership of the Chicago local, to demand a reconsideration. It succeeded in forcing the issue on the grounds that the membership did not realize that they were identifying themselves with a secessionist organization. The second referendum proposal, worded so as to reaffirm the old craft jurisdiction, allegiance to the American Federation of Labor, and repudiation of the alliance with the Amalgamated Clothing Workers, carried by a substantial margin.

Consequently, by the end of 1915 the Journeymen Tailors' Union had returned to its former status as a craft union, in recognized standing with the American Federation of Labor, and resumed its original title. It remains an organization of skilled men in the steadily diminishing field of merchant tailoring.

An extension of jurisdiction to cover cleaning, dyeing, and pressing was granted the Journeymen Tailors' Union by the American Federation of Labor in 1912. In 1916 this had occasioned a jurisdictional controversy with the laundry workers, since laundries had added cleaning processes to their line of work. This was adjusted in 1919 by an arbitration decision which gave to the Laundry Workers' International Union those cleaners, dyers, and pressers who were employed in laundries.

Later the Chicago local of cleaners and dyers withdrew from the Journeymen Tailors' Union and sought admission to the American Federation of Labor as a directly affiliated union. The decision of the executive council of the Federation in that connection was that because "of the expansion of the cleaning and dyeing industry to embrace work on products such as furs, gloves, ladies' garments, shoes, carpets, etc., coming under the jurisdiction of various national and international unions", it is "for the best interests of all concerned" that unions of workers engaged in cleaning, dyeing, and pressing should be directly affiliated American Federation of Labor locals.

In consequence, while the Journeymen Tailors' Union still claims jurisdiction and has some locals of cleaners, dyers, and pressers, workers of this class are also organized in directly affiliated American Federation of Labor locals in some instances and hold membership in the Laundry Workers' International Union in others.

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OBJECTS.—"The objects of the Journeymen Tailors' Union of America are, namely: To elevate the industry, to encourage a high standard of skill, to cultivate friendship and fraternity between the workers in the industry, to assist each other to secure employment; to secure the weekly system of employment, free shops, limit the hours of labor, and to use our influence with the lawmakers of each State and Province to secure the passage of laws that will prohibit sweating and home work, to secure adequate pay for our labor, to assist each other in case of need and distress; and by all honorable and just means to elevate the moral, social, and intellectual conditions of our members and all wage workers."

TERRITORIAL JURISDICTION.—United States, Canada, and Newfoundland.

TRADE JURISDICTION.—Custom tailoring.

GOVERNMENT.—1. General officers: General secretary-treasurer, assistant secretary; general executive board of five members. Secretary-treasurer is the executive head of the organization. General executive board, elected by unions in and about headquarters, is a trial and appeal board.

2. Local unions: Largely self-governing; autonomy not defined in constitution.

3. Convention: Held quadrennially, enacts general legislation. Secretary-treasurer elected by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—All workers engaged in the custom-tailoring trade, in cleaning, dyeing, and pressing, and bushelmen working in the clothing industry are eligible to membership. Male and female membership.

APPRENTICESHIP REGULATIONS.—"An apprentice is one who has no previous experience at tailoring, and at the expiration of 3 months they shall become members of the union. The local union shall regulate the number of apprentices allowed in each shop and wages of the apprentices."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions subject to approval of the general executive board, but must contain "a provision * * * demanding piece work or week work, free sanitary workshops adequately equipped as to tools, light, heat, ventilation, etc., and a limitation of hours."

BENEFITS.—Strike and lock-out; victimization; sick and disability; funeral.

OFFICIAL ORGAN.—The Tailor.

HEADQUARTERS.—7915 Clyde Avenue, Chicago, Ill.

ORGANIZATION.—Local unions only: *United States*—Alabama, 1; California, 9; Colorado, 2; Connecticut, 3; District of Columbia, 1; Florida, 1; Georgia, 2; Illinois, 4; Indiana, 2; Iowa, 5; Kansas, 2; Kentucky, 2; Louisiana, 2; Massachusetts, 5; Michigan, 5; Minnesota, 3; Missouri, 2; Montana, 1; Nebraska, 2; New York, 3; North Carolina, 1; North Dakota, 1; Ohio, 10; Oklahoma, 3; Oregon, 2; Pennsylvania, 11; Rhode Island, 1; South Carolina, 1; Tennessee, 4; Texas, 7; Utah, 1; Virginia, 4; Washington, 5; West Virginia, 4; Wisconsin, 6. *Canada*—British Columbia, 1; Ontario, 3; Quebec, 1. Total, 125.

MEMBERSHIP REPORTED.—8,629.

FOOD AND LIQUOR

Dual unionism in the food industry has been eliminated to some extent by the disbanding of the Food Workers' Industrial Union (T. U. U. L.) and the reaffiliation of the Amalgamated Food Workers with the parent body, the Bakery and Confectionery Workers' International Union. In recent years the Amalgamated Food Workers had been confined chiefly to New York City and to the field which brought about the first split from the international in 1913—that is, Jewish

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bakeries. It undertook some organizing work among the machine operators in the bakery-goods factories of Greater New York, and one of the terms of reaffiliation was that the "factory branch" should be kept intact and retain its industrial form of organization.

While the committee of the American Federation of Labor assigned to direct the work of organizing the unorganized mechanized industries considered canneries as too important a field to be overlooked, little progress was made. Fifteen unions of cannery workers affiliated directly with the American Federation of Labor scattered throughout the country were reported to the 1934 convention. In the meantime the employees of one of the large canning plants in New Jersey organized an independent industrial union known as the Canners' Industrial Union. This organization won 55 percent of the votes cast at the election held under the direction of the National Labor Board (May 1934) to determine employee representation. So far it is confining its activities to the New Jersey plants of the Campbell Soup Co.

The repeal of the prohibition amendment to the American Constitution revitalized the organization holding jurisdiction over the brewing industry. This, in turn, brought into the open once more the old jurisdictional disputes in which the brewery workmen have been repeatedly involved. The International Union of United Brewery Workers has been, since its inception, a quasi-industrial union, claiming the right to organize all persons employed directly in connection with the manufacture of beer and related products. In 1933 the International Brotherhood of Teamsters and Chauffeurs reopened the question of its right to the brewery-truck drivers, and the two engine-room organizations—the International Union of Operating Engineers and the International Union of Firemen and Oilers—filed similar claims to the workers in those crafts employed in breweries. The contention was, substantially, that as the brewing industry, and with it the brewery-workers' organization, had died out during the prohibition era, the situation existing in 1933 was in effect an entirely new one, to be handled de novo on the basis of the craft-autonomy doctrine of the American Federation of Labor. The convention of 1933 supported the jurisdictional claims of the craft unions by approving the decision of the executive council that jurisdiction over the teamsters, engineers, and firemen in the employ of brewing companies belonged to the respective craft unions. The dismemberment of the United Brewery Workmen, which that decision called for, was emphatically rejected by the membership in a referendum vote, and the matter is still hanging fire. Employing brew-

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ers have signed inclusive agreements with the brewing workmen in some cases, and in others the teamsters have secured agreements applying only to transportation and delivery of brewery products.

Organizations in the food and liquor industries are:

Affiliated with the American Federation of Labor:
- Bakery and Confectionery Workers' International Union of America.
- Brewery, Flour, Cereal, and Soft Drink Workers of America, International Union of United.
- Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America. (Classified under Personal service.)
- Meat Cutters and Butcher Workmen of North America, Amalgamated.

Independent organizations:
- Conductors, Brotherhood of Dining Car. (Classified under Railroad transportation.)
- Dining Car Employees, Brotherhood of. (Classified under Railroad transportation.)
- Dining Car Employees, National Brotherhood of. (Classified under Railroad transportation.)

Bakery and Confectionery Workers' International Union of America

Affiliated with the American Federation of Labor.

Organized in Pittsburgh, Pa., January 13, 1886. Organization of bakers began as early as 1880, but it was sporadic, with unions springing up at various times in the cities and dying out again without getting a foothold in the trade. In 1885 a weekly paper was established by the former secretary and a handful of survivors of the New York union, which in 1880 had conducted a successful strike. The paper, Deutsch-Amerikanische Bäcker-Zeitung, printed in German, was a trade and propaganda organ which soon gained a wide circulation and exerted a strong influence on the German bakers throughout the country. As a result of the paper's agitation and educational work the moribund unions revived locally and met in national conference in Pittsburgh in 1886. Twenty delegates representing 17 cities founded the Journeymen Bakers' National Union of North America.

Later jurisdiction was extended to candy and ice-cream makers, and in 1903 the name "Bakery and Confectionery Workers' International Union" was adopted. The original publication remains as a distinct part of the official organ of the union.

A secession movement among the Jewish bakers of New York City in 1913 led to the creation, several years later, of an industrial union known as the Amalgamated Food Workers of America (Bul. 506, p. 160). This union continued independently and in 1929 reported 12,000 members in 26 local branches in 6 States. For 15 years

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it published the Free Voice of the Amalgamated Food Workers and maintained sick and death benefit funds on a contributory basis.

In consequence of merger negotiations between the officers of the Bakery and Confectionery Workers' Union and the Amalgamated Food Workers Union early in 1935, the members of the latter organization, by a referendum vote, decided to reaffiliate with the international.

The merger was accomplished in May 1935 by an agreement that preserved the benefit rights of the members of the independent organization, which thus passed out of existence. Locals of the Amalgamated Food Workers were absorbed into existing locals of the Bakery and Confectionery Workers in some instances and chartered as separate units in others. The "factory branch" of the Amalgamated was an industrial union composed of members employed in the large mass-production baking plants. The amalgamation agreement provided that the industrial character of the factory branch would not be disturbed, and that no mandatory transfer of its membership to other labor organizations would be attempted.

OBJECTS.—"The international union aims at the promotion of the material and intellectual welfare of all workers in the baking and confectionery industries: (1) By organization; (2) by education and enlightenment by word and pen; (3) by the reduction of the hours of labor and maintaining adequate wage standards; (4) by gradually abolishing such evils as may prevail in these industries; (5) by establishing labor bureaus wherever possible; (6) by assisting members in matters concerning the union; (7) by assisting local unions in the abolition of night work and establishing day work in localities where local conditions make it possible to do so; (8) by making propaganda for the 6-hour workday and the union label."

TERRITORIAL JURISDICTION.—United States and possessions and Canada.

TRADE JURISDICTION.—Bread, cake, pie, cracker, pretzel, pastry, candy, and ice cream manufacture.

GOVERNMENT.—1. General executive board, composed of 15 members, is the controlling body and "represents the international union in every respect." It shall "make such provisions and rules as may become necessary for the best interests of the organization", shall be "the governing body and guardian of the international union label. * * * decide all questions of jurisdiction and law, and shall have full power to authorize strikes."

The general executive board is made up of "the quorum" consisting of 4 members selected by the local unions in the vicinity of the international headquarters (Chicago), and 11 other members elected by and representing the 11 territorial districts.

The quorum must hold a meeting at least once every 2 weeks and act upon all business coming before it. Its decisions are subject to approval by a two-thirds vote of the 11 nonresident members of the general executive board.

The other international officers are the international executive secretaries—corresponding secretary, financial secretary, and secretary-treasurer—and the international general organizers.

2. Local joint executive boards: "Wherever more than one local union exists in any one city or vicinity, a local joint executive board must be formed, with

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full power to adjust all differences between locals and members and their employers, subject to approval of the general executive board" and "make laws and rules * * * to enforce the working conditions adopted by the locals. * * * The local joint executive board shall be the controlling body in all strikes and lock-outs."

3. Local unions: "Every local union shall have the right to adopt bylaws, which, however, must be in accord with the constitution of the international union", and may appeal all decisions of the general executive board to the ensuing convention or to referendum.

Local unions may organize apprentices and helpers into auxiliary unions under their jurisdiction.

4. Convention: "The convention is empowered to amend the constitution; to reform the organization of the international union; and to take all steps which it judges to be in the interests of the union." Conventions held triennially.

5. Referendum: General officers nominated and elected by referendum. All laws passed in convention and decisions and rules of the general executive board are subject to ratification by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Any person of good character actually employed in any of the industries mentioned in this constitution may become a member" of the union; but "no candidate for membership shall be accepted who is not a citizen of the United States or Canada, or has not declared his or her intention to become such." Male and female membership.

Male applicants must pass a physical examination by a "duly licensed, reliable physician", selected by the local union, to be eligible to benefit. Those failing to meet the physical requirements are admitted as nonbeneficiary members.

APPRENTICESHIP REGULATIONS.—Apprenticeship term, 2 years, during which the apprentice "must be thoroughly instructed in all branches of the trade." Ratio regulated by trade agreements, not by constitutional requirement.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions on terms approved by general executive board prior to conference. Agreements are generally made with individual employers. International officers assist in negotiations if called upon by local to do so.

BENEFITS.—Strike and lock-out; sick; death (member and wife). Female members are not eligible to benefits.

OFFICIAL ORGAN.—The Bakers' Journal and Deutsch-Amerikanische Bäcker-Zeitung.

HEADQUARTERS.—2719 Best Avenue, Chicago, Ill.

ORGANIZATION.—Districts:

District no. 1. New York and New Jersey.

District no. 2. Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, and Connecticut.

District no. 3. Pennsylvania, Maryland, Delaware, District of Columbia, Virginia, and West Virginia.

District no. 4. North Carolina, South Carolina, Georgia, Alabama, Tennessee, Louisiana, Mississippi, Florida, and Puerto Rico.

District no. 5. Ohio, Kentucky, Indiana, and Michigan.

District no. 6. Illinois, Missouri, Arkansas, Oklahoma, and Texas.

District no. 7. Minnesota, Wisconsin, Iowa, North Dakota, and South Dakota.

District no. 8. Colorado, Nebraska, Kansas, Wyoming, and New Mexico.

District no. 9. California, Nevada, Arizona, and Utah.

District no. 10. Washington, Oregon, Idaho, Montana, Alberta, British Columbia, and Alaska.

District no. 11. Canada with the exception of British Columbia and Alberta.

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District councils: District no. 1, Hebrew joint organization, New York City; no. 6, headquarters in St. Louis; no. 10, headquarters in Oakland, Calif.

Joint executive boards: New York City, N. Y.; Los Angeles, Calif.; Detroit, Mich.; Springfield, Mass.; New Britain, Conn.; Chicago, Ill.; Baltimore, Md.; Pittsburgh, Pa.; Cleveland, Ohio.

Local unions: *United States*—Arizona, 3; Arkansas, 1; California, 13 (2 auxiliaries); Colorado, 2; Connecticut, 11; Delaware, 1; District of Columbia, 1 (2 auxiliaries); Georgia, 1; Illinois, 24; Indiana, 5; Iowa, 7; Kansas, 4; Kentucky, 2; Louisiana, 2; Maryland, 3; Massachusetts, 15; Michigan, 8; Minnesota, 3; Missouri, 9; Montana, 3; Nebraska, 1; Nevada, 1; New Hampshire, 2; New Jersey, 16; New York, 32; Ohio, 21; Oklahoma, 7; Oregon, 2; Pennsylvania, 13; Rhode Island, 2; South Dakota, 1; Tennessee, 2; Texas, 7; Virginia, 2; Washington, 6 (1 auxiliary); West Virginia, 4; Wisconsin, 10. *Canada*—Alberta, 1; British Columbia, 1; Ontario, 2; Quebec, 2. Total, 253.

MEMBERSHIP REPORTED.—30,576.

Brewery, Flour, Cereal, and Soft Drink Workers of America, International Union of United

Affiliated with the American Federation of Labor.

Organized in Baltimore, Md., August 29, 1886. The earliest form of organization among the brewery workers was mutual-aid societies which sprang up during the fifties. The first labor union was organized in Cincinnati on December 26, 1879. New York followed in 1881, with a strong local organization which, however, met a serious defeat in a strike later in the year and broke up. For several years thereafter organization of brewery workers in New York was carried out in strict secrecy under the Knights of Labor. An aggressive and successful boycott of the products of antiunion breweries carried out in 1886 by labor organizations in other crafts brought the brewery organization of New York into the open. All the breweries in New York City were organized and covered by an agreement which recognized the union.

Local organizations in various cities followed rapidly. In August 1886 delegates from five cities met in Baltimore and organized the National Union of Brewers of the United States. An official journal was established at once, the first number appearing on October 1, 1886. The new national union affiliated with the American Federation of Labor in March 1887. The next convention, held in Detroit in 1887, expanded the organization to cover the entire industry and changed its name to National Union of the United Brewery Workmen of the United States.

The policy of industrial unionism proclaimed by the brewery workers from the beginning led to a succession of long-drawn-out jurisdictional disputes with craft organizations which were organized later and chartered by the American Federation of Labor. These conflicts involved first the coopers, then the firemen and engineers,

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and then the teamsters. At the insistence of these combined organizations the charter of the brewery workmen was revoked by the American Federation of Labor in June 1907 on the grounds of encroaching on established jurisdictions and refusal to comply with convention decisions. In the following convention of the American Federation of Labor in November 1907, the charter was ordered restored in its original form, recognizing jurisdiction over all workers employed in the brewing industry.

Prohibition demanded readjustments within the brewery industry and the extension of jurisdiction of the United Brewery Workmen to soft-drink manufacture. This was followed in 1918 by an incursion into flour and cereal milling, a jurisdiction previously held by the International Union of Flour and Cereal Mill Employees, but which was left unclaimed after the collapse of that organization in 1910.

This comprehensive jurisdiction was recognized in the expansion of the title of the brewery workers to International Union of United Brewery, Flour, Cereal, and Soft Drink Workers, by the American Federation of Labor in 1918.

With the extension of the charter rights to embrace flour- and cereal-mill workers they launched a campaign, and succeeded in organizing approximately 38,000 flour-mill workers, and obtained recognition of the organization in the majority of the plants that were organized. When recognition was secured in collective-bargaining agreements there followed immediately in its wake claims of jurisdiction by numerous craft organizations over many workers engaged in the milling industry, which led to a demand by brewery workmen for full and complete jurisdiction over all men engaged in the milling industry. This was denied by the American Federation of Labor on the objection of numerous craft organizations, whereupon the Brewery Workers International Union surrendered their jurisdiction over the flour- and cereal-mill workers. So far as organization exists at all in this field, it is in directly affiliated American Federation of Labor local unions.

When the restoration of the brewing industry was brought about by the modification of the Volstead law on April 7, 1933, claim to jurisdiction over beer drivers, engineers, and firemen employed in breweries was renewed by the international unions of those occupations. The executive council of the American Federation of Labor granted the jurisdiction to the respective organizations over the protest of the brewery workers. The 1933 convention of the American Federation of Labor upheld the executive council decision. The brewery workers' organization, however, served notice on the American Federation of Labor that it could not and would not comply with the decision to dismember their industrial form of organization.

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Efforts on the part of the American Federation of Labor to conciliate included a proposal, to which the brewery workmen agreed, to submit the convention decision to a popular vote of their membership. In this referendum 99.3 percent of the brewery workmen voted to uphold industrial unionism.

OBJECTS.—"The organization seeks to promote the material and the intellectual welfare of the workers (in the industry) by means of organization, education and enlightenment by word and pen; reduction of the hours of toil and increase of wages; active participation in the political labor movement in the country on independent labor class lines."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Brewery, malt, yeast, vinegar, alcohol, wine, cider, cereal-beverage, soft-drink, and mineral-water workers.

GOVERNMENT.—1. General executive board of 16 members, including two general secretaries, a general organizer, one representative from each of the nine geographic districts, and four members chosen from locals of the city in which international headquarters is located, is the contolling body. The quorum, composed of the two general secretaries and the four resident members, is the administrative medium.

2. Joint local executive boards: "In places where there are more than one union of the international organization it is imperative to form a joint local executive board", which "shall be the controlling body in all strikes and lockouts. * * * shall have control of the union label", and "shall deal with all questions and transact such business as may be in the interest of the local unions."

3. Local unions: "All local unions shall reserve the right to adopt special local constitutions and bylaws, providing such constitutions are in concert and accordance with the laws of the international organization and are endorsed by the general executive board."

Branches: Branches of local unions may be formed of more than 5 and less than 20 in places where there are not enough to form and maintain a local. Such branches are under the control and regulation of the parent local.

4. Convention: Held triennially; enacts legislation and nominates general executive board members. Constitutional amendments either by convention or referendum. Election of officers by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Actual employment in the industry and citizenship or first naturalization papers are required. Foremen and office employees not eligible. Male and female membership.

APPRENTICESHIP REGULATIONS.—Established locally in agreements with employers. Term of apprenticeship is generally 2 years. Ratio of apprentices to journeymen varies.

METHOD OF NEGOTIATING AGREEMENTS.—"Local unions are obliged to submit their contracts to the joint local executive board and the general executive board for indorsement before they are submitted to proprietors * * *. When making new contracts at least those minimum wages and maximum hours as decided by the convention shall be demanded and enforced", and "it shall be obligatory upon all unions to insert the arbitration clause in all contracts."

BENEFITS.—Strike and lock-out.

OFFICIAL ORGAN.—The Brewery Worker.

HEADQUARTERS.—2347–2351 Vine Street, Cincinnati, Ohio.

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ORGANIZATION.—Joint executive boards: San Francisco, Calif.; New Haven, Conn.; Chicago, Ill.; New Orleans, La.; Baltimore, Md.; Boston and Worcester, Mass.; Minneapolis and St. Paul, Minn.; St. Louis, Mo.; Hudson County (Jersey City) and Newark, N. J.; Albany and vicinity, N. Y.; Brooklyn, N. Y.; Buffalo, N. Y.; New York, N. Y.; Syracuse, N. Y.; Cincinnati, Ohio; Columbus, Ohio; Toledo, Ohio; Philadelphia, Pa.; Pittsburgh, Pa.; Scranton–Wilkes-Barre and vicinity, Pa.; Seattle, Wash.

Local unions organized by departments (brewers, soft-drink workers, bottlers, drivers, etc.) in large centers: *United States*—Arizona, 1; California, 17; Colorado, 4; Connecticut, 4; District of Columbia, 1; Florida, 3; Georgia, 1; Illinois, 22; Indiana, 11; Iowa, 4; Kentucky, 2; Louisiana, 2; Maryland, 4; Massachusetts, 9; Michigan, 11; Minnesota, 11; Missouri, 11; Montana, 8; Nebraska, 1; Nevada, 1; New Hampshire, 1; New Jersey, 9; New York, 29; Ohio, 25; Oklahoma, 1; Oregon, 2; Pennsylvania, 42; Rhode Island, 2; South Dakota, 1; Tennessee, 3; Texas, 6; Utah, 2; Virginia, 1; Washington, 7; West Virginia, 3; Wisconsin, 30; Wyoming, 2. *Canada*—Alberta, 3; British Columbia, 3; Manitoba, 1; Ontario, 10. Total, 311.

MEMBERSHIP REPORTED.—42,000.

Meat Cutters and Butcher Workmen of North America, Amalgamated

Affiliated with the American Federation of Labor.

Organized in 1897 from a group of directly affiliated American Federation of Labor local unions.

OBJECTS.—"The object of this organization shall be the elevation of the position of its members; the maintenance of the best interests of the organization, and to obtain, by conciliation or other means just and legal, a fair remuneration to members for their labor; and to afford mutual protection to members against obnoxious rules, unlawful discharge, and other systems of injustice or oppression."

TERRITORIAL JURISDICTION.—North America.

TRADE JURISDICTION.—The slaughtering and meat-packing industry and "sausage makers and meat cutters, no matter where employed."

GOVERNMENT.—1. Executive board, consisting of a president, nine vice presidents, and a secretary-treasurer, is "the highest authority in the order."

2. Local unions: Subordinate; constitution and regulations dictated by international.

3. Convention held quadrennially or biennially on referendum call. Enacts legislation and elects general officers. Initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"All wage earners in any way connected with slaughtering and packing establishments, sausage makers, and meat cutters, no matter where employed, who are over 16 years of age, with the defined exceptions of superintendents, bookkeepers, office clerks, timekeepers, and managers of wholesale houses", are eligible to membership. "Retail-market owners and partnerships not employing help and who are not members of any employers' association may join either as active or honorary members." Male and female membership.

APPRENTICESHIP REGULATONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions, generally with individual employers, but must be approved by the executive board.

BENEFITS.—Strike and lock-out; death.

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OFFICIAL ORGAN.—The Butcher Workman.

HEADQUARTERS.—160 North La Salle Street, Chicago, Ill.

ORGANIZATION.—Local unions only: Alabama, 5; Arizona, 1; Arkansas, 1; California, 20; Colorado, 3; District of Columbia, 1; Florida, 2; Idaho, 5; Illinois, 35; Indiana, 8; Iowa, 6; Kansas, 3; Kentucky, 1; Louisiana, 1; Maryland, 1; Massachusetts, 2; Michigan, 5; Minnesota, 4; Missouri, 7; Montana, 6; Nebraska, 2; Nevada, 1; New Jersey, 4; New York, 19; North Dakota, 2; Ohio, 19; Oklahoma, 4; Oregon, 11; Pennsylvania, 2; South Dakota, 2; Tennessee, 2; Texas, 12; Utah, 2; Washington, 19; West Virginia, 2; Wisconsin, 14; Wyoming, 2; Canal Zone, 1. Total, 237.

MEMBERSHIP REPORTED.—54,300.

FURNITURE AND WOODWORKING

Woodworking and kindred trades are covered by four organizations besides the United Brotherhood of Carpenters and Joiners, which controls cabinetmaking, and sash and door millwork. These four organizations are small, and are affiliated with the American Federation of Labor. Two of them are distinctively craft-unions, the International Wood Carvers' Association embracing only highly skilled artisans in the limited field of wood carving, and the Coopers' International Union being confined to the manufacture of barrels.

The International Union of Piano, Organ, and Musical Instrument Workers holds a charter for the entire industry, but the industry is practically unorganized.

The fourth, and the largest union in the group, is the Upholsterers, Carpet, and Linoleum Mechanics' International Union of North America. It is neither a craft nor an industrial union, for its jurisdiction covers varied and unrelated fields, including the manufacture and installation of window and wall hangings, and awnings; mattress and box-spring manufacture; furniture upholstering; and the laying of floor coverings.

No change worthy of note has occurred in any of these jurisdictions.

Affiliated with the American Federation of Labor:

- Carpenters and Joiners of America, United Brotherhood of. (Classified under Building trades).
- Carvers' Association of North America, International Wood.
- Coopers' International Union of North America.
- Piano, Organ, and Musical Instrument Workers, International Union of.
- Upholsterers', Carpet, and Linoleum Mechanics' International Union of North America.

Carvers' Association of North America, International Wood

Affiilated with the American Federation of Labor.

Organized in 1883, in Philadelphia, Pa. Wood carvers organized as early as 1861 in Boston and 1863 in New York City. The New

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York organization continued to function and was one of five which sent representatives to a gathering in Philadelphia in January 1883 to make preparation for a general convention of the craft to be held later in the year. This convention took place in Cincinnati in October and established the National Wood Carvers' Association of North America. With the spread of the organization into Canada the name was changed a few years later to the present one, the International Wood Carvers' Association of North America.

OBJECTS.—"The objects of this association are to advance the material interests of wood carvers by regulating the apprentice system, maintain an efficient system of insurance of the tools of all members of the several associations affiliated with the international association, abolish contract and piece work, and to establish a normal 6-hour day, 5-day week."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Wood carving by hand, machine, or spindle.

GOVERNMENT.—1. The central committee, consisting of chairman, secretary, treasurer, and three trustees, "shall be elected by the branch of the city, town, or village elected by referendum vote to be the seat of the central committee", and "shall conduct the business of the international association."

A board of supervisors of five members "shall be elected by the branch of the city, town, or village elected by referendum vote as the seat of the board of supervisors" and "shall control the action of the central committee in its administration."

2. Local unions: "Affiliated"; autonomy not definitely fixed, but they are largely self-governing.

3. Referendum: International association business, constitutional amendments, and selection of governing branches, by vote of general membership. Convention on referendum call only.

QUALIFICATION FOR MEMBERSHIP.—Any hand, spindle, or machine wood carver of good character who is or has declared his intention of becoming a citizen of the country in which he works is eligible to membership.

APPRENTICESHIP REGULATIONS.—Four-year term. "Firms employing on an average during the year 5 men shall be entitled to 1 apprentice; those employing on an average 10 men, to 2 apprentices; those employing on an average 15 men, to 3 apprentices; and for each additional 25 men there shall be allowed 1 more apprentice."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiation by local unions and local employers.

BENEFITS.—Strike; death; tool insurance.

OFFICIAL ORGAN.—The International Wood Carver.

HEADQUARTERS.—17 Buttonwood Street, Dorchester, Mass.

ORGANIZATION.—Local branches only: *United States*—California, 2; Illinois, 2; Maryland, 1; Massachusetts, 1; Michigan, 2; Minnesota, 1; New York, 4; Ohio, 3; Pennsylvania, 2. *Canada*—Quebec, 1. Total, 21.

MEMBERSHIP REPORTED.—800.

Coopers' International Union of North America

Affiliated with the American Federation of Labor.

Organized at Titusville, Pa., November 10, 1890. A national organization known as the Coopers of North America existed in 1870,

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but died out. It seems to have survived locally in a number of localities. The present organization was founded by representatives of some 10 or 12 local unions, which formed the national organization in 1890. This organization was chartered by the American Federation of Labor as an affiliated union in 1891.

A long-fought jurisdictional dispute with the United Brewery Workmen over cooperage work in breweries is the outstanding incident in the history of the Coopers' International Union. The termination of the dispute left a very considerable part of the cooperage work in the hands of workers belonging to the United Brewery Workmen. Prohibition also limited the cooper's field of work materially, and the introduction of metal barrels has affected the entire cooperage trade.

OBJECTS.—"To make industrial worth, not wealth, the true standard of individual and national greatness; to prohibit the employment of children under 16 years of age in shops and factories; to gain some of the benefits of labor-saving machinery by a gradual reduction of hours of labor; to use all lawful and honorable means in our power to abolish the system of contract convict labor in the different States where it exists; and to abolish convict cooper shops in State penitentiaries; * * * to encourage the adoption of proper apprentice laws governing all branches of mechanical industry, as we believe that such would tend to elevate the standard of mechanism of America; to demand better sanitary conditions for coopers employed in breweries, packing and provision houses, oil houses, and in all places where a large number of men are employed; to secure from employers agreements recognizing the Coopers' International Union of North America, regulating prices, and to settle by arbitration all diffeernces between employers and employees not specifically covered in such agreements; to cooperate with employers to advance the price of making and selling barrels when practicable; to secure employment of our members in preference to nonunion men * * *; to use all honorable means at our command to achieve the purposes herein declared."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The manufacture and repair of cooperage, staves, and heading, either by hand or by machinery.

GOVERNMENT.—1. General executive board, composed of president, secretary-treasurer, and five vice presidents, "shall have general supervision over the international union."

2. Local unions: Each local union "shall have autonomy over its own affairs, and shall make its own contracts governing hours of labor, working conditions, and scale of wages."

3. Convention: Held quadrennially; enacts legislation and elects general officers. Constitutional amendments either by convention or by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—An applicant for membership "must be an American citizen or declare his or her intentions to become one as soon as possible. * * * women over 18 years of age may be admitted to membership under the same laws as male members.

APPRENTICESHIP REGULATIONS.—"No member of any local shall take an apprentice without the consent of his local, and in no case shall he be allowed to take an apprentice under 16 years of age; and no more than 1 apprentice

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for every 10 hand coopers shall be allowed, said apprentice to serve his time of 3 years at the bench, the local to decide what wages he shall receive while serving his apprenticeship."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions independently, but must be approved by general executive board. Union label under control of international.

BENEFITS.—Strike; death.

OFFICIAL ORGAN.—Coopers' Journal.

HEADQUARTERS.—168 Dartmouth Street, Boston, Mass.

ORGANIZATION.—Local unions only. California, 2; Illinois, 4; Indiana, 1; Iowa, 1; Kansas, 1; Kentucky, 1; Louisiana, 1; Maine, 1; Maryland, 1; Massachusetts, 2; Michigan, 1; Minnesota, 2; Missouri, 4; New Hampshire, 1; Nebraska, 1; New Jersey, 3; New York, 7; Ohio, 5; Oregon, 1; Pennsylvania, 4; Rhode Island, 1; Tennessee, 3; Texas, 2; Washington, 2; Wisconsin, 4. Total, 56.

MEMBERSHIP REPORTED.—3,000.

Piano, Organ, and Musical Instrument Workers, International Union of

Affiliated with the American Federation of Labor.

Organized in Chicago, Ill., August 8, 1898, as the International Union of Piano and Organ Workers of America. Later, jurisdiction was extended to include stringed instruments—mandolins, guitars, and banjos—and the name of the organization was changed to International Union of Piano, Organ, and Musical Instrument Workers.

OBJECTS.—Not declared.

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The piano, organ, and musical-instrument industry.

GOVERNMENT.—1. Executive board, consisting of president and nine vice presidents has executive control of the organization.

2. Local unions: Autonomy only as regards local trade conditions. Funds of local organizations subject to regulations of the general executive board.

3. Convention: Held quadrennially; enacts legislation and elects general officers. Constitutional amendments by convention and referendum or by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"All persons engaged in the piano, organ, or musical-instrument industry of good moral character and competent workmen at their branch of the trade shall be eligible to membership, except superintendents." Male and female membership.

APPRENTICESHIP REGULATIONS.—Constitutional regulation: "Local unions shall have power to stipulate number of apprentices under their respective jurisdiction. Manufacturers who do not employ at least one journeyman for his full time shall not be allowed an apprentice." In practice, none.

METHOD OF NEGOTIATING AGREEMENTS.—None.

BENEFITS.—Strike and lock-out; sick; death.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—1112 Clarence Avenue, Oak Park, Ill.

ORGANIZATION.—Local unions only: Illinois, 2; New York, 3; Pennsylvania, 1. Total, 6.

MEMBERSHIP REPORTED.—600.

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Upholsterers, Carpet and Linoleum Mechanics' International Union of North America

Affiliated with the American Federation of Labor.

Organized in Chicago, Ill., August 8, 1892. The first upholsterers' union of record conducted a successful general strike in New York City in 1850. Organization of the craft was sporadic and localized until 1892, when eight unions combined in a conference held in Chicago and founded the Upholsterers' International Union of North America. It was chartered by the American Federation of Labor as an affiliated international in 1900. The convention of 1929 changed the name of the organization to Upholsterers, Carpet and Linoleum Mechanics' International Union to conform to this expanded jurisdiction, but it is still chartered by the American Federation of Labor under its original title.

OBJECTS.—"The objects of the Upholsterers' International Union are: To secure adequate pay for our work; to reduce the hours of daily labor; to discourage piece work; to encourage an apprentice system and a higher standard of skill; to assist each other to secure employment; to cultivate feelings of friendship among the craft and by legal and proper means to elevate the moral, intellectual, and social conditions of all our membership, and to improve the trade."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"The hanging, cutting, measuring, estimating, and sewing of draperies, curtains, wall hangings, window shades, and awnings; cutting and sewing of furniture covering and slip covers; cutting, sewing, and making of cushions; slatting walls for hanging of fabrics tacked on walls, bunting and flag decorating; drilling holes in stone, metal, cement, wood, etc., for the purpose of installing or attaching fixtures, which are a part of the equipment used with the work enumerated; upholstering of furniture, sleeping cars, day coaches, machine- and hand-tufted pads, cushions, and casket trimmings; automobile, carriage, and aircraft upholstery and trimming; automobile-top making; cutting and making of slip covers for automobiles and carriages and sewing of materials used in connection with such work; linoleum cutting, measuring, and laying; laying of everlastic linoleum, dreadnought linoleum, cork and rubber tile; laying of matting and other floor covering; laying, cutting, measuring, and sewing of carpets; mattress making and box-spring making; sewing of material used by different branches of the craft."

GOVERNMENT.—1. General executive board, composed of international president, international secretary-treasurer, and one member representing, respectively, the upholstery sewers, the carpet sewers, the carpet upholsterers, linoleum and rubber-tile layers, the mattress workers, wholesale upholsterers, and awning workers "shall have general supervision of the union between conventions."

2. Local unions: Subordinate; constitution, dues, and regulations dictated by international. Local unions may adopt bylaws for local government.

3. Convention: Held biennially, unless otherwise ordered by referendum. Enacts legislation and elects general officers. If convention is not held, election is by referendum. Constitutional amendments by convention, or by initiative and referendum.

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QUALIFICATIONS FOR MEMBERSHIP.—Any person actually employed within the jurisdiction is eligible to membership. Male and female membership.

APPRENTICESHIP REGULATIONS.—"The number of apprentices allowed in each shop shall be fixed by the local union having jurisdiction." Provided for in agreements. Apprenticeship term, 2 to 5 years.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions, with approval of the general executive board. Generally involve only individual employers. Union label.

BENEFITS.—Strike and lock-out.

OFFICIAL ORGAN.—Upholsterers' Journal.

HEADQUARTERS.—230 East Fifty-eighth Street, New York City.

ORGANIZATION.—Local unions only; "mixed" locals of all branches prevail; separate organizations for mattress makers, wholesale upholsterers, etc., exist in some large centers. *United States*—Alabama, 1; California, 12; Colorado, 1; District of Columbia, 2; Florida, 1; Georgia, 1; Illinois, 9; Indiana, 1; Iowa, 2; Maryland, 2; Massachusetts, 5; Michigan, 3; Minnesota, 3; Missouri, 6; New Jersey, 2; New York, 12; North Carolina, 1; Ohio, 6; Oklahoma, 1; Oregon, 2; Pennsylvania, 2; Texas, 1; Virginia, 1; Washington, 3; Wisconsin, 3. *Canada*—Ontario, 1. Total, 84.

MEMBERSHIP REPORTED.—11,500.

JEWELRY TRADES

One highly skilled craft union and one formed more nearly on industrial lines deal with diamond cutting and polishing and the manufacture of jewelry and allied products, including the setting of diamonds and cutting, polishing, and setting of precious stones other than diamonds. Thus one organization, the Diamond Workers' Protective Union of America, confines its field solely to diamond polishing and cutting. It is essentially a local union, as the craft is a highly localized one, and its working agreements are confined to the shops operated by members of the employers' association. Nevertheless it is chartered by the American Federation of Labor as a national union.

The International Jewelry Workers' Union contains the skilled lapidaries working on other precious and imitation stones; skilled engravers and designers; and platinum, gold, and silver workers; and in addition, machine operators in the mechanized branches of the trades producing costume jewelry, vanity cases, and novelties of various kinds. The Jewelry Workers' Union is among those making spectacular membership gains within the recent past, its voting strength in the American Federation of Labor being six times as great in 1934 as in 1933.

Affiliated with the American Federation of Labor:
- Diamond Workers' Protective Union of America.
- Jewelry Workers' Union, International.

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Diamond Workers' Protective Union of America

Affiliated with the American Federation of Labor.

Organized September 16, 1902, in New York City. The first organization was known as the Diamond Polishers' Protective Union of America. Jurisdiction was later extended to cutters and setters, and in 1903 the name was changed to the Diamond Workers' Protective Union of America.

OBJECTS.—"The aim of this organization is to promote the moral and financial welfare of all workers in the diamond-cutting industry."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—Diamond polishing, cutting, and sawing.

GOVERNMENT.—1. The executive board, composed of president, secretary, and treasurer, and delegates elected by and from the different shops and branches, "shall transact all business of this organization."

Executive committee, composed of president, secretary, and treasurer, "shall represent the union in all instances" and "shall execute decisions of the executive board and general meetings."

"The delegates are recognized officers of this union. * * * They shall control all matters in their respective shops, receive complaints, and try to settle all controversies between the members and the employer except when wage questions are involved."

2. General meetings: "Regular general meetings shall be held once every 3 months. * * * General strikes can only be declared and assessments can only be levied at a general meeting."

3. Shop and branch meetings: Called by order of the president. "Members must attend all shop and branch meetings when called." General president presides at branch and shop meetings.

General officers elected by popular vote.

QUALIFICATIONS FOR MEMBERSHIP.—All bona fide diamond workers are eligible to membership.

APPRENTICESHIP REGULATIONS.—"The executive board shall have the right to give consent for the admission of apprentices to the trade subject to the following rules:

"Every member can make application to the executive board in writing to have his son admitted to apprenticeship, provided such son shall be 16 years old at the time application is made.

"At no time shall the number of apprentices admitted exceed 10 percent of the total number of members of this union.

"No apprentice shall be admitted before he has been subjected to a physical examination and has had his eyesight tested by the physician and optician assigned by the union. The reports received from these authorities must be satisfactory to the board.

"As soon as apprentices shall receive a wage of $18 they shall no longer be included in the number of apprentices in regard to the percentage admitted to the trade.

"Apprentices admitted by request of employers shall be included in the 10 percent allowed and shall be subject to the same supervision, rules, and regulations laid down by this union for other apprentices."

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METHOD OF NEGOTIATING AGREEMENTS.—Officers of the union and of the Diamond Cutters Manufacturers' Association are the collective-bargaining agency.

BENEFITS.—Strike and lock-out; death (by assessment); optical care once every 2 years.

HEADQUARTERS.—132 Joralemon Street, Brooklyn, N. Y.

ORGANIZATION.—General membership; no locals.

MEMBERSHIP REPORTED.—240.

Jewelry Workers' Union, International

Affiliated with the American Federation of Labor.

Organized in New York City in September 1916. An International Jewelry Workers' Union composed of a number of directly affiliated unions, was chartered by the American Federation of Labor in 1900. This organization maintained a precarious existence with a steadily decreasing membership until 1912, when it surrendered its charter and disbanded. Such local organizations as remained intact returned to the American Federation of Labor as directly affiliated locals. In 1916 representatives of these unions met in New York and established a new International Jewelry Workers' Union affiliated with the American Federation of Labor.

This second organization was formed on industrial lines rather than with the craft limitations of its predecessors, and it immediately became involved in jurisdictional disputes. The first of these was a conflict with the Diamond Workers' Protective Union over the diamond polishers and cutters who held membership in the jewelry workers' union. This was adjusted in 1918 by the transfer of those craft workers to the Diamond Workers' Protective Union. Later the International Association of Machinists protested against the inclusion of jewelry tool and diemakers in the jurisdiction of the jewelry workers' union and the metal polishers and buffers' union claimed jurisdiction over all metal work in the jewelry trade. The dispute with the machinists was settled out of court, but the American Federation of Labor sustained the metal polishers and ordered the jewelry workers' union to release its metal workers to the craft union. This the International Jewelry Workers' Union refused to do, and it was suspended from the American Federation of Labor in 1920. After the suspension, the American Federation of Labor again chartered a local of the jewelry workers in direct affiliation with the federation. To check this move and to preserve the entity of the international, concessions were made to the metal polishers, and the International Jewelry Workers' Union was reinstated in the American Federation of Labor.

OBJECTS.—"The object of this international shall be the encouragement and formation of local unions throughout the American continent composed of male

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and female workers, or members at large; to establish a uniform wage for the same class of work regardless of sex; to abolish the sweatshop system, child labor, competitive piece work and home work; to protect the interests of the workers by bringing about a perfect system of apprenticeship; to reduce the hours of labor; to substitute arbitration for strikes wherever possible to do so; to promote the use of the union label as the sole guaranty of union-made goods; to support the union label of all other bona fide labor organizations and to assist all labor unions to the full extent of our power."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"This organization shall have jurisdiction over the following branches of the jewelry industry: Platinum, gold, and silver workers; chain, bracelet, and locket makers; setters of precious stones, pearls and imitations thereof; lapidary workers on precious stones and imitations thereof; designers, engravers, chasers, enamelers, and engine-turners; emblematic buttons, badges, pins, banners; society emblems, medal and medallion workers and assemblers of same; modelers, casters, polishers, lappers, and colorers; platinum, gold, and silver plating workers; refiners and melters; drop and press hands and all metal mountings used in optical goods; makers of platinum, gold, and silver findings; watchcase workers and repairers thereof; watch and clock workers and repairers thereof; cigarette, vanity, watchcase, mesh-bag and jewel-box workers of all metals; dental mechanics; the making of all tools and dies used in the jewelry industry; all metal and celluloid buttons and jewelry vanity workers; all those employed in the making of jewelry novelties out of precious and semiprecious metals of all descriptions."

GOVERNMENT.—1. General executive board, composed of president, 11 vice presidents, and secretary-treasurer.

"The administrative powers of this body when not in convention shall be vested in the general executive board with full power of supervision of the entire affairs of the general body and its subordinate locals."

2. Local unions: "Government of all local unions and members shall be vested in the international as the supreme head to which all matters of importance shall be referred and whose decisions shall be final. Each local union shall have the power to frame its own bylaws, which shall in no way conflict with the constitution of the international."

3. Convention: Meets biennially. Constitutional amendments either by convention or by initiative and referendum. Nomination and election of general officers by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any wage earner in any branch of the industry under the jurisdiction of the International Jewelry Workers' Union is eligible for membership. Male and female membership.

APPRENTICESHIP REGULATIONS.—"There shall be a legal apprenticeship system established by each trade under the jurisdiction of the International Jewelry Workers' Union. The number of apprentices shall be determined by the conditions prevailing in each trade, subject to the approval of the general executive board. The employer shall be bound under an agreement to teach the trade to the apprentice.

"Apprentices, upon entering shops under the jurisdiction of the International Jewelry Workers' Union, shall be registered by local unions. When they are admitted as apprentice members of the local union they shall be registered with the secretary-treasurer of the International Jewelry Workers' Union as such.

"Local unions shall provide for the appointment of a committee on apprentices, whose duties shall be to inquire into the educational qualifications of applicants for apprenticeship, and if after such examination the committee

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finds the apprentice has not made satisfactory progress, it shall so report to the union for such action as it is deemed proper to take."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions but approved by the general executive board. Union label in some union shops.

BENEFITS.—Strike and lock-out.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—Room 402, Bible House, 45 Astor Place, New York, N. Y.

ORGANIZATION.—Local unions only: *United States*—Alabama, 1; California, 2; Connecticut, 5; Colorado, 1; Illinois, 3; Massachusetts, 6; Michigan, 1; Missouri, 2; New Jersey, 1; New York, 11; Ohio, 1; Pennsylvania, 2; Rhode Island, 2; Washington, 1. *Canada*—British Columbia, 1; Quebec, 1. Total, 41.

MEMBERSHIP REPORTED.—10,000.

LEATHER MANUFACTURE

In listing the following three organizations as national unions in the leather industry, some explanation is needed. The National Leather Workers' Association, as at present constituted, is not, within the Bureau's definition, a national organization. At the same time it is the union which is functioning in one of the chief tanning and leather-processing centers of the country, and it has agreements covering most of the plants in that center (Peabody, Mass.). On the other hand, the United Leather Workers' International Union, the affiliated American Federation of Labor union holding jurisdiction over the leather industry, is not represented in Massachusetts at all.

The third organization, the United Leather Workers' International Union of America, is older than the National Leather Workers' Association, and is a rival not only in the same field but in the same locality. Since 1929 it has established one local in New York.

Affiliated with the American Federation of Labor:
- Leather Workers' International Union, United.

Independent organizations:
- Leather Workers' Association, National.
- Leather Workers' International Union of America, United.

Leather Workers' Association, National

Not affiliated with the American Federation of Labor.

Organized at Peabody, Mass., in March 1933 as the result of a strike which ended with an agreement recognizing the newly established union.

OBJECTS.—"To establish and maintain as far as possible, a uniform rate of wages upon as high a standard as possible, consistent with the true interest of trade as affecting all persons employed in the plants where skins, hides, or leather are manufactured, handled, or processed and in the factories of the byproducts thereof; * * * to protect its members from illegal or unjust treatment; to protect, educate, and elevate, by the use of all honorable means, all persons employed in the plants where skins, hides, or leather are manufac-

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tured, handled, or processed and in the factories of the byproducts thereof; * * * to secure for the workers the full enjoyment of the wealth they create; sufficient leisure in which to develop their intellectual, moral, and social faculties; all of the benefits, recreations, and pleasures of association; in a word, to enable them to share in the gains and honors of advancing civilization; to use all our efforts to secure, by all fair and honorable means, humane labor legislation for all persons employed in the plants where skins, hides, or leather are manufactured, handled, or processed and in the factories of the byproducts thereof."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—The manufacture, processing, and handling of skins, hides, and leather and byproducts thereof, exclusive of the remanufacture of leather in its finished state.

GOVERNMENT.—1. National officers are national organizer and secretary-treasurer elected by convention, and a national executive board composed of five members at large elected by convention, and one member representing and elected by each local union. The national executive board directs the affairs of the organization and exercises "full power and jurisdiction over the national secretary-treasurer and national organizer in the performance of their duties."

2. Convention: Held annually.

3. Referendum.

4. Local unions: Subordinate; subject to direction of national executive board under national constitution.

5. Shop stewards: Local representatives of national officers.

QUALIFICATIONS FOR MEMBERSHIP.—Any person employed within the jurisdiction is eligible. Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—National representatives of organization negotiate with individual employers on basis of a uniform agreement.

BENEFITS.—Strike.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—Woolworth Building, Peabody, Mass.

ORGANIZATION.—Local unions only: Massachusetts, 5.

MEMBERSHIP REPORTED.—8,250.

Leather Workers' International Union, United

Affiliated with the American Federation of Labor.

Organized in Indianapolis, Ind., in April 1917. Harness and saddlery workers had two organizations—the United Brotherhood of Harness and Saddle Workers and the National Association of Saddle and Harness Makers. These two arganizations merged in 1896 and became the United Brotherhood of Leather Workers on Horse Goods and affiliated with the American Federation of Labor.

Trunk and bag makers organized the Trunk and Bag Workers' International Union at Louisville, Ky., in 1895 and affiliated with the American Federation of Labor in 1898. This organization increased its jurisdiction extensively during the following years and in 1903 became the Travelers' Goods and Leather Novelty Workers' International Union.

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The Amalgamated Leather Workers of America, composed of tannery workers, existed as a national union affiliated with the American Federation of Labor from 1901 to 1912, when its charter was surrendered. From that time such organization as existed among tannery workers outside of Massachusetts was carried on through directly affiliated American Federation of Labor locals.

In 1917 all these organizations amalgamated to form the United Leather Workers' International Union. Before this amalgamation took place, however, the Travelers' Goods and Leather Novelty Workers International Union had suffered disruption because of a secession movement on the part of the pocketbook workers. This group, after a few years' intensive organization, established itself as an independent national union in 1923 and remained independent until 1926, when it sought affiliation with the American Federation of Labor. The United Leather Workers protested their affiliation as a distinct craft, and the question was for a time compromised by chartering the locals of the International Pocket Book Workers' Union as directly affiliated American Federation of Labor locals. In 1928 the pocketbook workers amalgamated with the United Leather Workers under an agreement which allows the former independent organization to retain its name and to continue complete jurisdiction and autonomy over workers in the handbag, pocketbook, and fancy-leather-goods trade.

OBJECTS.—"The object of this union is to establish and uphold a fair and equitable rate of wages and decrease the hours of labor and regulate all trade matters pertaining to the welfare of its members; to educate the wage earner in all economic questions that are necessary to better the conditions of the wage workers and to elevate their position; and to maintain and protect the interest of the craft in general."

TERRITORIAL JURISDICTION.—United States and possessions and Canada.

TRADE JURISDICTION.—"The production of leather and byproducts thereof", except gloves and shoes. Specifically, tanneries and the manufacture of harness and saddlery, travelers' goods, pocketbooks and leather novelties, and machinery belts.

GOVERNMENT.—1. General executive council, composed of the general president, two vice presidents, and six elected members, is the controlling body. President and secretary-treasurer are the chief administrative officers.

2. Local unions: Autonomous within the limits defined by the national constitution.

3. Convention: Held triennially; enacts legislation and elects general officers. Constitutional amendments by convention or referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any person employed within the jurisdiction is eligible to membership. In Pocketbook Workers' section, foremen and forewomen with power to hire and discharge are not eligible. Male and female membership.

APPRENTICESHIP REGULATIONS.—Three-year term; 1 apprentice to 10 journeymen.

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METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally with individual employers in the general trade. Pocketbook makers have standard agreement covering all establishments operated by members of the manufacturers' association.

BENEFITS.—None.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—Walsix Building, Kansas City, Mo. Pocketbook Workers' headquarters, 53–55 West Twenty-first Street, New York, N. Y.

ORGANIZATION.—Local unions: Alabama, 1; California, 1; Colorado, 1; Delaware, 2; Illinois, 7; Kentucky, 1; Michigan, 1; Minnesota, 1; Missouri, 2; Nebraska, 1; New Hampshire, 1; Ohio, 2; Oklahoma, 1; Pennsylvania, 4; Tennessee, 1; Texas, 3; Virginia, 1; Wisconsin, 3. Total, 34.

MEMBERSHIP REPORTED.—No report. On basis of voting strength in American Federation of Labor, 2,700.

Leather Workers' International Union of America, United

Not affiliated with the American Federation of Labor. Organized at Peabody, Mass., September 2, 1915.

OBJECTS.—"The object of this union is to establish and uphold a fair, equitable rate of wages and decrease the hours of labor and regulate all trade matters pertaining to the welfare of its members; to educate the wageworkers in all economic questions that are necessary to better the conditions of wageworkers and to elevate their position and to maintain and protect the interest of the craft in general."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—The production of leather and byproducts thereof.

GOVERNMENT.—General officers consist of national organizer, national secretary-treasurer, and an executive board of nine members.

2. Local unions: Subordinate.

3. Convention: Held annually; elects general officers. Legislation and constitutional amendments by convention or by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any person "working in the production or transportation of leather and byproducts thereof, and of good moral character", is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None.

BENEFITS.—Strike.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—Lowell, Mass.

ORGANIZATION.—Local unions only: Massachusetts, 2; New York, 1.

MEMBERSHIP REPORTED.—1,180.

METALS AND MACHINERY

The trend away from organization along the established and accepted trade lines is more pronounced in the metal-trades and heavy-goods industries than in any other field. This is evident from the many attempts that have been made in the past few years to form industrial unions in industries in which organization has heretofore made little headway. The automobile industry is the outstanding

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example of this tendency, but the movement is no less significant in such industries as shipbuilding, heavy electrical equipment, and airplane manufacture.

In the latter field an organization has been launched as the Industrial Aircraft Workers of America. It was founded in Hartford, Conn., in January 1934 and is so far confined to that area, where it reports a membership of 1,500. It is organized as an industrial union under the shop committee plan, with general headquarters at 450 Asylum Street, Hartford, Conn.

Workers employed in the manufacture of electrical goods and equipment have been organized locally in various manufacturing centers and with several different kinds of organization and affiliation. By 1934 the employees in radio-manufacturing plants had been organized into federal labor unions, with about 9,000 members in 17 different centers. This movement was especially strong in Philadelphia, where an excellent agreement was made with one of the large radio-manufacturing concerns.

Workers in the plants making heavy electrical equipment, on the other hand, organized independently but locally. The employees of the General Electric Co. at West Lynn, Mass., decided, in 1933, to establish a labor organization to supplant the company union which had been in operation there for some time, and the employees of the Schenectady plant of the same company followed their example. The Lynn group, organized as the Electrical Industry Employees Union, applied to the American Federation of Labor for a charter as a directly affiliated union. The A. F. of L. directed the Electrical Industry Employees Union, as a condition of affiliation, to release to the craft unions those members over whom national craft unions held jurisdiction. This the industrially organized Lynn group refused to do, and the charter was not granted.

On June 1, 1935, a conference of independent groups in the electrical equipment and radio industries was held at Lynn, at which the organized workers at three General Electric plants, and those of the Radio Corporation of America plant at Camden, N. J., were represented. This conference drew up a provisional constitution for a national organization which was later established as the United Electrical and Radio Workers Union, covering "all workers in the electrical and radio industry, irrespective of trade, operation, craft, creed, nationality, race, or political beliefs."

An industrial union in the shipbuilding industry which has achieved some success and considerable prominence because of the intercession of President Roosevelt in a protracted strike, is the Industrial Union of Marine and Shipbuilding Workers, organized in

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1934. This group had its inception as a local union in Camden, N. J., in 1933, but expanded during the following year into national scope. Organized definitely along industrial rather than craft lines, it is, of course, independent and cuts across the jurisdictional claims of many of the standard unions.

The complicated situation among the organized automobile workers crystallized into one international union affiliated with the American Federation of Labor, and one rival independent organization.

The various directly affiliated American Federation of Labor local unions held a constitutional convention in Detroit in August 1935 and were granted a provisional charter of affiliation with the American Federation of Labor as an international under the title International Union United Automobile Workers. The executive officer was appointed by the executive council of the American Federation of Labor, to direct the affairs of the organization for the time being, instead of an elected president.

A number of independent groups of automobile workers held a conference in Detroit at the same time. The strongest of these groups were the Associated Automobile Workers of America, composed of local unions which had formerly been chartered by the American Federation of Labor, but which had withdrawn in 1934, and the Automotive Industrial Workers of America. Both of these organizations had a definite industrial unionism philosophy. This conference created a steering committee instructed to work toward the creation of an industrial union in the automotive industry. In consequence, an organizing convention was held in Detroit on December 21 at which the Automobile and Metal Workers' Union of America was launched. The Mechanics' Educational Society, an organization of skilled tool and die makers in the automobile plants which had refused to ally itself with the American Federation of Labor groups, merged with the industrially organized automobile workers as part of the new organization. However, not all the local units comprising the Automotive Industrial Workers' Union acceded to the terms of the merger, and about 25 locals withdrew from the amalgamation and voted to maintain the Automotive Industrial Workers' Union as an entity.

No significant changes, other than fluctuations in membership, have occurred among the established standard unions in the metal and machinery industries.

The unions presented in this classification are:

Affiliated with the American Federation of Labor:

Metal Trades Department, American Federation of Labor.

Automobile Workers, International Union, United.

Blacksmiths, Drop Forgers, and Helpers, International Brotherhood of.

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Boilermakers, Iron Ship Builders, and Helpers of America, International Brotherhood of.
Bridge, Structural, and Ornamental Iron Workers, International Association of. (Classified under Building Trades.)
Carmen of America, Brotherhood of Railway.
Draftsmen's Unions, International Federation of Technical Engineers, Architects and. (Classified under Professional, etc.)
Electrical Workers, International Brotherhood of. (Classified under Building Trades.)
Engineers, International Union of Operating. (Classified under Building Trades.)
Engravers' Union, International Metal.
Firemen and Oilers, International Brotherhood of.
Foundry Employees, International Brotherhood of.
Horseshoers of the United States and Canada, International Union of Journeymen.
Iron, Steel, and Tin Workers of North America, Amalgamated Association of.
Machinists, International Association of.
Metal Workers' International Association, Sheet. (Classified under Building Trades.)
Molders' Union of North America, International.
Pattern Makers' League of America.
Polishers' International Union, Metal.
Stove Mounters' International Union of North America.
Wire Weavers' Protective Association, American.

Independent organizations:
Automobile and Metal Workers' Union of America.
Automotive Industrial Workers of America.
Engravers and Sketchmakers, Friendly Society of.
Marine and Shipbuilding Workers of America, Industrial Union of.

Metal Trades Department, American Federation of Labor

The Metal Trades Department of the American Federation of Labor was established as a department in June 1908. A federation of some of the metal-trades unions had been functioning since 1900, when the Federated Metal Trades was organized. While not all of the metal trades were included, the federation organized local metal-trades councils in various cities. It was an independent organization, but when the departmental program was undertaken by the American Federation of Labor, the Federated Metal Trades, with its nucleus of industrial federation in the metal industry, was taken over and chartered as the Metal Trades Department of the American Federation of Labor. Thereafter the affiliated metal-trades unions in the American Federation of Labor which had not been identified with the Federated Metal Trades became members of the Metal Trades Department.

The purpose of the department, as declared in its constitution, is "the encouragement and formation of local metal-trades councils and

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the conferring of such power and authority upon the various local organizations of this department as may advance the interest and welfare of the metal industry"; to "adjust trade disputes"; and "to use its good offices in assisting affiliated national and international unions in the adjustment of any dispute arising over a question of jurisdiction."

It is governed by an executive council consisting of the president, secretary-treasurer, and six vice presidents, no two of whom shall be representatives of the same organization. The president "exercises supervision over the Metal Trades Department throughout its jurisdiction."

Membership in the department is "confined to national and international metal-trades unions which are chartered by and affiliated with the American Federation of Labor and metal-trades councils chartered by and affiliated with the department, and which are employed in the metal industries."

Local metal-trades councils are formed wherever "there exist three or more local unions of trades" affiliated with the Metal Trades Department. These councils are governed by the laws and constitution of the department, and any bylaws adopted for local government must be approved by the executive council of the department. The territorial jurisdiction of a local council is determined by the executive council.

Trade movements and strikes undertaken by a local council must be sanctioned by the international officers of all local organizations involved and by the department before being carried out.

ORGANIZATION

The 16 national and international unions comprising the Metal Trades Department are:

Blacksmiths, Drop Forgers, and Helpers, International Brotherhood of.

Boilermakers, Iron Ship Builders and Helpers of America, International Brotherhood of.

Bridge, Structural, and Ornamental Iron Workers, International Association of.

Draftsmen's Unions, International Federation of Technical Engineers, Architects and.

Electrical Workers, International Brotherhood of.

Engineers, International Union of Operating.

Firemen and Oilers, International Brotherhood of.

Foundry Employees, International Brotherhood of.

Hod Carriers, Building and Common Laborers' Union of America, International.

Machinists, International Association of.

Metal Polishers' International Union.

Molders' Union of North America, International.

Pattern Makers' League of North America.

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Plumbers and Steam Fitters of the United States and Canada, United Association of Journeyman.

Sheet Metal Workers' International Association.

Stove Mounters' International Union of North America.

Metal-trades districts: Marine Workers Metal Trades District Council of the Port of New York; District Council Office Equipment Workers. Total, 2.

Local metal-trades councils: Navy Yard Metal Trades Councils: Bremerton, Wash.; Brooklyn, N. Y.; Charleston, S. C.; Charleston, Mass.; Newport, R. I.; Philadelphia, Pa.; Portsmouth, Va.; Portsmouth, N. H.; Vallejo, Calif.; Washington, D. C.; Panama, Canal Zone. Total, 11.

Miscellaneous councils: Ohio, 5; Alabama, 1; Georgia, 1; Massachusetts, 1; New York, 3; Illinois, 1; Kansas, 1; Michigan, 1; Iowa, 1; Wisconsin, 3; California, 3; Virginia, 1; New Jersey, 1; Pennsylvania, 2; Oregon, 1; Washington, 2; Missouri, 1; total, 30.

The Metal Trades Department holds a convention annually at a time and place designated by the executive council. The custom is for the Metal Trades Department to meet in convention 3 days prior to the convening of the convention of the American Federation of Labor. The officers are elected annually in convention.

The headquarters of the Metal Trades Department are in the American Federation of Labor Building, Washington, D. C.

Automobile and Metal Workers' Union of America

Not affiliated with the American Federation of Labor.

Organized at Detroit, Mich., December 21, 1935. This organization is a merger of three independent organizations which were formed at different stages of the movement, begun in 1933, to organize the automobile industry. The organizations were the Associated Automobile Workers, the Automotive Industrial Workers' Association, and the Mechanics' Educational Society of America.

The Associated Automobile Workers was formed by a group of local unions which had been chartered by the American Federation of Labor as federal labor unions, but which withdrew in 1934 as a result of disagreement over policies and organized independently. The second group, the Automotive Industrial Workers Association, was formed about the same time. It had no connection with the American Federation of Labor, and was from the first established upon industrial unionism principles. The Mechanics' Educational Society was organized in 1933 as a craft union of skilled tool and die makers in automobile manufacture. It expanded in 1935 to cover all workers in the metal trades.

At a convention held in Detroit in December 1935, these three organizations merged their separate entities into one industrial union, the jurisdiction of which, according to its title, goes beyond the automobile industry into the wider field which the Mechanics' Educational Society sought to include.

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As in the case of the other newly created union in the automobile industry, this group is considered for the purposes of the handbook as of too recent origin to make a detailed analysis practicable. Headquarters are temporarily in the Stormfeltz-Lovely Building, Detroit, Mich., and its reported membership is approximately 38,000.

Automobile Workers, International Union United

Affiliated with the American Federation of Labor.

Organized at Detroit, Mich., in August 1935. After the enactment of the National Industrial Recovery Act in 1933 active organization campaigns were undertaken in the various automobile manufacturing centers to establish unionism and collective bargaining among the workers in that industry. By October 1934, 106 federal labor unions had been created, and a National Council of Automobile Workers was formed to serve as a clearing house and a coordinating medium for that large number of scattered groups. The 1934 convention of the American Federation of Labor instructed the executive council to proceed with the organization and chartering of the automobile workers as an international union, with the proviso that "the American Federation of Labor shall for a provisional period direct the policies, administer the business, and designate the administrative and financial officers" of the newly created international.

Its chartered jurisdiction covers "all employees directly engaged in the manufacture of parts (not including tools, dies, and machinery) and assembling of those parts into completed automobiles, but not including job or contract shops manufacturing parts or any other employees engaged in said automobile production plants."

Because of its recent formation and its provisional status, an analysis of the constitution of the Automobile Workers' Union and the distribution of its locals is impracticable in this edition of the handbook. The headquarters of the ad interim president is Hoffman Building, Detroit, Mich., and the reported membership is 35,000.

Blacksmiths, Drop Forgers, and Helpers, International Brotherhood of

Affiliated with the American Federation of Labor.

Organized in Atlanta, Ga., in 1889. An organization called the Grand Union of Machinists and Blacksmiths was formed at Philadelphia, Pa., on March 3, 1859, by delegates from five cities in three States. It did not survive the Civil War and was succeeded by local assemblies of machinists and blacksmiths, organized under the Knights of Labor, the first of which was in Philadelphia in 1873.

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The present organization began as an association of railroad blacksmiths under the title of International Brotherhood of Blacksmiths. It was practically wiped out by the American Railway Union strike of 1894, but revived sufficiently to secure a charter from the American Federation of Labor in 1897. Jurisdiction was extended to include blacksmith helpers and in 1903 the name of the organization was changed to International Brotherhood of Blacksmiths and Helpers.

Drop-forgers formed an organization at Boston, Mass., in 1900 and in 1905 merged with the International Association of Machinists. They withdrew later and formed an independent organization known as the Brotherhood of Drop Forgers, Die Sinkers, and Trimming Die Makers. Affiliation with the American Federation of Labor was refused because of conflicting jurisdiction, since blacksmiths included drop-forging in their claims. In 1919 the Brotherhood of Drop Forgers amalgamated with the Brotherhood of Blacksmiths, which then became the International Brotherhood of Blacksmiths, Drop Forgers, and Helpers.

OBJECTS.—"Believing it to be the natural right of those who toil to enjoy to the fullest extent the wealth created by their labor; and realizing that under the changing industrial conditions of our time and the enormous growth of syndicates and other aggressions of capital it is impossible for us to obtain the full reward of our labor except by united action; and believing that organization founded on sound principles as to the wisest use of our citizenship, based upon the class struggle along cooperative, economic, and political lines, with a view of restoring the common wealth of our governments to the people, and by using the natural resources and means of production and distribution for the benefit of all the people, * * * we pledge ourselves to labor unitedly in behalf of the principles herein set forth, to perpetuate our association on the basis of friendship and justice, to expound its objects, and work for their general adoption."

TERRITORIAL JURISDICTION.—United States, Canada, and Canal Zone.

TRADE JURISDICTION.—"It is hereby established and imperatively ordered that the following shall be blacksmith work, which includes all blacksmith work in the railroad shops, shipyards, navy yards, arsenals and naval stations, automobile shops, carriage and wagon shops, motorcycle shops, contract shops, frog and crossing shops, drop-forge shops, spring shops, chain shops, nut, bolt, and rivet shops, acetylene-, electric-, or thermit-welding shops, and all other shops where blacksmith work is done.

"(*a*) All forging, all welding, whether by acetylene, electric, or thermit or any other process, also flue and tube welding, straightening of iron and steel, both hot and cold; all blacksmiths' work on structural-shaped steel, all forging, tempering, and dressing of tools, including sharp-edge tools and instruments; bending and straightening of angle iron, channel iron, T-iron, and I-beams, whether done hot or cold, from furnaces or fires, operating forging and upsetting machines, drop-forging and trimmers, both hot and cold; axle forgers, bolt machines, bulldozer-machine work, or any machine doing blacksmith work, and all work performed on Bradley hammer, punch, and shear machines when connected with the blacksmith department; hot or cold hand-press machines; all frames on engines, cars, tanks, and trucks, all welding of rails, building up

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switch points and frogs, and all track work; all dredge-dipper and steam-shovel work; hardeners, case-hardeners, annealers, and heat treaters; and the reclaiming of scrap.

"(*b*) Automobile and wagon and carriage shops; putting on, taking off, and fitting auto fenders, putting on running-board brackets; building and rebuilding fire trucks; making and repairing all springs, putting on and taking off all springs, making all springs and spring fittings; setting and riveting when done in conjunction with blacksmith work; grinding pertaining to blacksmith work; benders, resetters, bath men, forgers, and finishers.

"(*c*) Putting on and taking off rubber tires, putting flanges on wheels, putting on and repairing bumpers, putting on and taking off wheels, putting on and riveting fiber of brake bands, putting on and taking off radius rods, putting on pyrene brackets, repairing and setting all axles, straightening and repairing of auto frames, putting on brackets for radiator, fitting up windshields, putting handles on doors, fitting handrails on back of auto, fitting up gongs. All drilling, filing, lining up wheels, adjusting brake rods, tip welding and tire setting, making and putting on license brackets, headlight brackets, making and putting on body iron.

"(*d*) All the foregoing, and in addition thereto any other work which does now or in the future may, as industries develop, fall naturally within the scope of the jurisdiction of blacksmiths, drop-forgers, and helpers."

GOVERNMENT.—1. General president "shall have the direction and supervision of all subordinate and district lodges * * * and have full control of the work of the organization throughout the jurisdiction of the brotherhood."

General executive board consists of president, secretary-treasurer, and seven elected members, one of whom shall be a member of a local in Canada.

2. District council: Composed of delegates from all affiliated locals within a given district; affiliation compulsory. "Action by a district council in regulating the affairs of said district shall be final." Constitution dictated by international brotherhood.

Railroad councils: Composed of delegates from affiliated shops or locals; affiliation compulsory. Constitution dictated by international brotherhood.

3. Local unions: Subordinate; constitution and bylaws dictated by international brotherhood.

4. Convention: Held quadrennially.

Initiative, referendum, and recall: Nomination and election of general officers by referendum; constitutional amendments by initiative and referendum; recall of officers provided for.

QUALIFICATIONS FOR MEMBERSHIP.—Any man who is a competent worker at any of the occupations embraced in the jurisdiction, "capable of earning the minimum wage established by the organization in his locality", is eligible to membership. Persons who are members "of the Industrial Workers of the World, State militia, miners' police, sheriff's office, police force, detective force, or secret-service force" are ineligible. Any blacksmith "conducting a blacksmith shop and employing not to exceed three blacksmiths" may be admitted to membership.

Colored: "Where there are a sufficient number of colored helpers they may be organized as an auxiliary local and shall be under the jurisdiction of the white local having jurisdiction over that territory. * * * Colored helpers shall not transfer except to another auxiliary local composed of colored members, and colored members shall not be promoted to blacksmiths or helper apprentices and will not be admitted to shops where white helpers are now employed."

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APPRENTICESHIP REGULATIONS.—"Any boy engaging himself to learn the trade of blacksmithing must serve 4 years. He shall in no case leave his employer without just cause. Any difficulty arising between the apprentice and his employer must be submitted to the shop committee.

"The following ratio of apprentices will be allowed: One to every five blacksmiths regularly employed.

"No boy shall begin to learn the trade until he is 16 years old nor after the age of 21 years.

"Apprentices who have served 6 months shall be eligible to membership.

"Local unions shall do all in their power to encourage the apprentice system."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by district councils or local unions, approved by the general executive board. District councils and railroad systems councils must establish a minimum-wage rate, by constitutional requirement. Contracts covering railroad workers are negotiated in conjunction with other railroad crafts.

BENEFITS.—Death.

OFFICIAL ORGAN.—International Brotherhood of Blacksmiths, Drop Forgers, and Helpers' Bi-Monthly Journal.

HEADQUARTERS.—2922 Washington Boulevard, Chicago, Ill.

ORGANIZATION.—District councils: Chicago; Greater New York; San Francisco and vicinity; St. Louis; New Orleans; Boston; Pittsburgh and vicinity; Philadelphia and vicinity; Norfolk, Va., and vicinity; anthracite district.

Railroad systems councils: Missouri Pacific; Canadian Pacific; Baltimore & Ohio; Frisco; New York, New Haven & Hartford; Illinois Central and allied lines; Milwaukee System; Louisville & Nashville; Erie; Chicago & North Western; Rock Island; Chesapeake & Ohio; Southern and allied lines; Big Four; Norfolk & Western; Boston & Maine; Central of Georgia; Missouri, Kansas & Texas; Delaware & Hudson; Denver & Rio Grande; northwest district (Wisconsin); Mobile & Ohio; Wabash; Atlantic Coast Line; Santa Fe; Burlington; Chicago & Alton; Seaboard Air Line; Pennsylvania; Union Pacific; Southern Pacific; New York Central and allied lines; Delaware, Lackawanna & Western; Lehigh; Chicago Great Western; Central of New Jersey; Grand Trunk; switching and terminal lines.

Local unions: *United States*—Alabama, 6; Arizona, 2; Arkansas 2 (1 colored auxiliary); California, 5; Colorado, 2; District of Columbia, 1; Florida, 3 (1 colored auxiliary); Georgia, 4 (1 colored auxiliary); Idaho, 1; Illinois, 18; Indiana, 11; Iowa, 5; Kansas, 2; Kentucky, 5; Louisiana, 3; Maryland, 5; Massachusetts, 5; Michigan, 7; Minnesota, 5; Mississippi, 2; Missouri, 6; Montana, 6; Nebraska, 1; Nevada, 1; New Jersey, 4; New York, 10; North Carolina, 1 (1 colored auxiliary); Ohio, 19; Oregon, 1; Pennsylvania, 14; South Carolina, 3 (2 colored auxiliaries); Tennessee, 7 (1 colored auxiliary); Texas, 7 (2 colored auxiliaries); Utah, 1; Vermont, 1; Virginia, 5 (2 colored auxiliaries); Washington, 7; West Virginia, 6; Wisconsin, 10; Wyoming, 2; Canal Zone, 1. *Canada*—Alberta, 2; British Columbia, 2; Manitoba, 2; New Brunswick, 2; Nova Scotia, 1; Ontario, 5; Quebec, 5. Total, 255.

MEMBERSHIP REPORTED.—5,000.

Boilermakers, Iron Ship Builders and Helpers of America, International Brotherhood of

Affiliated with the American Federation of Labor.

Organized in Chicago, Ill., October 1, 1880, at a conference held by representatives of nine independent unions. A few years later

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boilermakers in the South organized the National Brotherhood of Boilermakers, at Atlanta, Ga. At a special conference held at Chicago, September 1, 1893, the two national organizations consolidated under the name of the International Brotherhood of Boilermakers, Iron Ship Builders and Helpers of America.

OBJECTS.—"Organization being necessary to protect the wage earners and to institute better conditions with the assistance of progressive, intelligent combinations, therefore, in order to emancipate our fellow craftsmen from the oppressive burdens they are now suffering under, we have organized this brotherhood."

TERRITORIAL JURISDICTION.—United States and possessions and Canada.

TRADE JURISDICTION.—"The construction, erection, assembling, and repairing of all boilers, drums, tanks, parts, and work in connection therewith, including boiler fronts, heat units, water walls, tube supports and castings (except the unloading, hoisting or lowering, and placing of complete boilers, steam drums, and assembled sections of water-tube boilers to their approximate position); all connections between the boiler and stack (commonly known as breeching) built of sheet steel or iron, supports for the same (which are not part of the building structure), uptakes, smoke boxes, air and water heaters, smoke consumers, hot or cold air ducts (except when used for ventilating purposes), pontoons, brewery vats (except glass enameled tanks), water towers (except structural frames and balconies); all iron and steel pipe-line, pen stocks and flume work; steam, air, gas, oil, water, or other liquid tanks or containers requiring tight joints, including tanks of riveted, calked, or welded construction in connection with swimming pools; gasometers, including all framework in connection with same. All steel stacks in connection with power plants, furnaces, rolling mills, manufacturing plants, and all other power plants (except small power plants in connection with hotels or office buildings, and sectional or other steel stacks erected in office buildings or hotels), all extensions or repairs to such stacks shall be done by the boilermakers.

"The following work in and around blast furnaces and rolling mills: Hot stoves, blast furnaces, cupolas, and dump cars; all steam, air, water, gas, oil, or other liquid-tight work; ore, water, and toilet cars.

"All iron and steel shipbuilding, all work in connection with mold loft, all fabricated parts of ships, all metal plates and shapes, the hoisting and placing of same in connection with construction and repair of iron and steel ships; barges, tankers and boats, masts, derricks, booms, airports, metal doors, ventilators, foundations, pillars and stanchions, inboard and outboard fittings, such as house pipes, bitts, chocks, plugs, pads, ringbolts, railings, metal ladders, gratings, doublers and stiffening rings, fire and engine room and other portable floors and platforms; all drilling, tapping, and reaming in connection with construction, installation, and repair of ships and their equipment; all plate straightening on tank and ship work.

"The building and applying of steel cabs, running boards, including front ends, fire doors, fire-door frames, ash pans, netting and diaphragm work, engine-tender tanks, steel underframes, and pressed-steel tender truck frames; the applying and removing of all staybolts, grates, radials, flexible caps, sleeves, crown bolts, stay rods, and braces in boilers, tanks, and drums; removing and renewing all tubes (including arch tubes), metal headlight boards, windshields, metal pilots; the building and repairing of gasoline- and electric-propelled motorcars, the laying out and fitting up of any sheet-iron or steel work made

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of 16-gage and heavier, except where steel or iron is galvanized, pickled, or black-tarnished; water-wheel and turbine work, including turbine castings, the operating of punches, shears, rolls, pneumatic hammer, air rams, bull, jam, and yoke riveters, building and repairing of steam shovels and snow plows, I-beams, angle iron, T-iron and brake beams; drilling and tapping in connection with the above classification of work; also all acetylene and electric welding or any other welding process used on work coming under our classification."

GOVERNMENT.—1. "The international lodge has full jurisdiction over all subordinate lodges and is the highest tribunal of the brotherhood.

"The executive and judicial powers only of the international lodge when not in session shall be vested in an international executive council of the brotherhood, which shall consist of the international president, assistant president, and all of the international vice presidents (10)."

Legislative powers reserved to convention and initiative and referendum.

2. Local unions: "Subordinate lodges shall be competent to make, alter, or amend their bylaws, rules, and regulations, subject to approval of the international." Constitution dictated by international.

3. Convention: Meets every third year; legislates and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—"An applicant for membership must be a free-born male citizen of some civilized country, 16 years of age, working at some branch of the trade at the time of making application."

APPRENTICESHIP REGULATIONS.—"There shall be only 1 apprentice to every 15 boilermakers or shipbuilders. * * * and all firms employing such apprentices shall draw up an agreement satisfactory to this organization.

"Any person engaging himself as an apprentice must be between the ages of 16 and 40 [years] and must be given an opportunity to learn all branches of the combined trade of this brotherhood."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions through wage-scale committees. International officers act with other organizations in agreements covering railroad workers and shipbuilders.

BENEFITS.—Strike, death, and disability.

OFFICIAL ORGAN.—Official Journal of the Boilermakers and Iron Ship Builders.

HEADQUARTERS.—Brotherhood Block, Kansas City, Kans.

ORGANIZATION.—Local unions in railroad work are organized into district lodges, one district for each railroad system so organized. Systems represented in district lodges are: Erie; New York Central; Southern; Chicago & Northwestern; Big Four; Chicago, Milwaukee & St. Paul; Canadian Pacific and Canadian National; Baltimore & Ohio; Seaboard Air Line; Chesapeake & Ohio; Western Pacific; Union Pacific System; Missouri Pacific Railway; Southern Pacific System; Northern Pacific System; Rock Island System; Illinois Central Railway Co.; Denver & Rio Grande & Western Railway System; Missouri, Kansas & Texas Railroad; Lackawanna Railroad. Other district lodges: Navy yards; Pacific coast; port of New York.

Local lodges: *United States*—Alabama, 7; Arizona, 1; Arkansas, 5; California, 19; Colorado, 4; District of Columbia, 1; Florida, 5; Georgia, 5; Illinois, 28; Indiana, 16; Iowa, 16; Kansas, 8; Kentucky, 6; Louisiana, 6; Maryland, 6; Massachusetts, 8; Michigan, 12; Minnesota, 7; Mississippi, 1; Missouri, 9; Montana, 8; Nebraska, 6; Nevada, 4; New Hampshire, 1; New Jersey, 8; New Mexico, 1; New York, 25; North Carolina, 4; Oklahoma, 3; Ohio, 26; Oregon, 3; Pennsylvania, 22; South Carolina, 2; South Dakota, 2; Tennessee, 7; Texas, 16; Utah, 3; Vermont, 1; Virginia, 9; Washington, 8; West Virginia, 9; Wisconsin, 9; Wyoming, 4; Canal Zone, 2; Hawaiian Islands,

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1. *Canada*—Alberta, 2; British Columbia, 2; Manitoba, 2; New Brunswick, 2; Nova Scotia, 1; Ontario, 13; Quebec, 4; Saskatchewan, 4. Total, 384.

MEMBERSHIP REPORTED.—19,000.

Carmen of America, Brotherhood of Railway

Affiliated with the American Federation of Labor.

Organized at Pueblo, Colo., in August 1891 as the result of a consolidation of various other organizations in the same field, among them the Brotherhood of Railway Car Repairers, which had been in existence since 1888, the Carmen's Mutual Aid Association, and the Brotherhood of Railway Carmen, organized in Toronto, Canada, in 1890. The organization functioned independently until 1909, when it affiliated with the American Federation of Labor.

Following its affiliation with the Federation, it became involved in many jurisdictional difficulties with the craft unions, which claimed many of the occupations in car building, such as the carpenters, painters, sheet-metal workers, etc. Adjustment has in most cases been reached by agreement with the various craft organizations, however, and the brotherhood continues to function essentially as an industrial union.

OBJECTS.—"We declare the intent and purpose of this brotherhood is to advance the moral, material, and industrial well-being of its members. First, to bring within the fold of our brotherhood every carman eligible to join our ranks. Second, to secure for our members a just remuneration in exchange for their labor. Third, to shorten the hours of labor as economic development and progress will warrant. Eight hours per day is the workday desired, and 44 hours per week, in order that our members may have more opportunities for intellectual development, social enjoyment, and industrial education. Fourth, to combat wherever it exists piece work, the bonus system, and all other degrading systems of labor, and to endeavor to establish through joint conferences of employers and employees such rates and working conditions as befit the ideal of honorable labor. Fifth, to federate with all other railway labor organizations for the common good and protection of all. Sixth, to cooperate with all trade, labor, and farmer organizations to secure the passage of such laws as are beneficial to the working class. Seventh, to encourage and stimulate our members to take a lively interest in the civil affairs of their country in order that they can, as a class, vote intelligently and effectively for the interests of the working class. Eighth, to encourage the establishment of sick, accident, and death benefits, and old-age pensions in all lodges where it is possible."

TERRITORIAL JURISDICTION.—United States, Canada, and Canal Zone.

TRADE JURISDICTION.—Car building, covering specifically: "Railroad, electric, or motorcar builders or repairers on any class of cars, wood or steel; car inspectors, car oilers; coach, gas, and steam-pipe work, steel cabs, steel pilots, pilot beams and steel running boards; millwrights, drill-press men; air-brake and triple-valve work; cabinet work, upholsterers, pattern makers in car department; planing-mill work; bench, coach, locomotive and all other carpenters in car departments; tender and tank work; locomotive, coach, and car painting and all finishing work pertaining thereto; tinners; all axle lathes; wheel borers,

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wheel press, bolt cutters and threaders, nut tappers, pipe fitters employed in car department; material handlers; boiler-lagger and axle light work on wood or steel cars; foremen and assistants; wrecking engineers and crews; punch and shear operators in car department, and employees assigned to handle acetylene, thermite, or electric process on work that was generally recognized as carmen's work prior to the introduction of such process; coach cleaners and all helpers employed in any of these classifications."

GOVERNMENT.—1. General officers: President, assistant president, 12 vice presidents, secretary-treasurer, editor, and general executive board of 5 elected members.

The general president "shall perform the executive duties of the brotherhood, with power to settle all differences and grievances." His powers are comprehensive. The general executive board is a trial and audit board.

2. Local unions: Subordinate; constitution fixed by grand lodge, but with "power of making rules and regulations for their own welfare, provided always that such rules and regulations are in accordance with the constitution."

3. Convention: Held triennially; enacts legislation and elects general officers. Constitutional amendments by initiative or convention and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Any white person between the ages of 16 and 65 years", employed in any capacity covered by the jurisdiction, "who believes in the existence of a Supreme Being, who is free from hereditary or contracted diseases, of good moral character and habits" is eligible to membership; "provided, that any person making application for membership who is not a citizen of the United States or Canada must present first naturalization papers or make affidavit" that such papers have been applied for. Male and female membership.

Carmen over 65 years of age may become honorary (nonbeneficiary) members.

APPRENTICESHIP REGULATIONS.—"An apprentice is a person who while between the ages of 16 and 21 years is engaged to an employer to serve an apprenticeship learning the carmen's trade. Any person engaging himself to learn the carmen's trade shall serve an apprenticehip of 4 years of 290 days each.

"The ratio of apprentices shall be one apprentice for every five journeymen carmen employed * * *. Apprentices upon completion of their apprenticeship shall receive not less than the minimum rate of pay for carmen."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by railroad systems federations, composed of joint protective boards representing the various locals on a system. Indefinite duration, with 30-day-notice clause.

BENEFITS.—Strike; death and total disability; injury and sick (by locals).

OFFICIAL ORGAN.—Railway Carmen's Journal.

HEADQUARTERS.—Carmen's Building, Kansas City, Mo.

ORGANIZATION.—Local unions only: *United States*—Alabama, 10; Arizona, 3; Arkansas, 9; California, 26; Colorado, 8; Connecticut, 1; Delaware, 1; District of Columbia, 1; Florida, 16; Georgia, 14; Idaho, 6; Illinois, 82; Indiana, 35; Iowa, 30; Kansas, 22; Kentucky, 19; Louisiana, 15; Maine, 3; Maryland, 5; Massachusetts, 8; Michigan, 25; Minnesota, 22; Mississippi, 8; Missouri, 27; Montana, 12; Nebraska, 13; Nevada, 5; New Hampshire, 2; New Jersey, 8; New Mexico, 1; New York, 33; North Carolina, 5; North Dakota, 3; Ohio, 53; Oklahoma, 5; Oregon, 7; Pennsylvania, 33; South Carolina, 9; South Dakota, 5; Tennessee, 18; Texas, 25; Utah, 8; Vermont, 4; Virginia, 22; Washington, 15; West Virginia, 25; Wisconsin, 25; Wyoming, 7; Canal Zone, 1. *Canada*—Alberta, 13; British Columbia, 12; Manitoba, 7; New Brunswick, 5; Nova Scotia, 5; Ontario, 42; Quebec, 17; Saskatchewan, 11. Total, 852.

MEMBERSHIP REPORTED.—60,000.

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Engravers and Sketchmakers, Friendly Society of

Not affiliated with the American Federation of Labor.

Organized January 10, 1874; incorporated 1883. For 2 years—1933 to 1935—this organization was affiliated with the American Federation of Labor, but except for that interval it has been an independent group of skilled journeymen in a specialized craft.

OBJECTS.—"To unite together for the mutual protection of * * * interests in all things that are held to be honorable, humane, and just among men."

TERRITORIAL JURISDICTION.—United States. ("This society has no jurisdiction to admit to membership any applicant who may at the time of application work outside of the United States of America.")

TRADE JURISDICTION.—Engravers and sketchmakers employed in connection with the printing of textiles, oilcloth, wallpaper, etc., and with embossing on steel, copper, brass, or any other metal—specifically, "die, plate, and roller cutters, machine engravers on copper, steel and brass rolls and plates, clampers, etchers. and pantograph overseers."

GOVERNMENT.—1. Board of directors, composed of president, vice president, corresponding secretary, recording secretary, and treasurer, is the governing body. Members elected by popular vote which is counted at the anual meeting. (No full-time officers.)

2. Convention: Held annually; general legislative body. Bylaws amended by two-thirds vote of the convention.

3. Shop stewards: Represent the general officers and conduct local business for each shop.

QUALIFICATIONS FOR MEMBERSHIP.—Engravers to be eligible for membership must be journeymen or have served at least 3 of the 7 years' apprenticeship required for journeymen status.

APPRENTICESHIP REGULATIONS.—Applicant for apprenticeship must not be over 20 years of age and must serve 7 years in the branch of the trade to which he is indentured. During his apprenticeship he may not leave one shop to work in another except with the consent of the board of directors.

The ratio of apprentices to journeymen is: In shops employing 5 journeymen 9 months in the year, 1 apprentice; 12 journeymen, 2 apprentices; 20 or more journeymen, 3 apprentices.

METHOD OF NEGOTIATING AGREEMENTS.—Board of directors meets with employers' representatives.

BENEFITS.—Strike and victimization; death, superannuation after age of 65.

OFFICIAL ORGAN.—Friendly Society of Engravers and Sketchmakers. (Monthly report.)

HEADQUARTERS.—555 Washington Avenue, Nutley, N. J. (secretary).

ORGANIZATION.—General membership organization. Shop is the unit, and shops are grouped in districts—New York district, New Jersey district, Connecticut district, Pennsylvania district, Providence (R. I.) district, Lawrence (Mass.) district, North Adams (Mass.) district, southern district (North and South Carolina).

MEMBERSHIP REPORTED.—800.

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Engravers' Union, International Metal

Affiliated with the American Federation of Labor.

Organized in Buffalo, N. Y., September 7, 1920, by a number of independent local groups known as "Gravers and Chisel Clubs", the most important of which were in Chicago, Buffalo, and Boston. The clubs had been more or less secret, but when they came together into one organization they adopted the policy of trade-unionism and 2 years later affiliated with the American Federation of Labor. The chief strength of the organization at present is in the manufacture of marking devices.

OBJECTS.—"Believing it to be the natural rights of those who toil to enjoy to the fullest extent wealth created by their labor and realizing that, under the changing industrial conditions of our time, it is impossible for us to obtain the full award of our labor except by united action, we pledge ourselves to labor unitedly in behalf of the principles herein set forth."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—All metal engravers except those in stationery, photo, and jewelry engraving: Specifically, engravers of steel and brass stamps and rolls, hubs, steel and brass embossing dies and rolls, bookbinders' stamps and rolls, picture-frame dies and rolls, lace and wallpaper dies and rolls, steel and brass type, brass signs, notary and lodge seals, and all other branches of steel and brass engraving routers of all steel and brass stamps, dies, hubs, rolls, and brass signs; metal stencil cutters; and photography and etching having direct bearing on the work described.

GOVERNMENT.—1. Executive board, composed of president, vice president, general secretary-treasurer, and one representative from each local union "shall have general supervision of the business of the international union and of local unions."

2. Local unions: Subordinate; "to local unions is conceded the right to make all necessary laws for local self-government which do not conflict with the laws of the international."

3. Convention: Meets annually, elects general officers, enacts legislation. Constitutional amendments by convention.

QUALIFICATIONS FOR MEMBERSHIP.—Any craftsman (in the sense used and considered by this international union) who can command the prevailing rate of wages at any one or more of the various branches of the industry as outlined in the jurisdiction is eligible to membership.

APPRENTICESHIP REGULATIONS.—"We favor the adoption of legal apprenticeship. No employer shall have more than one apprentice for every five men in his employ and not more than two apprentices will be allowed in any shop."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated independently by local unions through committees.

BENEFITS.—Strike.

OFFICIAL ORGAN.—Bulletin.

HEADQUARTERS.—5552 Cooper Avenue, Detroit, Mich.

ORGANIZATION.—Local unions: Illinois, 1; Massachusetts, 1; Michigan, 1; New York, 2; Wisconsin, 1; Pennsylvania, 1; Ohio, 1. Total, 8.

Because of the fact that the occupation of metal engraving is carried on chiefly in small shops which do not employ engravers in sufficient numbers to

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maintain local unions, membership at large constitutes a considerable factor in the organization.

MEMBERSHIP REPORTED.—No report. Voting strength in the American Federation of Labor, 300.

Firemen and Oilers, International Brotherhood of

Affiliated with the American Federation of Labor.

Organized in Kansas City, Mo., in December 1898, from a number of American Federation of Labor locals and some independent unions of firemen. As at first organized, it was called the International Brotherhood of Stationary Firemen and included only men engaged in that work. Later it became necessary to extend jurisdiction and control to the oilers and helpers in the boiler rooms, and in 1902 the name was changed to International Brotherhood of Stationary Firemen and Oilers. Some years later the word "stationary" was dropped from the title of the organization.

By a ruling of the Railroad Labor Board the Brotherhood of Firemen and Oilers was granted to right to represent the roundhouse and railroad-shop laborers in hearings before that body. Prior to the World War workers of that class, when organized at all, were in American Federation of Labor local unions. These locals were transferred to the Brotherhood of Firemen and Oilers as a result of the Labor Board decision.

OBJECTS.—"The objects of this brotherhood shall be to organize local unions; to place our occupation upon a higher plane of intelligence, efficiency, and skill; to encourage the settlement of disputes between employers and employees by arbitration; to secure employment and a fair wage for the same; to provide for a respectable burial for our dead; to establish schools of instruction for imparting practical knowledge of modern operation of steam plants; to reduce the hours of day labor; and by all legal, proper means to elevate our moral, social, and intellectual condition.

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Boiler firemen, retort firemen, water tenders, boiler washers, boiler-washers' helpers, oilers, ash handlers, coal passers, stoker firemen, stoker helpers, roundhouse and railroad-shop helpers, and laborers.

GOVERNMENT.—1. Executive board, composed of president, secretary-treasurer, and seven vice presidents. "All powers of the international * * * when not in session in convention, shall be vested in the international president, with the approval of the international executive board."

2. State districts: When organized by three or more locals all locals must affiliate. "State districts shall have the right to make their own constitutions and bylaws and make such rules and laws" as may be necessary, in conformity with international constitution.

3. Local unions: "All local unions shall have the right to compile constitutions and bylaws for their government, subject to the approval of the international president."

4. Convention: Held triennially; elects general officers and enacts legislation. Amendments to constitution by convention vote only.

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QUALIFICATIONS FOR MEMBERSHIP.—Any "trustworthy" person employed within the jurisdiction is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions with individual employers on terms approved by the executive board before negotiations are begun. Railroad agreements negotiated in conjunction with federated shop crafts.

BENEFITS.—Death; strike donations.

OFFICIAL ORGAN.—Firemen and Oilers' Journal.

HEADQUARTERS.—330 South Wells Street, Room 1304, Chicago, Ill.

ORGANIZATION.—State district unions: Massachusetts, Illinois, Iowa, and Nebraska.

Local unions: *United States*—Alabama, 4; Arizona, 2; Arkansas, 7; California, 17; Colorado, 2; Connecticut, 3; Delaware, 1; District of Columbia, 2; Florida, 8; Georgia, 2; Idaho, 2; Illinois, 27; Indiana, 8; Iowa, 19; Kansas, 18; Kentucky, 9; Louisiana, 4; Maine, 8; Maryland, 6; Massachusetts, 12; Michigan, 20; Minnesota, 18; Mississippi, 6; Missouri, 12; Montana, 5; Nebraska, 10; Nevada, 3; New Hampshire, 1; New Jersey, 6; New York, 31; North Dakota, 2; Ohio, 40; Oklahoma, 4; Oregon, 5; Pennsylvania, 20; Rhode Island 1; South Carolina, 2; South Dakota, 3; Tennessee, 8; Texas, 6; Utah, 3, Virginia, 5; Vermont, 4; Washington, 3; Wisconsin, 12; West Virginia, 17; Wyoming, 4. *Canada*—Alberta, 4; British Columbia, 2; Manitoba, 4; New Brunswick, 3; Nova Scotia, 2; Ontario, 30; Quebec, 14; Saskatchewan, 10. Total, 481.

MEMBERSHIP REPORTED.—28,000.

Foundry Employees, International Brotherhood of

Affiliated with the American Federation of Labor.

Organized in St. Louis, Mo., March 26, 1904, from a number of local unions directly affiliated with the American Federation of Labor.

OBJECTS.—Not declared.

TERRITORIAL JURISDICTION.—United States and possessions and Canada.

TRADE JURISDICTION.—"All molders' helpers, cupola tenders, melters, furnacemen, chippers, steel workers, casting cleaners, gangway men, yardmen, cranemen, flask makers, blackeners, craters, sand cutters, shaker-outs, flask sorters, pattern carriers, shippers and shipper helpers, cast-iron and steel-enamel workers, packers, operators of vertical drills, pattern sorters, grinders, millmen, welders, and all others employed in or around foundries and not covered by other legitimate jurisdiction."

GOVERNMENT.—1. International executive board, composed of president, one vice president, three executive board members, and secretary-treasurer.

2. Local unions: "Each local union may have local autonomy in the making of necessary laws for the governing of their local union, which must not conflict with the laws of the international brotherhood."

3. Convention: Meets triennially; legislates for body and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—Any person employed within the jurisdiction as defined above is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

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METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally by agreement committees of local unions but subject to approval by the international brotherhood.

BENEFITS.—Strike and lock-out; death.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—2908 Chippewa Street, St. Louis, Mo.

ORGANIZATION.—Local unions only: Alabama, 1; Georgia, 1; Hawaii, 1; Illinois, 6; Indiana, 2; Iowa, 2; Massachusetts, 3; Michigan, 2; Missouri 3; Nebraska, 1; New York, 1; Ohio, 3; Pennsylvania, 5; Tennessee, 1; Washington, 1; Wisconsin, 4. Total, 37.

MEMBERSHIP REPORTED.—4,500.

Horseshoers of the United States and Canada, International Union of Journeymen

Affiliated with the American Federation of Labor.

Organized April 27, 1874, as the Journeymen Horseshoers' National Union of the United States of America. With extension of jurisdiction to Canada, this name was changed in 1893 to the present title. The union was incorporated in the State of Ohio, August 14, 1912.

OBJECTS.—"The object for which our international union is formed and maintained is for the purpose of organizing local unions and to facilitate a thorough organization of the trade throughout the United States and Canada for mutual benefit and protection."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Horseshoeing.

GOVERNMENT.—1. General officers: President (who is also general organizer), three vice presidents, and secretary-treasurer, who comprise the executive council.

2. Local unions: "Each local union shall adopt a constitution and bylaws not in conflict with the articles of incorporation and bylaws of the international union."

3. Convention: Meets annually; elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—Any competent horseshoer who is capable of earning the minimum scale of wages established by the local union having jurisdiction over the locality where he is employed may make application for membership in that local, and if he is temperate and of good character, and complies with all the requirements prescribed in these bylaws, he may be elected to membership, provided there are no members of the local out of employment.

APPRENTICESHIP REGULATIONS.—The term of apprenticeship shall be 4 years, or less, providing apprentice becomes a proficient mechanic.

"Only one apprentice shall be allowed to work in any shop within the jurisdiction of any local union, and any shop employing more than one apprentice shall be declared 'unfair.'"

METHOD OF NEGOTIATING AGREEMENTS.—Uniform agreement negotiated by local unions but sanctioned by executive board. Union label; union shop card.

BENEFITS.—Strike and lock-out (local).

OFFICIAL ORGAN.—None.

HEADQUARTERS.—4854 West Polk Street, Chicago, Ill.

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ORGANIZATION.—Local unions only: California, 1; Illinois, 1; Long Island, 1; Maryland, 1; Minnesota, 1; New Jersey, 1; New York, 1; Ohio, 2; Pennsylvania, 1. Total, 10.

MEMBERSHIP REPORTED.—No report. On basis of voting strength in American Federation of Labor, 100.

Iron, Steel, and Tin Workers of North America, Amalgamated Association of

Affiliated with the American Federation of Labor.

Organized August 4, 1876, in Pittsburgh, Pa. It was an amalgamation of various independent unions in the industry, the most important of which at the time were the United Sons of Vulcan, the Associated Brotherhood of Iron and Steel Heaters, Rollers, and Roughers, the Iron and Steel Roll Hands' Union, and the Nailers' Union.

OBJECTS.—"The object of this association shall be the elevation of the position of its members; maintenance of the best interests of the association, and to obtain by conciliation or by other means, just and legal, a fair remuneration to members for their labor; and to afford mutual protection to members against broken contracts, obnoxious rules, unlawful discharge, or other system of injustice or oppression."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Rolling mills, tin mills, steel works, chain works; nail, tack, spike, bolt, and nut factories; pipe mills, and all works run in connection therewith.

GOVERNMENT.—1. International executive board, composed of president, secretary-treasurer, assistant secretary, managing editor, two divisional vice presidents, and resident trustee "shall have jurisdiction over all matters and subjects not clearly defined by law." The president "shall superintend the work of the association throughout the jurisdiction."

2. Subordinate lodges "shall have power to make such bylaws for their government as they may deem necessary, providing they do not conflict with any of the laws, rules, or regulations" of the international organization.

3. Convention: Held annually; enacts legislation.

4. Initiative, referendum, and recall. International officers elected by referendum. Constitutional amendments by convention and referendum or initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Any person employed at any job" in and around the works covered by jurisdiction is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Wage scales are drawn up by the wage-scale committees of the separate craft divisions of the industry at the annual convention. These scales are then submitted to a conference between local employers and committees representing local unions, assisted by representatives of the international office. All agreements terminate annually on the same date.

BENEFITS.—Strike and lock-out; death (member and wife).

OFFICIAL ORGAN.—Amalgamated Journal.

HEADQUARTERS.—500 South Main Street, Pittsburgh, Pa.

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ORGANIZATION.—Districts: First, Pittsburgh and vicinity; second, West Virginia and part of Ohio; third, Kentucky, parts of Ohio and Indiana; fourth, Illinois and Indiana adjacent to Chicago; fifth, Indiana; sixth, Ohio, Detroit, Mich., and Hamburg, N. Y.; seventh, Alabama; eighth, Erie, Pa.; ninth, Missouri and western Illinois; tenth, Pennsylvania (Scranton, Steelton, Reading, etc); Canadian district.

Local unions: Alabama, 6; California, 4; Illinois, 17; Indiana, 13; Delaware, 1; Kentucky, 4; Maryland, 4; Massachusetts, 1; Michigan, 2; Missouri, 6; New York, 7; Ohio, 39; Pennsylvania, 29; Rhode Island, 1; Texas, 1; Washington, 2; West Virginia, 9. Total, 146.

MEMBERSHIP REPORTED.—No report. On basis of voting strength in the American Federation of Labor, 8,600.

Machinists, International Association of

Affiliated with the American Federation of Labor.

The International Association of Machinists grew out of an organization of 19 machinists of Atlanta, Ga., formed on May 5, 1888, which called itself the United Machinists and Mechanical Engineers of America. A year later, May 6, 1889, a convention was held in Atlanta, which was attended by 22 delegates, representing 34 locals in 14 States. This convention elected national officers and changed the name of the organization to National Association of Machinists. Headquarters were established in Atlanta, and a journal was published. In 1890 the general office was moved to Richmond, Va., and in 1891 the name was changed to International Association of Machinists, because of the expansion of the organization into Canada. In 1899 headquarters were moved to Washington, where they have remained. They are now housed in an office building owned by the organization.

The first general movement for improved working conditions began on May 20, 1901, in a strike for a 9-hour day. By 1903 many agreements were in force covering increased wages and shorter hours.

The International Union of Bicycle Workers amalgamated with the International Association of Machinists in 1904. More recently the International Association of Machinists absorbed the American branch of the English organization, the Amalgamated Society of Engineers, which had been, in the period 1898–1902, affiliated with the American Federation of Labor.

OBJECTS.—"The Grand Lodge of the International Association of Machinists aims to bring within the organization all employees, male and female, who are actively engaged in, or connected with, the machinist's trade; to adopt and put into active operation an effective plan to stabilize employment for all the members of our association; to secure the establishment of a legal apprenticeship system of 4 years; to impress upon all employers the necessity of paying the full current wages weekly, giving preference in employment to members of organized labor and abolishing personal record, physical examination, and old-

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age limits imposed by employers; to settle all disputes not defined in the constitution of this organization, and arising between employees and employers, by arbitration; to shorten the hours of labor to 40 hours per week, namely, 5 days of 8 hours per day; Saturday to be a holiday, thus allowing our members more time for self-improvement and social activities; to adopt and advocate a plan of cooperation with other kindred crafts, with the ultimate object of amalgamating all closely related metal trades, thereby eliminating strikes of one organization at a time and by concerted action making it possible for all to reap the full benefit of their labor. This shall not be construed to favor the theory of industrial unionism; to stimulate the political education of the members to understand their political rights and use the ballot intelligently, to the end that the Government may be a government for, of, and by the people and not to be used as a tool to further the ends of combinations of capital for its own aggrandizement; to urge the membership to vote only for and support candidates who are in favor of this platform * * *; abolition of contract system on all public work—city, county, State, or national—such work to be done on the day-labor plan at union wages; that no inferior Federal judge shall set aside a law of Congress on the ground that it is unconstitutional. That if the Supreme Court assumes to decide any law of Congress unconstitutional or by interpretation undertakes to assert a public policy at variance with the statutory declaration of Congress, which alone under our system is authorized to determine the public policies of government, the Congress may by repassing the law nullify the action of the court; thereafter the law to remain in full force and effect precisely the same as though the court had never held it to be unconstitutional. The labor of a human being not being property, we demand the abolition of the use of injunctions in labor disputes on the grounds that it is a judicial usurpation of the constitutional rights of our citizens."

TERRITORIAL JURISDICTION.—United States and possessions, Canada, and Mexico.

TRADE JURISDICTION.—"The jurisdiction of the International Association of Machinists includes any person who has served an apprenticeship of 4 years at the machinist trade, or who has acquired a fundamental knowledge of shaping, sizing, turning, boring, fitting, riveting, the operating of electric, thermit, and oxyacetylene welding apparatus and the adjusting of metal parts of machinery of any character, whether such metal be steel, iron, brass, lead, copper, aluminum, duralumin, bronze, or any other substitute used therefor; as well as any person who may have worked at the trade 4 years either as a vise hand, lathe hand, planer hand, slotting-machine hand, milling-machine hand, horizontal or vertical boring-mill hand, screw-machine hand, operators of Gisholt, Jones & Lamson, and all other turret lathes, and gear cutters. Floor hands, machine adjusters, millwrights, or general erectors of machinery; jig workers, die, tool, and mold makers, metal-pattern makers, Diesel oil and electric machinists. The operating of electric, gas, and other mechanical cranes and conveyors used in connection with machinists' work. Mechanical chauffeurs who are required to make repairs to their equipment. Sewing- and knitting-machine adjusters and adjusters of all kinds of automatic, semiautomatic, and self-contained machinery. Fitting together and installing valves of all kinds and flange work on high-pressure piping. Automobile, aircraft, and moving-picture machinery builders, and repairmen.

"*Classification of work included.*—The making, erecting, assembling, installing, mantaining, repairing, or dismantling of all or any parts thereof of all machinery, engines, motors, pumps, and all other metal power devices, either transmission, excavating, elevating, shooting, or conveying, whether driven by

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hand, foot, steam, electricity, gas, gasoline, naphtha, benzol, oil, air, water, or other power, including all metal appurtenances thereto, composed of steel or iron whether structural, angle, T, boiler, galvanized, ornamental, cast malleable, bar, tube, pipe, rod, shafting, sheet, or plate; or of nickel, bronze, tin, lead, copper, brass, aluminum, babbitt, or other metal substitute therefor.

"The manufacture and installation of all machine tools. The operation of all machines used in the manufacture of machine-finished metal parts and devices and all bench and vise work pertaining thereto, and all machinists' work on steam, gas, gasoline, naphtha, benzol, oil, air, and watertight work.

"All riveting, calking, cutting, chipping, patching, grinding, turning, sizing, boring, fitting, laying out, shaping, and drilling pertaining to machinists' work. All drilling, cutting, and tapping in boilers, tanks, drums, frames, or other structures required for engine and machinery attachments, mountings, or other metal construction and installation.

"All oxyacetylene, electric, oil, or thermit welding when used to substitute the former method of performing new or repair work, including dismantling. All lubricating devices, injectors, and inspirators and parts thereof, and attachments thereto. All devices used in the transmission of power, except electric wiring, this to include all line and countershafting, shaft hangers, shelves, and pulleys.

"All instrument, gauge-tool and die making, metal mold, novelty, model, and pattern making and die sinking; the making of jigs, templets, spiral and coil springs, and all molds for the shaping of glassware.

"The manufacture and installation of all printing, paper, and pulp-making machinery. The manufacture and installation of all brewery machinery, including all soakers, pasteurizers, bottle washers, crowning machines, bottle-filling devices and conveyors. The manufacture and installation of all factory, mill, and laundry machinery.

"The manufacture and repair of all counting, recording, and correspondence devices, such as cash registers, typewriters, adding machines, and other office machinery, such as sealing and addressing devices.

"The manufacture, repairing, and maintaining of all automobiles, firearms, fire engines, locomotives, hydroplanes and airplanes, agricultural machinery and mining machinery, rock drills and pneumatic devices used as hand tools or for the transmission of power. The manufacture and installation of all ice-making and refrigerating machinery. The manufacture and installation of all abbatoir, bakery, and confectionery machinery; textile, carding, and gin machinery; refining machinery and machinery used in reducing plants; rock-crushing and quarry machinery; concrete mixers and cement-mill machinery; rolling-mill and steel-converting machinery; loading and unloading machinery and traveling roadways.

"The manufacture, installation, and repairing and maintaining of all machines used in making malt, cans, nails, pottery, horseshoes, brick, shoes, hats, clothing, pianos, organs, musical and surgical instruments, tobacco, cigarettes and cigars, flour, cereals, and all other products where mechanical devices are necessary for the making.

"The manufacture and installation of all automatic stokers, all mechanical devices used in amusement parks, all dredging machinery, and all hoists, elevators, loweratoms, escalators, derricks, and other lifting or hoisting devices.

"The inspection of all machinery, ordnance, and engines, including locomotives, and the operating of all power machinery during the period of control or until accepted by the purchaser.

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"The operation and repairing of towing and coaling machinery in the Panama Canal Zone.

"*Marine work.*—All marine work as follows: The installing, assembling, dismantling, and repairing of all engines, pumps, dynamos, refrigerating machinery, steering gear, winches, windlasses, capstans, or other devices used in handling the ship.

"The removing and replacing of the rudder, propeller shaft, and propeller wheel and the placing of all deck fittings and mast fittings, including mast headlights.

"The installing and repairing of all condensers, evaporators, feed-water heaters, overhauling and repairing of all valves, either steam, water, air, gas, oil, or other liquids and strainers attached to hull.

"The installation of all pipes, pipe hangers, valves, and fittings for engines, boilers, ice machines, evaporator plants, telemotors, air compressors, and power pumps.

"The installation of deck operating gear for all valves.

"The boring, facing, chasing or tapping, and drilling holes for bolts of all pipe flanges.

"The bending, threading, and installing of tubes in boilers in which threaded tubes are used.

"The bending, welding, and installation of heater coils used for fuel-oil tanks or heating purposes.

"The installation of all condenser and feed-water heater tubes, whether rolled, screwed, or ferruled.

"The installation of all tubes in oil heaters and coolers, except those under jurisdiction of the coppersmiths.

"The installation of all gratings, ladders, and handrails, port lights, ventilator operating gear, and watertight doors.

"*Electric and internal combustion engines and cars.*—The building, installation, inspection, adjusting, maintaining, removal, and overhauling of pantographs and trolley poles shall be machinists' work, including the building of pantograph shoes and replacement of same whether the pantograph is on or off locomotive and the changing of insulated support brackets, lathe, and other machine work.

"The assembling, installing, inspecting, maintaining, removing, and overhauling of all parts of the main and braking controllers with the exception of insulating materials, leads, and wires.

"The removing, dismantling, overhauling, assembling, installing, inspecting, and maintaining of all air cylinders, magnet valves, cam shafts, bearing, rollers, castings, adjustment springs, and metal housings used in the construction and operation of reverser switches, series, parallel switches, transfer switches, group switches, and contactors.

"The assembling, installing, inspecting, and maintaining of all mechanical parts of main and auxiliary switches and ground switches.

"The assembling, installing, maintaining, inspecting, and overhauling of clutch and gear assembly on motor-operated rheostats.

"The assembling, installing, inspecting, maintaining, dismantling, and overhauling of traction motors, blower motors, heater motors, rheostat motors, air-compressor motors, motor generator sets, axle generators, control generators, and slip rings (excluding field coils, insulators, and electrical connections); the assembling, finishing (either by hand or bench work), drilling, tapping, and bolting of pole pieces; the dismantling, repairing, and assembling of brush holders; the drilling, tapping, and repairing of brush-holder studs; the fitting of all

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metal parts of commutators, including segments; the turning and machine-slotting of all commutators, whether done in lathe or in armature housing; the pressing in and out of armature shafts; the machining, repairing, and fitting of armature cores; the repairing and fitting of all covers for motors, housing, and compartments.

"The installing, inspecting, adjusting, removing, and repairing of air-compressor governors.

"The grinding, filing, and repairing of grids and the installing and removal of grid banks, with the exception of making and breaking electrical connections.

"The removing and installing of electric cab heaters and the removal and application of covers to same where they are retained by cap screws or tap bolts; the removing and installing of headlight cages; the removing, repairing, installing, and maintaining of electropneumatic pantograph valves, sander valves, regenerative interlock valves, and automatic-control switches, with the exception of electric contacts and wiring, shall be machinists' work.

"Removing and applying headlight, lamp, and flagstaff brackets and supports, eave-guards, and handrails.

"Side rods, main rod, knuckle, and driving-pin work. Driving-brake and spring-rigging work. Fitting up and repairs to driving and truck boxes, including replacing of brasses.

"Examination, repairing, and alining jackshafts. Refitting jackshaft collars and jackshaft castings. Repairing and maintaining air-brake equipment and air compressors.

"Drilling, driving, and truck wheels by use of rachets or portable motors for hub liners. Applying driving and truck wheel hub liners. Driving and truck wheel tire work. Drilling, reaming, and topping holes in cabs and frames for bolts and parts.

"Turning and dressing journals, and all frame and truck work, including stripping and rebuilding.

"Removing and replacing main motors, including gears and bearings, and shifting gears.

"Machinists' work in connection with raising cab, running out and replacing trucks, and lowering cab.

"Mallet coupler device between units.

"Removing and replacing circulating pump and motor, except pipe fitters' and electrical work.

"Removing, repairing, and replacing work in connection with water rheostats, hand pumps, and lubricators.

"Examining, removing, repairing, and replacing bearings.

"Installing and relocating braces, stay rods, oil guards, hand brakes, air ducts, sand boxes, and bellows under cab.

"Whistle and bell work.

"Installing and maintaining machinists' work in connection with turbine engines, motors, pumps, and auxiliaries in power-house.

"Repairs to air hammers, air motors, vise, floor, and drop-pit work, as well as the handling of work generally recognized as machinists' work.

"Removing and replacing phase converters.

"Machinists' work in connection with dismantling of phase converters, such as removal of bolts, parts, bearing caps, bearings, and clamps.

"Machinists' work in connection with assembling phase converters, including detail parts.

"Lathe and other machinists' work in connection with construction of pantographs.

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"And all other work on these engines, cars, and machines now covered in the general classification in our constitution.

"All the foregoing, and in addition thereto any other work which does now or in the future may, as industries develop, fall naturally within the scope of the jurisdiction of the International Association of Machinists, shall continue work coming under its jurisdiction, and shall be performed by members of the aforesaid organization."

GOVERNMENT.—1. "The government and superintendence of all district and local lodges shall be vested in this grand lodge as the supreme head of all such lodges under its jurisdiction. To it shall belong the authority to determine the customs and usages in regard to all matters relating to the craft.

"Between conventions all executive and judicial powers of the grand lodge shall be vested in the executive council, which shall be composed of the international president, the general secretary-treasurer, and seven general vice presidents."

2. District lodges: "District lodges shall be established upon railroads, in industries where mutual shop interests require it, and in localities where two or more local lodges exist. * * * District lodges shall have authority over and control of all local lodges within their jurisdiction, subject to the approval of the grand lodge."

3. Local lodges: "The grand lodge shall provide a constitution for the government and control of local lodges, and all local lodges organized and affiliated in the grand lodge shall be governed and controlled thereby." Locals may adopt their own bylaws, subject to the approval of the executive council.

4. Initiative, referendum, and recall. Convention held quadrennially if called by referendum vote. All general officers nominated and elected by referendum. Constitutional amendments by referendum or by convention and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Any machinist, automobile or aircraft machinist or mechanic, specialist, machinist helper, helper apprentice, woman worker, or any apprentice working in the machine or metal industry may be admitted to membership in a local lodge of the International Association of Machinists upon assuming the obligation and paying the required fee."

APPRENTICESHIP REGULATIONS.—"Any person engaging himself to learn the machinist trade shall serve an apprenticeship of 4 years. Any person engaging himself to learn the automobile or aircraft machinists' or mechanics' trade shall also serve an apprenticeship of 4 years. An apprentice shall not leave the employer to whom he has engaged himself without just cause and then only after securing the consent of the lodge of which he is a member. Any apprentice failing to comply with this provision shall stand suspended from any and all benefits of the grand lodge and local lodge until he returns to his employer. Failure to return to his employer within 3 months shall be sufficient cause for his expulsion.

"The ratio of apprentices shall be not more than 1 apprentice for every 10 journeymen machinists employed. No person shall engage himself as an apprentice until he has reached the age of 16 years, and no person shall engage himself as an apprentice after he has reached the age of 21 years; except that any person who has been a member of 1 year's continuous good standing in a local lodge and has worked as a machinist helper for 1 year in the shop where he desires to become an apprentice, may if he is not at that time past the age of 35 years, engage himself to his employer as an apprentice. Such a person shall be known as a helper-apprentice and shall serve 4 years in learning the machinist trade, during which time he shall be governed by the rules and laws

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applicable to apprentices. The number of helper-apprentices shall at no time exceed the number of regular indentured apprentices in any shop."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by district or local lodges, subject to approval of the executive council.

BENEFITS.—Strike, lock-out, and victimization; death; sick (local only).

OFFICIAL ORGAN.—Machinists' Monthly Journal.

HEADQUARTERS.—Machinists' Building, Washington, D. C.

ORGANIZATION.—District lodges (59): Composed of railroad districts (32); territorial districts (27).

Railroad districts: No. 2, Canadian railroads; no. 4, Southern and affiliated lines; no. 5, Missouri Pacific; no. 7, Chicago & North Western; no. 11, Union Pacific; no. 16, Seaboard Air Line; no. 18, Buffalo, Rochester & Pittsburgh; no. 20, Denver & Rio Grande Western; no. 21, Illinois Central; no. 23, Big Four; no. 27, Southern Illinois; no. 28, Louisiana & Arkansas; no. 29, Baltimore & Ohio and Baltimore & Ohio Southwestern; no. 30, Norfolk & Western; no. 32, Chicago, St. Paul, Minneapolis & Omaha; Minneapolis & St. Louis; Duluth, South Shore & Atlantic; Duluth, Winnipeg & Pacific; Lake Superior & Ishpeming; no. 35, Atlantic Coast Line; no. 36, Rock Island; no. 39, Missouri, Kansas & Texas; no. 45, St. Louis Southwestern; no. 51, Texas & Pacific; no. 56, South Atlantic Coast; no. 66, Chesapeake & Ohio; no. 67, International Great Northern and Gulf Coast Lines; no. 73, Chicago, Milwaukee, St. Paul & Pacific; Des Moines Union & Chicago; Terre Haute & Eastern Indiana; no. 74, Nickel Plate; no. 80, Delaware, Lackawanna & Western; no. 84, New York Central; no. 85, Erie; no. 89, Southern Pacific, Pacific Lines; no. 91, Western Pacific; no. 106, Canadian National Lines in United States; no. 109, Chicago & Alton; no. 110, Northern Pacific.

Territorial districts: No. 1, Philadelphia and vicinity; no. 8, Chicago and vicinity; no. 9, St. Louis and vicinity; no. 10, Milwaukee and vicinity; no. 12, Baltimore; no. 15, New York City and vicinity; no. 26, Washington and Oregon; no. 33, central New York; no. 34, Cincinnati, Ohio, and vicinity; no. 37, South Texas district; no. 38, Boston, Mass.; no. 44, Federal Government service, navy yards, arsenals, etc.; no. 46, Toronto, Ontario, Canada; no. 47, New Jersey, part of Hudson County, except northern New Jersey; no. 52, Columbus, Ohio; no. 54, Cleveland, Ohio; no. 57, Toledo, Ohio, and vicinity; no. 60, Detroit, Mich.; no. 64, Fall River, Mass.; no. 68, Canton, Ohio; no. 72, Indiana; no. 77, St. Paul, Minn.; no. 78, Vancouver, British Columbia; no. 82, Montreal and vicinity; no. 86, Denver, Colo.; no. 88, Akron, Ohio, and vicinity.

Local unions: *United States*—Alabama, 13; Arizona, 5; Arkansas, 5; California, 28; Colorado, 7; Connecticut, 13; Delaware, 1; District of Columbia, 5; Florida, 7; Georgia, 12; Illinois, 62; Idaho, 2; Indiana, 29; Iowa, 27; Kansas, 17; Kentucky, 12; Louisiana, 10; Maine, 8; Maryland, 10; Massachusetts, 23; Michigan, 25; Minnesota, 16; Mississippi, 7; Missouri, 17; Montana, 10; Nevada, 6; Nebraska, 7; New Hampshire, 3; New Jersey, 21; New York, 58; North Carolina, 15; North Dakota, 2; Oklahoma, 5; Ohio, 74; Oregon, 7; Pennsylvania, 49; Rhode Island, 5; South Carolina, 5; South Dakota, 4; Tennessee, 14; Texas, 28; Utah, 6; Vermont, 3; Virginia, 16; Washington, 16; West Virginia, 23; Wisconsin, 33; Wyoming, 7; Canal Zone, 2; Hawaii, 1; Puerto Rico, 1. *Canada*—Alberta, 5; British Columbia, 9; Manitoba, 4; New Brunswick, 4; Nova Scotia, 1; Ontario, 36; Quebec, 11; Saskatchewan, 4. Total, 856.

MEMBERSHIP REPORTED.—110,000.

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Marine and Shipbuilding Workers of America, Industrial Union of

Not affiliated with the American Federation of Labor.

Organized in Quincy, Mass., in September 1934. The nucleus of this organization was a group of employees of one of the shipyards in Camden, N. J., who organized on a plant basis in September 1933. The union grew rapidly and within a short time displaced the company union which had existed in the shipyard. Similar organizations were started in various shipyards in Chester, Pa., and Wilmington, Del., which affiliated with the Camden group through a joint council. In March 1934 the Camden men struck and under the leadership of the new union secured an agreement calling for union recognition, a 15-percent increase in wages, and improved working conditions. Shortly thereafter, two paid organizers were put into the field to organize shipyards on an industrial basis. Two new locals were established, in addition to one in Bath, Maine, which had organized at the time of the Camden strike. In September 1934 these six locals met in Quincy and established the Industrial Union of Marine and Shipbuilding Workers of America.

OBJECTS.—"To improve the standard and general living conditions of all workers in the industries under its jurisdiction, through organization, education, and collective actions. It shall cooperate to the fullest extent with other labor organizations in this country and abroad in promoting the welfare of all workers."

TERRITORIAL JURISDICTION.—Not limited.

TRADE JURISDICTION.—The shipbuilding and ship repairing and allied industries.

GOVERNMENT.—1. General executive board, consisting of the general president, vice president, executive secretary, treasurer, and seven other members have executive and judicial power "when the convention is not in session."

2. Local unions: Subordinate; constitution imposed by general executive board, and local bylaws must be approved by the board. Fifty members required before charter is issued.

3. Convention: Annual convention is sole legislative body.

QUALIFICATIONS FOR MEMBERSHIP.—All workers employed in the industries specified are eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally by officers or special committees.

BENEFITS.—None.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—572 Fairview Street, Camden, N. J.

ORGANIZATION.—Local unions only, organized into departments when size of organization justifies: California, 2; Connecticut, 1; Delaware, 1; Maine, 1; Massachusetts, 1; New Jersey, 1; Pennsylvania, 1; Virginia, 1; Washington, 1. Total, 10.

MEMBERSHIP REPORTED.—10,800.

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Metal Polishers' International Union

Affiliated with the American Federation of Labor.

Organized in Syracuse, N. Y., July 2, 1896. Metal polishers and brass workers were fairly well organized under the Knights of Labor, and in October 1888 they formed National Trades Assembly No. 252, Knights of Labor, with jurisdiction over all branches of the brass industry. At the convention of the National Trades Assembly held in New Haven, Conn., in 1890, 80 local organizations were represented. A movement toward trade autonomy and identification with the American Federation of Labor movement split the convention. All the representatives from cities from Pennsylvania westward withdrew and organized the International Brotherhood of Brass Workers. This organization joined the American Federation of Labor. The unions on the seaboard and the Canadian locals remained with the Knights of Labor. Both organizations functioned successfully for several years.

In the meantime the metal polishers, buffers, and electroplaters in several western cities, members of the International Brotherhood of Brass Workers, determined to subdivide into closer craft unions, and meeting in Toledo, Ohio, in 1892, they organized the Metal Polishers, Buffers, and Platers' International Union of North America, thus forming a third international union in the industry.

In 1895 the Knights of Labor Trades Assembly No. 252, amalgamated with the International Brotherhood of Brass Workers, and the combined organization was chartered by the American Federation of Labor as the United Brotherhood of Brass and Composition Metal Workers, Polishers, and Buffers.

The following year this organization and the Metal Polishers, Buffers, and Platers' International Union, meeting in Syracuse, N. Y., on July 2, merged and became the Metal Polishers, Buffers, Platers, and Brass Workers International Union of North America and were chartered as such by the American Federation of Labor.

With the inclusion of brass molders in the jurisdiction, those workers demanded and received recognition in the title of the organization. Their example was followed by the silver workers, so that, by 1902, the name of the organization was Metal Polishers, Buffers, Platers, Brass Molders, Brass and Silver Workers' Union of North America.

Through jurisdictional readjustments, however, brass molders were transferred to the International Molders' Union in 1911. In 1917 the organization decided to limit its field to metal polishing, buffing, and electroplating, and by a new American Federation of Labor charter issued in 1917 the organization became the Metal Polishers' Interna-

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tional Union. Later it absorbed a considerable portion of the membership of the Pocket Knife Blade Grinders and Finishers' National Union which disbanded in 1917.

OBJECTS.—"Believing it to be the natural right of those who toil to enjoy to the fullest possible extent the wealth created by their labor, our membership is requested to study the economic questions of the day, particularly those relating to the class struggle now going on. Therefore we, the Metal Polishers' Union, pledge ourselves to labor unitedly in behalf of the following principles: 1. Reduction in hours of the workday. 2. Increase of wages. 3. Municipal ownership of all public utilities. 4. Government ownership of all national monopolies. 5. Abolition of government by injunction in controversies between capital and labor."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Metal polishing, buffing, and plating.

GOVERNMENT.—"The government of all local unions and members shall be vested in this general union as the supreme head to which all matters of general importance shall be referred."

Executive board, composed of president, secretary-treasurer, three international vice presidents, and assistant secretary-treasurer, "shall have general supervision of the business of the international union, its officers, and local unions."

2. Local unions: Wholly subordinate; constitutions fixed by international.

3. Initiative and referendum: General officers nominated and elected by referendum. Convention on call only. Officers subject to recall.

QUALIFICATIONS FOR MEMBERSHIP.—Any person not a foreman (with power to hire and discharge), superintendent, or manager, working at "any of the crafts", is eligible to membership. Male and female membership.

APPRENTICESHIP REGULATIONS.—"All persons desiring to become apprentices to any branch or branches of our trade shall serve an apprenticeship of 3 years before being granted a journeyman's card.

"Wages shall be adjusted by the local union in which jurisdiction the apprentice is employed.

"No apprentice shall be allowed to work in any shop under our jurisdiction unless at least one journeyman is permanently employed."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions with individual employers, upon terms suggested by the general organization. Duration of contract, 1 year, long-term contracts being contrary to the policy of the general office.

BENEFITS.—Strike; death.

OFFICIAL ORGAN.—Our Journal of the Metal Polishers' International Union.

HEADQUARTERS.—Second National Bank Building, Cincinnati, Ohio.

ORGANIZATION.—Local unions only: *United States*—California, 2; Connecticut, 9; District of Columbia, 1; Illinois, 9; Indiana, 11; Iowa, 1; Kentucky, 1; Massachusetts, 8; Michigan, 6; Maryland, 1; Minnesota, 1; Missouri, 4; Nebraska, 1; New Jersey, 3; New York, 12; Ohio, 10; Pennsylvania, 6; Tennessee, 2; Washington, 1; Wisconsin, 3. *Canada*—Ontario, 3. Total, 95.

MEMBERSHIP REPORTED—9,500.

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Molders' Union of North America, International

Affiliated with the American Federation of Labor.

Organized in Philadelphia, Pa., July 1859. In its earliest stages organization among molders took the form of cooperative foundries. A beneficial society of molders was formed in 1849 in New York City, which in 1854 incorporated under the name "The Journeymen Iron Molders' Society." Many local organizations of molders which placed the emphasis on association for economic rather than beneficial purposes sprang up and died during the fifties. Many of these were in communication and contact with each other and formed the nucleus of the National Union of Iron Molders, a trade organization launched from Philadelphia in July 1859, by 32 delegates representing 12 local unions.

Canadian unions were represented at the third convention of this organization in 1861, and in 1863 the name of the body was changed to Iron Molders' International Union, and jurisdiction was specifically extended to Canada. This is the first instance of the extension of the territorial jurisdiction of a labor organization from one country to another. A movement among Canadian molders in 1884 toward secession and national organization failed for lack of popular approval. The present name of the union was adopted in 1907.

In 1883 the machinery molders seceded and organized the Brotherhood of Machinery Molders. This union was maintained separately until 1892, when it returned to the parent body.

Brass molders, by secession from a Knights of Labor Assembly, formed the International Brotherhood of Brass Molders in 1890, and in 1896 amalgamated with the metal polishers to form the Metal Polishers, Buffers, Platers, and Brass Workers' Union of North America. Both this latter organization and the International Molders' Union were affiliated with the American Federation of Labor, and the molders protested against the encroachment of the new organization on their jurisdiction over brass. Disagreements and difficulties lasted until 1911, when they terminated in the transfer of the brass workers to the molders' organization.

As at first organized, coremakers were not eligible to membership in the International Molders' Union. They organized independently in 1896 as the Core Makers' International Union, and were chartered by the American Federation of Labor. Two autonomous organizations in the same craft proved incompatible, however, because of the interchangeability of the two occupations and chaotic conditions produced by independent action in the matter of strikes. By agreement between the two organizations in 1903 the coremakers became part of the International Molders' Union, but women coremakers were

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at that time excluded from membership, the policy of the organization in that respect having been changed as recently as 1934.

OBJECTS.—"Believing that under the present social system there is a general tendency to deny the producer the full reward for his industry and skill; and that the welfare of the community depends upon the purchasing power of its members; and that the only means of successfully resisting the power that the centralization of capital has placed in the hands of the few is by organized effort; therefore we, the molders of North America, in order to promote our craft interests and enable us to maintain our rightful position as citizens, have organized this International Molders' Union of North America."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—All workers engaged in the production of castings.

GOVERNMENT.—1. "The government and superintendence of subordinate unions shall be vested in this union, as the supreme head of all unions under its jurisdiction. It shall be the ultimate tribunal to which all matters of general importance to the welfare of the several unions and any member thereof shall be referred for adjustment, and its decisions thereon shall be final and conclusive. To it shall belong the power to determine the customs and usages affecting all matter pertaining to the craft.

"All executive powers of the union when not in session shall be vested in its executive board, which shall consist of the president and seven trustees. * * * The judicial powers when not in session shall be vested in the president and the executive board.

"All legislative powers shall be reserved to this union duly convened in session (except by referendum) and shall extend to every case of legislation not delegated or reserved to subordinate unions."

2. Conference boards: Delegate bodies composed of local unions within a given jurisdiction assigned by the executive board. Affiliation with conference boards where formed compulsory on part of locals.

District councils: Delegate bodies composed of five or more locals in sections where conference boards cannot be maintained.

3. Local unions: Subordinate; may adopt their own bylaws and local rules, subject to the approval of the executive board.

4. Convention: Held every third year, if ordered by referendum vote; enacts legislation, nominates and elects general officers. Constitutional amendments by convention or referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any molder who has served an apprenticeship of 4 years and is competent to command a general average of wages paid in the branch of subdivision with which he is identified may be admitted as a journeyman member. Any foundry worker who comes under the classification of a nonjourneyman may be admitted as a nonjourneyman member. Male and female membership.

APPRENTICESHIP REGULATIONS.—"Any boy engaging himself to learn the trade of molding shall be required to serve 4 years. He shall in no case leave his employer without just cause, and any apprentice so leaving shall not be permitted to work under the jurisdiction of any subordinate union, but shall be required to return to his employer.

"The following ratio of apprentices shall be allowed: One to each shop, irrespective of the number of journeymen employed, and one to every eight members thereafter. No boy shall begin to learn the trade previous to arriving at the age of 16."

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METHOD OF NEGOTIATING AGREEMENTS.—The stove, heater, and hot-water casting molders have an annual agreement negotiated by representatives of the international union and the Manufacturers' Protective and Development Association. In other branches agreements are negotiated by local unions.

BENEFITS.—Strike, lock-out, and victimization; sick, disability, and death; life insurance.

OFFICIAL ORGAN.—International Molders' Journal.

HEADQUARTERS.—530 Walnut Street, Cincinnati, Ohio.

ORGANIZATION.—Conference boards (14): New York and vicinity, Buffalo and central New York, eastern Pennsylvania, Connecticut Valley, Chicago and vicinity, central Ohio, St. Louis and vicinity, Indiana, Pittsburgh and vicinity, Ontario, Cleveland and vicinity, Boston and eastern New England, Detroit and vicinity, northern California, Illinois and Iowa District Council.

Local unions classified into machinery and jobbing, stove plate, bench, heater work, brass molding, agriculture, hollow ware, radiator molding, malleable molding, soil pipe, steel, machine operator and coremaker, branches: *United States*—Alabama, 9; Arizona, 1; California, 3; Colorado, 1; Connecticut, 12; District of Columbia, 1; Florida, 1; Georgia, 5; Illinois, 29; Indiana, 13; Iowa, 6; Kansas, 3; Kentucky, 2; Louisiana, 1; Maine, 4; Maryland, 3; Massachusetts, 11; Michigan, 18; Minnesota, 4; Missouri, 5; Montana, 3; Nebraska, 1; New Hampshire, 6; New Jersey, 11; New York, 28; North Carolina, 1; Ohio, 37; Oklahoma, 2; Oregon, 1; Pennsylvania, 41; Rhode Island, 1; South Carolina, 1; Tennessee, 5; Texas, 3; Utah, 1; Vermont, 1; Virginia, 4; Washington, 5; West Virginia, 3; Wisconsin, 10; Canal Zone, 1; Hawaii, 1. *Canada*—Alberta, 1; British Columbia, 2; Manitoba, 1; New Brunswick, 1; Nova Scotia, 1; Ontario, 20; Quebec, 2. Total, 327.

MEMBERSHIP REPORTED.—Active membership, 21,330.

Pattern Makers' League of America

Affiliated with the American Federation of Labor. Organized May 18, 1887, in Philadelphia, Pa.

OBJECTS.—"The objects of this league shall be to elevate the condition and maintain and protect the interests of the craft in general; to establish and uphold a fair, equitable rate of wages, regulate the hours of labor, and all trade matters appertaining to the welfare of its members; to create and maintain a more uniform condition as to hours and wages throughout the jurisdiction of the league, thereby protecting the employer and the employee from unjust competition; to influence the apprenticeship system in a direction of intelligence, competency, and skill in the interest of employer and employed; to endeavor to avoid all conflicts and their attendant bitterness and pecuniary loss by means of arbitration and conciliation in the settlement of all disputes concerning wages and conditions of employment; to provide sick, total-disability, and death benefits; also tool benefits for loss of tools by fire, flood, or theft."

TERRITORIAL JURISDICTION.—United States and possessions and Canada.

TRADE JURISDICTION.—Pattern making in wood, metal, plaster, and wax.

GOVERNMENT.—1. The general executive board, composed of president and five other elected members, "shall have general supervision of the league."

2. Local unions—"associations": Subordinate; constitution and rules dictated by league.

3. Convention: Held every fourth year; legislates for body and elects general officers. Constitutional amendments by referendum.

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QUALIFICATIONS FOR MEMBERSHIP.—Any competent pattern maker of good character is eligible to membership. All apprentices who have been such for 1 year shall, after examination by the executive committee, be eligible to membership.

APPRENTICESHIP REGULATIONS.—"This league recognizes 5 years as the length of time an apprentice should serve at the trade, and we shall use our influence to establish this as a universal rule.

"The following ratio of apprentices shall be allowed: One to each shop, irrespective of the number of journeymen employed, and one to every eight journeymen employed thereafter, such regulation to be governed by the average number of journeymen employed in the shop.

"No boy shall begin to learn the trade previous to arriving at the age of 16 years.

"Each association must insist on all apprentices serving the recognized time of apprenticeship and on a strict compliance with the terms of any indentures existing between apprentices and employers."

METHOD OF NEGOTIATING AGREEMENTS.—Wage rates established by local unions. Hourly rates, with prohibition of bonus, premiums, or piece-work rates.

BENEFITS.—Strike, lock-out, and victimization; sick, death, and disability; tool insurance.

OFFICIAL ORGAN.—Pattern Makers' Monthly Journal.

HEADQUARTERS.—311 Machinists Building, Washington, D. C.

ORGANIZATION.—Local associations may have branches within their territorial jurisdiction. Frequently this jurisdiction includes neighboring towns and cities in different States.

Local unions: *United States*—Alabama, 1 (1 branch); California, 2 (2 branches); Colorado, 1 (1 branch); Connecticut, 3 (4 branches); District of Columbia, 1; Georgia, 2; Illinois, 1 (4 branches); Indiana, 2 (1 branch); Kentucky (1 branch of Indianapolis); Maine (1 branch of Boston); Maryland, 1; Massachusetts, 3 (6 branches); Michigan, 2 (11 branches); Minnesota, 1; Missouri, 1 (1 branch); Montana, 1; New Hampshire, 1; New Jersey (5 branches of New York City); New York, 6 (5 branches); Ohio, 6 (8 branches); Oregon, 1; Pennsylvania, 8 (5 branches); Rhode Island, 1; South Carolina, 1; Tennessee, 2; Texas, 2; Virginia, 3; Washington, 1 (4 branches); West Virginia (1 branch of Pittsburgh); Wisconsin, 1 (5 branches). Canal Zone (1 branch of New York City); Hawaii, 1. *Canada*—6 (7 branches). Total, 62 (74 branches).

MEMBERSHIP REPORTED.—6,299.

Stove Mounters' International Union of North America

Affiliated with the American Federation of Labor.

Organized at Quincy, Ill., December 29, 1892, as the International Stove Mounters' Union. Various changes in the name of the organization were made from time to time to include the steel-range workers, but these titles were dropped, and the union is now known and chartered as the Stove Mounters' International Union of North America.

OBJECTS.—"Believing that the welfare of a community depends upon the purchasing power of its members, and in order to promote our craft interests and to enable us to have a voice in determining the hours, wages, and condi-

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tions under which we work and live, and that we may maintain our rightful position as citizens, we have organized this union."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"The following crafts and their branches: Stove mounters, steel- and malleable-range mounters, furnace mounters, gas-range mounters, drillers, steel-, gas-, and electric-range riveters, machine and bench hands, white-metal workers and repair men, cutters, punchers, and breakers, pattern fitters, pattern filers, manifold fitters and testers, gaters, and welders."

GOVERNMENT.—1. "The government and superintendence of subordinate unions shall be vested in the hands of the executive board of the international union. It shall be the tribunal to which all matters of general importance to the welfare of the several unions or any member thereof shall be referred for adjustment."

"The executive and judicial powers of the union when not in session shall be vested in the executive board", which is composed of president, four vice presidents, and secretary-treasurer.

"All legislative powers shall be vested in the entire membership, by initiative and referendum or in convention duly assembled."

2. Local unions: Autonomy limited.

3. Convention: Held triennially; enacts legislation and elects general officers. Constitutional amendments by convention and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any competent workman who has served an apprenticeship of 3 years is eligible to journeyman membership. Apprentice membership after 4 weeks at the trade.

APPRENTICESHIP REGULATIONS.—"No local, where apprentices are employed, shall allow more than one apprentice to every eight journeymen or majority fraction thereof.

"Apprentices shall be confined to regular apprentice work only after the first 6 months of their apprenticeship; they shall serve 3 years at the trade before being eligible to membership in this organization."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by membership of local unions and individual employer, on terms proposed by the international executive board. If agreement is not reached, disputed matters are taken up by officers of the international, with the employer or with the officials of manufacturers' association to which the employer may belong.

BENEFITS.—Strike and lock-out; death.

OFFICIAL ORGAN.—Stove Mounters and Range Workers' Journal.

HEADQUARTERS.—1513 Hogan Street, St. Louis, Mo.

ORGANIZATION.—Local unions only: Alabama, 3; California, 3; Georgia, 2; Illinois, 6; Indiana, 4; Kentucky, 1; Massachusetts, 3; Michigan, 3; Missouri, 5; New Jersey, 3; New York, 5; Ohio, 10; Pennsylvania, 4; Tennessee, 4. Total, 56.

MEMBERSHIP REPORTED.—No report. On basis of voting strength in American Federation of Labor, 2,000.

Wire Weavers' Protective Association, American

Affiliated with the American Federation of Labor.

Organized in 1882 as the American Wire Weavers' Protective and Benevolent Association. A former union of the craft was organized in 1876, but it died out. The present organization was founded by the three divisions then in existence. The word "benevolent" was

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dropped from the title some years after the inauguration of the association. It is solely an economic, price-fixing body.

OBJECTS.—"To have supervision in all matters relating to Fourdrinier wire weaving, and to bind the divisions closer together for the mutual advantage and protection of all."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—Fourdrinier wire weaving.

GOVERNMENT.—1. National executive board, composed of president, vice president, secretary-treasurer, and one delegate from each division, has supervision and control of all matters pertaining to the association.

2. Local divisions: Subordinate; autonomy not defined.

3. National executive board meets once a year and transacts general business. General officers selected by general membership.

QUALIFICATIONS FOR MEMBERSHIP.—Applicants for membership must be "Christian, white, male of the full age of 21, and have served an apprenticeship of 4 years on a hand or power loom at the Fourdrinier wire-weaving trade in a union shop."

Foreigners applying for admission must declare citizenship intentions and pay an initiation fee of $1,000.

APPRENTICESHIP REGULATIONS.—"All apprentices shall be Christian white males and shall serve 4 years at the Fourdrinier wire-weaving trade.

"No person shall be entitled to start his apprenticeship who has attained the age of 21 years unless he has been employed in the shop and is waiting his turn to start on a loom.

"The ratio of apprentices to journeymen shall be 1 to 10 on power looms and 1 to 5 on hand looms.

"No journeyman shall be included in the count of the ratio of apprentices unless he has been employed at least 6 months.

"All apprentices shall serve 3 of their 4 years on a loom if not contrary to the laws of the State."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated annually by the national executive board, acting under instructions from the divisions, in conference with the manufacturers. Agreements cover entire industry, and include price lists, which are uniform throughout the industry. Union label.

BENEFITS.—None.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—9122 Eighty-ninth Street, Woodhaven, Long Island, N. Y.

ORGANIZATION.—Local divisions only: Massachusetts, 1; New Jersey, 1; New York, 1; Ohio, 2; Wisconsin, 1. Total, 6.

MEMBERSHIP REPORTED.—350.

PAPER AND PRINTING

No structural or organizational changes have occurred since 1929 in the unions in the paper industry and the printing trades.

Affiliated with the American Federation of Labor:

a. Paper:

Paper Makers, International Brotherhood of.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of.

Wall Paper Crafts of North America, United.

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Affiliated with the American Federation of Labor—Continued.

b. Printing:

Bookbinders, International Brotherhood of.

Engravers' Union of North America, International Photo.

Lithographers of America, Amalgamated.

Pressmen and Assistants' Union of North America, International Printing.

Printers, Die Stampers, and Engravers' Union of North America, International Plate.

Siderographers, International Association of.

Stereotypers and Electrotypers' Union of North America, International.

Typographical Union of North America, International.

Paper Makers, International Brotherhood of

Affiliated with American Federation of Labor.

Organized in May 1893, at Holyoke, Mass. This organization had its start in a social club of paper-machine tenders formed in Holyoke, Mass., in 1884. This developed into a national union and in 1893 was chartered by the American Federation of Labor as the United Brotherhood of Paper Makers and granted trade jurisdiction over machine tenders and beater engineers. This same year (1893) the Federation granted a charter to the United Brotherhood of Paper Mill Backtenders, which was later absorbed into the United Brotherhood of Paper Makers. However, this organization developed into "an aristocracy of machine tenders", and another organization was formed known as the International Paper Machine Tenders Union. This was never chartered by the American Federation of Labor, but drew from the membership of the older organization until by 1897 only three local unions were left in existence under the United Brotherhood. In 1898 the United Brotherhood of Paper Makers reestablished its lead and extended trade jurisdiction to include all classes of workers in the paper industry. It was rechartered by the American Federation of Labor in December 1902 as the International Brotherhood of Paper Makers. Considerable progress was made in building up the membership in mills making newsprint, bag, and hanging papers, but very little membership came from mills making other grades of paper. A secession movement by the pulp and sulphite workers started in 1906 and resulted in the formation of a separate union which drew so strongly from the parent body as practically to demoralize it. Because of the protest of the International Brotherhood against the dual organization it was refused affiliation with the American Federation of Labor for several years. An agreement was arrived at, however, in 1909, by which the dual organization was chartered and the International Brotherhood was rechartered with a limited jurisdiction, which in a general way covers only

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the skilled workers in the machine and beater rooms and subsequent processes.

OBJECTS.—"The objects of this organization are to raise our trade from the low level to which it has fallen and by mutual effort to place ourselves upon a foundation strong enough to resist further encroachments * * * to assist each other to secure employment; to reduce the hours of labor and to secure adequate pay for our work and by every means to elevate the moral, mental, and social conditions of our workers."

TERRITORIAL JURISDICTION.—United States, Canada, and Newfoundland.

TRADE JURISDICTION.—"All machine-room help and beater engineers except swipers and sweepers, in paper mills making news, bag, and hanging papers. In all other paper mills except those making news, bag, and hanging paper, its jurisdiction shall include all machine-room help (except swipers and sweepers) and beater engineers, helpers on beaters, cutters and finishers, calendar men and rotary men, and their helpers."

GOVERNMENT.—1. Executive board, composed of the president, secretary-treasurer, and six vice presidents (two shall be stationed in Canada or Newfoundland) shall have general supervision over the international and subordinate locals.

2. Local unions: Subordinate; constitution and general laws determined by international.

3. Initiative and referendum: Election of general officers (every 2 years in odd year) by referendum; constitutional amendments and initiated legislation by referendum.

4. Convention: Held quadrennially beginning 1935.

QUALIFICATIONS FOR MEMBERSHIP.—Any male or female person actually employed within the jurisdiction of the union is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by international officers to cover the industry, but signed by individual employers.

BENEFITS.—Strike; death.

OFFICIAL ORGAN.—The Paper Makers' Journal.

HEADQUARTERS.—Broadway Arcade Building, Albany, N. Y.

ORGANIZATION.—Local unions only: *United States*—Alabama, 3; Arkansas, 1; California, 3; Connecticut, 3; Florida, 1; Illinois, 1; Indiana, 3; Louisiana, 2; Maine, 11; Massachusetts, 7; Michigan, 16; Minnesota, 5; Mississippi, 1; New Hampshire, 1; New Jersey, 1; New York, 15; Ohio, 8; Oregon, 3; Pennsylvania, 3; Tennessee, 2; Vermont, 1; Virginia, 1; Washington, 11; West Virginia, 1; Wisconsin, 9. *Canada*—Manitoba, 1; New Brunswick, 1; Nova Scotia 1; Ontario, 13; Quebec, 9. *Newfoundland*—2. Total, 141.

MEMBERSHIP REPORTED.—20,077.

Pulp, Sulphite, and Paper Mill Workers, International Brotherhood of

Affiliated with the American Federation of Labor.

Organized at Burlington, Vt., January 6, 1906, by secession from the International Brotherhood of Paper Makers. It remained an independent organization until 1909, when an agreement on jurisdiction was reached with the paper makers, and the pulp and sulphite men joined the American Federation of Labor.

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OBJECTS.—"The object of this union shall be to secure and maintain a living wage and lessen the hours of labor for its members; to assist each other in obtaining employment in preference to persons not connected with the union; and to use every honorable method to elevate its membership in the economic, moral, and social scale of life."

TERRITORIAL JURISDICTION.—United States, Canada, and Newfoundland.

TRADE JURISDICTION.—"The International Brotherhood of Pulp, Sulphite, and Paper Mill Workers has jurisdiction over all workers employed in and around ground-wood mills, sulphite-pulp mills, soda-pulp mills, and sulphate-pulp mills.

"In paper mills making newsprint, bag, and hanging paper the International Brotherhood of Pulp, Sulphite, and Paper Mill Workers has jurisdiction over the following: In the paper-machine room, over the swipers and the sweepers only; in the beater room, over all employees except the beater engineers. In all other departments in the mills making grades of paper listed above the jurisdiction of this organization is paramount and inclusive, except where mechanical craftsmen are members of their respective unions.

"In mills making grades of paper other than newsprint, bag, and hanging, the jurisdiction of this organization is in accordance with an agreement signed with the International Brotherhood of Paper Makers on the 10th day of June 1909, as follows: In the paper-machine room this organization has jurisdiction over swipers and sweepers only. All other machine-room help and beatermen and their helpers, finishers, calender and rotary men and their helpers, and cuttermen are to be members of the International Brotherhood of Paper Makers. All other workers in these mills are to be members of the International Brotherhood of Pulp, Sulphite, and Paper Mill Workers except where mechanical craftsmen are members of their respective unions.

"The International Brotherhood of Pulp, Sulphite, and Paper Mill Workers has jurisdiction over all employees in mills and factories making paper bags, paper boxes, pie plates, drinking cups, paper napkins and tablecloths, paper novelties of all kinds, paper specialties, cellophane, linoleum, glazed and fancy paper, paper containers, waxed paper, paper stationery and envelopes, milk-bottle caps, waterproof paper, and gummed tape and labels. The jurisdiction of this organization also extends to mills making insulite, celetox, fibrite, celucotton, and insulation boards of all kinds, and over all plants and factories that convert paper or pulp products into finished articles."

GOVERNMENT.—1. "In the international union alone is vested power to establish subordinate unions, and members must obey its mandates at all times and under all circumstances. The international union reserves the right to fix, regulate, and determine all matters pertaining to membership in all the branches of the pulp- and paper-making trade, while to subordinate unions is conceded the right to make all necessary laws for local government, provided such laws do not conflict with the laws of the international union.

"There shall be an executive board composed of the president, secretary, the seven vice presidents, and the treasurer. This board shall have the entire management of this organization and shall be held responsible for the efficient management of the same. At least one member of the executive board shall be a resident of Canada, and shall be employed by the international union to work in Canada."

2. Local unions: "Every local shall have the right to make bylaws to govern the actions of its own members, provided they do not conflict with international constitution and bylaws, and they must be approved by the international."

3. Convention: Biennial.

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QUALIFICATIONS FOR MEMBERSHIP.—Anyone employed within the jurisdiction is eligible. Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—After wage scale is adopted, the international officers and committees from local unions enter into negotiations with employers, either individually or in associations. Some agreements are signed with individual companies and some with employers' associations.

BENEFITS.—Strike.

OFFICIAL ORGAN.—Pulp, Sulphite, and Paper Mill Workers' Journal.

HEADQUARTERS.—Fort Edward, N. Y.

ORGANIZATION.—Local unions only: *United States*—Alabama, 1; Indiana, 2; Louisiana, 1; Maine, 12; Maryland, 1; Massachusetts, 4; Michigan, 3; Minnesota, 4; Missouri, 1; North Carolina, 1; New York, 13; Ohio, 11; Oregon, 4; Pennsylvania, 3; Rhode Island, 1; Vermont, 2; Virginia, 1; Washington, 11; West Virginia, 1; Wisconsin, 20. *Canada*—Manitoba, 1; New Brunswick, 3; Ontario, 11; Quebec, 7. *Newfoundland*—2. Total, 121.

MEMBERSHIP REPORTED.—15,000.

Wall Paper Crafts of North America, United

Affiliated with the American Federation of Labor.

Organized in 1923 by the amalgamation of the National Association of Machine Printers and Color Mixers and the National Print Cutters' Association of America.

The first organization in the wallpaper trade was formed on July 23, 1883, in New York City, as the Wall Paper Machine Printers' Union. It was chartered as a local assembly of the Knights of Labor. This local is still in existence as Printers' Local No. 1, of the United Wall Paper Crafts. Machine printers and color mixers proceeded to organize either separately or jointly in various localities in which the industry was established, finally coming together in 1902 as the National Association of Machine Printers and Color Mixers and joining the American Federation of Labor as an affiliated national body.

The print cutters had a separate organization which in 1903 affiliated with the American Federation of Labor as the National Print Cutters' Association.

The two organizations remained distinct until 1923, when, as a result of a lock-out through the entire wallpaper industry they merged into one, and the resulting amalgamation was chartered by the Americation Federation of Labor in June 1923, as the United Wall Paper Crafts of North America.

OBJECTS.—"The object of this organization shall be to unite all the workers under its jurisdiction, to cherish and protect their interests as workingmen, to promote the general welfare of its members and their families, to become an active and integral factor in the labor movement of America, to educate its members in the history of the trade-union movement and its benefits to the economic, moral, and social life of the people."

TERRITORIAL JURISDICTION.—North America.

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TRADE JURISDICTION.—"All crafts engaged in the manufacture of wallpaper and all kindred crafts and workers who do not come under the direct jurisdiction of any other international union affiliated with the American Federation of Labor."

GOVERNMENT.—1. "All executive and judicial powers of this organization shall be vested in the general executive board" composed of the president, three vice presidents, general secretary, financial secretary-treasurer, and three trustees.

2. Local unions: Subordinate; constitution and bylaws dictated by general organization.

3. Convention: Held annually. "The government of the subordinate local unions shall be vested in the annual convention of this organization as the supreme head of all local unions under its jurisdiction. It shall be the ultimate tribunal to which all matters of general importance to the welfare of the several locals or any member thereof shall be referred for adjustment, and its decision shall be final and conclusive. To it shall belong the power to determine the customs and wages affecting all matters relating to the welfare of the trades." Convention elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—"Any man who can prove that he has run a wallpaper printing machine or has mixed colors for 4 years in one shop within the jurisdiction of this organization, and who at time of making application is running a wallpaper machine or mixing colors and receiving the prevailing union scale of wages, is eligible to membership."

APPRENTICESHIP REGULATIONS.—"All apprentices shall be satisfactory to the organization and to their employers previous to their apprenticeship, and shall serve for 4 years in one shop. No one shall be taken on as an apprentice who is over the age of 20 years.

"There shall be but one apprentice allowed for every six machine printers employed in any one factory, and in all cases there must be a machine for such an apprentice to go on. They shall serve their full time on the smallest machines in the respective shops.

"There shall be but one apprentice allowed for every four color mixers employed in any one factory, but in no case must a journeyman be discharged to make room for an apprentice, and no apprentice shall mix for more than one printing machine or two grounding machines."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated for the entire industry between the executive board of the union, and the labor committee of the manufacturers, but enforced and signed locally.

BENEFITS.—Strike; death.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—935 West King Street, York, Pa. (Variable.)

ORGANIZATION.—Local unions only: Illinois, 1; New York, 5; Pennsylvania, 4. Total, 10.

MEMBERSHIP REPORTED.—540.

Bookbinders, International Brotherhood of

Affiliated with the American Federation of Labor.

Organized May 5, 1892, at Philadelphia, Pa. Bookbinders were organized in Knights of Labor assemblies early in the development of the Knights of Labor movement. An independent union of bookbinders was formed in Washington, D. C., in 1850. When the International Typographical Union was formed in 1852, however, some

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bookbinders became a part of that organization, which at the beginning embraced the entire printing industry. The bookbinders were the second of the craft divisions within the International Typographical Union to secede and organize a separate craft union. They followed the lead of the pressmen in this regard and organized the International Brotherhood of Bookbinders in 1892. Two years later this brotherhood was formally recognized by the Typographical Union when it released its bookbinding members to the craft brotherhood.

The International Brotherhood of Bookbinders joined the American Federation of Labor as an affiliated international union in 1898. In 1919 it absorbed the International Brotherhood of Tip Printers, a small organization which had been affiliated with the American Federation of Labor since 1902.

OBJECTS.—"To attain a uniform scale of wages, hours of labor, apprenticeship laws for the government of the trade; the abolition of unjust, inhuman, and degrading contract systems, the insidious task and bonus systems; to secure to the men and women of our craft the full enjoyment and compensation of the wealth they create; to agree to arbitrate all differences existing between employer and employee and * * * to promote such laws as will have a tendency to create harmony between employer and employee and the advancement of the bookbinding industry."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Bookbinding; specifically, "bookbinders (printed or blank), paper rulers, paper cutters, stockmen, waxed-paper workers, tablet workers, sheet joggers and sheet straighteners, edge gilders, marblers, folding-machine operators, Kast-machine operators, and all other automatic bindery feeding-machine operators, bindery women, and all other branches of the bookbinding industry, hand or machine."

GOVERNMENT.—1. Executive council, composed of president, five vice presidents, and secretary-treasurer, "shall have general supervision of the affairs of the international between conventions, and shall have authority to enact such regulations for the pursuance thereof and in consonance with existing constitution and laws." The third and fifth vice presidents shall be women. Officers are nominated by local unions and elected by referendum.

2. Local unions: Autonomous within limits of international constitution.

3. Convention: Held quadrennially; enacts general legislation. Constitutional amendments adopted by convention must be submitted to referendum. Legislation also by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—All persons working at the bookbinding trade are eligible to membership. Male and female membership.

"Indenture" membership for first year; benefit membership thereafter. Employers may retain membership.

APPRENTICESHIP REGULATIONS.—"The indenturing of apprentices is considered the best means calculated to give that efficiency which it is desired bookbinders should possess, and also to give the necessary guaranty to employers that some return will be made them for a proper effort to turn out competent workers. Local unions must insist upon proper indenturing of apprentices and a uniform ratio of apportionment thereof, and that proper methods of supervision be

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observed. The terms of service shall not be less than 4 continuous years for men and not less than 1 year for women.

"All apprentices shall be guaranteed thorough instruction and be subjected to a rigid examination once every 6 months from the beginning of the in denture."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions, generally with employers' associations. A standard form of contract is recommended by international office. Union label in union shops.

BENEFITS.—Strike; funeral.

OFFICIAL ORGAN.—The International Bookbinder.

HEADQUARTERS.—American Federation of Labor Building, Washington, D. C.

ORGANIZATION.—Joint boards: Philadelphia, Chicago, Boston, St. Louis, New York City, Buffalo.

Local unions: *United States*—Alabama, 2; Arizona, 1; California, 5; Colorado, 4; Connecticut, 2; District of Columbia, 3; Florida, 4; Georgia, 2; Idaho, 1; Illinois, 13; Indiana, 14; Iowa, 4; Kansas, 3; Kentucky, 1; Louisiana, 3; Maryland, 2; Massachusetts, 6; Michigan, 4; Minnesota, 1; Mississippi, 2; Missouri, 8; Montana, 3; Nebraska, 2; New Hampshire, 2; New Jersey, 3; New Mexico, 1; New York, 11; North Carolina, 3; North Dakota, 3; Ohio, 9; Oklahoma, 2; Oregon, 2; Pennsylvania, 12; South Dakota, 1; Tennessee, 5; Texas, 8; Washington, 6; West Virginia, 2; Wisconsin, 3. *Canada*—Alberta, 1; British Columbia, 2; Manitoba, 1; Ontario, 2; Quebec, 2; Saskatchewan, 2. Total, 173.

MEMBERSHIP REPORTED.—11,600.

Engravers' Union of North America, International Photo

Affiliated with the American Federation of Labor.

Organized in New York City, October 22, 1900. The photo-engravers were the last of the printing-craft divisions to secede from the International Typographical Union. Separate organization was determined upon at a conference held in New York City in October 1900, which prepared for and called a convention of photoengravers in Philadelphia in November of the same year. This convention, attended by 15 delegates, representing 7 local unions, founded the International Photo Engravers' Union. It was not until 3 years later that the International Typographical Union recognized the new organization and released to it its members engaged in that craft. The American Federation of Labor chartered the new union on May 20, 1904, as the International Photo Engravers' Union, with complete jurisdiction over the photoengraving branch of the printing industry.

OBJECTS.—Not declared.

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"All methods and processes and parts thereof of producing likenesses of whatever character or description reproduced by means of photography or otherwise and used for printing purposes. Included among the branches of photoengraving, lithography, photogravure, offset, etc., shall be artists, soft-metal, label, and wood engravers, and all other branches that may develop from time to time."

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GOVERNMENT.—1. Executive council, composed of a president, three vice presidents, and secretary-treasurer, "shall have general supervision of the business of the international union."

2. Local union: Subordinate; controlled chiefly by international laws, but "conceded the right to make all necessary laws for local government" which do not conflict with international constitution, laws, and regulations.

3. Convention: Held annually; enacts legislation and elects general officers. Constitutional amendments by convention, except that in specified instances amendments must be referred to general vote of membership for ratification.

QUALIFICATIONS FOR MEMBERSHIP.—"To be eligible to membership an applicant must have served at least 5 years at the photoengraving trade and have attained the age of 21 years. * * * No one having learned the photoengraving trade at a penal institution or having been an instructor at a school of photoengraving not approved by the International Photo Engravers' Union shall be admitted to membership except by approval of the executive council."

APPRENTICESHIP REGULATIONS.—Applicants must pass a physical examination. Term of apprenticeship, "5 years at a classified branch under the jurisdiction of the International Photo Engravers' Union."

"It is enjoined upon each subordinate union to make regulations limiting the number of apprentices to be employed in each office to 1 for such number of journeymen as to the union may seem just: *Provided*, That the ratio of 1 apprentice to 7 journeymen and 2 apprentices to 14 journeymen shall be the maximum number and must not be exceeded. The number of apprentices allowed shall be based on the total number of journeymen employed in the shop on day shifts, and apportioned among the various branches as follows: One apprentice in a department, and additional apprentices to be added only upon the basis of seven additional journeymen in a department. There shall be a journeyman employed in each department where an apprentice is allowed.

"No apprentice shall be allowed to serve an apprenticeship on night shifts."

METHOD OF NEGOTIATING AGREEMENTS.—Terms of proposed agreements are submitted by local unions to the executive council of the international union before negotiations with employers are begun. Then a committee of the local union meets with the employers (in most cases the employers' association) in conference on terms approved by the main office. International officers may be called into conference in case of difficulty or deadlock in the negotiations. Tendency is toward long-term contracts.

BENEFITS.—Strike and lock-out; tuberculosis; funeral; insurance.

OFFICIAL ORGAN.—The American Photo-Engraver.

HEADQUARTERS.—Tower Grove Bank Building, St. Louis, Mo.

ORGANIZATION.—Local unions only: *United States*—Alabama, 1; California, 3; Colorado, 1; Connecticut, 2; District of Columbia, 1; Florida, 1; Georgia, 1; Illinois, 4; Indiana, 3; Iowa, 2; Kansas, 2; Kentucky, 1; Louisiana, 1; Maryland, 1; Massachusetts, 4; Michigan, 2; Minnesota, 2; Missouri, 2; Nebraska, 1; New Jersey, 1; New York, 6; Ohio, 8; Oklahoma, 1; Oregon, 1; Pennsylvania, 3; Rhode Island, 1; Tennessee, 3; Texas, 3; Utah, 1; Virginia, 1; Washington, 2; Wisconsin, 2. *Canada*—British Columbia, 1; Manitoba, 1; Ontaria, 2; Quebec, 1. Total, 73.

MEMBERSHIP REPORTED.—8,700.

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Lithographers of America, Amalgamated

Affiliated with the American Federation of Labor.

Organized in New York City in 1882, as the Lithographers' Protective and Insurance Association, largely benevolent and fraternal in character. The name was changed in 1896 to the Lithographers' International Protective and Beneficial Association, by which name it is still recognized by the American Federation of Labor, under charter granted in 1906.

Prior to 1896 it was the only organization in the lithographic field. Several others organized within the next few years, among them the Lithographic Workmen of America, the Stone and Plate Preparers' Union, the Lithographic Press Feeders and Apprentices' Association, and the Poster Artists' Association. The Lithographic Press Feeders and Apprentices' Association was chartered by the American Federation of Labor as an affiliated international in 1909.

In 1915 the Lithographers' Protective and Beneficial Association, the Lithographic Workmen of America, and the Stone and Plate Preparers' Union amalgamated into one organization under the title "Amalgamated Lithographers of America."

The request of the new organization for an American Federation of Labor charter under the new name brought to a head a jurisdictional dispute which had been growing since 1913, involving the lithographers with the International Printing Pressmen and Assistants' Union and the International Photo Engravers' Union. The controversy centered upon the offset press, a new development in the lithographic industry. It was contended by the International Printing Pressmen that as their jurisdiction covered all presswork, pressmen in the lithographers' union running offset presses should be transferred to the International Printing Pressmen and Assistants' Union. Similarly, the International Photo Engravers' Union declared that lithographers making offset plates were doing work conceded to that organization.

Such a division would have meant the disbanding of the Amalgamated Lithographers' Association and its absorption by the other two international unions. The lithographers refused to consider that policy, taking the position that they would be entirely willing to become a part of an amalgamation uniting all printing unions in one organization covering the industry, but that so long as organization continued along craft lines, the lithographic craft must be recognized.

Finally, in 1918, a committee appointed by the executive council of the American Federation of Labor, after an investigation, brought in a report giving the International Printing Pressmen and Assist-

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ants' Union full jurisdiction over the offset press and the lithographic pressmen and giving the International Photo Engravers' Union jurisdiction over other workers in lithographic processes. By action of the 1918 convention of the American Federation of Labor the Amalgamated Lithographers were given until September 1, 1918, to comply with that decision and merge with the other two organizations along the lines laid down. Expulsion was to follow a refusal to disband.

However, at the request of the International Printing Pressmen and the International Photo Engravers, the expulsion order was held in abeyance pending further efforts to come to an agreement, and it has never been carried out. The lithographers are still an affiliated union, although recognized only under their former title instead of the one used by the organization itself.

In 1918 the Amalgamated Lithographers absorbed the Lithographic Press Feeders and Apprentices' Association, which had been suspended from the American Federation of Labor in 1914, but had continued independently.

This organization is not a part of the Allied Printing Trades Council.

OBJECTS.—"The objects of this association are to protect the individual and collective trade interests of its members; to regulate and advance the interests of lithography; to impart and confine to its members, or to such as signify their intention to become members, the most advanced and improved methods in all its branches, whereby the members in general may become the most proficient workmen; to be a bureau for the practical distribution of situations and help to its members; to establish a mortuary fund; to establish and maintain a registered union label to distinguish the product of the labor of its members; to conduct the systematic education of its members through the publication of a monthly trade journal; to establish and regulate a fair and just system of apprenticeship to the end that a high standard of workmanship be maintained, and so that the earnings of labor be not unduly injured nor the vocation of lithography demoralized by evil internal competition; to endeavor by all fair and just means to induce nonmembers to join its ranks, and to try at all times to limit the employment of workmen in the various branches of lithography under this organization's jurisdiction to those exclusively who are members in good standing."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"The lithographic industry * * * composed of commercial artists, poster artists, engravers, photo and process lithographers, lithophotographers, designers, music engravers, pen and brush letterers, lithosign writers, transferrers, provers, hand-press printers, flat-bed rotary and offset press pressmen on single or multicolor presses, printing from etched stones or metal plates peculiarly adapted for lithographic presses and prepared by lithographic stone and plate preparers and transferrers, upon paper, iron, tin, silk, cloth, rubber, celluloid, or any other printable material; press feeders on flat-bed, rotary, and offset presses, hand-fed and automatic; stone and plate preparers, all transferring and photocomposing machines which are used for the purpose of making lithographic plates and used on lithographic printing presses, all engraving machines used for lithographic work and operated in the lithographic

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department, and such other kindred branches as are properly linked with lithography."

GOVERNMENT.—1. International council, composed of president, four vice presidents, secretary-treasurer, and one elected member for each branch of the trade; i. e., one artist ("artists" includes poster artists), one engraver, one prover, one transferrer, one pressman, one press feeder, and one stone and plate preparer "shall exercise care of the interests and have entire supervision of the welfare of the association."

The president "shall at all times exercise a general supervision over the interests and welfare of the association", and is the chief executive officer.

The council is the legislative and judicial power between conventions, and controls all strike matters.

2. Local unions: "Local unions are self-governing in all their local affairs except with regard to those laws which must necessarily be uniform throughout the organization." Constitution dictated by general organization; bylaws optional with local, but must be approved by international council.

3. Initiative, referendum, and recall.

4. Convention: Held triennially; nominates general officers, who are then elected by referendum. Constitutional amendments either by referendum or by convention and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—For journeyman membership, 4 years' apprenticeship "under the rules of the association", in the branch for which application is made. Applicant must be 21 years old and earning the established minimum rate of pay.

APPRENTICESHIP REGULATIONS.—Term of apprenticeship, 4 years.

"For the first 3, 4, or 5 journeymen in a department 1 apprentice shall be allowed, for 10 journeymen, 2 apprentices, for 15 journeymen, 3 apprentices, and 1 additional apprentice for each 5 additional journeymen in the department. One apprentice shall be allowed to each shop where process work is being done.

"The term 'number of journeymen employed' shall in every instance be computed by the average number of journeymen employed for the year preceding.

"Locals are requested to use all means to secure the privilege of governing apprentices."

METHOD OF NEGOTIATING AGREEMENTS.—"The international council has the authority to draw up agreements with an employers' association, but such agreements shall be subject to referendum. * * * Locals may enter into local agreements or contracts with individual firms by consent of the international council", but "all agreements and contracts entered into must be uniform in character."

BENEFITS.—Strike and lock-out; life insurance (contributory, compulsory membership).

OFFICIAL ORGAN.—The Lithographers' Journal.

HEADQUARTERS.—205 West Fourteenth Street, New York, N. Y.

ORGANIZATION.—Local unions only: *United States*—California, 2; Colorado, 1; Connecticut, 1; District of Columbia, 1; Georgia, 1; Illinois, 1; Indiana, 1; Iowa, 1; Kentucky, 1; Maryland, 1; Massachusetts, 2; Michigan, 2; Minnesota, 1; Missouri, 2; Nebraska, 1; New York, 4; Ohio, 6; Oregon, 1; Pennsylvania, 3; Rhode Island, 1; Tennessee, 2; Texas, 2; Virginia, 1; Washington, 1; West Virginia, 1; Wisconsin, 1. *Canada*—British Columbia, 1; Manitoba, 1; Ontario, 4; Quebec, 1. Total, 49.

MEMBERSHIP REPORTED.—6,764.

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Pressmen and Assistants' Union of North America, International Printing

Affiliated with the American Federation of Labor.

Organized October 8, 1889, in New York City. From the inception of the International Typographical Union in 1852 printing pressmen were members of that organization without any distinction as to kind of work performed until 1873, when the International Typographical Union convention authorized the chartering of pressmen in craft groups. By 1888 there was a strong sentiment among the craft groups favoring separation and the establishment of a printing pressmen's union independent of the printers.

This sentiment crystallized into a call for a convention sent out by the New York pressmen's local of the International Typographical Union. The convention was held in New York City on October 8, 1889, with 13 local unions of pressmen represented, and the International Printing Pressmen's Union of North America was formed. It grew chiefly by secession from the International Typographical Union, which by 1894 had become so serious that the typographical union entered into an agreement with the young organization to surrender its jurisdiction over the pressroom and to transfer its pressmen membership to the new union.

Jurisdiction was expanded to include press feeders, and in 1897 the name of the organization was changed to International Printing Pressmen and Assistants' Union of North America.

The first journal appeared in November 1890. Twenty years later extensive property in Hawkins County, Tenn., was secured on which the union now maintains a home for the superannuated, a tuberculosis sanatorium, a trade school, and its international headquarters.

OBJECTS.—To bring about and maintain the highest quality of workmanship, to encourage and sustain good workmen, to assist members in securing employment and retaining same, to influence the apprentice system for the benefit of both employer and employee, and to establish and uphold a fair and equitable wage scale.

TERRITORIAL JURISDICTION.—North America.

TRADE JURISDICTION.—"Printing pressmen, assistants, paper handlers, roller makers, newsboys, and carriers." Also jurisdiction over all types of presses covering relief, planograph, and intaglio methods of printing, including newspaper, magazine, and commercial printing by the letterpress process, all work on offset presses and gravure presses.

GOVERNMENT.—1. Board of directors, composed of president, four vice presidents, and secretary-treasurer, "during the interim between conventions * * * shall have general supervision over all matters relating to the international union, and during such interim shall have power and authority to decide all questions, disputes, and jurisdictional rights that may arise. Its decisions shall be final unless set aside by the convention."

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2. Local unions: Autonomous within limits of international constitution and laws. Exact autonomy not defined. Constitution and bylaws must be approved by board of directors.

3. Convention, initiative, referendum, and recall: Convention meets quadrennially. Nomination and election of general officers by referendum. Legislation and constitutional amendments either by convention or by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any person of "good moral character" working at the trades covered by the jurisdiction is eligible to membership. Male and female membership.

Employers actually working at the trade may hold membership.

APPRENTICESHIP REGULATIONS.—"No apprentice in a newspaper web pressroom shall become a journeyman member of a newspaper web pressmen's union unless he has served an apprenticeship of at least 5 years in a newspaper pressroom."

Registered apprentices "shall be required to take a correspondence course through the trade school of the international union."

"Apprenticeship shall be calculated by the physical demands based upon the requirements of the business through expansion, by death, by retirement, or incapacitation, and all apprenticeship regulations shall be approved by the board of directors."

METHOD OF NEGOTIATING AGREEMENTS.—Proposed agreements must be submitted to the board of directors for approval before negotiations are begun. Agreements are negotiated by locals but they "shall not become effective or operative for any purpose whatsoever until underwritten" by the board of directors.

An international arbitration agreement calling for arbitration of all difficulties in shops covered by the agreement is in effect between the International Printing Pressmen and Assistants' Union and the American Newspaper Publishers Association. This agreement was negotiated by the board of directors and ratified by referendum.

BENEFITS.—Strike and lock-out; death; old-age pension; home for the superannuated; tuberculosis sanatorium; trade school.

OFFICIAL ORGAN.—The American Pressman.

HEADQUARTERS.—Pressmen's Home, Hawkins County, Tenn.

ORGANIZATION.—Local unions are organized and maintained on basis of occupational classification; i. e., commercial printing pressmen, newspaper pressmen, assistants, roller makers, paper handlers, carriers, ink workers, etc., unless there are not enough of each classification to form a local union, in which case they are chartered as mixed locals until such time as unified groups can be chartered. A charter may be granted "for a union of not less than 5 qualified flat-bed or web pressmen, or 10 assistants, or 10 offset printing pressmen, 10 paper handlers, 5 roller makers, 10 newsboys, 10 carriers, or 10 of such other workers as may come under the jurisdiction of the international union." Local unions, classified as commercial and mixed (m); newspaper (n); assistants (a); paper handlers (ph); ink workers (i): *United States*—Alabama, 6 m; Arkansas, 4 m; Arizona, 3 m; California, 17 m, 2 n, 1 ph; Colorado, 4 m, 1 n, 1 a; Connecticut, 6 m; Delaware, 1 m; District of Columbia, 1 m, 1 n, 2 a; Florida, 13 m; Georgia, 7 m, 1 n; Idaho, 3 m; Illinois, 20 m, 1 n, 1 a, 1 ph; Indiana, 14 m, 1 n, 1 a; Iowa, 10 m, 1 n, 1 a, 1 ph; Kansas, 5 m; Kentucky, 3 m, 1 n; Louisiana, 4 m; Maine, 2 m; Maryland, 3 m, 1 n, 1 ph; Massachusetts, 13 m, 3 n, 1 a; Michigan, 13 m, 1 n, 1 ph; Minnesota, 4 m; Mississippi, 4 m; Missouri, 8 m, 3 n, 2 a; Montana, 6 m;

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Nebraska, 2 m; Nevada, 1 m; New Hampshire, 3 m; New Jersey, 13 m, 2 n, 1 a; New Mexico, 2 m; New York, 18 m, 3 n, 2 a, 1 ph, 1 i; North Carolina, 8 m; North Dakota, 3 m; Ohio, 22 m, 4 n, 2 a, 1 ph, 1 i; Oklahoma, 7 m; Oregon, 7 m, 1 n; Pennsylvania, 18 m, 2 n, 2 a, 1 ph; Rhode Island, 2 m, 1 n; South Carolina, 3 m; South Dakota, 3 m; Tennessee, 8 m, 1 n; Texas, 14 m, 1 n; Utah, 2 m, 1 n; Virginia, 6 m, 1 n; Washington, 11 m, 1 n; West Virginia, 7 m; Wisconsin, 12 m, 1 n, 1 a; Wyoming, 3 m. *Canada*—Alberta, 2 m; British Columbia, 2 m; Manitoba, 1 m, 1 n; New Brunswick, 1 m; Nova Scotia, 1 m; Ontario, 6 m, 1 n, 1 ph; Quebec, 2 m, 1 n; Saskatchewan, 2 m. *Newfoundland*—1 m. Total—367 m, 39 n, 17 a, 9 ph, 2 i.

MEMBERSHIP REPORTED.—50,000.

Printers, Die Stampers, and Engravers' Union of North America, International Plate

Affiliated with the American Federation of Labor.

Organized in Boston in 1892. Unions of plate printers existed in Philadelphia and Washington at the time of the rise of the Knights of Labor. They became identified with the Knights of Labor movement but later followed the craft movement into the American Federation of Labor. The Knights of Labor locals and independent unions held a convention in Boston in 1892 and organized the National Steel and Copper Plate Printers' Union. In 1901 this name was changed to "International", to include the Canadian plate printers. In 1920 jurisdiction was extended to include die stampers and the name was changed accordingly. In 1925 the engravers organized in the International Steel and Copper Plate Engravers' League, an organization chartered by the American Federation of Labor in 1918, amalgamated with the plate printers. Since the amalgamation the name of the organization has been changed to International Plate Printers, Die Stampers, and Engravers' Union of North America.

OBJECTS.—"To concentrate our efforts for the attainment of the rights of labor and the preservation thereof to those who work at the art of plate printing and die stamping, believing that organization based on sound principles and directed by conservative intelligence furnishes the best move by which we may secure a more equitable share of the wealth which we create; to promote the general welfare of our members by improving our trade and social conditions, and to assist each other in all matters relating to our industry."

TERRITORIAL JURISDICTION.—The United States and Canada.

TRADE JURISDICTION.—Plate printing, die stamping, and engraving.

GOVERNMENT.—1. Executive council, consisting of president, two vice presidents, secretary-treasurer, and one representative from each local union, "shall have general supervision of the business of the international union and of local unions."

2. Local unions: Subordinate, but "conceded the right of making all necessary laws for local government which do not conflict with the laws of the international union."

3. Convention: Held annually; enacts legislation and elects general officers. Constitutional amendments by convention only.

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QUALIFICATIONS FOR MEMBERSHIP.—Four years' apprenticeship.

APPRENTICESHIP REGULATIONS.—Apprentices must be not less than 16 nor more than 18 years of age and serve an apprenticeship of 4 years for printers and die stampers and 5 years for engravers. Conditional membership during the fourth year is optional with local unions. Ratio of apprentices to journeymen regulated by local unions.

METHOD OF NEGOTIATING AGREEMENTS.—No definite method.

BENEFITS.—Strike and death.

OFFICIAL ORGAN.—The Plate Printer.

HEADQUARTERS.—2965 East One Hundred and Ninety-sixth Street, New York City.

ORGANIZATION.—Local unions only: *United States*—District of Columbia, 2; Illinois, 1; Massachusetts, 1; New York, 5; Pennsylvania, 3. *Canada*—Ontario, 1. Total, 13.

MEMBERSHIP REPORTED.—1,253.

Siderographers, International Association of [1]

Affiliated with the American Federation of Labor.

Organized in Washington, D. C., January 11, 1899, as the Steel Plate Transferrers' Association. In 1905 the name was changed to International Steel Plate Transferrers' Association, and in 1921 it became the International Association of Siderographers.

OBJECTS.—"First, to unite more closely the siderographers, no matter where they may apply their talent; second, to encourage and sustain its members in the preservation of their rights; third, to assist any member seeking employment; fourth, to bring about and maintain the highest quality of workmanship; and fifth, to advance the standard of the profession and industry."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Siderography.[2]

GOVERNMENT.—1. "The supreme government of the International Association of Siderographers is lodged in the international association, and the constitution and laws enacted thereunder shall be the supreme law of the organiaztion.

"All legislative powers shall be vested in the international association. During the interim between sessions of the international association the executive and judicial powers of the international shall be vested in the executive board", composed of president, two vice presidents, secretary, and treasurer, which "shall have full and discretionary power."

2. Local unions: "Any local association can enact bylaws or rules of order for their government not in conflict with international constitution, laws, or rules."

3. Convention: Held biennially; legislates and elects general officers. Constitutional amendments by convention only.

QUALIFICATIONS FOR MEMBERSHIP.—"Any siderographer of good moral standing who has worked at the trade 5 full years or more at actual siderography may be admitted to recognized (journeyman) membership." Apprentice members become junior members after 2 years' apprenticeship.

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[1] Report not received. Reprinted from 1929 edition of Handbook of American Trade Unions (Bul. No. 506).

[2] Siderography is a specialized process in plate printing, used almost exclusively in the printing of paper money, bonds, etc.

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METHOD OF NEGOTIATING AGREEMENTS.—None.

BENEFITS.—Unemployment.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—513 Crittenden Street NW., Washington, D. C.

ORGANIZATION.—The Washington, D. C., association has jurisdiction over all siderographers in the city of Washington and in the cities of all countries outside the United States except Great Britain.

The New York association has jurisdiction over all siderographers in the United States except Washington.

The Ottawa association has jurisdiction over all siderographers in Canada and Great Britain.

MEMBERSHIP REPORTED.—80 (100 percent organization).

Stereotypers and Electrotypers' Union of North America, International

Affiliated with the American Federation of Labor.

Organized in Cincinnati, Ohio, in August 1902. Originally stereotypers and electrotypers were part of the International Typographical Union. With the development of their craft and increase in numbers they became somewhat autonomous units within the International Typographical Union. A movement toward independence began in 1898 and ended in 1902, when the Typographical Union relinquished jurisdiction, and at a convention held in Cincinnati the craft organization was established.

OBJECTS—Not declared.

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"All work necessary for the preparation of forms, cuts, and other originals for molding; the molding in wax, clay, lead, celluloid, paper matrix or flong or other papers, vegetable, mineral, or other composition, and the necessary preparation of such molding material and all work by any process for the perfecting of such molds, wax ruling, or engraving; the casting of plates for printing or other purposes in lead, tin, aluminum, and other metals and the composition of such metals or other material; the care and preparation of such casting material, the finishing and every process for the completing of such plates for printing and other purposes; all work done by electrolytic or other process in the production of molds or plates to be used for printing or other purposes, such as the deposition of copper, cobalt, brass, nickel, steel, or other base metals or other alloys, and the preparation and completion of such work."

GOVERNMENT.—1. Executive board, composed of president, vice president, secretary-treasurer, and two elected members, one of whom shall be an electrotype finisher and the other an electrotyper, "shall have general supervision of the business of the international union and subordinate unions."

2. Local unions: "To subordinate unions is conceded the right to make all necessary laws for local government which do not conflict with the laws of the international union."

3. Initiative, referendum, and recall, and convention: All general officers elected by referendum and subject to recall. Convention meets annually. Constitutional amendments and new legislation enacted by convention submitted to referendum. Legislation may be initiated without reference to convention.

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QUALIFICATIONS FOR MEMBERSHIP.—Citizenship or citizenship intention and 5 years' experience at the trade.

APPRENTICESHIP REGULATIONS.—Five-year term. Quotas established by local unions.

Local unions are also directed to "devise and adopt some practical method or system best suited to meet existing conditions, that will provide for the thorough instruction of the trade apprentice in all the intricacies of the craft during his 5-year apprentice term. * * * Subordinate unions shall so regulate the registration of apprentices and the acceptance of such apprentices into journeyman membership that as nearly as possible but one-fifth of the members that are registered shall be taken in as journeymen in any 1 year."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions, generally with employers' associations, but must be approved and signed by the international president.

BENEFITS.—Strike and lock-out; funeral; group life insurance ($500).

OFFICIAL ORGAN.—International Stereotypers and Electrotypers' Union Journal.

HEADQUARTERS.—2645 East Twenty-eighth Street, Kansas City, Mo.

ORGANIZATION.—Local unions only; stereotypers and electrotypers are organized into separate locals in large centers or plants; in small cities one local includes both crafts: *United States*—Alabama, 2; Arkansas, 1; California, 8; Colorado, 2; Connecticut, 3; District of Columbia, 2; Florida, 3; Georgia, 1; Illinois, 7; Indiana, 6; Iowa, 4; Kansas, 2; Kentucky, 1; Louisiana, 2; Maine, 1; Maryland, 2; Massachusetts, 7; Michigan, 7; Minnesota, 5; Missouri, 4; Montana, 3; Nebraska, 2; New Jersey, 1; New York, 11; North Dakota, 1; Ohio, 12; Oklahoma, 2; Oregon, 1; Pennsylvania, 12; Rhode Island, 1; South Dakota, 1; Tennessee, 4; Texas, 10; Utah, 1; Virginia, 1; Washington, 3; Wisconsin, 3. *Canada*—Alberta, 2; British Columbia, 1; Manitoba, 1; Ontario, 4; Quebec, 1; Saskatchewan, 1. Total, 149.

MEMBERSHIP REPORTED.—8,190.

Typographical Union of North America, International

Affiliated with the American Federation of Labor.

Organized May 3, 1852. Organization in the printing industry dates from the beginning of the nineteenth century. The first attempt at a national organization was in November 1836, when representatives of local societies met in Washington and formed the National Typographical Society. At its convention in 1837 eight American cities were represented, and a fraternal delegate from Nova Scotia was seated. While this organization collapsed as a national body in 1840, local societies continued to increase in number and strength. In 1850 these local societies again came together in a national convention held in New York City. The establishment of trade standards, discipline of members, and apprentice regulations were undertaken, and a national executive committee was elected. When the same group met again in 1851 at Baltimore it inaugurated the National Typographical Union and adopted a constitution. This constitution was submitted to all the existing local societies of printers for acceptance and was followed by a call to all who ratified it to

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meet in convention at Cincinnati in 1852. At that meeting the organization which later became the International Typographical Union was formally begun, with 14 locals of printers and pressmen. With its spread into Canada, the national union became an international and the name was changed to the present one in 1869.

Originally the International Typographical Union covered the entire industry, although compositors formed the bulk of the membership. But a movement toward independent craft organization began in 1888 with the pressmen. An independent union of printing pressmen was a going concern when the International Typographical Union convention of 1891 refused to recognize it or to accept its working card. The bookbinders followed the example of the pressmen, and in 1894 the International Typographical Union, by agreement with the International Printing Pressmen's Union and the newly organized International Brotherhood of Bookbinders, released its pressmen and bookbinder members to the newer unions and relinquished jurisdiction over those two branches. Secession of the stereotypers and electrotypers began in 1898 and ended in 1902 with the recognition by the International Typographical Union of the independent union and the surrender of its members engaged in that craft. Similarly in 1903 the photoengravers transferred from the International Typographical Union to the International Photo-Engravers' Union, and the Typographical Union became purely a craft-union.

Jurisdictional difficulties with the International Association of Machinists followed the introduction of typesetting machines in printing offices, but the International Typographical Union successfully maintained its position that typesetting-machine operators must belong to the printers' union.

The German-American Typographia was inaugurated as a national organization at a convention held in Philadelphia in April 1873 by delegates from local organizations of German printers employed by German-language papers in New York, Philadelphia, Cincinnati, and St. Louis. Similar organizations in Buffalo, Cleveland, and Detroit, while not represented at the meeting, joined the national body. On July 1, 1873, it first issued its official journal, Journal für Buchdruckerkunst, which has remained in continuous publication ever since.

The organization was formally recognized by the International Typographical Union in 1884, and 10 years later it became a part of the larger organization, under an agreement by which it preserved its beneficiary features and practical autonomy, the benefit features being administered by a secretary and advisory board of five members elected by the German branch of the International Union.

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The employment of women in the printing trade began about 1832. Their inclusion in the industry and in the organizations was fought for a generation. In 1870 a "union of women printers" was formed in New York City, which applied to the International Typographical Union for admission and was chartered as a local union. Organization of women into separate unions was not a success, however, and the convention of 1872 admitted them to membership on equal terms with the men.

Indianapolis was made the official headquarters of the union at the 1888 convention, and the first official journal was published in that city on July 15, 1889. Two generous bequests, one of $10,000 and the other of an 80-acre tract of land in Colorado Springs, Colo., made possible the establishment of a home for aged and indigent members. This institution, known as the Union Printers' Home, opened in May 1892. Later it grew into a hospital and tuberculosis sanitarium as well as a home.

Since 1900 the structure and machinery of government of the International Typographical Union have been altered to make the local unit subordinate to a powerful central organization.

OBJECTS.—"To establish and maintain an equitable scale of wages, and protect ourselves from sudden and unreasonable fluctuations in the rate of compensation for our labor; * * * to encourage the principle and practice of conciliation and arbitration in the settlement of differences between labor and capital; incite all honorable efforts for the attainment of better conditions of labor—shorter hours, increased privileges, and greater enjoyment of the ennobling amenities of life * * *."

TERRITORIAL JURISDICTION.—United States and possessions, Canada, and Newfoundland.

TRADE JURISDICTION.—Printers, proofreaders who are practical printers, machine tenders, mailers, and kindred trades.[2]

GOVERNMENT.—1. Executive council, consisting of the president, first, second, and third vice presidents, and secretary-treasurer, "shall have general supervision of the business of the international union and of subordinate unions."

2. Trade district unions: A trade district union may "charter, establish, and form unions of its craft; charters to be procured from the International Typographical Union", and has power "to make all laws for the sole government of its craft."

3. Local unions: "To subordinate unions is conceded the right to make all necessary laws for local government which do not conflict with the laws of the international."

4. Convention: Meets annually. "The convention of the International Typographical Union shall have power to enact bylaws and general laws for the government of the craft, but all laws involving an increased taxation shall be submitted to a referendum vote." Constitutional amendments passed by convention must be submitted to referendum.

[2] Newspaper writers were for some time under the jurisdiction of the International Typographical Union. Later this jurisdiction was relinquished, although several such unions elected to remain with their original affiliation and two unions of newspaper writers remain as locals of the International Typographical Union.

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Nomination and election of general officers by referendum.

5. "Typographia": German-American unions. Autonomous within limits of amalgamation agreement.

QUALIFICATIONS FOR MEMBERSHIP.—"No person shall be admitted to membership in a subordinate union who has not served an apprenticeship of at least 5 years, except with the consent of the president of the international or of the president of the trade district union of his craft." Male and female membership.

APPRENTICESHIP REGULATIONS.—Apprentices shall be not less than 16 years of age when beginning their apprenticeship and shall serve an apprenticeship of 6 years.

"Beginning with the third year, apprentices shall be enrolled in and complete the International Typographical Union course of lessons in printing before being admitted as journeymen members of the union.

"No office shall be entitled to employ an apprentice unless it has the equipment necessary to enable instruction to be given the apprentice in the several classes of work agreed upon in the contract with the employer to be taught yearly.

"Local unions are required to fix the ratio of apprentices to the number of journeymen regularly employed in any and all offices, but it must be provided that at least one member of the Typographical, aside from the proprietor, shall be regularly employed in the composing room before an office is entitled to an apprentice.

"Local unions shall arrange for scales of wages for apprentices in the third, four, fifth, and sixth years of their apprenticeship."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions and local employers through committees. If agreement is not arrived at, international officers intercede. All agreements must be submitted to international president for approval.

BENEFITS.—Strike and lock-out; funeral; old-age pension; home for superannuated and sanitarium; trade school.

OFFICIAL ORGAN.—The Typographical Journal.

HEADQUARTERS.—Typographical Terrace, Indianapolis, Ind.

ORGANIZATION.—State and districts: Arkansas Typographical Conference; California Conference of Typographical Unions; Eastern Pennsylvania District Typographical Union; Empire Typographical Conference; Florida Typographical Conference; Illinois Typographical Conference; Indiana State Conference of Typographical Unions; Intermountain Typographical Conference; Iowa State Allied Printing Council; Michigan Federation of Typographical Unions; Minnesota Federation of Typographical Unions; Missouri Valley Typographical Conference; Montana Conference of Typographical Unions; New England Typographical Union; North Dakota Typographical Conference; Northwest Typographical Conference; Ohio State Typographical Conference; Oklahoma State Typographical Conference; Ontario and Quebec Conference of Typographical Unions; Southeastern Typographical Conference; Southern California Typographical Conference; Southwestern Typographical Conference; Tennessee-Kentucky Typographical Conference; Texas Typographical Conference; Texas State Allied Printing Trades Council; Tri-State Typographical Conference; Union Printers' League of New Jersey; Virginia-Carolinas Typographical Conference; Virginia State Typographical Association; Westchester Typographical Conference; Wisconsin Typographical Conference.

Local unions, classified as printers (p); mailers (m); German-American (G–A); newswriters (n): *United States*—Alabama, 8 p, 1 m; Arizona, 6 p; Arkansas, 6 p; California, 45 p, 5 m; Colorado, 10 p, 1 m; Connecticut, 13 p; Delaware, 1 p; District of Columbia, 1 p, 1 m; Florida, 14 p; Georgia, 8 p,

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1 m; Idaho, 7 p; Illinois, 53 p, 1 m, 1 G–A; Indiana, 30 p, 3 m; Iowa, 19 p, 1 m; Kansas, 16 p, 1 m; Kentucky, 9 p, 1 G–A; Louisiana, 5 p, 1 m; Maine, 5 p; Maryland, 4 p, 1 G–A; Massachusetts, 20 p; Michigan, 19 p, 1 m, 1 G–A; Minnesota, 10 p, 1 m, 1 G–A; Mississippi, 4 p; Missouri, 11 p, 2 m, 1 G–A; Montana, 12 p, 1 m; Nebraska, 2 p, 1 m; Nevada, 5 p; New Hampshire, 3 p; New Jersey, 21 p, 1 m, 1 G–A; New Mexico, 3 p; New York, 48 p, 2 m, 3 G–A; North Carolina, 10 p; North Dakota, 5 p; Ohio, 52 p, 3 m, 2 G–A; Oklahoma, 21 p, 1 m; Oregon, 12 p, 1 m; Pennsylvania, 44 p, 2 m, 2 G–A, 1 n; Rhode Island, 5 p; South Carolina, 5 p; South Dakota, 4 p; Tennessee, 9 p, 1 m; Texas 28 p, 2 m; Utah, 2 p, 1 m; Vermont, 3 p; Virginia, 7 p; Washington, 15 p, 2 m; West Virginia, 14 p; Wisconsin, 16 p, 1 m, 1 G–A, 1 n; Wyoming, 5 p; Hawaii, 1 p. *Canada*—Alberta, 4 p; British Columbia, 6 p, 1 m; Manitoba, 2 p; New Brunswick, 3 p; Nova Scotia, 2 p; Ontario, 18 p, 2 m; Quebec, 4 p; Saskatchewan, 5 p. *Panama* 1 p. Total, 720 p, 42 m, 15 G–A, 2 n.

MEMBERSHIP REPORTED.—77,150.

RUBBER MANUFACTURE

The rubber industry is among those in which organization of any kind is a recent development. So far only tire factories are responding to any extent, a movement which has been accelerated by organizing activity among automobile workers. The one union in this industry is the United Rubber Workers of America, affiliated with the American Federation of Labor.

Rubber Workers of America, United

Affiliated with the American Federation of Labor.

Organized in Akron, Ohio, in September 1935. Efforts to organize rubber workers, chiefly those in plants making rubber tires, were vigorously carried on throughout 1933 and 1934. During that time 69 local groups were formed and chartered directly by the American Federation of Labor. These groups established a National Council of Rubber Workers to prepare through joint action for organization on a self-sustaining national basis. The convention of the American Federation of Labor held in October 1934 directed that an international charter be granted to the rubber workers under the same terms and conditions as those fixed for the automobile workers (see p. 173). The organizing convention, at which the charter was granted, was held in Akron, Ohio, on September 12, 1935. In this instance, however, officers were elected by the convention.

The chartered jurisdiction recognized by the American Federation of Labor covers all workers in the rubber industry "who are engaged in the mass production of rubber products", and excludes workers attached to the industry who are employed in building construction, manufacture, and installation of machinery, maintenance work, and work outside the plants.

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Because of what may be fairly regarded as the embryonic character of this newly formed international union, this edition of the handbook has not attempted a detailed analysis of the constitution or of the extent of organization. Headquarters are located in the Akron Savings & Loan Building, Akron, Ohio.

TEXTILE INDUSTRIES

Revival and expansion of unionism, particularly in the cotton mills, is the outstanding development of the recent past in the textile industries. The United Textile Workers took immediate advantage of the right secured under section 7a of the National Industrial Recovery Act to organize and to bargain collectively. It not only launched an extensive organizing campaign but declared a general strike in support of its right and its determination to unionize the cotton textile industry. In consequence unionism for a time took on almost a revivalist aspect and the membership of the United Textile Workers increased greatly, although not all the progress made was retained.

In addition to the gains made among the unorganized, the United Textile Workers has been materially strengthened by the reaffiliation, in 1931, of the Associated Silk Workers (Bul. No. 506, p. 151) who had seceded from the parent body in 1919 and had been functioning independently in the silk and rayon branches of the industry, in open antagonism to the United Textile Workers. Now silk and rayon manufacture is covered by a separate autonomous department within the United Textile Workers, known as the American Federation of Silk Workers, analogous to and on an equal footing with the American Federation of Hosiery Workers. Thus one element of dualism and opposition to the jurisdiction of the United Textile Workers has been eliminated.

On the other hand, the dual general organization, the American Federation of Textile Operatives, continues to function in the New England textile areas, and a local secession movement in Salem, Mass., resulted in the loss to the United Textile Workers of one of its important New England strongholds, and the creation of a local dual union in the sheet mills and bleacheries of Salem and vicinity, known as the Independent Sheeting Workers of America.

The 1929 edition of the Handbook of Trade-Unions (p. 151) reprinted from the 1926 edition a report of the International Mule Spinners. This organization did not furnish data for the 1929 revision, hence the earlier report was reproduced without comment. It also failed to furnish information for this edition, and because there is considerable doubt of the national character of this group, it is

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omitted. It is one of the oldest organizations in the country, dating back to 1858, and it was active in the organization of the Federated Trades and Labor Unions of 1881, out of which the American Federation of Labor grew. It was suspended from the American Federation of Labor in 1919 for refusing to merge with the United Textile Workers, as directed by convention decision. At that time its voting strength indicated membership, in good standing, of 2,200. The Internatonal Mule Spinners continued as an independent body, and is still listed in the official directory of labor organizations in Massachusetts published by the Massachusetts Department of Labor and Industries, with locals in two of the textile centers of that State. However, the Bureau has no information of its present status outside Massachusetts, and in the absence of a report from the organization itself, it has been dropped from the Bureau's list of national unions.

Another independent organization in the textile field that, like the International Mule Spinners, refused to affiliate with the United Textile Workers in 1919 and was in consequence expelled from the American Federation of Labor, is the Amalgamated Lace Operatives of America. It claims jurisdiction over the entire lace-making trade, and insofar as the trade is organized, represents that branch of the textile industry.

Affiliated with the American Federation of Labor:
- Textile Workers of America, United.

Independent organizations:
- Lace Operatives of America, Amalgamated.
- Textile Operatives, American Federation of.

Lace Operatives of America, Amalgamated

Not affiliated with the American Federation of Labor.

Organized in Philadelphia, Pa., in 1892. It was first known as the Chartered Society of Amalgamated Lace Curtain Operatives of America. With the extension of jurisdiction to the entire lace industry the word "curtain" was dropped from the title. The society was affiliated with the American Federation of Labor from its establishment until 1919, when its charter was revoked on account of its refusal to merge with the United Textile Workers.

OBJECTS.—"The object of this organization shall be to maintain by its united influence a fair remuneration for its labor; to regulate the relations between employer and employee; to improve the moral, intellectual, social, and economic conditions of its members; and to endeavor to avoid all labor conflicts and their attendant bitterness and pecuniary loss, by resort to conciliation in the settlement of all disputes concerning wages and conditions of employment."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—The entire lace-making trade.

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GOVERNMENT.—1. The organization is composed of three separate and autonomous sections—the curtain section, the Lever section, and the auxiliary section—each of which elects its own officers and controls its own affairs. The curtain section is "composed of twist hands, readers, and correctors working in the curtain and plain-net branches of the trade." The Lever section is "composed of twist hands, draftsmen, and machine fitters working in the Lever and Mechlin branches of the trade." The auxiliary section is composed of all others working at the trade, including "all help necessary in the manufacture and finishing of the products of the above-stated branches and their relative trade."

The amalgamation of the three sections is governed by three vice presidents, one from each section, and a secretary-treasurer elected by referendum vote of the entire membership.

2. Branches: Shop organizations governed by an advisory board composed of one member from each of the sections represented in the shop.

3. Convention: Biennial; enacts legislation governing the amalgamation. Constitutional amendments by convention and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Determined by each section.

APPRENTICESHIP REGULATIONS.—"Any person between the ages of 18 and 25 years, operating a lace machine for less than 3 years, shall be known as an apprentice." Apprentice regulations made by each section separately.

METHOD OF NEGOTIATING AGREEMENTS.—Officials of each section negotiate with the manufacturers in the establishment of piece-work rates and hours of labor prevailing in their respective branch of the trade. Other conditions of employment are established locally by the shop committees.

BENEFITS.—Death (small lump-sum payment, member or wife).

OFFICIAL ORGAN.—The American Lace Worker.

HEADQUARTERS.—545 West Lehigh Avenue, Philadelphia, Pa.

ORGANIZATION.—Branches: Connecticut, 3; Illinois, 1; New Jersey, 3, New York, 6; Ohio, 1; Pennsylvania, 8; Rhode Island, 4. Total, 26.

MEMBERSHIP REPORTED.—1,695.

Textile Operatives, American Federation of

Not affiliated with the American Federation of Labor.

Organized in Fall River, Mass., January 14, 1916, by the workers in the textile mills of Fall River and New Bedford who withdrew from the United Textile Workers. The first name of the organization was National Amalgamation of Textile Workers. This was changed in 1922 to the American Federation of Textile Operatives to distinguish it from the Amalgamated Textile Workers' Union which sprang up in Lawrence during the strike of 1922. This latter organization disbanded in 1925 and its membership has been largely absorbed by the American Federation of Textile Operatives. Like the United Textile Workers, the American Federation of Textile Operatives is a federation of autonomous craft bodies. The largest and most important of these is the National Loom Fixers' Association. In 1928 the loom fixers of New Bedford, Mass., withdrew from the National Loom Fixers' Association and the American Federation of Textile Operatives, and affiliated with the United Textile Workers,

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thus materially lessening the strength of the National Loom Fixers' Association.

OBJECTS.—"The objects of this federation are: (1) To establish and maintain as far as possible a uniform rate of wages upon as high a standard as possible consistent with the true interests of trade as affecting the textile operative; (2) to protect wage earners from illegal or unjust reductions in their wages, unjust treatment of whatever nature that the unfair employer will endeavor to subject them to; (3) to secure to all workers the full enjoyment of the wealth they create, and sufficient leisure in which to develop their intellectual, moral, and social faculties; (4) to secure all the benefits of recreation and pleasure of organization—in a word, to enable workers to share in the gains and honors of civilization."

TERRITORIAL JURISDICTION.—The New England States.

TRADE JURISDICTION.—All branches of the textile industry.

GOVERNMENT.—1. "The government of this organization shall consist of a president, 3 vice presidents, secretary, treasurer, and 10 members who shall constitute an executive council, who shall exercise a general control over its affairs and property."

2. Local unions: Subordinate.

3. Convention: Held annually; elects general officers and enacts general legislation. Constitutional amendments by convention or by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any person engaged in the industry is eligible for membership. Male and female membership.

APPRENTICESHIP REGULATIONS.—Controlled by craft divisions.

METHOD OF NEGOTIATING AGREEMENTS.—Handled locally.

BENEFITS.—Strike (by assessment).

OFFICIAL ORGAN.—None.

HEADQUARTERS.—142 Second Street, Fall River, Mass.

ORGANIZATION.—Organized into autonomous branches of the various crafts in the industry—i. e., weavers, spinners, carders, etc.

Local unions: Sixteen in the New England States; distribution not reported.

MEMBERSHIP REPORTED.—6,000.

Textile Workers of America, United

Affiliated with the American Federation of Labor.

Organized in Washington, D. C., in November 1901. The first national organization in the industry was the National Union of Textile Workers, which was formed from directly affiliated American Federation of Labor local unions and chartered as a national in June 1896. Its national existence was short lived, however, and the component locals soon reverted to their original status as directly affiliated groups. An independent body called the American Federation of Textile Operatives was formed at about the same time, and in November 1901 an amalgamation of that organization and the scattered American Federation of Labor locals was effected which produced the United Textile Workers of America.

This organization was granted jurisdiction over the entire industry by the terms of its original charter. Organization did not take the

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usual form of industrial unionism, however, but followed rather a plan of federating craft groups which were largely self-governing. In the early days, the organization had difficulty in holding these autonomous craft entities in affiliation, and several secession movements occurred. Outstanding among these was the movement of the hosiery workers, who withdrew from the United Textile Workers in 1915 and functioned independently as the American Federation of Full Fashioned Hosiery Workers until 1922. It then reaffiliated with the central agency as an autonomous unit, now known as the American Federation of Hosiery Workers.

Another important secession movement occurring in 1919 resulted in the formation of the Associated Silk Workers as an independent organization. This group had originally been organized as an industrial department of the Industrial Workers of the World, but joined the United Textile Workers in 1916. After its withdrawal from the United Textile Workers it expanded its scope to control practically the entire silk industry, contesting the field with the United Textile Workers, which still held jurisdiction. In 1931 the Associated Silk Workers reaffiliated with the parent body, which then formed the American Federation of Silk Workers, to cover silk manufacturing, including rayon weaving. A separate department covers the manufacture of rayon and other synthetic yarns, while cotton and wool manufacture have separate departments.

Each department is in turn, like the United Textile Workers itself, a federation of subdivided craft groups, such, for example, as loom fixers, warpers, weavers, etc. Departments are self-governing, through elected officers who form the joint executive board of their respective departments, and departmental conventions which legislate for their respective branches of the textile industry.

OBJECTS.—"The objects of this organization are, first, to establish and maintain as far as possible a fair rate of wages upon as high a standard as possible, consistent with the true interest of trade as affecting all textile workers; to protect its members from illegal or unjust treatment; to protect, educate, and elevate, by the use of all honorable means, all textile operatives; to secure for the workers the full enjoyment of the wealth they create; sufficient leisure in which to develop their intellectual, moral, and social faculties; all of the benefits, recreations, and pleasures of association; in a word, to enable them to share in the gains and honors of advancing civilization; to persuade employers to agree to arbitrate differences which may arise between them and their employees; to use all efforts to secure, by all fair and honorable means, humane labor legislation for textile workers, particularly women and children, and furthermore, to use our utmost endeavors to organize all textile workers to secure unity of action, individually and collectively."

TERRITORIAL JURISDICTION.—North America.

TRADE JURISDICTION.—The textile industry.

GOVERNMENT.—1. "The government of this organization shall consist of a president, 5 vice presidents, a secretary-treasurer, and 10 members who shall consti-

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tute an executive council. They shall exercise a general control over its affairs and property."

2. Textile councils: Delegate bodies formed in vicinities where two or more local unions exist. Affiliation compulsory. "Textile councils may adopt such trade rules as the members thereof may deem expedient or judicious, but they shall not adopt any rule which conflicts with the constitution or bylaws of the United Textile Workers."

3. Local unions: "All local unions shall be allowed such local autonomy as does not conflict with international laws."

4. Convention: Held biennially; enacts legislation and elects general officers. Constitutional amendments by convention.

QUALIFICATIONS FOR MEMBERSHIP.—Any person actually working in a textile mill is eligible to membership. Male and female membership.

APPRENTICESHIP REGULATIONS.—Such apprenticeship systems as exist are regulated locally by the various crafts within the industry.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally by crafts, each division controlling its own wage scale and working conditions.

BENEFITS.—Strike donations and funeral.

OFFICIAL ORGAN.—The Textile Worker.

HEADQUARTERS.—605 Bible House, New York, N. Y.

ORGANIZATION.—Local unions only, organized in some cases on basis of craft, as loom fixers, weavers, bleachers, dyers, etc.; in other cases on basis of material, as linen, carpet, worsted, knit goods, etc.; or in general organizations covering all workers: *United States*—Alabama, 47; California, 1; Connecticut, 41; Georgia, 60; Illinois, 4; Indiana, 2; Iowa, 1; Kentucky, 1; Louisiana, 2; Maine, 22; Maryland, 7; Massachusetts, 98; Michigan, 1; Mississippi, 7; New Hampshire, 22; New Jersey, 29; New York, 40; North Carolina, 102; Ohio, 9; Oklahoma, 1; Oregon, 4; Pennsylvania, 81; Rhode Island, 54; South Carolina, 95; Tennessee, 14; Texas, 3; Vermont, 6; Virginia, 8; Washington, 1; West Virginia, 4; Wisconsin, 2. *Canada*—2. Total, 771.

American Federation of Silk Workers, 50; American Federation of Hosiery Workers, 103. Total, 153.

MEMBERSHIP REPORTED.—No report. On basis of voting strength in the American Federation of Labor, 79,200.

MISCELLANEOUS MANUFACTURES

Broom and Whisk Manufacture

A small organization of long standing holds jurisdiction over the specialized and unclassified occupation of broommaking. It has been in existence and in affiliation with the American Federation of Labor since 1893. Although never large, its history has been interesting because of its long fight against competition from prison labor and from blind workers in charitable institutions and blind workshops. Its chief defensive weapon is the union label, and its membership is confined almost wholly to union shops having a union-label agreement.

A similar group, the brushmakers, were organized nationally from the early days of the American Federation of Labor until 1918,

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when the union disbanded. A few scattered directly affiliated American Federation of Labor locals now cover such of the workers in this occupation as are organized.

Broom and Whisk Makers' Union, International

Affiliated with the American Federation of Labor.
Organized 1893.

OBJECTS.—"The objects of the international union shall be the promotion of the material and intellectual welfare of all the workers in the broom trade: (1) By organization; (2) by education and enlightenment; (3) by reduction of the hours of labor; (4) by gradually abolishing such evils as exist in the trade; (5) by aiding the members to secure employment; (6) by agitation to abolish the competition of convict labor; (7) by agitation to regulate the competition of State, county, and city charitable institutions; (8) by making propaganda for the union label; (9) to establish a uniform scale of wages in various competitive districts."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"The international union shall have jurisdiction over all broom or whisk tiers and sewers (hand or power); broomcorn sorters, sizers, bunchers, scrapers; operators on patent broom machines; nailers on metal-case brooms; feather-duster makers; all workers engaged in the preparation of material for brooms or whisks; all workers on articles made for sweeping, whether made of broomcorn or other material."

GOVERNMENT.—1. General executive board, consisting of general president, general vice president, general secretary-treasurer, and eight district representatives. The general secretary is the active full-time administrative officer.

The general executive board represents "the international organization in every respect"; makes and adopts "such provisions and rules as may become necessary for the best interests of the organization", and has full power over strikes. Decisions of the general executive board may be appealed to the convention or to referendum.

General officers are selected for a 2-year term, alternately by referendum and by the convention.

2. Local unions: "Local unions shall have power to adopt their own scale of wages" and "shall have jurisdiction over apprentices, who shall be subject to the trade rules of the local."

3. Convention: Meets every 4 years; legislates for organization and elects general officers.

Legislation and amendments to constitution and bylaws by convention and initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"No workers shall be barred from membership in any local union on account of creed, color, or nationality, except Asiatic labor. * * * A candidate for membership as a journeyman tier, sewer (hand or power), or sorter must have served 2 years at the branch of the trade for which he claims membership. A candidate for membership as an auxiliary member must have been employed in a broom factory for 6 months."

Broommakers and other workers at the trade who are blind and employed in State, county, city, or privately controlled institutions or workshops for the blind will be admitted to membership in local unions.

Membership at large may be held by individuals working in localities where no locals exist.

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APPRENTICESHIP REGULATIONS.—"Local unions shall have jurisdiction over apprentices, who shall be subject to the trade rules of the local. In no case shall there be more than the following apprentices employed: Less than 12 journeymen tiers or sewers, 1 apprentice; 12 or more journeymen tiers or sewers, but less than 22, 2 apprentices; 22 or more journeymen tiers or sewers, 3 apprentices. In no case shall there be more than three apprentices in any one factory, or more than one apprentice to be an apprentice sewer. No apprentices shall be put on during a dull season or when journeymen broommakers are being laid off.

"The wages to be paid the apprentices shall be the same as received by journeymen." Apprentice term is 2 years.

METHOD OF NEGOTIATING AGREEMENTS (Union-label shops).—Negotiated by local unions, subject to approval of the general executive board. Union label under the direction and control of the general executive board, and its use is limited and defined by the constitution and general trade laws.

BENEFITS.—Death.

OFFICIAL ORGAN.—The Broom Maker.

HEADQUARTERS.—853 King Place, Chicago, Ill.

ORGANIZATION.—Local unions only: Alabama, 1; California, 3; Illinois, 2; Indiana, 2; Maryland, 1; Minnesota, 2; Missouri, 2; Nebraska, 1; New York, 1; Ohio, 1; Oregon, 1; Pennsylvania, 2; Texas, 4; Washington, 2; Wisconsin, 1. Total, 26.

MEMBERSHIP REPORTED.—200.

Electric Light and Power and Manufactured Gas

An organizing movement among public-utility employees in opposition to the craft-unionism of the established organizations culminated in the Brotherhood of Utility Employees, founded in 1932, to include "all classes of utility workers—professional, clerical, and mechanical." Its chief strength at present is in the power-houses of distributing companies. The International Brotherhood of Electrical Workers, which is affiliated with the American Federation of labor, includes electricians working in power-houses in its chartered jurisdiction.

The New England Council of Utility Workers, formed recently, is a delegate body composed of representatives of directly affiliated American Federation of Labor local unions of gas-plant workers and certain locals of the International Brotherhood of Electrical Workers. Gas workers have been organized into directly affiliated locals in about 30 localities, largely in New England.

Utility Employees of America, Brotherhood of

Not affiliated with the American Federation of Labor.

Organized in Brooklyn, N. Y., in 1932. The Brotherhood of Edison Employees, out of which the Brotherhood of Utility Employees grew, was organized in 1931 as the result of the laying-off of a large number of employees by the Brooklyn-Edison Co. After

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a year of local organization the new group decided to expand, and after securing the affiliation of a number of similarly formed local groups it undertook a Nation-wide organizing campaign among the power and light workers. A national organizer was put in the field, and a national convention was held in New York City in August 1934, at which the constitution was adopted. Its plan of organization is industrial, designed to include "all classes of utility workers—professional, clerical, and mechanical, both men and women." The unit of organization is the power company or system. An official organ called Powermen was undertaken, but was discontinued after the publication of several numbers.

OBJECTS.—"To obtain and preserve for all utility employees just and reasonable conditions of employment with respect to wages, working hours, and other terms of employment and to cultivate friendly relations among them and generally to improve their material and intellectual standards. Such objects shall be accomplished through concerted efforts to organize the unorganized workers in all branches of the industry; through negotiations and collective agreements with employers, through the dissemination of knowledge, by all means or methods usually employed by organized workers to maintain or better their standards of life."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—The light and power industry.

GOVERNMENT.—1. National executive council, composed of president, secretary-treasurer, and nine vice presidents, is the administrative body and appeal board. President exercises "general executive supervision over all the affairs of the brotherhood." Vice presidents are administrative officers for the districts to which they are assigned and "act as agents, advisors, or mediators for the local unions in their respective districts."

2. Convention: Held annually; elects general officers and enacts general legislation, which may be referred to general membership for ratification. Constitutional amendments by referendum.

3. Initiative and referendum.

4. Local unions: Subordinate; constitution imposed by national organization, but local bylaws may be adopted with the approval of the national president.

QUALIFICATIONS FOR MEMBERSHIP.—Any person 18 years of age and over employed within the jurisdiction is eligible.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local representatives with individual power companies, but must be approved by the national executive committee.

BENEFITS.—None.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—120 West Forty-fifth Street, New York City.

ORGANIZATION.—Local unions only (covering power plant, company, or system): California, 1; Illinois, 1; Indiana, 3; Kentucky, 2; Massachusetts, 6; Missouri, 1; Rhode Island, 1; Texas, 2. Total, 17.

MEMBERSHIP REPORTED.—No report.

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Section C. Transportation and Communication[1]

Little change in structure, function, or jurisdiction has taken place since the 1929 report among the many unions in transportation and related fields. The expansion of air travel is reflected in the establishment of two new organizations, one covering commercial air-line pilots and the other including in its jurisdiction the radio operators connected with airways.

Independent unions continue to predominate in the transportation industry, only 13 of the 31 organizations being affiliated with the American Federation of Labor. One has left the Federation since 1929. This is the Brotherhood of Railroad Signalmen which has maintained an independent status since its suspension from the Federation on a jurisdictional issue. One new organization—the Air Line Pilots' Association—joined the American Federation of Labor immediately after it was organized. A new organization in the communication field—the American Radio Telegraphists' Association—organized independently, but is now voting on a measure calling for amalgamation with the Commercial Telegraphers' Union. If the referendum sustains the proposal, this group will be brought into the American Federation of Labor.

The transportation and communication group is further classified into (1) water transportation; (2) air transportation; (3) street and road transportation; (4) steam-railroad transportation; and (5) communication. In order to keep intact the organizations of all workers in public employment, except school teachers, the classification here used for the communication group departs from that of the census by excluding the Postal Service. Employees of municipally owned street railways, although they are public employees, are not divisible from street transportation as a whole.

WATER TRANSPORTATION

Two independent organizations in water transportation—the Ocean Association of Marine Engineers and the Neptune Association—have merged into one and become the United Licensed Officers of the United States of America, thus, for the first time, bringing into one organization the licensed personnel in both the deck and the en-

[1] Exclusive of the United States Post Office, which is classified under Government service.

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gine departments. When this merger was effected, a complete unification of the many organized groups of ship's officers was contemplated by the sponsors of the movement, but that objective was not reached. Neither the independent National Marine Engineers' Beneficial Association of the United States of America nor the affiliated National Organization Masters, Mates, and Pilots of America accepted the merger proposal; and while the American Radio Telegraphists' Association was represented at the conference as the spokesman for ship wireless operators, it did not join.

Beyond increased membership and activity, reflected in strikes and the successful negotiation of a number of collective agreements, no material changes have occurred since 1929 affecting the organizations in this group. The practical elimination of dualism among longshoremen in San Francisco was effected as a result of the arbitration award following the water-front strike of 1934, which granted recognition to the International Longshoremen's Association as the agency representing the longshore workers of the San Francisco Bay district.

A resolution was introduced into the 1935 convention of the American Federation of Labor by a delegate from the International Seamen's Union of America calling for favorable action upon the application of the National Marine Engineers' Beneficial Association for reaffiliation with the federation. The resolution was later withdrawn without discussion, and the marine engineers continue as an independent union.

Organizations in water transportation are:

Affiliated with the American Federation of Labor:
- Longshoremen's Association, International.
- Masters, Mates, and Pilots of America, National Organization.
- Seamen's Union of America, International.

Independent:
- Engineers' Beneficial Association of the United States of America, National Marine.
- Licensed Officers of the United States of America, United.

Engineers' Beneficial Association of the United States of America, National Marine

Not affiliated with the American Federation of Labor.

In 1864 marine engineers from Buffalo, Cleveland, and Detroit met in Cleveland and organized the International Association of Engineers. Representatives of this organization met again in Cleveland in 1875 with representatives of the engineers of Baltimore, Chicago, and St. Louis. On February 23, 1875, they formed the National Marine Engineers' Beneficial Association of the United States of America.

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In 1886 the engineers on the Great Lakes withdrew and formed the Brotherhood of Lake Engineers, but 4 years later they reaffiliated with the parent body.

The organization affiliated with the American Federation of Labor in 1918, but withdrew in 1923 because of the stand of the American Federation of Labor on ship subsidy. At the 1924 convention of the American Federation of Labor, jurisdiction over marine engineers was granted to the International Union of Operating Engineers, an affiliated organization.

OBJECTS.—"The objects and purposes of this association shall be to elevate and maintain the rights of the craft, advance and safeguard the economic and working conditions of marine engineers under its jurisdiction, and otherwise labor for their better protection and advancement."

TERRITORIAL JURISDICTION.—United States; territory divided into jurisdictional districts as follows: "Gulf coast district, all associations on the Gulf of Mexico; Atlantic coast district, all associations on the Atlantic coast and rivers, bays, and sounds of the same; Great Lakes district, all associations on the Great Lakes and bays, rivers, and harbors of same; all associations on the western and southern rivers; Pacific coast district, all associations located in the United States territory on the Pacific coast, rivers, sounds, and bays thereof, and west of same."

TRADE JURISDICTION.—United States licensed or commissioned marine engineers on vessels, boats, barges, scows, or any other craft flying the American flag, propelled by steam, gas, oil, electricity, or machinery of any kind.

GOVERNMENT.—1. General officers are president, three vice presidents, secretary-treasurer, and an executive board of five elected members, one from each territorial district.

Executive board is the administrative body, with the president as the chief executive officer and organizer. Executive board is also a trial board.

Each district is under the control of a deputy appointed by the president.

2. Local associations: Subordinate; constitution dictated by national association, but "each subordinate association has the inherent right to make bylaws and regulations for its own government and concerns not inconsistent with or prohibited by the constitution, laws, and regulations of the national association."

3. Convention: Held annually; elects general officers. Constitutional amendments and general legislation by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Membership is limited to those licensed as engineers of vessels of over 10 tons by the United States Steamboat Inspection Service, those commissioned by the United States in the Navy or United States Coast Guard Service for engineering duty, and those holding United States engineers' license of motorboats of 100 tons or over." Members must be or become American citizens.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally with approval of the general executive board.

BENEFITS.—At option of local associations.

OFFICIAL ORGAN.—American Marine Engineer.

HEADQUARTERS.—Machinsits' Building, Washington, D. C.

ORGANIZATION.—Districts: Gulf coast, Atlantic coast, Great Lakes, western and southern rivers, Pacific coast.

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Local associations: Alabama, 1; California, 2; Connecticut, 1; District of Columbia, 1; Illinois, 2; Indiana, 2; Kentucky, 2; Louisiana, 1; Maryland, 1; Massachusetts, 1; Michigan, 8; Minnesota, 1; Mississippi, 2; Missouri, 1; New York, 4; Ohio, 3; Oregon, 1; Pennsylvania, 3; South Carolina, 1; Tennessee, 1; Texas, 1; Virginia, 1; Washington, 1; West Virginia, 1; Wisconsin, 4; Canal Zone, 1. Total, 48.

MEMBERSHIP REPORTED.—5,000.

Licensed Officers of the United States of America, United

Not affiliated with the American Federation of Labor.

Organized in New York City on June 1, 1933, as an amalgamation of the Neptune Association and the Ocean Association of Marine Engineers. The Neptune Association was incorporated in New York City on March 21, 1912, as a national organization, and the Ocean Association was incorporated in New York City on February 18, 1918, as an organization of United States licensed steam and Diesel engineers on the Atlantic seaboard sailing on ocean-going vessels. The purpose of the amalgamation was to secure for American licensed ship officers increased prestige and power.

OBJECTS.—The purpose of this association is to unite into one great body the licensed officers of American merchant marine; to work for their betterment and welfare; to obtain legislation, better working conditions, and salaries; to promote safety of life at sea; to work in the interest of the American merchant marine; and to render any other service that the association may determine, subject to such rules and regulations, terms, and conditions as the association may in its bylaws provide.

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—United States licensed deck and engine-room officers on vessels.

GOVERNMENT.—The officers are president, first vice president, second vice president, third vice president, general secretary, and treasurer. Executive committee is composed of the president, general secretary, and treasurer, together with 10 governors elected by the members.

Branches: Subordinate; subject to the jurisdiction of the general organization.

QUALIFICATIONS FOR MEMBERSHIP.—Regular members shall be citizens who hold a license from the Federal or State Government to serve as officers on American vessels.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by the executive committee. Strike action subject to the vote of the members.

BENEFITS.—None.

OFFICIAL ORGAN.—The Neptune Log.

HEADQUARTERS.—15 Whitehall Street, New York, N. Y.

ORGANIZATION.—General membership organization, with branches in New York, Mobile, New Orleans, Philadelphia, and San Francisco.

MEMBERSHIP REPORTED.—2,000.

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Longshoremen's Association, International[2]

Affiliated with the American Federation of Labor.

Organized in Detroit, Mich., August 27, 1892, as the Lumber Handlers of the Great Lakes. With the object in view of organizing all men engaged in longshore work, the name was changed in 1893 to National Longshoremen's Association of the United States. The next year jurisdiction was extended to Canada and it became the International Longshoremen's Association. In 1902 the organization attempted another extension of jurisdiction to include all marine workers and added marine and transport workers to the name of the organization. This move, however, resulted in a long-fought contest with the International Seamen's Union. The extended jurisdiction was never recognized by the American Federation of Labor, and several years later the longshoremen relinquished jurisdictional claims over the marine and transport workers and reverted to their original recognized title.

OBJECTS.—"To associate ourselves together for an association of effort and more extended action in behalf of our own rights and interests."

TERRITORIAL JURISDICTION.—United States and possessions, Canada, Central America, and South America.

TRADE JURISDICTION.—Longshore work, which is defined as "all work in the direct operation of loading and unloading all floating structures covering all commodities in transit; the loading and unloading of all railroad cars on docks, piers, or in marine warehouses, whether direct to shop or car or whether for assembling of cargoes; all work done in or about all grain elevators, boats, stationary and floating; all work done in cotton compresses and cotton warehouses located in the several ports. Longshore labor includes all men who truck cargo direct from the pile or car to or from the ship's side or to the ship's hatches, including men who do such trucking direct from the car to the ship's side or to the hatch; the important distinction being as to whether or not the freight is handled once; that is to say, is laid down or piled."

GOVERNMENT.—1. Executive council, consisting of president, 14 vice presidents, and secretary-treasurer, is the "final executive power." President "shall have full control of all matters of interest to the organization." Representation on the executive council is provided by electing six vice presidents from the Atlantic coast district, one of whom must represent the Canadian Provinces, four from the South Atlantic and Gulf coast district, two from the Pacific coast district, and two from the Great Lakes district.

2. Local district councils: "Wherever there are two or more locals in any one part or locality adjacent thereto, said locals shall form a district council." All locals in the district must affiliate. "Any ruling made or decision rendered by a district council affecting the rights of any local or member thereof shall be subject to the * * * final approval of executive council of the International Longshoremen's Association."

[2] Organization did not report. Data are reprinted from 1929 edition of the Handbook of Trade Unions, with later authentic information.

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3. Local unions: Subordinate; may make bylaws and "shall have full power to regulate their own wages, whether by the hour, by the thousand, by the ton, or otherwise."

4. Convention: Meets quadrennially; enacts all legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—Any person actually employed within the jurisdiction is eligible, except one holding membership in a dual organization, or who is in any way connected with a detective agency or with any firm or corporation employing labor.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions and international officers to cover the different territorial jurisdictions, as Atlantic ports, Gulf ports, etc. When possible, single agreement includes all ports in a given district.

BENEFITS.—Strike; funeral, by some locals.

OFFICIAL ORGAN.—The Longshoremen's Journal (semiannual).

HEADQUARTERS.—265 West Fourteenth Street, New York City (office of president), and 17 Court Street, Buffalo, N. Y. (office of secretary).

ORGANIZATION.—Jurisdiction divided into four geographical districts: Atlantic coast, Pacific coast, South Atlantic and Gulf coast, Great Lakes. Local unions divided into general longshore workers and on basis of commodity as grain handlers, cotton handlers, coal handlers, etc., or of occupation as tugmen, cranemen, clerks, checkers, etc.

Atlantic coast district: *United States*—Delaware, 1; Maine, 6; Maryland, 7; Massachusetts, 7; New Jersey, 10; New York, 45; Pennsylvania, 4; Rhode Island, 1; Virginia, 12. *Canada*—New Brunswick, 5; Nova Scotia, 2. Total, 100.

Great Lakes district: Illinois, 8; Michigan, 14; Minnesota, 9; New York, 18; Ohio, 30; Pennsylvania, 6; Wisconsin, 16; Ontario, 4. Total, 105.

Pacific coast district: Alaska, 2; California, 17; Oregon, 10; Washington, 16. Total, 45.

South Atlantic and Gulf coast district: Alabama, 1; Florida, 4; Louisiana, 10; Mississippi, 2; Puerto Rico, 3; South Carolina, 1; Texas, 53; Virgin Islands, 2. Total, 76.

Total locals, all districts, 326.

District councils: Baltimore, Md.; Beaumont, Orange, Port Arthur, Sabine and vicinity, Tex.; Boston, Mass.; Corpus Christi, Tex.; Texas City, Tex.; St. John, New Brunswick, Canada.

MEMBERSHIP REPORTED.—No report. On basis of voting strength in American Federation of Labor, 40,000.

Masters, Mates, and Pilots of America, National Organization

Affiliated with the American Federation of Labor.

Organized in New York City in 1887, incorporated under the laws of the State of New York as the American Brotherhood of Steamboat Pilots. In 1891 the scope was widened to include captains and the organization reincorporated on April 3, 1891, as the American Association of Masters and Pilots of Steam Vessels. In 1905 it became the American Association of Masters, Mates, and Pilots, with jurisdiction covering all three grades, and in 1916 the present title, "National Organization Masters, Mates, and Pilots of America", was adopted.

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OBJECTS.—"The regulation of matters pertaining to our crafts, the elevation of their standing as such, and their character as men."

TERRITORIAL JURISDICTION.—United States and Canal Zone.

TRADE JURISDICTION.—Officially licensed masters, mates and pilots of lake, bay, river, and ocean steamers and sailing vessels, and operators of motorboats.

GOVERNMENT.—1. Executive committee, composed of president, six vice presidents—one of whom must be a member of the apprentice organization and known as the apprentice vice president—secretary, treasurer, and three trustees, "shall, between the sessions of the national organization, have and be clothed with all powers." The president is the chief administrative officer.

2. Subordinate associations: Controlled by constitution and regulations of national.

3. Convention: Held annually; elects general officers, enacts legislation; constitutional amendments by convention only.

QUALIFICATIONS FOR MEMBERSHIP.—Any white person of good moral character, "in sound health, and a firm believer in God, the Creator of the Universe", holding a United States license and with 2 years' experience "on water craft" is eligible to membership.

APPRENTICESHIP REGULATIONS.—Any male white person 16 years of age and over, having had 3 years' experience in the deck department on any inland water vessel, is eligible to membership in the apprentice organization. Apprentices transferred to membership in parent body upon acquiring Government licenses.

METHOD OF NEGOTIATING AGREEMENTS.—Handled locally.

BENEFITS.—None nationally; local, sick and death; some locals maintain an emergency fund for widows of members.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—15 Moore Street, New York City.

ORGANIZATION.—Locals only: Alabama, 1; California, 4; Georgia, 1; Illinois, 1; Indiana, 1; Louisiana, 1; Maryland, 1; Michigan, 1; New Jersey, 2; New York, 5; Ohio, 1; Oregon, 1; Pennsylvania, 2; Rhode Island, 1; South Carolina, 1; Texas, 1; Virginia, 1; West Virginia, 1; Wisconsin, 1; Canal Zone, 2.

Apprentice locals, separate organizations chartered by the parent organization, which must be composed of men working on boats navigating inland waters: New York 1. Total, 29.

MEMBERSHIP REPORTED.—No report. On basis of voting strength in American Federation of Labor, 2,200.

Seamen's Union of America, International

Affiliated with the American Federation of Labor.

Organized in Chicago, Ill., April 22, 1892. Seamen of the Great Lakes had a union in 1863; marine organization on the Pacific coast began in 1883 and on the Atlantic coast in 1888. The unions thus formed functioned as independent, unrelated locals until 1892, when, at the call of the Sailors' Union of the Pacific, a convention was held in Chicago. It was attended by seven seamen, representing the Pacific coast, the Gulf coast, and the Great Lakes. The Atlantic coast unions, while sympathetic to the movement, had not sufficient funds to send delegates to the conference. This meeting resulted in the establishment of the National Seamen's Union. In 1893 this organi-

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zation affiliated with the American Federation of Labor and in 1895 changed its name to the International Seamen's Union of America.

OBJECTS.—"Recognizing that organization is the only means by which the seamen may hope for the amelioration and final emancipation from the many evils attending their calling, and for the purpose of furthering organization, strengthening it where it already exists, and bringing into close fraternal relations the component parts of our calling, we have organized the International Seamen's Union of America."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"Bona fide seamen" of the three departments on shipboard (deck, engine room, and steward's) and fishermen.

GOVERNMENT.—1. Executive board, composed of president, seven vice presidents, secretary-treasurer, and editor.

2. District and local unions, which may adopt constitutions and laws not inconsistent with those of the international union.

3. Convention: Held annually; legislates and elects general officers. Constitutional amendments by convention or by convention and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Bona fide seamen other than licensed officers working as such, and fishermen, all of whom must be eligible to become citizens of these United States."

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by the international union, the territorial districts, or the local unions.

BENEFITS.—Strike and lock-out; death and shipwreck benefits by district and local unions.

OFFICIAL ORGAN.—Seamen's Journal.

HEADQUARTERS.—666 Lake Shore Drive, Chicago, Ill.

ORGANIZATION.—Districts: Pacific district consists of all locals on the Pacific coast; Atlantic district consists of all locals on the Atlantic and Gulf coasts; Great Lakes district consists of all locals on the Great Lakes.

Local branches: Sailors, 21; marine firemen, oilers, watertenders, etc., 21; cooks and stewards, 21; fishermen, 9; ferry and harbor boatmen, etc., 9.

United States.—Alabama, 3; California, 10; Florida, 1; Illinois, 3; Louisiana, 3; Maryland, 3; Massachusetts, 4; Michigan, 3; New York, 8; Ohio, 6; Oregon, 7; Pennsylvania, 4; Rhode Island, 3; Texas, 9; Virginia, 3; Washington, 6; Wisconsin, 3; Alaska, 1. *Canada*—1. Total, 81.

MEMBERSHIP REPORTED.—35,000.

AIR TRANSPORTATION

So far the commercial pilots are the only group engaged in aviation which has adopted the trade-union form of organization.

Affiliated with the American Federation of Labor:

Air Line Pilots' Association.

Air Line Pilots' Association

Affiliated with the American Federation of Labor.

Organized in Chicago, Ill., July 27, 1931; chartered by the American Federation of Labor August 10, 1931. The movement toward

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economic organization on the part of the men in the commercial air transport service resulted from decreases in base pay and increases in flying time announced by the employers early in 1931. Tentative organizations were set up by groups of pilots on various lines, mostly in the West. The movement proceeded more or less secretly, and was financed by contributions of $50 from each of the founders of the three initial groups. These groups held a preliminary meeting in Chicago and drew up plans for selecting keymen on each of the commercial air lines to promote the movement on their respective lines. A second meeting in Chicago established the association on an international basis. The rules of the organization require the adherence of a majority of the pilots employed on a given line before inaugurating a local council on that line.

OBJECTS.—"To operate as a nonprofit employee association, not for pecuniary gain; promote the interests of the air-line-piloting profession and to safeguard the rights of individual members; establish and exercise the right of collective bargaining as a means of settling disputes and grievances which may arise between members and their employers; determine fair rates of compensation, maximum hours of work, and uniform principles of seniority for the air-line-piloting profession, and to seek the adoption of them."

TERRITORIAL JURISDICTION.—Not limited.

TRADE JURISDICTION.—Licensed pilots in commercial air transportation.

GOVERNMENT.—1. The officers—president, nine vice presidents representing geographic divisions, secretary, treasurer—and board of directors composed of the chairmen of the local executive councils "shall have the control and general management of the affairs and business of this association."

2. Central executive council, composed of local executive council chairmen residing in Chicago, Ill., and those whose regular schedules bring them to Chicago, is an advisory committee to the president.

3. Convention: Meets annually; officers elected every other year.

QUALIFICATIONS FOR MEMBERSHIP.—Any male of the white race, of lawful age and of good moral character, who is legally qualified to serve as pilot or copilot on aircraft in interstate or foreign commerce, and who has actually served in that capacity for at least 90 days, is eligible to membership. Three grades of membership—professional (those in active service), inactive (qualified pilots not regularly employed), honorary. Those serving in an executive capacity are not eligible.

APPRENTICESHIP REGULATIONS.—None. (Controlled by training, examination, and license requirements of the United States Department of Commerce.)

METHOD OF NEGOTIATING AGREEMENTS.—Wage movements and controversial matters affecting entire membership are handled by the international officers; local matters are dealt with by the local executive councils.

BENEFITS.—None.

OFFICIAL ORGAN.—The Air Line Pilot.

HEADQUARTERS.—3145 West Sixty-third Street, Chicago, Ill.

ORGANIZATION.—The basic unit of organization is the local council, composed of the pilots and copilots on each air line or subdivision thereof. There are 30 of these councils, one of which is in Brazil and one in Chile.

MEMBERSHIP REPORTED.—600.

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STREET AND ROAD TRANSPORTATION

Changed transportation methods have divided jurisdiction over workers in urban street transportation systems. When streetcars and elevated railways were the prevailing mediums, the Amalgamated Association of Street and Electric Railway Employees held the field and had organized it quite extensively. When busses began replacing streetcars, the claim of the Amalgamated Association to jurisdiction over bus drivers was contested by the International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers. Agreement was reached which granted to the Amalgamated Association jurisdiction over motorbus employees on busses operated by a street-railway company as part of its service and equipment. Thus the Amalgamated Association retains its position as the negotiating agency dealing with street-railway companies irrespective of the kind of service. The teamsters' union was granted jurisdiction over bus drivers employed by motorbus lines run independently. Road transportation of goods comes solely within the jurisdiction of the International Brotherhood of Teamsters except in certain cities where independent dual unions are locally dominant.

Affiliated with the American Federation of Labor:

Street and Electric Railway and Motor Coach Employees, Amalgamated Association of.

Teamsters, Chauffeurs, Stablemen, and Helpers, International Brotherhood of.

Street and Electric Railway and Motor Coach Employees of America, Amalgamated Association of

Affiliated with the American Federation of Labor.

Organized in Indianapolis, Ind., September 15, 1892, as the Amalgamated Association of Street Railway Employees. With the spread of electric power for street railways, the name was changed in 1903 to Amalgamated Association of Street and Electric Railway Employees of America. Later the name was again changed to cover expanded jurisdiction and the introduction of the motorbus.

OBJECTS.—"The objects of this association shall be * * * to place our occupation upon a higher plane of intelligence, efficiency, and skill; to encourage the formation in division associations of sick- and death-benefit funds in order that we may properly care for our sick and bury our dead; to establish schools of instruction for imparting practical knowledge of modern and improved methods and systems of transportation and trade matters generally; to encourage the settlement of all disputes between employers and employees by arbitration; to secure employment and adequate pay for our work; to reduce the hours of labor; and by all legal means to elevate our moral, intellectual, and social condition."

TERRITORIAL JURISDICTION.—United States and Canada.

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TRADE JURISDICTION.—Street and electric railway service, "comprising motormen, conductors, guards, brakemen, trolleymen, street-railway transportation bus operators employed in connection with the operation of street railways, and all men operating cars and trains, all gatemen, watchmen, and wardens, all employees of the car houses and pit department, all employees of the track department, all collectors, janitors, watchmen, yard crews, elevator men, porters, clerks, and laborers."

GOVERNMENT.—1. General officers are: President, 14 vice presidents, treasurer, and a general executive board of 9 elected members.

The president "shall have supervision over the association as its chief executive officer and organizer."

The general executive board "shall review all audits of books by expert accountants * * * decide all points of law, grievances, and appeals * * * and shall have power to authorize strikes * * * and levy assessments."

2. Local divisions: Autonomous within limits of international constitution.

3. Convention: Held biennially; enacts legislation and elects general officers. Constitutional amendments by convention. Referendum under certain stipulated conditions.

QUALIFICATIONS FOR MEMBERSHIP.—"A candidate to be admitted must be of good moral character, in good and sound health, and a competent workman in his line of work. He must be working at the occupation in some capacity * * * at the time he applies." Male and female membership. Applicants over 65 years of age may hold honorary membership only.

"No manager, superintendent, foreman, or other officer of a street and electric railway having the rules and regulations of the company to enforce over the employees can become a member." Members promoted to minor supervisory positions (starters, inspectors, etc.) may be retained at discretion of local divisions.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local divisions through the executive board or a specially appointed wage committee, with individual streetcar companies. The constitution prohibits agreements of more than 3 years' duration, and instructs local divisions "to make short-term contracts." If more than one division is employed by one company a joint agreement is negotiated by joint committees of all divisions concerned. Agreements are submitted to international president for approval.

BENEFITS.—Strike and lock-out; death, total disability, and old-age (all lump sums; disability and old-age benefit payable only to those in actual service); sick (by some locals).

OFFICIAL ORGANS.—The Motorman, Conductor, and Motor Coach Operator (monthly); the Union Leader (weekly).

HEADQUARTERS.—260 Vernor Highway East, Detroit, Mich.

ORGANIZATION.—Locals only. *United States*—Alabama, 4; Arizona, 1; Arkansas, 3; California, 10; Colorado, 3; Connecticut, 12; District of Columbia, 1; Delaware, 1; Georgia, 5; Idaho, 1; Illinois, 17; Indiana, 7; Iowa, 10; Kansas, 4; Louisiana, 3; Maine, 2; Maryland, 3; Massachusetts, 25; Michigan, 9; Mississippi, 1; Minnesota, 1; Missouri, 3; Montana, 1; New Hampshire, 3; Kentucky, 3; Nebraska, 1; New Jersey, 11; New York, 33; North Carolina, 3; Ohio, 23; Oklahoma, 4; Oregon, 3; Pennsylvania, 22; Rhode Island, 2; South Carolina, 1; Tennessee, 3; Texas, 4; Utah, 3; Washington, 5; West Virginia, 7; Wisconsin, 5. *Canada*—Alberta, 3; British Columbia, 3; Manitoba, 1; New Brunswick, 1; Nova Scotia, 1; Ontario, 10; Quebec, 2; Saskatchewan, 2. Total, 286.

MEMBERSHIP REPORTED.—100,000.

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Teamsters, Chauffeurs, Stablemen, and Helpers of America, International Brotherhood of

Affiliated with the American Federation of Labor.

Organized in 1899 as the Team Drivers' International Union. A secession movement in 1901 resulted in the formation in Chicago of the Teamsters National Union. These organizations functioned separately until 1903, when they came together in a convention at Niagara Falls, N. Y., and formed the International Brotherhood of Teamsters. With the displacing of horses by automobiles, jurisdiction was extended to include chauffeurs and truck drivers, and in 1909 the name of the organization was changed to International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers.

OBJECTS.—"To organize under one banner all workmen engaged in the craft and to educate them to cooperate in every movement which tends to benefit the organization; to impress upon the teamsters and the public that a profitable teamster, chauffeur, or stableman must be honest, sober, intelligent, and naturally adapted to the business; to teach them to take advantage of their industrial position and to build up and perfect an impregnable labor organization; to improve the industry by increasing the efficiency of the service and creating a feeling of confidence and goodwill between employer and employee, which will prevent a recurrence of the unnecessary conflicts which have arisen in the past, and to cooperate and deal fairly and honestly will all employers who are willing to investigate and adjust difficulties which may arise; and to secure for the teamsters, chauffeurs, stablemen, and helpers reasonable hours, fair wages, and proper working conditions."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—"This organization has jurisdiction over all teamsters and helpers, chauffeurs and helpers, stablemen, and all who are employed on horses, harness, carriages, or automobiles, in and around stables or garages."

GOVERNMENT.—1. General executive board composed of president, general secretary-treasurer, and seven vice presidents, is the controlling body. The president is the executive and administrative officer, with wide powers. The vice presidents comprise a trial board.

2. Joint councils: Joint councils are delegate bodies formed in cities having three or more locals, or in territories with three or more locals in small cities and towns. The local officers are the delegate members of the joint councils. "All local unions within the jurisdiction must affiliate, comply with its laws, and obey its orders."

3. Local unions: "Only one local of any craft chartered in any city." Each local union "shall have the right to make such bylaws as it may deem advisable, provided they do not conflict with the laws of the international union."

4. Convention: Held every 5 years; enacts legislation, elects general officers, revises constitution.

QUALIFICATIONS FOR MEMBERSHIP.—All team drivers, chauffeurs, stablemen, and helpers who load and unload wagons and automobiles are eligible to membership. "No person shall be entitled to membership in this organization who owns or operates more than one team or vehicle."

APPRENTICESHIP REGULATIONS.—None.

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METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local unions with the approval of the general president. In large centers agreements are generally made with organized employers.

BENEFITS.—Strike.

OFFICIAL ORGAN.—Official Journal of the International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers.

HEADQUARTERS.—222 East Michigan Street, Indianapolis, Ind.

ORGANIZATION.—Local unions; in large centers locals are divided according to the kind of service, as laundry drivers, bakery-wagon drivers, taxicab drivers, etc.: *United States*—Alabama, 10; Arizona, 3; Arkansas, 1; California, 44; Colorado, 5; Connecticut, 3; District of Columbia, 6; Florida, 5; Georgia, 1; Idaho, 3; Illinois, 102; Indiana, 22; Iowa, 15; Kansas, 3; Kentucky, 3; Louisiana, 3; Maryland, 2; Massachusetts, 24; Michigan, 23; Minnesota, 13; Missouri, 29; Nebraska, 1; New Hampshire, 1; New Jersey, 13; New York, 37; Nevada, 1; North Carolina, 5; Ohio, 66; Oklahoma, 3; Oregon, 10; Pennsylvania, 28; Rhode Island, 1; South Dakota, 1; Tennessee, 3; Texas, 8; Utah, 1; Virginia, 1; Washington, 19; West Virginia, 4; Wyoming, 2; Canal Zone, 1. *Canada*—Alberta, 2; British Columbia, 3; Manitoba, 1; Ontario, 6; Saskatchewan, 2. Total, 475.

MEMBERSHIP REPORTED.—140,000.

STEAM RAILROAD TRANSPORTATION

Negotiations looking toward amalgamations and mergers among the many organizations in steam railroads have so far been unproductive of results. Since 1929 amalgamation has been discussed by the two brotherhoods in engine service—the Brotherhood of Locomotive Engineers and the Brotherhood of Locomotive Firemen and Enginemen—and by the train movement group—the Brotherhood of Railroad Trainmen, the Order of Railway Conductors, and the Switchmen's Union. Discussions and negotiations seem at the moment to be at a standstill, and the organizations continue as heretofore.

Dualism is an outstanding characteristic of unions in the transportation industry, not only in regard to those within and without the American Federation of Labor but among the independents themselves. This is particularly true of the organizations of colored railroad men. Negroes are ineligible to membership in most of the standard railroad unions and have therefore formed their own, somewhat sporadically and for the most part locally. Because of that fact a movement was launched in 1934 to bring these many, scattered groups of Negro railroad workers together into one comprehensive organization. After a preliminary "get together" gathering in Chicago in September 1934, a constitutional convention was held in Washington in December. Among the organizations of fairly national scope represented were the Progressive Order of Colored Locomotive Firemen, the National Federation of Railway Workers, the Afro-American Federation of Railway Employees, and the largest

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organization of Negro railroad men, the Association of Colored Railway Trainmen. Two organized groups affiliated with the American Federation of Labor also cooperated—the Pullman porters, organized as directly affiliated trade-unions, and the Dining Car Service Branch of the Hotel and Restaurant Employees International Alliance. A constitution was adopted and several months later, in May 1935, a national convention was held in Louisville, Ky.

In view of the tentative and formative nature of this undertaking, the Bureau, in this edition of the handbook, has not treated this as an established organization. At present it is more accurately an attempt to federate and correlate the diverse organizational activities of colored railroad men, with a view to their eventual amalgamation and absorption. The various organizations that the International Association of Railway Employees seeks to assimilate are still functioning as individual groups, and those which reported data to the Bureau of Labor Statistics are presented herewith.

In addition to these national organizations, most of which are general in character and include workers in various occupations and classifications, Negro railroad workers are organized into craft unions affiliated directly with the American Federation of Labor. The most important of these are the locals of sleeping-car porters in most of the large railroad centers. This group applied for a charter as a national organization on several occasions, and at the close of the 1935 convention the announcement was made that a charter would be issued. Negro station employees, freight and baggage handlers, and in some places switchmen also come under the direct jurisdiction of the American Federation of Labor.

Organizations in steam-railroad transportation are:

Affiliated with the American Federation of Labor:
- Railway Employees' Department, American Federation of Labor.
- Clerks, Freight Handlers, Express and Station Employees, Brotherhood of Railway and Steamship.
- Conductors, Order of Sleeping Car.
- Maintenance of Way Employees, Brotherhood of.
- Switchmen's Union of North America.
- Railroad shop crafts (Classified under "Building trades" and "Metals and machinery"):
  - Blacksmiths, Drop Forgers, and Helpers.
  - Boilermakers and Iron Ship Builders.
  - Carmen of America, Brotherhood of Railway.
  - Electrical Workers, International Brotherhood of.
  - Firemen and Oilers, International Brotherhood of.
  - Machinists, International Association of.
  - Sheet Metal Workers International Association.

Independent organizations:
- Brakemen-Porters, National Association of.
- Conductors of America, Order of Railway.

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Independent organizations—Continued.

Conductors, Brotherhood of Dining Car.
Dining Car Employees, Brotherhood of.
Dining Car Employees, National Brotherhood of.
Engineers, Grand International Brotherhood of Locomotive.
Firemen and Enginemen, Brotherhood of Locomotive.
Porters, Brakemen, and Switchmen, Association of Train.
Railroad Workers, American Federation of.
Signalmen of America, Brotherhood of Railroad.
Station Employees, Brotherhood of Railroad.
Train Dispatchers' Association, American.
Trainmen and Locomotive Firemen, Association of Colored Railway.
Trainmen, Brotherhood of Railroad.
Yardmasters of America, Railroad.
Yardmasters of North America, Railroad.

Railway Employees' Department, American Federation of Labor

The Railway Employees' Department of the American Federation of Labor was organized in November 1908 by action taken at the twenty-eighth annual convention of the American Federation of Labor held in Denver, Colo. It grew out of a movement begun several years earlier, toward amalgamation into system federations of the various mechanical trades organizations. The department at first functioned principally as a legislative and organizing medium. After the strike on the Harriman lines, in 1912, a conference of the mechanical trades organizations on 40 railroad systems was held in Kansas City, looking toward unity and a more militant program. The outcome of this conference was the formation of a Federation of Federations. At the convention of the Railway Employees' Department held in Rochester, N. Y., later in 1912, the constitution, policies, and officers of the Federation of Federations were endorsed and accepted by the Railway Employees' Department. Division no. 4 of the Railway Employees' Department, which was organized on February 27, 1918, and is chartered by the Railway Employees' Department, has jurisdiction over all of the mechanical trades employees in the Dominion of Canada.

The platform of the department aims to bring within the department all organizations of railway employees; organize and maintain system federations on each road; protect and improve the conditions of railway employees; maintain peaceful relations and cooperation between the organizations of railway employees; prevent strikes and lock-outs whenever possible; establish a minimum-wage scale for all employees in all branches of railway service; bring about uniformity of rules in agreements; establish a 5-day week and 6-hour day; and establish vacations with pay.

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The department is composed of nine "national, international, and brotherhood organizations of railway employees recognized as such, duly and regularly chartered by the American Federation of Labor", which are divided into three autonomous sections as follows: Section no. 1 includes the switchmen; section no. 2, known as the mechanical section, consists of the railway mechanical trades; section no. 3 includes the firemen and oilers and the maintenance-of-way employees.

The department meets in convention in April of every fourth year to which each national, international, or brotherhood organization sends one delegate from each railway system where a system federation is chartered.

The Railway Employees' Department is governed by the president and secretary-treasurer, elected at the quadrennial convention, and an executive council composed of the international presidents of the component organizations. The president is "the executive officer of the department, subject to the directions of the executive council in all matters wherein authority is not specifically conferred upon other officers of the department."

The unit of organization is the system federation, composed of not less than three system craft unions, members of organizations holding membership in the department, on any railroad system.

The system federations are chartered by the department, hold their own conventions, adopt bylaws for local government subject to the approval of the president, and elect their own officers, composed of president, vice president, secretary-treasurer, and executive board consisting of the general chairmen of the respective system craft organizations.

Agreements presented by system federations for negotiation with railroad managements must be approved by the president of the department before negotiations are begun. The negotiation of agreements or the handling of grievances under agreements is the function of the system-federation officers up to and including the highest official of the railroad. Failing to reach a satisfactory settlement the system federation may request the assistance of the president of the department, who may handle the controversy further with the officials of the railroad and/or proceed in accordance with the provisions of the Railway Labor Act which he alone is authorized to do.

The Railway Employees' Department acts as a national clearing house for all the affiliated organizations and represents them in all matters affecting the entire membership, such as concerted-wage movements.

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ORGANIZATION

The nine organizations comprising the Railway Employees' Department are:

Blacksmiths, Drop Forgers, and Helpers of America, International Brotherhood of.
Boilermakers, Iron Ship Builders and Helpers of America, International Brotherhood of.
Carmen of America, Brotherhood of Railway.
Electrical Workers, International Brotherhood of.
Firemen and Oilers, International Brotherhood of.
Machinists, International Association of.
Maintenance of Way Employees, Brotherhood of.
Sheet Metal Workers' International Association.
Switchmen's Union of North America.

There are active system federations, working under federated agreements with the management, on 135 railroads in the United States and on the 8 railroads in Canada.

Headquarters of the Railway Employees' Department are in the America Fore Building, 844 Rush Street, Chicago, Ill.

Brakemen-Porters, National Association of

Not affiliated with the American Federation of Labor.

Organized at St. Louis, Mo., June 1934, incorporated August 30, 1934.

OBJECTS.—"To unite into one brotherhood all persons engaged as brakemen-porters, commonly known as train porters, and all other persons engaged in the various classifications of railway service for their mutual protection and advancement; to seek the elimination of abuses, discriminations, and unfair practices in employment, classification of service, and working conditions, and to secure and enjoy the proper compensation warranted by the classification and the services performed."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—Negro train porters, brakemen, and flagmen in railway service.

GOVERNMENT.—1. Grand lodge officers, consisting of president, vice president, secretary, treasurer, and national representative and general chairman, are the governing body.

2. Convention: Annual; elects general officers and legislates for body.

3. Local unions: Autonomy and government not reported.

QUALIFICATIONS FOR MEMBERSHIP.—Any colored worker employed in occupations covered by the jurisdiction is eligible.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—As provided in Railway Labor Act.

BENEFITS.—None.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—3410 Laclede Avenue, St. Louis, Mo.

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ORGANIZATION.—Local unions: Arkansas, 1; Missouri, 2. Individual members in Colorado, Kansas, Tennessee, and Texas.

MEMBERSHIP REPORTED.—125.

Clerks, Freight Handlers, Express and Station Employees, Brotherhood of Railway and Steamship

Affiliated with the American Federation of Labor.

Organized at Sedalia, Mo., in 1898 as the Order of Railway Clerks of America. The order affiliated with the American Federation of Labor but dropped out within a few years. After a reorganization the name was changed to Brotherhood of Railway Clerks. This organization functioned independently until 1909, when it was chartered by the American Federation of Labor. Following a substantial and steady growth as an organization of clerks, the scope was widened to include various other branches of railroad work, the extent of jurisdiction being reflected in the name adopted in 1919, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.

This extended jurisdiction was contested by the International Brotherhood of Teamsters, who claimed jurisdiction over the express-wagon drivers. The American Federation of Labor sustained the claim of the teamsters and ordered the release of all members of the clerk's brotherhood who were employed as drivers in the railway-express service. The Brotherhood of Railway Clerks refused to accept the decision, and in January 1926 their charter was revoked by the American Federation of Labor. The dispute was satisfactorily adjusted and the Brotherhood of Railway Clerks was restored to its former status in the American Federation of Labor.

OBJECTS.—"For the purpose of promoting unity of action, for our mutual protection, and to promote the general welfare of our crafts."

TERRITORIAL JURISDICTION.—United States, Canada, Newfoundland, and Mexico.

TRADE JURISDICTION.—Clerks and other office employees; freight handlers, ticket sellers, baggagemen, or other station employees; train and engine crew dispatchers and callers; storehouse or storeroom employees; and express employees in the service of railroad, steamship, express, or other transportation companies (except employees at ocean and Great Lakes ports handling freight between marine warehouses and deep-water vessels and between railroad cars and deep-water vessels; i. e., longshore workers).

GOVERNMENT.—1. "The grand lodge * * * is the legislative and judicial head of the brotherhood and is vested with full power and authority to enforce upon its membership a strict adherence to its laws and regulations."

Grand-lodge officers are: President, secretary-treasurer, seven vice presidents, editor, and a board of trustees consisting of five members.

Grand executive council: Between conventions all executive and judicial power of the grand lodge—except as the law provides in defining duties of

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the grand-lodge officers, the finance committee, board of trustees, and boards of advocates, the handling of referendum and recall and special conventions—is vested in the grand executive council. The council meets in regular sessions semiannually and its decisions stand unless and until reversed by the grand-lodge convention.

Finance committee: General supervision over the finances and funds of the organization is vested in a finance committee, composed of the grand president, grand secretary-treasurer, and the board of trustees. Meetings are held semi-annually and concurrently with those of the board of trustees, whose duty is to examine, with expert assistance, the accounts of the grand secretary-treasurer and of the Brotherhood of Railway Clerks Building Co.

General executive supervision of the brotherhood is vested in the grand president.

2. Local unions: "There shall be one form of constitution for the government of all local lodges (emanating from grand lodge), which shall be considered the law by which each lodge shall be governed, provided that lodges may, with the approval of the grand president, adopt such bylaws for their local government as may be necessary."

3. Convention: Held quadrennially; legislates for organization and elects grand lodge officers.

4. Initiative, referendum, and recall: Constitutional amendments either by convention or by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"All white persons, male or female, of good moral character, who have had actual experience 'within the field covered by the jurisdiction', and who at the time of making application are in the employ" of railroad, steamship, express, or other transportation companies, are eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by general wage committee composed of representatives of locals of each road. Contracts are of indefinite duration with 30-day renewal clause.

BENEFITS.—Strike and death.

OFFICIAL ORGAN.—The Railway Clerk.

HEADQUARTERS.—Brotherhood of Railway Clerks Building, Cincinnati, Ohio.

ORGANIZATION.—Local lodges: *United States*—Alabama, 17; Arizona, 3; Arkansas, 6; California, 35; Colorado, 14; Connecticut, 14; Delaware, 2; District of Columbia, 4; Florida, 10; Georgia, 23; Idaho, 3; Illinois, 120; Indiana, 43; Iowa, 36; Kansas, 28; Kentucky, 35; Louisiana, 15; Maine, 8; Maryland, 10; Massachusetts, 57; Michigan, 57; Minnesota, 45; Mississippi, 15; Missouri, 53; Montana, 14; Nebraska, 22; Nevada, 3; New Hampshire, 6; New Jersey, 17; New Mexico, 6; New York, 87; North Carolina, 20; North Dakota, 8; Ohio, 85: Oklahoma, 13; Oregon, 7; Pennsylvania, 51; Rhode Island, 2; South Carolina, 17; South Dakota, 5; Tennessee, 29; Texas, 43; Utah, 5; Vermont, 10; Virginia, 25; Washington, 23; West Virginia, 18; Wisconsin, 32; Wyoming, 7; Alaska, 1. *Canada*—Alberta, 10; British Columbia, 6; Manitoba, 8; New Brunswick, 8; Nova Scotia, 3; Ontario, 19; Prince Edward Island, 1; Quebec, 17; Saskatchewan, 7. *Newfoundland*—1. Total, 1,289. Systems boards of adjustment, 147.

MEMBERSHIP REPORTED.—135,000.

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Conductors, Brotherhood of Dining Car[8]

Not affiliated with the American Federation of Labor.

Organized and incorporated in New York City, December 1918.

OBJECTS.—"It shall be the object of this brotherhood to promote the general welfare of its members; advance their interests—social, moral, and intellectual; to protect their families and themselves by the exercise of such benevolences as are established by the grand division. It shall be the aim of the brotherhood to maintain harmonious relations with those whose interests they serve and to act as a representative body to adjust such differences as may from time to time arise between employer and employee to the end that mutual confidence would function to raise the standard of dining-car service."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—Dining-car conductors, assistant dining-car conductors, dining-car stewards, assistant dining-car stewards, railroad-restaurant stewards or managers, railroad ferry steamer stewards or managers.

GOVERNMENT.—1. General officers are: President, two national vice presidents and 4 regional vice presidents, general secretary-treasurer, and an executive board of 12 elected members in addition to the president and secretary-treasurer.

"The executive power of the brotherhood shall be vested in the president."

"The judicial power of the brotherhood shall be vested in the executive board."

Regional vice presidents are an adjustment board.

2. Local divisions: Organized and allocated by grand division, subordinate to and governed by its constitution and rules.

3. Convention: Held triennially; elects general officers. "All legislative powers are vested in the grand division" in regular session assembled. Constitutional amendment by convention only.

QUALIFICATIONS FOR MEMBERSHIP.—"An applicant for membership must be of the Caucasian race and have had at least 3 consecutive months' experience in the capacity" covered by jurisdiction.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by committees on individual roads with railroad management subject to approval by the brotherhood.

BENEFITS.—Life insurance (through an insurance company).

OFFICIAL ORGAN.—The Dining-Car Steward.

HEADQUARTERS.—101 West Forty-second Street, New York, N. Y.

ORGANIZATION.—Local divisions only: California, 1; Colorado, 1; District of Columbia, 1; Illinois, 1; Massachusetts, 1; Minnesota, 1; Nebraska, 1; New York, 1. Total, 8.

MEMBERSHIP REPORTED.—1,000.

Conductors, Order of Sleeping Car

Affiliated with the American Federation of Labor.

Organized in Kansas City, Mo., February 20, 1918, as the Order of Sleeping Car Employees. At the first triennial convention, held in 1919, the name was changed to Order of Sleeping Car Conductors.

OBJECTS.—Collective bargaining for wages and working conditions.

TERRITORIAL JURISDICTION.—United States and Canada. ("Wherever the Pullman Co. operates.")

[8] Report not received. Reprinted from 1929 edition (Bul. No. 506).

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TRADE JURISDICTION.—Sleeping and parlor-car conductors.

Government.—1. General officers: President, six vice presidents comprising the executive board, and secretary-treasurer.

"The president is the official head of the order", with comprehensive executive and administrative powers.

The executive board acts "as advisory counsel to the president" and as a trial and audit board.

2. Local divisions: Subordinate; constitution and bylaws dictated by general division. Dues paid to headquarters office and rebated to local by general secretary-treasurer (75 percent to headquarters office, 25 percent to local treasury).

3. Convention: Held triennially; elects general officers. Constitutional amendments by convention vote only.

QUALIFICATIONS FOR MEMBERSHIP.—"Applicant for membership must be a white male, sober and industrious, and must join of his own free will. He must be sound in body and mind. He must be actually employed as a sleeping- or parlor-car conductor and have served at least 10 days as such prior to and at the time he makes application."

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—The executive officers of the order confer with representatives of the Pullman Co. to establish wage rates and rules governing working conditions, based on demands formulated by the membership. Indefinite duration, with a 30-day-notice clause.

BENEFITS.—Optional group insurance on premium basis.

OFFICIAL ORGAN.—The Sleeping Car Conductor.

HEADQUARTERS.—Carmen's Building, 107 West Linwood Boulevard, Kansas City, Mo.

ORGANIZATION.—Local divisions only: *United States*—Alabama, 1; California, 2; Colorado, 1; District of Columbia, 1; Florida, 2; Georgia, 1; Illinois, 1; Kentucky, 1; Louisiana, 1; Maryland, 1; Massachusetts, 1; Michigan, 1; Minnesota, 2; Missouri, 2; Nebraska, 1; New York, 3; North Carolina, 2; Ohio, 2; Oregon, 1; Pennsylvania, 2; Texas, 4; Tennessee, 2; Utah, 1; Virginia, 2; Washington, 1. *Canada*—1. Total, 40.

MEMBERSHIP REPORTED.—2,200.

Conductors of America, Order of Railway

Not affiliated with the American Federation of Labor.

Organized at Mendota, Ill., July 6, 1868. Organization of railroad conductors began early in 1868, when a group of conductors on the Illinois Central formed the Conductors' Union at Amboy, Ill. Shortly thereafter a group of Chicago, Burlington & Quincy men met at Galesburg and organized Galesburg Division, No. 2, of the Conductors' Union. In July of the same year these two groups met jointly at Mendota, Ill., and established an organization "to be known as the Conductors' Union", which should proceed with the organization of railroad conductors over the entire country. This group held another meeting at Columbus, Ohio, on December 15, 1868, reorganized, elected a "grand division", and adopted a constitution and bylaws.

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At the first annual convention, held in 1869, the name "Conductors' Brotherhood" was adopted. This was changed to Order of Railway Conductors of America in 1878.

Originally this organization was not a labor union. It was a fraternal benefit and temperance society which definitely opposed economic action. From 1877 to 1890 participation in strikes was punished by expulsion from the order. Out of that attitude on the part of the conductors grew the charge of the other railroad organizations that the conductors were strikebreakers, active opposition on the part of the labor unions to the conductors, and efforts to disrupt their organization, and the establishment, in 1885, of the Brotherhood of Railway Conductors, based on a labor-union philosophy and program.

Pressure from without and disaffection within produced a radical change in policy by 1890, when the old leaders were displaced and a more aggressive program of trade regulation was adopted. The cooperation of the other railroad unions was secured, insurgency was checked, and the dual organization was absorbed.

Fraternal and beneficial features are still strong but the paramount doctrine and activity of the Order of Railway Conductors at present is the regulation of working conditions and the adjustment of difficulties through trade agreements.

The order was incorporated under the laws of Iowa in 1887, and Cedar Rapids became its permanent headquarters. Publication of the official organ of the order, The Railway Conductor, began in 1884.

OBJECTS.—"The particular business and objects for which this association is formed are as follows: To unite its members; to combine their interests as railway conductors; to elevate their standing as such and their character as men for their mutual improvement and advantage, socially and otherwise; to secure to members the proper support, cooperation, and assistance of each other; * * * and to organize subordinate divisions, bodies, or associations under the jurisdiction and control of and in subordination to this association; * * * to furnish material aid and benefit, from a fund obtained upon the assessment plan, to disabled members * * * and their widows, children, and heirs." (From the articles of incorporation, 1887.)

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Railway conductors. "The term 'conductor' applies to a person who is in charge of a complete train of any kind whatsoever and who supervises the movements of a complete train without regard to the territory in which it operates. Also to those who act as assistants in the performance of conductors' duties or acceptance and execution of train orders."

GOVERNMENT.—"The grand division shall have exclusive jurisdiction over all divisions, * * * and to its constitution, statutes, edicts, and resolutions all divisions and members of the order shall render true obedience."

"The powers of the grand division are legislative, judicial, and executive."

"The president is the official head of the order", with comprehensive powers. The board of trustees, composed of three elected members, is a trial and audit board.

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The board of directors, composed of the president, nine vice presidents, secretary, treasurer, and trustees, is an appeal board.

Committee on jurisdiction, composed of the president, the senior vice president, and eight association chairmen, is a committee authorized to determine the organization's rights in matters of contract with the railroads and relations with other labor organizations.

General legislative committee: In the United States, composed of the board of directors; in Canada, composed of the Canadian vice president, the Canadian legislative representatives, and another member appointed by the president.

2. Divisions: Subordinate; governed by constitution, laws, and regulations of grand division, except that they "shall have power to enact such bylaws for their government as they may deem necessary", subject to the approval of the president.

Divisions must maintain legislative committees, which combine into a legislative committee for the State or Province; and adjustment committees, which combine into general adjustment committees for wage negotiations.

3. Conventions: Held triennially; enact legislation and elect general officers. Constitutional amendments by convention, but under certain conditions must be ratified by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any white man shall be eligible to membership who is employed in any of the following classes of service:

Road conductors, assistant conductors, and ticket collectors; road brakemen and flagmen and train baggagemen; yard conductors and yard foremen; yard brakemen and yard helpers; car-retarder operators and switch tenders; yardmasters and assistant yardmasters.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—"On each system of railway where there are divisions of the order there shall be a general committee of adjustment. * * * On systems of railway under management of more than one general manager where separate general committees are formed, the several chairmen will constitute a system advisory board."

General committees in turn form associations, one association for each of the following districts:

District no. 1, composed of all territory in the United States lying west of, and including, the southern lines of the Illinois Central Railroad and lying on the west side of Lake Michigan and south of Lake Superior and west of a line laid through Duluth and Fort William, and bounded on the south by the Mexican border.

District no. 2, composed of the territory in the United States east of the aforementioned line and north of the lines of the Chesapeake & Ohio Railway.

District no. 3, comprising the territory south of, and including, the Chesapeake & Ohio Railway, and as far west as the Illinois Central line mentioned as the boundary of district no. 1.

District no. 4, comprising all the territory in the Dominion of Canada.

These associations are established "for the purpose of carrying on concerted movements relating to wages, hours of service, and other important general working conditions of conductors."

BENEFITS.—Strike ("striking members and other striking conductors"); life insurance and total-disability insurance; accident insurance (voluntary membership); home for aged and disabled members, wives, and widows.

OFFICIAL ORGAN.—The Railway Conductor.

HEADQUARTERS.—Cedar Rapids, Iowa.

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ORGANIZATION.—Local divisions only: *United States*—Alabama, 7; Arizona, 4; Arkansas, 8; California, 22; Colorado, 10; Connecticut, 4; Delaware, 2; District of Columbia, 1; Florida, 8; Georgia, 9; Idaho, 2; Illinois, 37; Indiana, 23; Iowa, 24; Kansas, 18; Kentucky, 9; Louisiana, 8; Maine, 3; Maryland, 5; Massachusetts, 8; Michigan, 14; Minnesota, 16; Mississippi, 8; Missouri, 23; Montana, 12; Nebraska, 11; Nevada, 3; New Hampshire, 2; New Jersey, 9; New Mexico, 6; New York, 29; North Carolina, 8; North Dakota, 5; Ohio, 31; Oklahoma, 9; Oregon, 6; Pennsylvania, 42; Rhode Island, 1; South Carolina, 5; South Dakota, 4; Tennessee, 9; Texas, 34; Utah, 3; Vermont, 3; Virginia, 9; Washington, 11; West Virginia, 13; Wisconsin, 13; Wyoming, 5. *Canada*—Alberta, 7; British Columbia, 8; Manitoba, 5; New Brunswick, 2; Nova Scotia, 3; Ontario, 27; Quebec, 7; Saskatchewan, 8. Total, 623.

MEMBERSHIP REPORTED.—No report.

Dining Car Employees, Brotherhood of

Not affiliated with the American Federation of Labor.

Organized in New York City in May 1920. During the period of Federal administration of the railroads the Negro employees in dining-car service began organizing locally. In 1917 the waiters on the New York, New Haven & Hartford undertook an organizing movement. They were joined shortly by the cooks on the same line, and the New Haven cooks-waiters' union was the result. Within a short time the dining-car employees on other New England roads—the Boston & Maine and the Boston & Albany—organized and affiliated with the New Haven group. This organization became the Brotherhood of Dining Car Employees in 1919, and incorporated under the laws of Massachusetts.

Organizing activities had begun in 1917 in the Pennsylvania Railroad dining-car service, when the cooks and waiters formed the Dining Car Cooks and Waiters' Association. This movement spread to the Baltimore & Ohio, Lackawanna, and other eastern lines, and in 1918 the Dining Car Cooks and Waiters' Association was chartered in New York. Both the association and the brotherhood met in conference in New York in May 1920 with a view to joining forces. A merger was effected with both organizations relinquishing their corporate entity and organizing as a railroad labor union under the title of the New England group—that is, Brotherhood of Dining Car Employees. Organization has since been extended to the Seaboard Air Line and the Atlantic Coast Line railroads, so that in effect the brotherhood functions to some extent on practically all roads on the Atlantic seaboard.

By virtue of the occupation covered, this is a Negro organization, although the constitution does not limit membership to Negroes. One of the recent activities of the organization, however, is opposition to the move to replace colored cooks and waiters on dining cars with white and Filipino workers.

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OBJECT.—"To conserve the health of the American people committed to the care of railway employees in dining-car service by conserving the health of the servants."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—The dining-car service of common carriers subject to the jurisdiction of the Interstate Commerce Commission.

GOVERNMENT.—1. Grand council has exclusive jurisdiction over the affairs of the brotherhood, and "its enactments and decisions are the supreme law" of the organization. Grand council consists of president, six vice presidents, secretary-treasurer, three members from each subordinate council, board of directors, board of superiors, and board of trustees. The president is the administrative officer and chief organizer, with wide powers, subject to approval, veto, and disciplinary power of the board of directors.

2. Convention is legislative body.

3. Subordinate councils: Entirely subordinate. Constitution imposed by brotherhood. Membership is in brotherhood, not in "the subordinate council through which the person becomes a member."

QUALIFICATIONS FOR MEMBERSHIP.—Any cook, waiter, or porter employed in railway dining cars, buffet cars, and club cars (not Pullmans) within the defined jurisdiction is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by brotherhood officials with steward departments of railroads or systems, in accordance with provisions of railway labor legislation.

BENEFITS.—Sick (by locals).

OFFICIAL ORGAN.—None.

HEADQUARTERS.—204 West One Hundred and Thirty-sixth Street, New York, N. Y.

ORGANIZATION.—Subordinate councils represent the organized workers on railroads or railroad systems: Local No. 1, Pennsylvania Railroad; No. 2, New York, New Haven & Hartford, Boston & Albany, Boston & Maine, Maine Central; No. 3, New York Central Lines (east); No. 6, Southern Railway, Seaboard Air Line, Norfolk & Western, Atlantic Coast Line (members in 10 southern States); No. 10, New York Central Lines (west).

MEMBERSHIP REPORTED.—2,700.

Dining Car Employees, National Brotherhood of

Not affiliated with the American Federation of Labor.

Organized in New York City in February 1920, by the amalgamation of a number of independent organizations of dining-car employees on various railroads. Its membership at present is employed chiefly on roads operating west of Chicago.

OBJECTS.—"To promote the interests of the members thereof; to assist the members of its locals in becoming 100 percent efficient on the job; to promote the financial and industrial interest of the members thereof."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—The dining-car service of railroads.

GOVERNMENT.—1. Board of directors consisting of president, three vice presidents, treasurer, financial secretary, corresponding secretary, general organizer,

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and five other elected members has management and supervision over the affairs of the organization.

2. Local unions; largely self-governing.

3. Convention: Held annually; elects general officers, enacts general legislation.

QUALIFICATIONS FOR MEMBERSHIP.—An applicant must be actually employed in the dining-car service of a railway company, must be between 18 and 55 years of age and in sound health. Physical condition must be proved by acceptable doctor's certificate. Applicants over 55 years of age are eligible only as associate members.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Agreements are negotiated with steward departments of roads or systems by committee of local unions on each road or through a general committee representing the system.

BENEFITS.—None.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—4934 South Michigan Avenue, Chicago, Ill.

ORGANIZATION.—Railroad is unit of organization. Those on which locals are at present maintained are Chicago, Milwaukee & St. Paul; Chicago & Northwestern; Soo Line; Chicago, Rock Island & Pacific; New York Central and Michigan Central Lines (west); Chicago & Alton; and Pennsylvania Railroad (west).

MEMBERSHIP REPORTED.—1,100.

Engineers, Grand International Brotherhood of Locomotive

Not affiliated with the American Federation of Labor.

Organized March 17, 1863. The earliest organization of railroad engineers was formed at a convention in Baltimore, Md., on November 6, 1855, attended by 70 delegates representing 14 States and 55 railroads. This association, known as the National Protective Association of the United States, lasted only a year. Subordinate branches which it had organized at the height of its activity lived somewhat longer, but were never active.

Working conditions resulting from the rapid development of railroads and their consolidation into trunk lines produced discontent on the part of the engineers, which led to a concerted movement of those on the roads running through Michigan. At a meeting held in Detroit in March 1863, 12 engineers established Division No. 1, Brotherhood of the Footboard, and adopted a constitution and bylaws.

Local organization followed so rapidly that there were 54 divisions at the time of the second annual meeting, in August 1864. At this convention, held in Indianapolis, the name was changed to Grand International Brotherhood of Locomotive Engineers.

During 1864–65 the brotherhood gained a firm hold in the East as well as what was then the West. The official journal was established in 1866 and the Mutual Life Insurance Association, a sub-

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sidiary, in 1867. In 1870 Cleveland was made the permanent headquarters of the brotherhood.

Never a militant organization, it has developed gradually from a fraternal benefit society to a powerful economic body in practical control of the field it covers.

OBJECTS.—"The purpose of this organization shall be to combine the interests of locomotive engineers, elevate their social, moral, and intellectual standing, to guard their financial interests, and promote their general welfare; its cardinal principles, sobriety, truth, justice, and morality.

"The interests of the employer and the employee being coordinate, the aim of the organization will be cooperation and the cultivation of amicable relations with the employer, and to guarantee the fulfillment of every contract made in its name by the use of every power vested in it."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Locomotive engineers. (Men operating power on elevated roads or subways, wholly or in part within incorporated limits of the city, or men upon roads of not less than 25 miles in length, 20 miles of which shall be outside of the incorporated limits of the city, or upon roads that are or have been operated by steam power, shall be known as engineers.)

GOVERNMENT.—1. "The grand international division shall have exclusive jurisdiction over all subjects pertaining to the brotherhood, and its enactments and decisions upon all questions are the supreme law of the brotherhood, and all divisions and members of the order shall render true obedience thereto."

Grand division officers are grand chief engineer, first assistant grand chief engineer, six other assistant grand chief engineers, general secretary-treasurer, financial director, national legislation representative, and editor and manager of the Journal.

"The grand chief engineer shall be the official head of the order, and shall have the general direction of the assistant grand chiefs in their work, and shall exercise full control over the grand office and the order in general."

2. Divisions: Subordinate; constitution, rules, and regulations dictated by grand division.

3. Convention: Held triennially at Cleveland, Ohio; legislates for order and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—"No person shall become a member of the Brotherhood of Locomotive Engineers unless he is a white man, 21 years of age, can read and write the language used in operating the road where he is employed, is a man of good moral character, of temperate habits, and in active engine service."

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by general committees of adjustment. "On any system of railroad where two or more divisions are organized, there shall be a standing general committee of adjustment. * * * Each division on a road or system shall be entitled to one representative and one vote in said committee." On a road or system where there is only one division, the local committee of that division will be the general committee of adjustment. Committee members are elected triennially.

BENEFITS.—Strike and victimization (from general funds); home for aged and disabled.

Locomotive Engineers' Mutual Life and Accident Insurance Association, a subsidiary established on December 3, 1867, and incorporated on March 3, 1894, carries life and accident insurance, and provides accident indemnity. This association was formerly operated on the mutual assessment basis, but

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since the 1923 convention it is on the level adequate rate basis. It is officered by a president and general treasurer. There is also a board of insurance trustees composed of five members of the association; four of whom reside in the United States of America and the fifth member resides in the Dominion of Canada.

OFFICIAL ORGAN.—Locomotive Engineers' Journal.

HEADQUARTERS.—Brotherhood of Locomotive Engineers' Building, Cleveland, Ohio.

ORGANIZATION.—Local divisions only: *United States*—Alabama, 14; Arizona, 5; Arkansas, 10; California, 22; Colorado, 13; Connecticut, 4; Delaware, 3; District of Columbia, 1; Florida, 8; Georgia, 20; Idaho, 4; Illinois, 56; Indiana, 31; Iowa, 34; Kansas, 25; Kentucky, 17; Louisiana, 13; Maine, 6; Maryland, 6; Massachusetts, 10; Michigan, 23; Minnesota, 27; Mississippi, 10; Missouri, 31; Montana, 11; Nebraska, 11; Nevada, 3; New Hampshire, 3; New Jersey, 15; New Mexico, 6; New York, 49; North Carolina, 8; North Dakota, 5; Ohio, 55; Oklahoma, 11; Oregon, 7; Pennsylvania, 72; Rhode Island, 1; South Carolina, 5; South Dakota, 3; Tennessee, 16; Texas, 47; Utah, 7; Vermont, 5; Virginia, 19; Washington, 15; West Virginia, 12; Wisconsin, 24; Wyoming, 6. *Canada*—Alberta, 10; British Columbia, 9; Manitoba, 7; New Brunswick, 6; Nova Scotia, 6; Ontario, 38; Quebec, 13; Saskatchewan, 10. Total, 923.

MEMBERSHIP REPORTED.—59,000.

Firemen and Enginemen, Brotherhood of Locomotive

Not affiliated with the American Federation of Labor.

Organized at Port Jervis, N. Y., December 1, 1873. The Brotherhood of Locomotive Firemen and Enginemen grew out of a meeting of 11 firemen in an old shed in Port Jervis, N. Y.

This meeting followed shortly after the accidental death of a Port Jervis fireman employed on the Erie Railroad, in consequence of which a fund was raised among the railroad men of the community for the assistance of the widow and children of the victim. Contributions of this kind were customary among the men in the train service because of the lack of other protection in case of accident. Using the specific instance of the death of one of their own colleagues to impress upon the Port Jervis men the need for mutual protection, Joshua A. Leach, the founder of the brotherhood, organized the friends and associates of the dead man into a fraternal body that became Deer Park Lodge (now Joshua A. Leach Lodge) No. 1 of the Brotherhood of Railroad Firemen.

The first grand lodge convention was held a year later, December 15, 1874, by delegates representing 12 lodges in 5 States—New York, New Jersey, Pennsylvania, Ohio, and Indiana. This convention established the Brotherhood of Locomotive Firemen's Life Insurance Association of America. The convention of the following year took the first step toward developing from an insurance into an economic organization, with the appointment of a grievance committee "to adjust any trouble that may take place between railroad com-

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panies and employees." The third annual gathering, attended by 44 delegates representing 53 lodges, established the official journal of the brotherhood.

The general railroad strike of 1877 crippled the organization seriously. Although the brotherhood as such was not involved in the strike, many of its members participated. Later, the blacklisting methods employed by the railroad companies against union sympathizers resulted in severe loss in membership. To prevent complete dissolution the convention of 1877 decided to revert to the original purpose of the brotherhood as a purely fraternal insurance organization.

However, growing out of the upheaval and bitterness of the general strike, a second organization of firemen appeared, under the name of International Firemen's Union. It was avowedly an economic group, and appealed to the more militant of the brotherhood membership. A merger of the two organizations was effected in 1878 and in the same year the employment of a full-time organizer was authorized by the convention.

Thereafter the brotherhood made notable progress in membership and in 1881, with 3,000 members, found itself for the first time on a safe financial footing. Four years later it had nearly 15,000 members, and at the convention of 1885 it definitely rescinded its former action against strikes and economic activity and declared that "it shall be made a law of this brotherhood that the lodges shall be allowed to protect themselves and their interests as their best judgment may dictate." At the same time an assessment was levied to start a defense fund.

In common with the other railroad brotherhoods, the firemen's organization is now primarily a trade-union, engaged in protecting its members through collective agreements and legislative activities; and its beneficiary aspect, although still of great importance, is secondary. That phase of the work of the brotherhood is carried on through the mutual-insurance and accident-indemnity departments.

In 1906 the words "and Enginemen" were added to the name of the brotherhood, in recognition of the many members who retained their membership in the firemen's organization after becoming engineers. The jurisdictional friction created by the fact that some engineers retained their original affiliation with the firemen's organization instead of joining the Brotherhood of Locomotive Engineers upon promotion was amicably adjusted by an agreement between the two organizations, ratified in 1913.

OBJECTS.—"For the purpose of uniting locomotive enginemen and hostlers, elevating their social, moral, and intellectual standing, for the protection of their interests and the promotion of their general welfare, the Brotherhood of Locomotive Firemen and Enginemen has been instituted as an international

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organization, having as one of its aims the desire to cultivate a spirit of harmony between employer and employee. Realizing that our vocation involves ceaseless peril, the necessity of making suitable provisions for ourselves, our families, and those we feel obliged to aid, against those disasters which almost daily overtake us, and of extending to each other the hand of charity, becomes self-evident, and hence the brotherhood has adopted as its motto: Protection, charity, sobriety, and industry."

TERRITORIAL JURISDICTION.—United States, Canada, and Newfoundland.

TRADE JURISDITION.—Locomotive enginemen; engine hostlers; hostler helpers; engine dispatchers employed handling engines in or about roundhouse or ash pit, in shop yards, locomotive works, industrial plants; motormen or helpers on electric engines, motor or gas cars on roads where electric energy is used or has been substituted for steam. (Engine hostlers or engine dispatchers are persons who actually handle and are responsible for the care of locomotives. Hostler helpers are persons who are assigned and required to assist outside or main-line hostlers.)

GOVERNMENT.—1. General officers of the grand lodge are president, assistant president, nine vice presidents, national legislative representative for the United States, general secretary-treasurer, editor, and a board of directors consisting of seven members.

The president is the administrative and executive head of the organization, with comprehensive powers.

The board of directors is an advisory board to the president, general secretary-treasurer, and editor and manager of the magazine. It is also a trial board. The vice presidents are field representatives dealing directly with railroad managers in the interest of the membership.

The national legislative representative is a full-time salaried officer who is head of the organized legislative and political activities of the grand lodge and subordinate lodges, with headquarters in Washington.

2. Subordinate lodges: Autonomy almost wholly restricted by constitution; rules and regulations imposed by grand lodge.

3. Convention: Held triennially; enacts legislation and elects general officers. Amendments to either grand-lodge or subordinate-lodge constitution by convention vote only.

QUALIFICATIONS FOR MEMBERSHIP.—Any worker within the jurisdiction who has served for at least 30 days, white, of good moral character, sober and industrious, not less than 18 years of age, and able to read and write the English language, is eligible to membership. Mexicans, American Indians, or those of Spanish-Mexican extraction, are ineligible. (International president authorized to grant special dispensation in individual cases with regard to Indian applicants.)

Failure to pass the required physical examination makes applicant eligible only to nonbeneficiary membership, carrying with it only a funeral benefit.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—"Protective department", organized into the local grievance committees, general grievance committees, associations of general committees; general committees are composed of the chairman of the local grievance committees on each railway. (On railway systems having but one lodge the local grievance committee shall be the general grievance committee.)

"General grievance committees shall have authority to make and interpret agreements with representatives of railway companies concerning rates of wages, rules respecting seniority rights, adjustment of grievances, and other

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matters necessary in the interest of the members they represent. When the general committee is not in session the general chairman has authority to interpret the schedule."

Associations of general committees are composed of the general committees in each of the following districts:

District no. 1. All territory lying west of and including the southern lines of the Illinois Central Railroad and lying on the west side of Lake Michigan and south of Lake Superior, and west of the line drawn through Duluth, and shall be bounded on the south by the Mexican border and on the north by the Canadian border.

District no. 2. The territory east of the aforementioned line of district no. 1 north of the lines of the Chesapeake & Ohio Railway and south of the Canadian border.

District no. 3. Territory south of and including the Chesapeake & Ohio Railway as far west as the Illinois Central lines mentioned as boundary of district no. 1.

District no. 4. All territory within the Dominion of Canada, provided the firemen on the western lines of the Grand Trunk Railway, which are located entirely within the United States, with no overlapping seniority be allowed to withdraw from the Canadian lines of the Grand Trunk and join the district having jurisdiction over the territory through which they operate.

The associations of general committees are "for the purpose of carrying on concerted movements relating to wages and other important general working conditions."

BENEFITS.—Strike; legal aid in manslaughter trials growing out of accidents; tuberculosis treatment; insurance department; life and disability insurance (compulsory membership); accident insurance (voluntary); home for aged and disabled; funeral benefit for nonbeneficiary members; sick benefits (local only).

OFFICIAL ORGAN.—Brotherhood of Locomotive Firemen and Enginemen's Magazine.

HEADQUARTERS.—Keith Building, Cleveland, Ohio.

ORGANIZATION.—Locals only: *United States*—Alabama, 10; Arizona, 5; Arkansas, 11; California, 19; Colorado, 17; Connecticut, 5; Delaware, 3; District of Columbia, 1; Florida, 7; Georgia, 10; Idaho, 3; Illinois, 60; Indiana, 31; Iowa, 33; Kansas, 25; Kentucky, 19; Louisiana, 13; Maine, 4; Maryland, 6; Massachusetts, 10; Michigan, 25; Minnesota, 26; Mississippi, 8; Missouri, 33; Montana, 13; Nebraska, 14; Nevada, 4; New Hampshire, 3; New Jersey, 14; New Mexico, 5; New York, 56; North Carolina, 6; North Dakota, 5; Ohio, 55; Oklahoma, 9; Oregon, 4; Pennsylvania, 81; Rhode Island, 1; South Carolina, 4; South Dakota, 6; Tennessee, 13; Texas, 52; Utah, 7; Vermont, 7; Virginia, 15; Washington, 16; West Virginia, 12; Wisconsin, 22; Wyoming, 6; Alaska, 1. *Canada*—Alberta, 8; British Columbia, 9; Manitoba, 8; New Brunswick, 6; Nova Scotia, 8; Ontario, 35; Prince Edward Island, 1; Quebec, 12; Saskatchewan, 9. *Newfoundland*—2. Total, 913.

MEMBERSHIP REPORTED.—60,886.

Maintenance of Way Employees, Brotherhood of

Affiliated with the American Federation of Labor.

Organized at La Porte City, Iowa, in 1886. A southern organization in the same field was organized at Demopolis, Ala., in 1887. In 1891 both came together at St. Louis, Mo., and formed the Interna-

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tional Brotherhood of Railway Track Foremen of America. This organization was purely social and benevolent in character until 1896, when it extended jurisdiction to track laborers, changed its name to Brotherhood of Railway Trackmen, and became a labor union. A Canadian organization of trackmen, founded in 1892, became a part of this organization in 1899, and to emphasize its breadth of interest the name was changed in 1902 to International Brotherhood of Maintenance of Way Employees. A secession movement in 1914 resulted in the formation of a rival organization in the southeastern States which continued to function until 1918, when it reaffiliated with the parent body under the combined name of United Brotherhood of Maintenance of Way Employees and Railroad Shop Laborers, carrying with it an extension of jurisdiction over roundhouse and shop laborers. The convention of 1925 shortened the name of the union to Brotherhood of Maintenance of Way Employees.

OBJECTS.—"The objects of this organization are: To exalt the character and increase the ability of its members; to insure greater safety to the traveling public and effect economy in the department in which our members are employed by interchanging ideas and adopting the best methods of performing our duties; to benefit the general public by raising the standards of efficiency of our membership; to alleviate distress and suffering caused by sickness or disability among our members; to assist the widows and orphans of deceased members; to allow no person to remain a member of the brotherhood unless he lives a sober, moral, and honest life; to require all members to faithfully and honestly perform their duties to the best of their ability for the brotherhood and for their employers; to use all honorable means to secure the passage of laws beneficial to our membership, and to improve labor conditions generally; to stimulate the civic education of the members in their political rights and to use the ballot intelligently to the end that the Government may not be perverted to the interest of the favored few, but that it may be a government of the people, by the people, for the people in the fullest sense."

TERRITORIAL JURISDICTION.—United States, Canada, and Panama.

TRADE JURISDICTION.—Maintenance-of-way employees, including, specifically, all maintenance men below the rank of supervisor, pumpers, crossing and bridge flagmen, bridge operators, and helpers.

GOVERNMENT.—1. General officers: President; five vice presidents, one of whom shall reside in and be a citizen of Canada; secretary-treasurer and five elected members of the executive board, one of whom shall reside in and be a citizen of Canada.

"The president shall exercise general supervision over all the affairs of the brotherhood." The executive board is advisory to the president.

For the purpose of carrying on concerted negotiations relative to wages, terms of agreement, strikes, and other important general conditions, there are regional associations composed of the general chairmen, vice chairmen, assistant chairmen, and secretary-treasurers of the railroad system divisions and federations in each region and the following grand lodge officers: President, secretary-treasurer, statistician, and the vice president in charge of the region.

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There are five such regional associations covering, respectively, the northeastern, the northwestern, the southeastern, and the southwestern sections of the United States, and the Dominion of Canada.

An international association, composed of the grand lodge officers and all members of the regional associations meets annually in an advisory capacity on matters of general policy, field work, general movements on wages and working conditions, etc.

2. Local unions: Subordinate; constitution and bylaws determined by grand lodge.

3. Convention: Held triennially; enacts legislation and elects general officers. Constitutional amendments either by convention or by initiative and referendum. Elected officers subject to recall.

QUALIFICATIONS FOR MEMBERSHIP.—Any worker within the jurisdiction "who is sober, moral, and otherwise of good character", is eligible to membership.

Negro workers "shall be entitled to all the benefits and protection guaranteed by the constitution to members and shall be represented in the grand lodge by delegates of their own choosing selected from any white lodge on the system division where they are employed. Nothing in this section operates to prevent colored employees from maintaining a separate lodge for social purposes."

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by railroad system divisions or federations, on terms approved by the regional association. System joint protective boards are composed of elected representatives from each subordinate lodge on roads or systems which are 51 percent or more organized.

BENEFITS.—Strike and lock-out; funeral.

OFFICIAL ORGAN.—The Railway Maintenance of Way Employees' Journal.

HEADQUARTERS.—61 Putnam Avenue, Detroit, Mich.

ORGANIZATION.—Subordinate lodges only: *United States*—Alabama, 23; Arizona, 2; Arkansas, 25; California, 9; Colorado, 10; Connecticut, 2; Florida, 18; Georgia, 23; Idaho, 2; Illinois, 68; Indiana, 32; Iowa, 53; Kansas, 19; Kentucky, 34; Louisiana, 11; Maine, 9; Maryland, 7; Massachusetts, 11; Michigan, 40; Minnesota, 32; Mississippi, 22; Missouri, 43; Montana, 13; Nebraska, 3; New Hampshire, 4; New Jersey, 10; New Mexico, 2; New York, 45; North Carolina, 18; North Dakota, 16; Ohio, 48; Oklahoma, 18; Oregon, 6; Pennsylvania, 35; Rhode Island, 1; South Carolina, 12; South Dakota, 9; Tennessee, 23; Texas, 33; Utah, 4; Vermont, 4; Virginia, 19; Washington, 14; West Virginia, 17; Wisconsin, 38; Wyoming, 3; Canal Zone, 1. *Canada*—Alberta, 23; British Columbia, 17; Manitoba, 20; New Brunswick, 18; Nova Scotia, 6; Ontario, 62; Prince Edward Island, 2; Quebec, 31; Saskatchewan, 22. Total, 1,104.

MEMBERSHIP REPORTED.—100,000.

Porters, Brakemen, and Switchmen, Association of Train

Not affiliated with the American Federation of Labor.

Organized at Florence, S. C., in July 1918, by 18 porters. It was then called the Colored Organization of Railway Trainmen. On December 2, 1919, it incorporated under the laws of Virginia as The Association of Train Porters, Brakemen, and Switchmen, with "rights to organize and establish locals or branches generally throughout the United States."

OBJECTS.—"To organize, develop, and improve the condition of the colored trainmen of America, to secure fair and just compensation for services ren-

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dered, and maintenance of proper wages, together with fair working conditions for its members."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—Colored railroad workers employed as train porters, brakemen, switchmen, and switch tenders.

GOVERNMENT.—1. President is chief executive officer, to whom other grand lodge officers are subordinate. General officers are: President, two or more vice presidents, general secretary, general treasurer, counselor, general chairmen (one or more); general grievance committee of not less than three members.

2. Local unions: Subordinate; dues, general laws, etc., fixed by grand lodge.

3. Convention: Annual; legislates for body and elects general officers. Constitutional amendments by convention.

QUALIFICATIONS FOR MEMBERSHIP.—Train porters, brakemen, switchmen, and switch tenders (colored) only are eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Through grievance committees.

BENEFITS.—None.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—703 North Twenty-eighth Street, Richmond, Va.

ORGANIZATION.—Local lodges only: Alabama, 2; District of Columbia, 1; Florida, 1; Georgia, 2; Louisiana, 1; Mississippi, 1; North Carolina, 2; South Carolina, 2; Tennessee, 2; Virginia, 1. Total, 15.

MEMBERSHIP REPORTED.—700.

Railroad Workers, American Federation of

Not affiliated with the American Federation of Labor.

Organized in Buffalo, N. Y., May 22, 1901, from a group of directly affiliated American Federation of Labor local unions, as the International Association of Car Workers. It remained in affiliation to the American Federation of Labor until 1911, but its chartered jurisdiction conflicted with that of several other American Federation of Labor unions, involving it in a number of conflicts. In 1911 it withdrew from the Federation and reorganized as an industrial union, under the slogan "One railroad, one organization."

OBJECTS.—"The object of this organization is to advance the material, financial, social, and moral conditions of the railroad workers of America.

"Believing a concentration of effort is the best medium through which the men engaged in the railroad industry can promote their general welfare and elevate their moral, social, and material standards, we therefore decided to unite and solidify men engaged in all branches of this industry under the constitution of the American Federation of Railroad Workers, an industrial organization, based upon the principle of democratic cooperation."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The railroad industry.

GOVERNMENT.—1. General officers: President, vice president, secretary-treasurer, a board of managers of three members, and a judiciary board of three members.

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The president is the executive and administrative head of the organization. The board of managers is the financial agency and "shall act as a law department." The judiciary board is a trial board.

2. Local unions: Subordinate; constitution, bylaws, dues, regulation, etc., fixed by general organization.

Systems councils formed on railroads have two or more local lodges.

3. Initiative, referendum, and recall. General officers elected by referendum. Convention on call only.

QUALIFICATIONS FOR MEMBERSHIP.—"Any person of good moral character under 65 years of age who is not afflicted with any chronic disease and who is not of otherwise unsound health, and who is employed as a wage worker on a railroad, except higher officials who have general supervision over railroad workers, shall be eligible to membership." Applicants over 65 years of age or disqualified physically may become nonbeneficiary members.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by general advisory boards composed of the chairmen of the local advisory boards on each system.

BENEFITS.—Strike; death.

OFFICIAL ORGAN.—The Railroad Worker.

HEADQUARTERS.—315 South Ashland Boulevard, Chicago, Ill.

ORGANIZATION.—Systems councils: Philadelphia & Reading; Pittsburgh & Lake Erie; New York Central Lines (west); Toledo & Ohio Central. District councils: Toledo, Ohio; New York; and New Jersey.

Local lodges: Indiana, 2; Iowa, 1; New Jersey, 4; New York, 4; Ohio, 14; Pennsylvania, 13. Total, 38.

MEMBERSHIP REPORTED.—20,000.

Signalmen of America, Brotherhood of Railroad

Not affiliated with the American Federation of Labor.

Organized in 1901. Incorporated in 1908. The organization began as a local union of railroad signalmen on the Pennsylvania Railroad at Altoona, Pa., but soon established locals at other points on that and other railroads and formed a grand lodge. As early as 1907 the organization was successful in negotiating a written agreement covering wages and working conditions of railroad signalmen on the New Haven Railroad. In 1908 a merger was effected with all other existing organizations of railroad signalmen—namely, the Railway Interlockers of North America, the Independent Order of Signalmen, and the Interlockers, Switch and Signalmen's Union, Nos. 11786 and 11867, of the American Federation of Labor. The first grand lodge convention was held in 1908 and regular conventions have been held since that year.

The organization affiliated with the American Federation of Labor in 1914 and maintained such affiliation until 1928, when it permitted suspension of such affiliation because of jurisdictional claims of another organization. It has been affiliated with the Trades and Labor Congress of Canada since 1924. It is one of the group of 21 standard national railroad labor organizations, is affiliated with the Railway

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Labor Executives Association, and is also one of the organizers and owners of the Labor Cooperative Educational & Publishing Society which publishes the railway men's weekly newspaper called "Labor" in Washington, D. C.

OBJECTS.—To promote the interests and general welfare of its members, to provide methods for relief of sickness and distress, to inculcate the principles of trade-unionism and unity that members may secure the recognition of rights to which they are justly entitled, to advance and elevate the profession of railroad signaling, to educate its members that their happiness, prosperity, and general well-being may be enhanced, and to promote the principles of truth, justice, and brotherly love.

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Employees engaged in the construction, repair and maintenance of electric, electropneumatic, pneumatic, electromechanical, or mechanical interlocking systems; cab, semaphore, color light, position light, or color position light signals; electric, electropneumatic, pneumatic, mechanically operated signals; car-retarder systems; centralized traffic-control systems; automatic train-controlling or stopping devices; highway-crossing protective devices; high tension and other lines overhead or underground; poles and fixtures; wood, fibre, iron, or clay conduit systems; transformers, arresters, and distributing blocks; wires or cables pertaining to such railroad signaling and interlocking systems; signal poles and other lighting, as required for the operation of such railroad signaling and interlocking systems; storage-battery plants with charging outfits, with switchboard equipment; substations and current-generating plants; compressed-air plants, as used for the operation of such signaling and interlocking systems; compressed-air pipe mains and distributing systems, as used for the operation of such railroad signaling and interlocking systems; pipe-line connections for mechanically operated switch and signal apparatus, with cranks, compensators, foundations, and supports; carpenter, concrete, and form work of all classes in connection with installing any signal or interlocking systems, apparatus, or devices.

GOVERNMENT.—1. Grand lodge: General officers are grand president, grand secretary-treasurer, four grand vice presidents, one assistant to grand president, and three grand trustees. Grand executive council composed of the grand officers (except trustees) constitutes the highest executive and judicial power of the organization except when conventions are in session, when all power and authority is vested in the convention. The grand trustees have authority over financial affairs of the grand lodge. The grand president is the executive head of the organization and the grand vice presidents assist him and are in general charge of field work.

2. Subordinate lodges: Limited autonomy with authority and activities governed by the grand lodge constitution; local bylaws subject to approval of the grand president.

3. General grievance committees: Composed of representatives from each division or seniority district on a railroad system and having authority, subject to the grand lodge constitution, to make agreements with employers covering wages and working conditions and to handle all grievances and disputes with the employers.

4. Conventions: Held biennially; each subordinate lodge has right of representation at convention by delegates; convention has supreme authority, adopts all policies, laws, and changes in the constitution (except where made by initiation and referendum between conventions) and elects grand lodge officers.

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QUALIFICATIONS FOR MEMBERSHIP.—Any person of good moral character and sound bodily health who is 18 years of age or over and who is engaged in the installation, construction, repair, or maintenance of railway signaling devices, apparatus, or systems is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Systems committees, composed of delegates from each local on a given road, negotiate agreements with that road.

BENEFITS.—Strike and lock-out; death and disability insurance (by grand lodge); sick and accident (by locals).

OFFICIAL ORGAN.—The Signalmen's Journal.

HEADQUARTERS.—3455 Lawrence Avenue, Chicago, Ill.

ORGANIZATION.—Distribution is by railroad lines and terminals, not by States; 155 subordinate lodges in the United States, 10 in Canada, and 1 in the Canal Zone. Total, 166.

MEMBERSHIP REPORTED.—12,000.

Station Employees, Brotherhood of Railroad

Not affiliated with the American Federation of Labor. Organized in Boston, Mass., in 1908.

OBJECTS.—"The objects of this organization are: First, to exalt the character, protect the interest, and promote the social, moral, and intellectual conditions of its members, thereby insuring greater safety to the traveling public; second, to benefit our employers by raising the standard of efficiency of all railroad-station employees; third, to use all honorable means to secure the passage of laws beneficial to railroad employees; fourth, to allow or admit no member to the brotherhood unless he lives a moral, sober life; fifth, to require all members to faithfully and honestly perform their duties to the best of their ability for the companies employing them."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—Railroad passenger and freight stations.

GOVERNMENT.—1. The president is the chief executive officer, assisted by the grand division board of directors, composed of the first vice president and four other elected members.

2. Local unions: "All local divisions shall have the power to enact such local bylaws as they may deem necessary", subject to the approval of the general president.

3. Convention: Held biennially; elects general officers, enacts legislation. Constitutional amendment by initiative and convention.

QUALIFICATIONS FOR MEMBERSHIP.—Any railroad-station employee who is sober, moral, and otherwise of good character, and over the age of 18, is eligible to membership, except persons on the pay roll of the police departments of the railroads. (Includes "freight and passenger station employees, foremen, checkers, receiving and delivery clerks, clerks, freight handlers, baggage-room employees, station force, janitors, callers, crossing tenders, fuel-station foremen, engineers, shovelers, and roundhouse employees.") Male and female membership.

APPRENTICESHIP REGULATIONS.—No apprenticeship.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by general boards of adjustment, composed of the chairmen of local adjustment boards of all locals on a railroad system.

BENEFITS.—Strike.

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OFFICIAL ORGAN.—The Station Employee.

HEADQUARTERS.—60 Scollay Square, Boston, Mass.

ORGANIZATION.—Local divisions in Maine, Massachusetts, New Hampshire, New York, and Vermont. Number not reported.

MEMBERSHIP REPORTED.—1,100.

Switchmen's Union of North America

Affiliated with the American Federation of Labor.

Organized in Kansas City, Mo., October 23, 1894; incorporated at Buffalo, N. Y., January 9, 1902.

OBJECTS.—"The objects of the Switchmen's Union are: First, benevolence; to unite and promote the general welfare and advance the interests—social, moral, and intellectual—of its members; benevolence, very needful in a calling as hazardous as ours, has lead to the organization of this union. Second, hope; believing that it is for the best interests both of our members and their employers that a good understanding should exist at all times between them, it will be the constant endeavor of this union to establish mutual confidence and create and maintain harmonious relations between employer and employee. Third, protection; by kindly bearing with each other's weaknesses, aiding with our counsel distressed or erring brothers, and to exercise at all times its beneficial influence in the interests of right and justice; such are the aims and purposes of the Switchmen's Union of North America."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Railroad yards; yardmasters, switchmen, switch tenders, towermen, and interlocking men.

GOVERNMENT.—1. Grand lodge officers are president, six vice presidents, secretary-treasurer, editor, and a board of directors composed of five elected members. "The international president shall have general supervision" and the board of directors "shall have authority to define the policy of the union during the interim between conventions." The vice presidents are organizers.

2. Subordinate lodges: Limited autonomy; constitution dictated by grand lodge. Bylaws for local government must be approved by general president.

3. Convention: Held triennially; enacts legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—Any white male person of good moral character who is actually engaged in railroad yards as covered by the jurisdiction is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—General adjustment committees composed of the chairmen of the several local adjustment committees on a system "shall negotiate with the officers of the company represented for the purpose of creating a closer relationship * * * to establish a uniform wage scale and mutual working rules for the benefit of the switchmen employed thereon."

General wage committee composed of the president and the chairman of the general adjustment committees controls general wage movements.

BENEFITS.—Life and disability insurance (membership compulsory for the physically qualified); funeral (for noninsured members).

OFFICIAL ORGAN.—Journal of the Switchmen's Union.

HEADQUARTERS.—3 Linwood Avenue, Buffalo, N. Y.

ORGANIZATION.—Local unions only: *United States*—Alabama, 2; Arizona, 3; Arkansas, 4; California, 7; Colorado, 2; Connecticut, 1; Florida, 2; Georgia, 1; Idaho, 2; Illinois, 24; Indiana, 9; Iowa, 16; Kansas, 12; Kentucky, 2;

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Louisiana, 7; Massachusetts, 2; Michigan, 19; Minnesota, 11; Mississippi, 3; Missouri, 10; Montana, 11; Nebraska, 3; Nevada, 1; New Hampshire, 1; New Jersey, 4; New York, 16; North Dakota, 5; Ohio, 16; Oklahoma, 8; Oregon, 3; Pennsylvania, 15; South Dakota, 2; Tennessee, 4; Texas, 20; Utah, 3; Washington, 10; Wisconsin, 5; Wyoming, 1. *Canada*—British Columbia, 1; Manitoba, 1; Ontario, 5; Saskatchewan, 2. Total, 276.

MEMBERSHIP REPORTED.—9,600.

Trains Dispatchers' Association, American

Not affiliated with the American Federation of Labor.

Organized November 1, 1917, at Spokane, Wash. Incorporated. The association began as a local organization of train dispatchers at Spokane, Wash., and developed into the Western Train Dispatchers' Association. At a convention held in 1918, the name was changed to American Train Dispatchers' Association. Two years later headquarters were moved from Spokane to Chicago, where the organization now occupies its own building.

OBJECTS.—"The purpose of this association shall be to unite train dispatchers in one fraternal organization to the end that there may be coordination in the protection of their mutual interests; to promote their social, moral, and intellectual standing and general welfare; to secure just compensation for their services and promote the establishment of just and reasonable working conditions."

TERRITORIAL JURISDICTION—United States.

TRADE JURISDICTION.—Train dispatching on steam and electric railroads.

GOVERNMENT.—1. Executive board, composed of president, secretary-treasurer, three vice presidents, and a board of trustees of three elected members "shall in a general way perform the executive and administrative functions of the association." The president is the administrative head, with supervisory powers over its work and policies.

2. Convention: Held triennially; enacts legislation and elects general officers. Constitutional amendments by convention vote. Convention (called general assembly) open to entire membership, but only delegates may vote.

3. Local assembly: "Local assemblies for the purpose of promoting the welfare of the association and its members may be formed with the consent of the president, provided that such local assemblies shall exercise no authority or powers which by this constitution are delegated to other agencies."

QUALIFICATIONS FOR MEMBERSHIP.—Any train dispatcher, white, of good moral character, and over 21 years of age, is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by the systems committee, which is composed of the chairmen of the committees selected by the unit of organization; i. e., all members working under one general manager or "similar officer in charge of operation."

BENEFITS.—Fund for widows and orphans (beneficiaries of members).

OFFICIAL ORGAN.—The Train Dispatcher.

HEADQUARTERS.—10 East Huron Street, Chicago, Ill.

ORGANIZATION.—General membership organization. Local assemblies maintained at Birmingham, Chicago, Cleveland, Fort Worth, Los Angeles, Minneapolis, New York, Pittsburgh, Omaha, Seattle, Spokane, and St. Paul.

MEMBERSHIP REPORTED.—2,415.

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Trainmen and Locomotive Firemen, Association of Colored Railway

Not affiliated with the American Federation of Labor.

Organized February 17, 1912, at Knoxville, Tenn. Reorganized and incorporated under the laws of Tennessee on February 27, 1918, as the Association of Colored Railway Trainmen; present name adopted in February 1936.

OBJECTS.—"To unite the colored railway employees, to extend their interests and promote their general welfare, to provide aid and assistance to their families, to use legitimate and lawful means of harmonizing and rectifying differences between members of the association and employers."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—Railway brakemen, switchmen, locomotive firemen, and train porters.

GOVERNMENT.—1. Grand lodge officers: President, two vice presidents, secretary-treasurer, organizer, board of trustees of three members, and an executive board of three members. The president is the executive head of the organization, under the general direction of the board of trustees. The executive board is a trial board.

2. Subordinate lodges: Controlled by grand lodge; constitution and bylaws uniform and imposed by general organization.

3. Convention: Held annually; enacts legislation, elects general officers. Amendments to general constitution and subordinate constitution by convention vote only.

QUALIFICATIONS FOR MEMBERSHIP.—Any colored railway employee serving as switchman, brakeman, fireman, or train porter, who is "a sober industrious male", is eligible to membership.

"This organization will accept for membership men minus one arm or one leg as long as they are railway employees in such capacity as switch tender, baggage-room porter, crossing flagman, or callboy; and they must be ex-railway brakemen, firemen, switchmen, or train porters."

APPRENTICESHIP REGULATIONS.—None.

METHODS OF NEGOTIATING AGREEMENTS.—No definite machinery provided.

BENEFITS.—Funeral.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—1021 Reddy Street, Baton Rouge, La.

ORGANIZATION.—Locals only: Alabama, 6; Arkansas, 2; Colorado, 2; Florida, 2; Georgia, 3; Illinois, 1; Kentucky, 3; Louisiana, 6; Mississippi, 6; Missouri, 1; New Mexico, 1; North Carolina, 4; South Carolina, 4; Tennessee, 7; Texas, 6; Virginia, 4; West Virginia, 2. Total, 60.

MEMBERSHIP REPORTED.—3,000.

Trainmen, Brotherhood of Railroad

Not affiliated with the American Federation of Labor.

Organized at Oneonta, N. Y., September 23, 1883, as Brotherhood of Railroad Brakemen of the Western Hemisphere. This name was changed in 1886 to Brotherhood of Railroad Brakemen, which in turn became, in 1899, the Brotherhood of Railroad Trainmen. The

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nucleus of this organization, the youngest of the "big four" railroad brotherhoods, was a group of train and yard employees of the Delaware & Hudson Railroad at Albany, N. Y., who formed a sick-benefit society. This society undertook to pay a benefit of $7.50 a week to sick or injured members. A similar benefit society was formed at Oneonta in the summer of 1883 by fellow workers of the Albany men. The Oneonta group, however, desired to go beyond the mutual-help phase and to organize a brotherhood like those in other branches of the train service. To this end the Oneonta and the Albany societies met in September and launched the fourth brotherhood. In 1884 an organizer was sent into the Middle West and Southwest and later into the East. When the first convention of the newly formed brotherhood met in October 1884, 29 delegates represented a membership of 901. That convention elected a full-time organizer, and moved the grand lodge headquarters from Oneonta, N. Y., to Chicago. The activities of the brotherhood were centered in Illinois until 1899 when Cleveland, Ohio, became its headquarters. In 1921 the organization erected its own building in Cleveland.

When the trainmen launched their organization, railroad men were debarred from carrying insurance with commercial companies because of their hazardous occupations. The Brotherhood of Railroad Trainmen created an insurance department almost at once, and provided for a cash payment of $300 for death or disability. Two claims had been paid under this provision by January 1, 1885. Since then the brotherhood has developed a legal-reserve-plan insurance business, covering total and permanent disability, straight life, and endowment policies. More recently a contributory old-age-pension system was adopted, which provides for extension of the pension to the widow of a pensioner so long as she remains unmarried, or to the mother of a pensioner. A legal-aid department has been instituted to give counsel and help to injured members or the dependents of members killed in the service.

The Brotherhood issues emblems to members of long and continuous standing. Up to April 1, 1935, 30,500 had received emblems denoting 25 years continuous membership, and 2,373 members had been presented with emblems denoting 40 years membership.

OBJECTS.—"To unite the railroad trainmen; to promote their general welfare and advance their interests—social, moral, and intellectual; to protect their families by the exercise of a systematic benevolence, very needful in a calling so hazardous as ours, this fraternity has been organized.

"Persuaded that it is for the interests both of our members and their employers that a good understanding should at all times exist between the two, it will be the constant endeavor of this organization to establish mutual con-

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fidence, and create and maintain harmonious relations." (Preamble to the constitution.)

TERRITORIAL JURISDICTION.—United States, Canada, and Newfoundland.

TRADE JURISDICTION.—"The term 'railroad trainmen' shall be held to cover the following occupations:

"In road service: Conductor, assistant conductor, ticket collector, train baggageman (or persons performing the duties of train baggageman on the train if such service is classified under any other name), brakeman, and train flagman.

"In yard service: Yardmaster, assistant yardmaster, yard conductor, foreman, flagman, brakeman, switchman, ground switchman (switch tender) or persons performing the duties of such positions and paid the compensation therefor, if occupation is given under any other name.

"Train or yard men working on surface electrical railways who come in contact and work with the men employed on steam railways and are subject to and governed by the rules and regulations of the operating department which govern the steam-railway employees."

GOVERNMENT.—1. Grand lodge: President, assistant to the president, 10 vice presidents, general secretary-treasurer, national legislative representative, board of directors, board of trustees, individual reserve board, insurance board, executive board, and board of appeals.

"The president shall * * * perform its (grand lodge) executive duties when the same is not in session and shall exercise a general supervision over the affairs of the brotherhood." The board of directors is the advisory and coordinate administrative body. The executive board is a trial board.

2. Subordinate lodges: Autonomy closely limited; constitution dictated by grand lodge. May make own bylaws subject to approval of the president.

3. Convention: Meets quadrennially; elects general officers; legislates for brotherhood. Referendum only in specified instances. Constitutional amendments by convention only.

QUALIFICATIONS FOR MEMBERSHIP.—Any white male between the ages of 18 and 65 who is "sober and industrious" and who has been employed for at least 1 month as a railroad trainman within the expressed meaning of the term, and who passes the required physical examination, is eligible to membership. Applicants who are unable to pass the required physical examination but who are otherwise qualified may be admitted as honorary members if over 18 years of age.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—General grievance committees composed of the chairmen of the local grievance committees, where three or more such locals exist on any line or system; boards of adjustment composed of the chairmen of the general committees where there are two or more on any line or system of railroad having two or more general managers; associations of general committees within given districts, established "for the purpose of carrying on concerted movements as to wages and other important general working conditions of the brotherhood." Districts are: No. 1, composed of all territory lying west of and including the southern lines of the Illinois Central Railroad, and lying on the west side of Lake Michigan, and south of Lake Superior, and northwest of a line laid through Sault Ste. Marie, Mich., and bounded on the south side by the Mexican border; no. 2, composed of the territory east of the aforementioned line, and north of the lines of the Chesapeake & Ohio Railway; no. 3, the territory south of and including the Chesapeake & Ohio Railway and as far west as the Illinois Central line mentioned as the boundary of district

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no. 1; no. 4, the yards of all roads in the Chicago switching district and the Indiana Harbor Belt Railroad.

BENEFITS.—Life insurance (contributory); total disability (contributory); funeral (for nonbeneficiary members); hospital and home treatment for tubercular members (contributory); pension (optional); strike; sick (local); home for aged and disabled.

OFFICIAL ORGAN.—The Railroad Trainman.

HEADQUARTERS.—Brotherhood of Railroad Trainmen Building, Cleveland, Ohio.

ORGANIZATION.—Local lodges: *United States*—Alabama, 7; Arizona, 5; Arkansas, 10; California, 25; Colorado, 11; Connecticut, 9; Delaware, 3; District of Columbia, 3; Florida, 8; Georgia, 11; Idaho, 3; Illinois, 56; Indiana, 29; Iowa, 32; Kansas, 25; Kentucky, 13; Louisiana, 10; Maine 7; Maryland, 9; Massachusetts, 20; Michigan, 22; Minnesota, 24; Mississippi, 9; Missouri, 29; Montana, 14; Nebraska, 14; Nevada, 3; New Hampshire, 4; New Jersey, 23; New Mexico, 5; New York, 51; North Carolina, 9; North Dakota, 6; Ohio, 56; Oklahoma, 11; Oregon, 4; Pennsylvania, 97; Rhode Island, 1; South Carolina, 5; South Dakota, 5; Tennessee, 13; Texas, 40; Utah, 3; Vermont, 5; Virginia, 14; Washington, 13; West Virginia, 18; Wisconsin, 20; Wyoming, 5. *Canada*—Alberta, 7; British Columbia, 8; Manitoba, 6; New Brunswick, 7; Nova Scotia, 7; Ontario, 33; Quebec, 14; Saskatchewan, 8. *Newfoundland*—1. Total, 900.

MEMBERSHIP REPORTED.—116,274.

Yardmasters of America, Railroad

Not affiliated with the American Federation of Labor.

Organized December 2, 1918, when several groups of yardmasters which existed as local associations at various terminals throughout the United States met at Cincinnati, Ohio, and formed the Railroad Yardmasters of America as the national organization to represent them. Rapidly, after its organization, other local associations which had been functioning throughout the United States, vainly striving locally to obtain results for yardmasters as a class, joined the national body.

OBJECTS.—The purpose of this organization is to unite the railroad yardmasters of all grades who come under the subordinate official classification set out in *Ex parte 72* of the Interstate Commerce Commission; to promote their general welfare, and advance their interests socially, morally, and intellectually; to promote the establishment of a universal 8-hour day, 2 rest days per month, and 2 weeks' vacation per year; just and reasonable rules and working conditions; with rate of pay that is just compensation for their services.

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—General yardmasters, assistant general yardmasters, yardmasters, assistant yardmasters, and station masters.

GOVERNMENT.—1. President, secretary-treasurer, five vice presidents, and an executive board composed of three members.

2. Local divisions for the purpose of promoting the welfare of the organization and its members may be formed with the consent of the executive board.

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May make own bylaws and other regulations, not in conflict with general constitution, when approved by executive board.

3. Convention: Meets annually; enacts legislation and elects general officers. Amendments to constitution by convention vote only.

QUALIFICATIONS FOR MEMBERSHIP.—Any white person, 21 years of age or over, of good moral character, who is actually employed on a railroad in the capacity covered by the jurisdiction is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Through system committees who are elected by members of each railroad, one of whom is elected as general chairman.

BENEFITS.—Death, disability (lump sum of $200).

OFFICIAL ORGAN.—The Railroad Yardmaster.

HEADQUARTERS.—First National Building, 33 North High Street, Columbus, Ohio.

ORGANIZATION.—Local divisions, some of which comprise the members of a railroad system, while other local divisions may be composed of members from two or more systems.

MEMBERSHIP REPORTED.—1,440.

Yardmasters of North America, Railroad

Not affiliated with the American Federation of Labor.

Organized and incorporated in Buffalo, N. Y., January 10, 1925, by the yardmasters on the New York Central lines who seceded from the Railroad Yardmasters of America.

OBJECTS.—"To unite the yardmasters and station masters employed on the various railroads of the United States and Canada for the purpose of protecting their interests and promoting their general welfare; to maintain and improve the living and working conditions of said yardmasters and station masters; to encourage a spirit of cooperation between said yardmasters and station masters; to encourage thrift and the safe investment of the earnings of its members, and disseminate information regarding the same among its members; to provide through duly organized insurance companies, or by other legal method, protection for its members and their families; to organize subordinate branches in accordance with the constitution and bylaws of this corporation; to acquire, hold, lease, mortgage, and sell real property, to carry out the purposes of this corporation; to do all and everything necessary and not inconsistent with any law to promote the welfare and best interests of its members."

TERRITORIAL JURISDICTION.—North America.

TRADE JURISDICTION.—Railroad yards.

GOVERNMENT.—1. Board of directors of 15 members has general supervisory control. "It shall be the duty of the board of directors to provide suitable bylaws, rules, and regulations for the organization and for conducting the affairs in subordinate branches in such localities as the board of directors may determine."

General officers: President, two vice presidents, secretary, and treasurer elected by the board of directors.

2. Branches: Subordinate; constitution and bylaws imposed by general organization.

3. Convention: Held annually on call of board of directors; elects members of the board of directors. Constitutional amendments by convention only.

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QUALIFICATIONS FOR MEMBERSHIP.—Any male white person "of good moral character" actually employed as general yardmaster, assistant general yardmaster, yardmaster, or station master, is eligible to membership.

APPRENTICE REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by systems committees with the advice of the board of directors.

BENEFITS.—Group insurance covering death and total disability.

OFFICIAL ORGAN.—Railroad Employees Budget and Year Book.

HEADQUARTERS.—Lafayette Building, Buffalo, N. Y.

ORGANIZATION.—Branches only: Illinois, 5; Indiana, 4; Michigan, 2; New Jersey, 3; New York, 6; Ohio, 7; Pennsylvania, 3; total, 30.

MEMBERSHIP REPORTED.—No report.

COMMUNICATION

The group of unions in the communication field presented here are only those that function in private industry. The census puts the United States Post Office in the communication group, but in a study of trade-union organizations a peculiar interest attaches to the extent of unionism in the public service and for that reason the handbook has made a different classification.

The two organizations of telegraphers affiliated with the American Federation of Labor have mutually exclusive jurisdictions—one deals solely with railroads; the other, with commercial telegraph systems. The latter field embraces wireless telegraphy, into which a new independent organization entered in 1931 as the American Radio Telegraphists' Associations in competition with the affiliated Commercial Telegraphers' Union. The greatest strength of the new organization has been in marine work, in which it has negotiated some significant agreements. The commercial telegraphers' jurisdictional claims include marine work but it has not in fact entered that field to any degree. At other points the jurisdictions of the two organizations conflict either actually or potentially, a condition which made the radio telegraphists ineligible to affiliation with the American Federation of Labor. Because a substantial portion of its membership desired identification with the labor movement as represented by the American Federation of Labor, however, the question of amalgamating with the affiliated Commercial Telegraphers' Union was put to referendum vote in 1935. While the merger proposal carried, negotiations were still in progress at the time the handbook went to press.

In the telephone field, which is not extensively organized, jurisdiction is disputed in one geographic area. The International Brotherhood of Electrical Workers has a telephone operators' department (p. 87) which has been granted jurisdiction in that field by the American Federation of Labor. Telephone operators employed by the New England Bell Telephone Co. seceded from the Electrical Workers' Brotherhood several years ago and organized

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the International Brotherhood of Telephone Workers. It confines its activities very largely to New England.

Unions in the communication industry exclusive of the postal service are:

Affiliated with the American Federation of Labor:
- Telegraphers, Order of Railroad.
- Telegraphers' Union of North America, Commercial.
- Telephone Operators' Department, International Brotherhood of Electrical Workers. (Classified under Building trades.)

Independent organizations:
- Radio Telegraphists' Association, American.
- Telephone Workers, International Brotherhood of.

Radio Telegraphists' Association, American

Not affiliated with the American Federation of Labor.

Organized in New York City, August 17, 1931. The first organization of radio operators was the United Radio Telegraphers' Association, founded in 1917. This group maintained an organization for several years, and was particularly successful during the World War. It died out later, however, and disbanded in 1922. No relation exists between that organization and the present one, except that the example of the pioneer radiomen showed that unionization was feasible.

The nucleus of the present organization was the Commercial Radiomen's Protective Association, a group of operators on the Pacific coast who organized early in 1931. Sponsored by that group, and encouraged by a professional journal, the CQ Magazine, a group of 14 marine radio operators met in New York and founded the American Radio Telegraphists' Association. Later the movement spread to all classes of radio operators, and while the marine branch is still the largest unit, the organization covers operators in broadcasting, airways, coastal, point-to-point, and police radio services.

OBJECTS.—"To unite all radio operators, regardless of sex, creed, color, or political opinions and affiliations; to secure or assist in securing legislation and the more effective administration of existing laws which affect the general and material welfare of all workers; to combat unfair methods, discrimination, or inequitable methods used by any employer or group of employers against any or all radio operators. To combat unfair methods and misleading advertising sponsored or used by radio schools or institutes. * * * To recognize the common interests of all workers regardless of occupation and the greater strength in realizing our aims and objects, the American Radio Telegraphers' Association at all times shall stand ready to cooperate with other workers and their organizations for the purpose of realizing mutual and common aims. * * * To assist in all movements which tend for the betterment of all working conditions of all radio operators and workers.

TERRITORIAL JURISDICTION.—Not defined.

TRADE JURISDICTION.—Radio operators wherever and however employed.

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GOVERNMENT.—1. Executive committee is the administrative agency. President is ex-officio member and chairman of the committee and the chief executive officer, responsible to the committee. Secretary-treasurer is ex-officio member of the committee. Vice president is the national organizer. General officers elected by popular vote of entire membership. Executive committee is composed of one member from each of four geographical sections of the four divisions—marine, broadcast, point-to-point, and airways. Committee members elected by popular vote of their constituents.

2. Referendum and recall.

QUALIFICATIONS FOR MEMBERSHIP.—Any person who legally holds a valid official license as a radio operator of any class or grade, and who earns his living as a radio operator is eligible to active membership. Associate membership granted those not qualified as active members "who desire to assist this organization in accomplishing the objects for which it has been established."

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated with employing companies by a representative of the association, an elected committee, and where practicable, one employee or more of the company involved.

BENEFITS.—None.

OFFICIAL ORGAN.—Arta.

HEADQUARTERS.—10 Bridge Street, New York City.

ORGANIZATION.—Four main divisions: Marine, broadcast, point-to-point, and airways. Each subdivided into four geographic sections—northern, eastern, southern, and western.

(*a*) The northern section shall comprise the States of Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin, and the waters adjacent thereto, their rivers, lakes, bays, and sounds.

(*b*) The eastern section shall comprise the States of Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont, Virginia, West Virginia, and the water adjacent thereto, their rivers, lakes, bays, and sounds.

(*c*) The southern section shall comprise the States of Alabama, Arkansas, Florida, Georgia, Kentucky, Louisiana, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, and the possessions of Puerto Rico and the Virgin Islands, and the waters adjacent thereto, their rivers, lakes, bays, and sounds.

(*d*) The western section shall comprise the States of Arizona, California, Colorado, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, Wyoming, and the possessions of Alaska, Guam, Hawaii, and the Philippine Islands, and the waters adjacent thereto, their rivers, lakes, bays, and sounds.

Local unions may be created in each geographical section "at such places as the executive committee in their discretion may deem necessary." Present locals: California, 2; Florida, 1; Louisiana, 1; Maine, 1; Maryland, 1; Massachusetts, 1; New York, 3; Ohio, 2; Oregon, 1; Pennsylvania, 1; Washington, 1. Total, 15.

MEMBERSHIP REPORTED.—2,609.

Telegraphers, Order of Railroad

Affiliated with the American Federation of Labor.

Organized at Cedar Rapids, Iowa, in 1886. The Brotherhood of Telegraphers of the United States, also known as District 45

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of the Knights of Labor, was organized in 1882. It expanded rapidly and by August 1883 included 150 lodges in principal cities of the country with a membership of 18,000. An ill-advised and unsuccessful strike in July 1883 disrupted this first organization and proved that the inclusion of both commercial and railway operators in the same union was impractical. In June 1886 a secret organization, the Order of Railway Telegraphers of North America, was formed at a convention at Cedar Rapids, Iowa, by delegates from a number of roads, mainly west of the Mississippi River. This organization was purely fraternal, and adopted a nonprotective, antistrike policy. Due to paid organizers, its growth was extensive. By 1891, general dissatisfaction with its fraternal features and the establishment of a rival organization that was militantly a labor union, brought about a change in policy, and at the convention of 1891 constitutional changes were adopted which made the organization a full-fledged protective labor union. The name was changed at the same time to its present one.

The repeal of the antistrike clause in the constitution was followed by another rapid growth in membership and a series of strikes for wage increases and improved working conditions generally. In some instances strikes were called specifically on the issue of discriminations against union men which railroads were practicing. Several of these strikes proved so disruptive that in the convention of 1901 an entire new slate of officers was elected. A less aggressive program was put into effect by the new leaders, which involved cooperating with the four railroad brotherhoods in their plans for the negotiation of collective agreements covering a railroad system through federations of the organizations on that system. The convention of 1909, however, voted to withdraw from all other forms of federation in favor of affiliation with the newly organized Railroad Employees Department of the American Federation of Labor. Since the founding of the Railway Labor Executives' Association in 1926, the order has taken an active part in the joint action promoted by that agency.

The craft character of the Order of Railroad Telegraphers has been materially affected by mechanical and operating changes in the nature of the work itself. Originally it was a craft union, and membership was confined to men actually engaged in the transmission of railroad communications, chiefly train orders governing the movement of trains. Technological changes and expansion of jurisdiction have so changed that limitation that now the order embraces men whose work does not involve the use of either the telegraph or the telephone.

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OBJECTS.—"For the protection of their (telegraphers') interests, to elevate their social, moral, and intellectual condition; to promote the general welfare of its membership; to establish a protective fund; and to promote and encourage a mutual-benefit department for the aid and comfort of the beneficiaries of deceased members."

TERRITORIAL JURISDICTION.—United States and possessions, Canada, Mexico, "and other countries of the world."

TRADE JURISDICTION.—Railroad telegraphers, train dispatchers, agents located at railroad stations, line repairers, towermen, lever men, interlockers, tower and train directors, telephone operators, block operators, and staffmen.

GOVERNMENT.—1. General officers are president, secretary-treasurer, six vice presidents, and a board of directors of five elected members.

The board of directors exercises administrative and appellate jurisdiction over the order. The president is the chief executive officer, subject to the board of directors.

2. Local divisions: Subordinate; constitution and bylaws fixed by general division.

3. Convention: Held triennially; enacts legislation and elects general officers. Constitutional amendments by convention only.

QUALIFICATIONS FOR MEMBERSHIP.—Any white person of good moral character who is actually employed on a railroad in a capacity covered by the jurisdiction is eligible to membership. Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by general committee, composed of chairmen of boards of adjustment of local divisions on each system, with individual railroads. Contracts subject to approval of general president. Adjustment committee on the various roads act independently in negotiations, but policies are frequently determined by the national organization.

BENEFITS.—Life insurance.

OFFICIAL ORGAN.—The Railroad Telegrapher.

HEADQUARTERS.—3673 West Pine Boulevard, St. Louis, Mo.

ORGANIZATION.—The unit of organization is a railroad system. Telegraphers on any given road hold membership in the division controlling that road, no matter where located. Members not regularly attached to any road or any given locality hold membership at large in grand division.

There are 108 systems divisions, of which 10 cover Canadian railroads, 1 covers the Panama Railroad, and 1 (division no. 89) the Boston Elevated.

MEMBERSHIP REPORTED.—50,000.

Telegraphers' Union of North America, Commercial

Affiliated with the American Federation of Labor.

Organized in Washington, D. C., in March 1903, as the result of an amalgamation of two organizations, the International Union of Commercial Telegraphers with headquarters at Chicago, and the Order of Commercial Telegraphers with headquarters at St. Louis.

The International Union of Commercial Telegraphers had its inception at Chicago in June 1902 and held its first convention in Chicago in September of the same year.

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The Order of Commercial Telegraphers was the outgrowth of the Brotherhood of Commercial Telegraphers fostered by the Order of Railroad Telegraphers from 1897 to 1902.

Both organizations applied for a charter from the American Federation of Labor in 1902. The American Federation of Labor convention ordered a joint conference of the two organizations, which took place in Washington in March 1903, and an amalgamation resulted. The Commercial Telegraphers' Union of America was agreed upon as the title of the amalgamated organization, and the first convention was held in New York in July 1903. The name of the organization was changed to the Commercial Telegraphers' Union of North America at the fourteenth regular and first triennial convention held in Chicago, in September 1928.

OBJECTS.—"To protect, maintain, and advance trade interests and to secure better conditions of employment; to establish and uphold a fair and equitable rate of wages; to give all moral and material aid in our power to members and those dependent upon them; to distinguish the work performed by members of the union and make it preferred; to discourage the indiscriminate teaching of telegraphy."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—All branches of the telegraph service except railroad.

GOVERNMENT.—1. General officers are: President, secretary-treasurer, and five elected members comprising the general executive board.

The president is the chief executive officer, subject to instructions and advice of the general executive board. The general executive board has appellate power.

2. Subordinate units: Territory defined and allocated by general assembly to subordinate units "known as systems divisions, brokers divisions, such other private-wire divisions as may be found necessary to conform to this union's principle of complete autonomy for the various branches of the commercial telegraph."

"District councils may be formed upon approval by the international president, by seven or more members in good standing of two or more subordinate units. * * * The purpose of the district council shall be to carry on social, fraternal, and legislative activities of the union * * * and for these purposes the council may act concurrently with the subordinate units. Persons employed in branches of the service over which no subordinate unit has jurisdiction shall carry their membership in the district council."

3. Convention: Held triennially; enacts legislation and elects general officers. Constitutional amendments by convention or by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any white person of good moral character who is over 16 years of age and is actually employed as a commercial telegrapher or as an operative connected with an automatic telegraph machine and maintenance of lines, bookkeeper, clerk, or messenger in the commercial telegraph service, or in the operation of a telephone shall be eligible to membership. Any commercial telegrapher, although not actually so employed, is eligible to membership. Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Agreements negotiated by division committees. "A district, division, or general committee shall not be authorized to

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establish or regulate a scale of wages affecting members other than those it represents", and "no committee shall present a schedule, contract, or agreement to their employers nor attempt to secure its adoption, until it has first been approved by the international president."

BENEFITS.—Funeral.

OFFICIAL ORGAN.—The Commercial Telegraphers' Journal.

HEADQUARTERS.—113 South Ashland Boulevard, Chicago, Ill.

ORGANIZATION.—Four separate and autonomous divisions:

Commercial, divided into 11 systems divisions: Canadian Pacific; Government Telegraphers of British Columbia and the Yukon; Canadian Government Telegraphers (central); Western Union; Postal Telegraph; American Telephone and Telegraph; Pipe Line; Packers'; United States Government; Buffalo; Canadian National.

Press, divided into five systems divisions: International News Service; United Press; Canadian Press; Associated Press; National Press.

These in turn are subdivided into circuits, under a general chairman.

Broker, divided into 15 systems divisions: Eastern; Maryland; New England; Western; Eastern Canada; Southwest; Michigan; Ohio; Middle Western Atlantic (Pennsylvania); Philadelphia; Pacific Coast; Southern; Ontario; Western Canada; Southeast.

Wireless, divided into three systems divisions: Canadian Marconi, MacKay Radio, R. C. A.

District Councils: *United States*—Baltimore; Buffalo; Chicago; Des Moines; Fire Telegraphers' Council (New York); Memphis; Milwaukee; New York City; Pittsburgh. *Canada*—Montreal; Toronto; Vancouver; Winnipeg.

General assembly: Headquarters, 113 South Ashland Boulevard, Chicago, for members not permanently located.

MEMBERSHIP REPORTED.—7,500.

Telephone Workers, International Brotherhood of

Not affiliated with the American Federation of Labor.

Organized in Boston, Mass., May 15–16, 1920, by employees of the New England Bell Telephone Co. who withdrew from the International Brotherhood of Electrical Workers because of a jurisdictional dispute over telephone work.

OBJECTS.—"The objects of the International Brotherhood of Telephone Workers are: To organize all telephone workers into local unions; to maintain a higher standard of skill; to encourage the formation of schools of instruction in local unions for teaching the practical application of electricity and for trade education generally; to cultivate feelings of friendship among the men of our craft; to settle all disputes between employers and employees by arbitration (if possible); to assist each other in sickness and distress; to secure employment; to reduce the hours of labor; to secure adequate pay for our work; and by legal and proper means elevate the moral, intellectual, and social conditions of our members."

TERRITORIAL JURISDICTION.—The New England States.

TRADE JURISDICTION.—Telephone manufacture, installation, maintenance, assembling, and operation.

GOVERNMENT.—1. General officers are president, three vice presidents, secretary-treasurer, and an executive council of nine elected members. The executive

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council, "shall have general direction, control, and management of all property and business" of the organization, between conventions.

2. Local unions: Autonomy limited and defined by international constitution. Local unions have power to make their own bylaws and working rules subject to approval of international president.

3. Convention: Biennial; enacts legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—"Any telephone worker of good moral character not over 55 years of age nor less than 18, and of good sound health and not afflicted with any disease or subject to any complaint liable to endanger life, is eligible to membership in this brotherhood." Members promoted to supervisory positions "above the grade of foreman, senior testman, etc.", become members of the general office instead of the local. Male and female membership.

APPRENTICESHIP REGULATIONS.—"Each local union shall adopt its own apprenticeship system, as the peculiar conditions of each district may require."

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally, but must be approved by general officers. "All agreements between local unions and employers must contain a condition that the local union is a part of the international brotherhood and that a violation or annulment of an agreement with any local union annuls all agreements entered into by the same party with any other local union of the International Brotherhood of Telephone Workers." Grievances handled by conference boards.

BENEFITS.—Death.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—Kimball Building, 18 Tremont Street, Boston, Mass.

ORGANIZATION.—Local unions only: Maine, 2; Massachusetts, 19; New Hampshire, 1; Rhode Island, 1; Vermont, 1. Total, 24.

MEMBERSHIP REPORTED.—5,400.

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Section D. Trade

Probably no other field of wage-earner activity has responded so little to unionism as has that classed as trade. In the classification used here only two unions fall definitely and exclusively in that field. One of them is of fairly broad coverage, designed to serve all persons engaged in the retailing of merchandise. Actually its activities are limited to certain types of mercantile establishments. The other union referred to operates in one phase of advertising, billposting, and billing, and has a related rather than a direct connection with trade.

However, more organization is actually found in the trade group than is apparent here. The Amalgamated Meat Cutters and Butcher Workmen, classed with food industries (p. 146), contains persons employed in retail butcher shops as well as those directly engaged in manufacturing processes. The large membership of the International Brotherhood of Teamsters, Chauffeurs, Stablemen, and Helpers (p. 244) includes a very substantial number of persons who hold membership in that organization because they are drivers and deliverymen, but they are in fact primarily allied to the retail trade as bakery and dairy salesmen.

The census lists gasoline filling stations under its trade group. In that field unionism has made some headway, although such progress as has been made is regarded by trade-union officials as only a substantial start toward organizing an occupation embracing over 700,000 workers. During 1933–34, 56 local unions affiliated directly with the American Federation of Labor were formed among workers engaged in gasoline and oil distribution and selling. In some communities practically all filling-station attendants were organized. Company unionism is a strong factor in this field, however, and recent lists of directly affiliated unions suggest a considerable reduction from the 56 reported in 1934.

Organizations which in whole or in part can be allocated to this group are:

Affiliated with the American Federation of Labor:

- Bill Posters and Billers of America, International Alliance of.
- Clerks' International Protective Association, Retail.
- Meat Cutters and Butcher Workmen of North America, Amalgamated. (Classified under Food, etc.)
- Teamsters, Chauffeurs, Stablemen, and Helpers, International Brotherhood of. (Classified under Street and road transportation.)

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Bill Posters and Billers of America, International Alliance of

Affiliated with the American Federation of Labor.

Organized in 1903 from various directly affiliated American Federation of Labor local unions, the first of which was formed in Chicago, in 1902.

OBJECTS.—"We hereby pledge ourselves to assist each other in securing reasonable compensation for services rendered, and to use our influence with other organized bodies to assist us in accomplishing our objects; to endeavor, to the best of our ability, to disseminate useful information by means of lectures, pamphlets, and industrial literature among our coworkers, and to develop the intelligence which exists among our people. While we are opposed to entering any political party as a body, we declare it to be our duty to use our influence with the lawmaking power to secure the enactment of laws beneficial to our interests and those of wage earners in general, and to secure and retain employment for our members, to protect them from oppression, and to place ourselves on a foundation sufficiently strong to resist any further encroachments on our rights."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Billposting, billing, and advertising sign work.

GOVERNMENT.—1. General executive board, composed of president, secretary, and seven vice presidents, "shall have the power to make laws not provided for in the constitution", and decide upon all grievances and appeals, subject to review by the convention. The president "shall exercise general supervision of the alliance's jurisdiction."

2. Local unions: "It shall be the cardinal principle of the alliance to preserve home rule in every local where such rule does not conflict with the laws of the international alliance", but "no local shall engage in a strike without the consent of the executive board."

3. Convention: Biennial; enacts legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—"Any man of the age of 18 years who has been vouched for by two members in good standing of either the alliance or a local, shall be entitled to membership." Every applicant must take an examination in practical work before he is admitted to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—"Circus agreement" negotiated and controlled by international alliance; other agreements negotiated locally with individual employers are substantially personal contacts.

BENEFITS.—None.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—Longacre Building, Forty-second and Broadway, New York City.

ORGANIZATION.—Local unions only: *United States*—Alabama, 1; California, 4; Colorado, 1; Connecticut, 3; District of Columbia, 1; Florida, 2; Georgia, 1; Illinois, 5; Indiana, 3; Iowa, 3; Kansas, 1; Kentucky, 1; Louisiana, 1; Maryland, 1; Massachusetts, 6; Michigan, 3; Minnesota, 4; Missouri, 3; Nebraska, 2; New Hampshire, 1; New Jersey, 5; New York, 10; Ohio, 9; Oklahoma, 1; Oregon, 1; Pennsylvania, 10; Tennessee, 1; Texas, 5; Utah, 1; Virginia, 1; Washington, 1; West Virginia, 1; Wisconsin, 2. *Canada*—Ontario, 3; Quebec, 1. Total, 99. Membership at large provided for workers where there is no local.

MEMBERSHIP REPORTED.—6,000.

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Clerks' International Protective Association, Retail

Affiliated with the American Federation of Labor.

Organized in Detroit, Mich., December 1890, as a national union. With extension of jurisdiction to Canada the name was changed in 1899 to the present one.

OBJECTS.—"For the purpose of promoting unity and sentiment of action among the retail clerks and joining them closer together for mutual protection."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The selling force of mercantile and mail-order establishments (other than the liquor trade).

GOVERNMENT.—1. Executive board consists of president, seven vice presidents, and a secretary-treasurer. President is the chief administrative officer with wide powers.

2. District organizations composed of the local unions within an assigned territory and "subject to the jurisdiction, laws, rules, and usages of the international association."

3. Local unions: "All local unions shall be under the jurisdiction of the international and district associations and may make such laws for their government as they may deem necessary, provided they do not conflict with the international and district constitution or agreements entered into."

4. Convention: Every fifth year. Nomination and election of officers by referendum. Constitutional amendments by convention or by initiative or referendum.

QUALIFICATIONS FOR MEMBERSHIP.—All persons employed in mercantile or mail-order establishments who are actively engaged in handling or selling merchandise and who have reached the age of 16 years are eligible to membership. Male and female membership.

All applicants between the ages of 16 and 50 years who are not afflicted with a chronic or incurable disease become beneficiary members. Applicants over 50 years of age and those afflicted with a chronic or incurable disease are classed as nonbeneficiary.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Union store-card agreement drawn up by the international officers, but negotiated locally. Agreements deal chiefly with working hours and must be uniform throughout the jurisdiction of the district association.

BENEFITS.—Funeral.

OFFICIAL ORGAN.—The Retail Clerks' International Advocate.

HEADQUARTERS.—La Fayette, Ind.

ORGANIZATION.—Not reported.

MEMBERSHIP REPORTED.—No report. On basis of voting strength in American Federation of Labor, 7,200.

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Section E. Professional, Semiprofessional, and Recreational Groups

The trade-union philosophy of organization has been accepted by an increasing number of professional groups in the past few years. The latest to enter trade-union ranks on an extensive scale are the editorial and news writers and reporters, who in 1933 organized the American Newspaper Guild as a national body. The editorial and writing staffs of monthly magazines have followed the example of the newspaper journalists and are organizing locally, but this movement has not yet become national.

Some scientific men joined with a group of architects to organize, in 1933, the Federation of Architects, Engineers, Chemists, and Technicians. This is an independent union, affiliation with the American Federation of Labor being blocked by the fact that an affiliated organization, the International Federation of Technical Engineers, Architects, and Draftsmen's Unions, covers practically the same field.

The Screen Actors' Guild, which had functioned for some years largely as a professional organization, became definitely identified with the labor movement in 1933 by affiliating with the Associated Actors and Artistes of America. This action was determined largely by the interchangeability of performers in the legitimate and moving-picture fields. "Personal appearances" of screen actors on one hand, and the reproduction in pictures of current legitimate dramas with the original leads, on the other, made contracts difficult to interpret and enforce and the result was the identification of the moving-picture actors with the general organization on terms which grants autonomy to the screen group, as to the other craft groups in the federation.

About the same time the actor's union extended its jurisdiction to the radio field. Organization of radio performers has been coincident with the revival of unionism among vaudeville actors, who began an intensive organizing campaign in 1934, covering both vaudeville and radio. The American Federation of Actors was established and chartered by the parent Associated Actors and Artistes as a branch in lieu of the practically defunct White Rats Actors' Union. It reported substantial success by 1935 and continued its organizing efforts, founding an official organ, the A. F. A. Reporter, as a medium for keeping in contact with its scattered membership.

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Organization has begun among social workers (see p. 13) who are working toward national entity and possible affiliation with the American Federation of Labor. Other organized professional and semiprofessional workers hold membership in directly affiliated local unions covering, chiefly, institution nurses, laboratory research workers, and opticians.

Another related field into which organization is spreading is the technical work complementary to certain professional services, as, for example, optical and dental technicians, X-ray laboratory workers, and hospital attendants. Organizations of this type are local and are chartered directly by the American Federation of Labor.

In addition to the theatrical stage employees' union, which may also be regarded as an occupation ancillary to the professional group, theatrical wardrobe attendants and dressers in large cities are organized into directly affiliated local unions, as are theater ushers, cashiers, and doormen in some instances. National and international unions among the professions and related groups are:

Affiliated with the American Federation of Labor:
- Actors and Artistes of America, Associated.
- Draftsmen's Unions, International Federation of Technical Engineers, Architects, and.
- Musicians, American Federation of.
- Stage Employees and Moving Picture Machine Operators of the United States and Canada, International Alliance of Theatrical.
- Teachers, American Federation of.

Independent:
- Architects, Engineers, Chemists, and Technicians, Federation of.
- Newspaper Guild, American.

Actors and Artistes of America, Associated

Affiliated with the American Federation of Labor.

Organized in New York City, July 18, 1919. The first group of public entertainers to form a union were vaudeville performers and the union was chartered by the American Federation of Labor as a directly affiliated local known as Actors' Protective Union, No. 6453. The organization grew into a national union chartered in 1896 as the Actors' National Protective Union, a name which in 1909 was changed to the Actors' International Union. In 1900 the American Federation of Labor chartered a second organization of vaudeville actors known as the White Rats Union. In 1910 these two organizations amalgamated under the name of the larger and more powerful, and received a charter as the White Rats Actors' Union of America.

In the legitimate field the first efforts toward economic organization were made by the Actors' Society of America, but this organization was short-lived and by 1916 had ceased to function.

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On December 22, 1912, a gathering of 80 actors met in New York City and took steps toward forming a union. Five months later the Actors' Equity Association was launched with 112 members.

With a view to strengthening its position in the effort to secure advantageous contracts from producers, the association, in 1916, applied to the American Federation of Labor for a charter of affiliation. Because the White Rats Actors' Union of America held the jurisdiction covering the theatrical field the application was refused, but the suggestion was made that the legitimate actors form a branch of the union already chartered. No agreement to that end was reached and the Actors' Equity remained outside the American Federation of Labor until 1919.

Meanwhile the White Rats Actors' Union had been practically annihilated as the result of disastrous defeat in their strike of 1917. When the Actors' Equity Association made a second application to the American Federation of Labor for affiliation, in 1919, the White Rats surrendered their charter and the federation chartered both groups under the title "Associated Actors and Artistes of America."

The vaudeville performers began a movement in 1934 to rebuild their organization, by pointing out the example and the successful methods of the Actors' Equity Association. Extending their field to include the radio performers, they organized the American Federation of Actors, which was chartered as a branch of the Associated Actors and Artistes.

This organization is a federation of autonomous groups divided by crafts and nationalities. The component organizations are: In the legitimate field—Actors' Equity Association (which comprises more than 70 percent of the total membership), Hebrew Actors' Union, and Hungarian Actors and Artistes' Association; in the vaudeville field—American Federation of Actors (formerly White Rats Actors' Union) and the German White Rats Actors' Union; Burlesque Actors' Association; in the motion-picture field—the Screen Actors' Guild; in chorus work—Chorus Equity Association, Grand Opera Choral Alliance, Singers' Guild of Los Angeles, and Hebrew Chorus Union.

OBJECTS.—"The policy of this union shall be the 'union shop'; an equitable contract; and to prevent and abolish all abuses from which its members suffer or may suffer."

TERRITORIAL JURISDICTION.—United States, Canada, Mexico, South America, and Cuba.

TRADE JURISDICTION.—"All actors and actresses, whether legitimate, lyceum, circus, cabaret, vaudeville, chautauqua, burlesque, motion picture, stage manager, director, assistant stage manager or director, or any other entertainers of the public."

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GOVERNMENT.—Governed by an executive committee composed of president, vice president, secretary-treasurer, and five other elected members.

General meeting held annually in New York City.

QUALIFICATIONS FOR MEMBERSHIP.—Actors' Equity Association: "Persons who have been actors for at least 2 years are eligible to election as regular members. Persons who have been actors for less than 2 years and who have played at least one speaking part are eligible to election as junior members."

Hebrew Actors' Union: Applicants must qualify by acting a part acceptably before the membership.

Other groups: All persons actually engaged within the jurisdiction covered are eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Actors' Equity Association negotiates as an organization with producers. A series of contracts covers standard minimum working conditions.

Chorus Equity Association negotiates an agreement with producers, covering working conditions and a minimum-wage scale.

BENEFITS.—None.

OFFICIAL ORGAN.—None. (Actors Equity Association—Equity; American Federation of Actors—A. F. A. Reporter.)

HEADQUARTERS.—45 West Forty-seventh Street, New York City.

ORGANIZATION.—General membership organization; no locals.

Branches: Actors' Equity Association, Chorus Equity Association, American Federation of Actors, Grand Opera Choral Alliance, Burlesque Actors' Association, the Screen Actors' Guild, and the Singers' Guild of Los Angeles, which are craft divisions; German White Rats Actors' Union, Hebrew Chorus Union, Hebrew Actors' Union, Hungarian Actors' and Artistes' Association, which are language and craft divisions.

Membership reported.—14,000.

Architects, Engineers, Chemists, and Technicians, Federation of

Not affiliated with the American Federation of Labor.

Organized in New York City, August 23, 1933, largely as the result of widespread unemployment in the various fields covered and of continued lay-offs of technical and professional employees in the municipal civil service of New York and other cities. Organizing activities have extended to the unemployed as a protective measure, as well as to those in employment. As at present constituted, the organization covers architects and engineers employed in municipal and Federal civil service and on work-relief and housing projects, chiefly; but its jurisdiction extends also to private industry. A national convention of the various component groups was held in Chicago in December 1934, at which a national program and constitution were adopted.

OBJECTS.—The object of the federation shall be to unite all employee and student technicians for the purpose of obtaining and preserving employment with adequate wages and proper hours and working conditions.

TERRITORIAL JURISDICTION.—United States, Territories, and possessions.

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TRADE JURISDICTION.—"All professional activity in architecture, engineering, science, and technology."

GOVERNMENT.—1. National executive council, composed of national officers and one member from each chapter, "shall direct, supervise, and coordinate the work of the chapter." National officers elected annually by convention vote, are president, two vice presidents, a secretary, and a treasurer (the last two to be from same chapter).

2. Convention: Held annually; is the legislative body and determines the "general policies and laws of the organization." Initiative and referendum. Constitutional amendments by convention vote or referendum.

3. Chapters: Largely autonomous, adopt their own bylaws and rules but dues are fixed by national constitution.

4. Local executive committees composed of representatives of different sections in chapters organized on sectional basis.

QUALIFICATIONS FOR MEMBERSHIP.—Membership shall be open to all men and women who are qualified by training or experience in any professional capacity, in architecture, engineering, or any other scientific or technical work, except employers of any such persons, or executives with authority to employ or discharge, to decide on advancement, or demotion, or to fix compensation, in either private or public employment.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally with individual employers, subject to acceptance by majority vote of membership covered by the agreement.

BENEFITS.—None.

OFFICIAL ORGAN.—The Bulletin. (Local chapters also publish official organs).

HEADQUARTERS.—26 East Seventeenth Street, New York City.

ORGANIZATION.—The basic unit of organization is the chapter, and there may be only one chapter in any one city or other geographic area. Where chapter membership exceeds 200, professional sections may be created (architects' section, chemists' section, etc.). Local groups cover offices and plants.

Chapters: California, 1; District of Columbia, 1; Illinois, 1; Maine, 1; Maryland, 1; Massachusetts, 1; Michigan, 1; New Jersey, 2; New York, 3; Ohio, 2; Pennsylvania 2. Total, 16.

MEMBERSHIP REPORTED.—6,000.

Draftsmen's Unions, International Federation of Technical Engineers', Architects', and

Affiliated with the American Federation of Labor. Organized in 1918, at Washington, D. C.

OBJECTS.—To provide an organization for technical engineers, architects, draftsmen, and other engineering employees with the object of advancing their economic status.

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Technical engineers (all classes), architects, draftsmen, and related engineering positions.

GOVERNMENT.—1. The management of the affairs of this federation shall come under the following authorities in the order shown: First, annual convention; second, executive council; third, the president.

2. Local unions: Subordinate to and governed by rules of the international.

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3. Convention: Meets annually, for executive, legislative, and judicial purposes; elects officers.

QUALIFICATIONS FOR MEMBERSHIP.—Technical engineers, architects, draftsmen, etc., in an "employee" capacity.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—No definite method.

BENEFITS.—None.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—American Federation of Labor Building, Washington, D. C.

ORGANIZATION.—Local unions: California, 6; District of Columbia, 1; Georgia, 1; Maryland, 1; Massachusetts, 2; Nebraska, 1; New Hampshire, 1; New York, 1; North Dakota, 1; Ohio, 2; Pennsylvania, 1; Rhode Island, 1; South Carolina, 1; Virginia, 1; Washington, 2; Wisconsin, 1. Total, 24.

MEMBERSHIP REPORTED.—3,800.

Musicians, American Federation of

Affiliated with the American Federation of Labor.

Organized in Indianapolis, Ind., October 19, 1896. The present organization of musicians was founded at a convention held in Indianapolis on October 19, 1896, at which 27 local organizations were represented. A musician's organization, the National League of Musicians of America, existed at the time, but it was a professional society wholly. Many branches of the league sent representatives to take part in the organization of the trade-union, and were expelled from the league in consequence. In the resulting struggle between the two organizations for the control of professional musicians, the old league was gradually absorbed by the new federation.

OBJECTS.—"The object of the American Federation of Musicians shall be to unite all local unions of musicians, the individual musicians who form such local unions, and conditional members of the American Federation of Musicians into one grand organization for the purpose of the general protection and advancement of their interests, and for the purpose of enforcing good faith and fair dealing, as well as consistency with union principles, in all cases involving or of interest to members and local unions of the federation."

TERRITORIAL JURISDICTION.—United States and possessions and Canada.

TRADE JURISDICTION.—Professional players of musical instruments.

GOVERNMENT.—1. Executive council, composed of president, vice president, secretary, treasurer, and five elected members, one of whom shall be a Canadian, "shall have general supervision of all matters pertaining to the federation."

2. Local unions: Subordinate; autonomy limited.

3. Convention: Held annually; enacts legislation and elects general officers.

QUALIFICATIONS FOR MEMBERSHIP.—"Performers on musical instruments of any kind who render musical services for pay are classed as professional musicians and are eligible to membership." Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHODS OF NEGOTIATING AGREEMENTS.—All agreements and contracts, whether for individuals or for organizations, must be made on official blanks of the

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American Federation of Musicians. Detailed price scales, hours, working conditions, etc., are fixed by the general laws of the organization.

BENEFITS.—Strike.

OFFICIAL ORGAN.—The International Musician.

HEADQUARTERS.—39 Division Street, Newark, N. J.

ORGANIZATION.—Local unions only: *United States*—Alabama, 4; Arizona, 4; Arkansas, 3; California, 30; Colorado, 7; Connecticut, 19; Delaware, 1; District of Columbia, 2; Florida, 9; Georgia, 1; Idaho, 6; Illinois, 70; Indiana, 24; Iowa, 23; Kansas, 13; Kentucky, 5; Louisiana, 3; Maine, 4; Maryland, 4; Massachusetts, 31; Michigan, 21; Minnesota, 10; Mississippi, 3; Missouri, 12; Montana, 12; Nebraska, 8; Nevada, 4; New Hampshire, 4; New Jersey, 15; New Mexico, 1; New York, 58; North Carolina, 4; North Dakota, 4; Ohio, 49; Oklahoma, 4; Oregon, 5; Pennsylvania, 67; Rhode Island, 4; South Carolina, 2; South Dakota, 4; Tennessee, 4; Texas, 14; Utah, 3; Vermont, 3; Virginia, 4; Washington, 20; West Virginia, 9; Wisconsin, 25; Wyoming, 6; Hawaii, 1. *Canada*—Alberta, 3; British Columbia, 2; Manitoba, 1; New Brunswick, 1; Ontario, 19; Quebec, 2; Saskatchewan, 4. Total, 674 (of which 30 are negro organizations).

MEMBERSHIP REPORTED.—110,000.

Newspaper Guild, American

Not affiliated with the American Federation of Labor.

Organized in Washington, D. C., December 15, 1933. The organization of newswriters and other workers in the editorial departments of newspapers on an economic basis grew out of the adoption of the N. R. A. code for the publishing industry. Under this code the editorial staff was classed as professional and excluded from the application of wages and hours provisions. A conference of newswriters and editorial staff employees was held in Washington shortly after the code was signed, attended by 27 men representing organized groups from 4 cities and holding proxies from newspaper men and women in 30 other cities. This group decided to adopt the trade-union method and policy of organization.

During its first 2 years the guild secured signed agreements with several daily papers covering hours, salaries, and working conditions in the editorial department and conducted a successful strike against the discriminatory discharge of union members on a large city daily. During the strike, the strikers, assisted by the national organization, issued a daily news-sheet in competition with the paper against which they were striking.

OBJECTS.—"To advance the economic well-being of its members; to guarantee greater economic security for its employed and unemployed; to guarantee, as far as it is able, constant honesty in the dissemination of public intelligence; to raise the standard of journalism and ethics of the industry; to foster friendly cooperation with all other workers; and to promote industrial unionism in the newspaper industry."

TERRITORIAL JURISDICTION.—United States.

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TRADE JURISDICTION.—The editorial department of news publications (including press associations, editorial syndicates, wire services, and news photograph agencies, and bureau offices of such publications).

GOVERNMENT.—1. National executive board has general supervision over all the affairs of the organization. It consists of president, executive secretary, treasurer, and five vice presidents, one of whom represents wire-service employees. (Geographical representation on national executive board provided by requiring that one member be elected from each of six Federal Reserve districts). Executive secretary is a salaried officer, but has no vote on the executive board.

2. National council: Composed of the presidents of all guilds.

3. Local guilds: Subordinate; autonomy limited by national constitution but they "have power to enact and enforce local bylaws and a constitution" not in conflict with the national constitution and policies. A local guild is composed of shop units (one or more): A shop unit, or branch, is the organization in each local newspaper or press-association office. "All members of units, guilds, and districts shall be considered to be and shall be members of the American Newspaper Guild."

4. Convention (annual) and referendum. Election of officers and constitutional amendments by convention vote.

QUALIFICATIONS FOR MEMBERSHIP.—Any man or woman actually employed within the defined jurisdiction is eligible to membership. (Those unemployed at time of application are eligible under terms set by the constitution.)

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Wire-service committee, consisting of the vice president for wire service as chairman and two other members of the national executive board, is medium for negotiating national agreement with press associations.

Agreements for editorial staffs to be negotiated locally, on the basis of a standard form furnished by the national organization, by executive officer of local guild, subject to ratification by local membership. National executive board may disapprove agreements negotiated locally if they do not conform to national standards. (Personal contracts not prohibited, but will not be given support of the national body, and no member may negotiate an individual contract "for a wage or other standard of employment inferior to that secured by the guild in any collective action for his unit.")

BENEFITS.—Strike.

OFFICIAL ORGAN.—The Guild Reporter (semimonthly).

HEADQUARTERS.—49 West Forty-fifth Street, New York City.

ORGANIZATION.—(Organization of district councils composed of two or more guilds in a geographic district or community authorized by 1935 convention.) Local guilds: California, 1; Connecticut, 2; Delaware, 1; District of Columbia, 1; Georgia, 1; Illinois, 1; Indiana, 1; Iowa, 1; Maryland, 1; Massachusetts, 4; Michigan, 4; Minnesota, 3; Missouri, 2; Nebraska, 1; New Jersey, 3; New York, 5; North Carolina, 3; Ohio, 8; Oklahoma, 2; Pennsylvania, 9; South Carolina, 1; Texas, 2; Utah, 1; Virginia, 3; Washington, 1; Wisconsin, 2. Total, 64.

MEMBERSHIP REPORTED.—6,000.

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Stage Employees and Moving-Picture Machine Operators of the United States and Canada, International Alliance of Theatrical

Affiliated with the American Federation of Labor.

Organized July 17, 1893. The first organization among stage employees began in New York City in the early seventies, with the formation of fraternal and relief societies. Later, with the rise of the Knights of Labor, the stage hands in several of the large cities became identified with that movement.

The locals of stage hands, however, followed the swing of the craft-unionists from the Knights of Labor to the American Federation of Labor, and affiliated with the latter organization as local trade-unions.

In 1893 the 11 local unions then existing met in conference in New York City and formed the National Alliance of Theatrical Stage Employees. Five years later, with the chartering of a local in Montreal, Canada, the alliance became international in character and changed its name to International Alliance of Theatrical Stage Employees.

Changes in the theatrical business have determined the changes in scope of the organization. The alliance was founded at a time when the field was largely limited to legitimate dramatic productions in the very large cities. Stock-company production in smaller centers followed, then vaudeville and road shows. Still later, with the extension of jurisdiction to motion-picture-machine operators, the field became practically universal.

Jurisdiction over the motion-picture-machine operators was claimed by both the stage employees and electrical workers, and both these organizations took projectionists into membership. The theatrical stage employees' organization was the more active and more successful in the new field, but for years the International Brotherhood of Electrical Workers contested their right to the motion-picture men. A decision of the 1914 convention of the American Federation of Labor granted the jurisdiction unequivocally to the stage employees. Following this decision the title of the alliance was expanded to International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada.

OBJECTS.—"To improve our condition, to insure the maintenance of a fair rate of wages for services competently rendered, to assure the employment of our members in these industries, and that equity may be maintained."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The mechanical department of the theatrical stage (covering stage carpenters, property men, stage electricians, and all other stage employees) and the projection of moving pictures.

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GOVERNMENT.—1. General executive board, composed of president, seven vice presidents (one of whom shall be a resident and citizen of Canada), and general secretary-treasurer, "shall have entire supervision and authority over the alliance except during such time as the alliance is in convention assembled."

2. Local unions: "Home rule is granted to all affiliated locals of this alliance, and this shall be construed as authority conferred upon each local to exercise full control over its own affairs: *Provided, however,* That in the conduct of such business no action shall be taken that will conflict with any portion of the constitution and bylaws of the alliance."

3. Convention: Held biennially; enacts legislation and elects general officers. Constitutional amendments by convention. Referendum only as to calling special or district conventions.

QUALIFICATIONS FOR MEMBERSHIP.—Eighteen months' residence in the jurisdiction; passing a satisfactory examination. Application must be passed upon by general secretary-treasurer. An applicant for membership "must have been a member in good standing of the union of whatever other craft he has followed previous to the date of his application, provided there has been a local of his craft in his city."

APPRENTICESHIP REGULATIONS.—Controlled locally.

METHOD OF NEGOTIATING AGREEMENTS.—"All affiliated locals shall enter into written contracts with local managers and other employers covering conditions of employment of their members." (Constitutional mandate.)

Agreements are negotiated by local unions, generally with individual theaters. Terms vary widely with varying conditions in different localities. Traveling members have individual contracts which are uniform throughout the membership.

BENEFITS.—Strike; and prosecution of claims against employers for members by claim department of the alliance.

OFFICIAL ORGAN.—General Bulletin (not a journal).

HEADQUARTERS.—Earle Building, Thirteenth and E Streets NW., Washington, D. C.

ORGANIZATION.—District divisions:

No. 1. Montana, Idaho, Oregon, Washington, and British Columbia.

No. 2. California, Nevada, Arizona, New Mexico, Utah.

No. 3. Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut.

No. 4. Pennsylvania, Delaware, Maryland, Virginia, West Virginia, and District of Columbia.

No. 5. Wyoming and Colorado.

No. 6. Texas.

No. 7. Tennessee, Alabama, Georgia, Florida, North and South Carolina, Mississippi, and Louisiana.

No. 8. Michigan, Indiana, Ohio, and Kentucky.

No. 9. Wisconsin, Iowa, Illinois, Missouri, Minnesota, North and South Dakota, Nebraska, and Kansas.

No. 10. New York.

No. 11. Ontario, Quebec, Prince Edward's Island, Nova Scotia, and New Brunswick.

No. 12. Manitoba, Saskatchewan, and Alberta.

No. 14. New Jersey.

Local unions (stage hands and moving-picture-machine operators are organized into separate locals except in small towns). *United States*—Alabama,

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10; Arizona, 3; Arkansas, 4; California, 39; Colorado, 9; Connecticut, 18; Delaware, 2; District of Columbia, 2; Florida, 13; Georgia, 6; Idaho, 4; Illinois, 33; Indiana, 28; Iowa, 20; Kansas, 16; Kentucky, 4; Louisiana, 8; Maine, 4; Maryland, 5; Massachusetts, 31; Michigan, 18; Minnesota, 11; Mississippi, 6; Missouri, 16; Montana, 6; Nebraska, 6; Nevada, 1; New Hampshire, 2; New Jersey, 22; New Mexico, 1; New York, 54; North Carolina, 9; North Dakota, 4; Ohio, 46; Oklahoma, 15; Oregon, 6; Pennsylvania, 54; Rhode Island, 6; South Carolina, 4; South Dakota, 4; Tennessee, 11; Texas, 37; Utah, 5; Virginia, 10; Washington, 16; West Virginia, 8; Wisconsin, 19; Wyoming, 2. *Canada*—Alberta, 4; British Columbia, 3; Manitoba, 2; New Brunswick, 1; Ontario, 18; Quebec, 4; Saskatchewan, 4; Nova Scotia, 1. Total, 696.

MEMBERSHIP REPORTED.—24,000.

Teachers, American Federation of

Affiliated with the American Federation of Labor.

Organized in Chicago, Ill., April 15, 1916. The national organization when founded was composed of eight groups of teachers in various cities who had been previously organized as directly affiliated American Federation of Labor local unions. At the instigation of the Chicago locals a conference was held and federation effected. Later the new organization was chartered by the American Federation of Labor as an affiliated national union.

OBJECTS.—"The objects of this organization shall be: To bring associations of teachers into relations of mutual assistance and cooperation; to obtain for them all the rights to which they are entitled; to raise the standard of the teaching profession by securing the conditions necessary to the best professional services; to promote such a democratization of the schools as will enable them better to equip their pupils to take their places in the industrial, social, and political life of the community."

TERRITORIAL JURISDICTION.—United States, Canada, Mexico, and Central America.

TRADE JURISDICTION.—The teaching staffs of public schools and private schools not conducted primarily for religious purposes or for private gain.

GOVERNMENT.—1. Executive council, composed of president, secretary-treasurer, and 15 vice presidents, shall carry out the instructions of the national conventions and "shall have the power to deal with all the affairs of the federation between conventions."

2. Local unions: Autonomy not defined.

3. Convention: Meets annually; enacts legislation and elects general officers. Constitutional amendments either by convention or referendum vote.

QUALIFICATIONS FOR MEMBERSHIP.—Any school teacher who has classroom work and who has no disciplinary or rating power over other teachers is eligible to membership. Principals and supervisors may be admitted to membership by vote of local organization. Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None. Salaries, regulations, working conditions, etc., controlled by municipal government through the boards of education.

BENEFITS.—None.

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OFFICIAL ORGAN.—The American Teacher.

HEADQUARTERS.—506 South Wabash Avenue, Chicago, Ill.

ORGANIZATION.—Locals may include all members in a city or may be divided on basis of high-school and grade-school teachers, or male teachers and female teachers: Alabama, 1; Arkansas, 37; California, 9; Colorado, 1; Connecticut, 2; District of Columbia, 2; Florida, 2; Georgia, 5; Idaho, 2; Illinois, 17; Indiana, 2; Kentucky, 1; Louisiana, 5; Maryland, 1; Massachusetts, 4; Michigan, 5; Minnesota, 6; Montana, 1; New York, 9; North Carolina, 3; North Dakota, 10; Ohio, 14; Oklahoma, 1; Oregon, 2; Pennsylvania, 7; South Dakota, 2; Tennessee, 3; Texas, 1; Utah, 9; Washington, 2; West Virginia, 14; Wisconsin, 20; Wyoming, 4; Canal Zone, 2. Total, 206.

MEMBERSHIP REPORTED.—20,000.

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Section F. Government Service

As employment in the public service expands in volume, the number of organizations of public servants increases. Dual unionism, however, is an outstanding characteristic of organizations in this field, particularly in Federal employment, so that among the 18 unions in this group are a number of rival unions and overlapping jurisdictions.

FEDERAL, STATE, AND MUNICIPAL EMPLOYEES

Employees of the executive departments and independent offices of the Federal Government, and of the District of Columbia Government, have two rival organizations, the younger of which, the American Federation of Government Employees, seceded from the National Federation of Federal Employees because of the withdrawal of that organization from the American Federation of Labor.

Architects and draftsmen employed by the Federal Government, particularly on Public Works Administration projects, hold membership in the Washington chapter of the Federation of Architects, Engineers, Chemists, and Technicians (p. 291), an independent organization the membership of which is not confined to public-service employees.

State administrative employees have organized directly affiliated American Federation of Labor local unions in Colorado, Ohio, and Wisconsin. State hospital employees, public-health nurses, and sanitary inspectors are organized into directly affiliated local unions in some places, notably Colorado, Idaho, and Illinois. Other directly affiliated local unions cover State highway employees in North Carolina, and municipal employees and librarians in several cities. Organization is increasing among public servants in local governments to a point where a national movement is under way. An independent organization known as the Federation of State, City, and Town Employees covers public-service employees in Massachusetts.

Affiliated with the American Federation of Labor:

- Fire Fighters, International Association of.
- Government Employees, American Federation of.
- Master Mechanics and Foremen of Navy Yards and Naval Stations, National Association of.
- Teachers, American Federation of. (Classified under Professional, etc.)

Independent organizations:

- Federal Employees, National Federation of.

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Federal Employees, National Federation of

Not affiliated with the American Federation of Labor.

Organized September 24, 1917. An organization of departmental civil-service employees was formed in Washington, D. C., in March 1916 at a mass meeting held to protest against the "Borland rider", an amendment to a pending appropriation bill which would have increased working hours in the Government service. The organization established at this meeting was chartered by the American Federation of Labor as a directly affiliated local union. Organization of Government clerks spread rapidly, and in 1917 a national organization composed of about 50 directly affiliated local unions was chartered as the National Federation of Federal Employees.

Disagreement with American Federation of Labor policies in a matter involving Government workers resulted in the withdrawal of the National Federation of Federal Employees from the Federation in 1932, following a referendum vote on the issue. Thereafter the American Federation of Labor began organizing Government clerks in order to retain jurisdiction, and later formed and chartered as an affiliated national organization the American Federation of Government Employees.

OBJECTS.—"The objects of this federation shall be to advance the social and economic welfare and education of the employees of the United States and to aid in the perfection of systems that will make for greater efficiency in the various services of the United States.

"The methods for attaining these objects shall be by petition to Congress, by creating and fostering public sentiment favorable to proposed reforms, by cooperation with Government officials and employees, by legislation, and other lawful means: *Provided,* That under no circumstances shall this federation engage in or support strikes against the United States Government."

TERRITORIAL JURISDICTION.—United States and insular possessions, and wherever employees of the Federal Government may be stationed.

TRADE JURISDICTION.—The civil branch of the United States Government, exclusive of the Postal Service; Territorial and insular governments; and the District of Columbia government.

GOVERNMENT.—1. Executive council: Composed of president, secretary-treasurer, and nine vice presidents. "Subject to the convention, the executive council shall be the governing body of, and direct the policies of this federation."

2. Local unions: "Each local union may adopt a constitution and bylaws, which shall become effective only upon approval of the executive council of the federation."

3. Convention: Meets biennially; elects general officers, enacts legislation, and determines policies. (Convened annually from 1917 to 1923, when change was made to biennial.) Initiative, referendum, and recall. Constitutional amendments by convention or initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Any person employed in the civil branch of the United States Government, the District of Columbia, or the insular possessions, except those in the Postal Service (not including those in the executive department), is eligible to membership in this federation: *Provided,* That

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local unions shall have the right to allow members of their organizations who have separated themselves from the service to retain membership: *Provided further,* That employees who are members of unaffiliated service organizations shall be eligible to membership in this federation only if a requisite of membership in such service organization is membership in this federation." Membership of both sexes.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Salaries, hours, working conditions, etc., determined by Federal legislation.

BENEFITS.—None nationally. Local unions have group insurance, sick and death benefits, hospital guilds, credit unions, and cooperative buying services.

OFFICIAL ORGAN.—The Federal Employee.

HEADQUARTERS.—Labor Building, Washington, D. C.

ORGANIZATION.—State associations (affiliation optional on part of locals): District of Columbia, Maryland, Montana, Oklahoma, Washington, Arizona, Ohio, Pennsylvania, Massachusetts, Colorado, Illinois, Kansas, New Mexico, California, and Minnesota.

Local unions: *United States.*—Alabama, 8; Arizona, 27; Arkansas, 2; California, 19; Colorado, 12; Connecticut, 4; Delaware, 1; District of Columbia, 15; Florida, 7; Georgia, 9; Idaho, 5; Illinois, 17; Indiana, 7; Iowa, 11; Kansas, 5; Kentucky, 7; Louisiana, 4; Maine, 5; Maryland, 20; Massachusetts, 15; Michigan, 9; Minnesota, 11; Mississippi, 7; Missouri, 9; Montana, 16; Nebraska, 8; Nevada, 5; New Hampshire, 2; New Jersey, 13; New Mexico, 17; New York, 25; North Carolina, 8; North Dakota, 6; Ohio, 14; Oklahoma, 22; Oregon, 10; Pennsylvania, 14; Rhode Island, 2; South Carolina, 3; South Dakota, 14; Tennessee, 8; Texas, 19; Utah, 4; Vermont, 2; Virginia, 21; Washington, 17; West Virginia, 9; Wisconsin, 7; Wyoming, 9; Alaska, 4; Canal Zone, 1; Guam, 1; Hawaii, 1; Puerto Rico, 1; Virgin Islands, 1. *Canada,* 2. *Cuba,* 1. *France* (Paris), 1. *Philippine Islands,* 3. Total, 527.

MEMBERSHIP REPORTED.—64,000.

Fire Fighters, International Association of

Affiliated with the American Federation of Labor.

Organized February 28, 1918. The first organization of fire fighters was formed in Washington, D. C., in 1901, and chartered as a directly affiliated union of the American Federation of Labor. Firemen of other cities organized from time to time in the same manner, and in 1918 delegates from the various unrelated American Federation of Labor unions met in Washington and established the International Association of Fire Fighters.

OBJECTS.—"The objects of this association shall be to organize all fire fighters; to place its members on a higher plane of skill and efficiency; to encourage the formation of local unions; to encourage the formation of sick and death benefit funds in order that we may properly care for our sick and bury our dead; to encourage the establishment of schools of instruction for imparting knowledge of modern and improved methods of fire fighting and prevention; the cultivation of friendship and fellowship among its members."

TERRITORIAL JURISDICTION.—North American Continent.

TRADE JURISDICTION.—"All persons engaged in fire fighting, prevention, operators of fire-fighting auxiliary apparatus who are permanent and paid em-

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ployees, including the following: Chief engineer, fire marshal (not including shipyards), deputy chiefs, assistant chiefs, district chiefs, battalion chiefs, captains, lieutenants, privates, hose men, plugmen, ladder men, water-tower men, engineers and assistant engineers, stokers of fire engines, steam, electric, or gas and oil motive power; chauffeurs, drivers, and assistants of fire engines, hose wagons, hose carriages, chief's automobile or carriage, fuel wagons, repair and supply wagons, horse or motor driven; fire-alarm operators and assistants, and linemen who operate fire-alarm apparatus, both telegraph and telephone; fire inspection and prevention force; all repairmen of fire apparatus and auxiliaries who are subject to fire duty; salvage corps, squadmen, pilots, marine engineers, and marine firemen who are subject to fire fighting and prevention."

GOVERNMENT.—1. Executive committee, composed of president, secretary-treasurer, and 13 vice presidents, "shall, in the interval between conventions, have full and complete charge of all business of the association not otherwise provided for."

2. Local unions: Subordinate unions "shall have the right to make their own constitution and bylaws, provided that such constitution and bylaws do not conflict with those of the parent body."

3. Convention: Biennial; elects general officers and enacts legislation. Initiative, referendum, and recall.

QUALIFICATIONS FOR MEMBERSHIP.—Any regular paid worker in the municipal fire service is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Regulated by municipal law.

BENEFITS.—Death (local only).

OFFICIAL ORGAN.—The International Fire Fighter.

HEADQUARTERS.—American Federation of Labor Building, Washington, D. C.

ORGANIZATION.—State associations: Indiana, Michigan, New Jersey, Oregon, Ohio, Pennsylvania, West Virginia, Wisconsin, British Columbia Provincial Association, Alberta and Saskatchewan Provincial Association.

Local unions: *United States*—Alabama, 5; Arkansas, 5; California, 5; Colorado, 1; Georgia, 2; Idaho, 2; Illinois, 15; Indiana, 15; Iowa, 8; Kansas, 5; Kentucky, 5; Massachusetts, 5; Michigan, 18; Minnesota, 7; Mississippi, 4; Missouri, 6; Montana, 3; Nebraska, 1; New Jersey, 9; New York, 14; North Dakota, 1; Ohio, 38; Oklahoma, 6; Oregon, 2; Pennsylvania, 12; South Carolina, 2; Tennessee, 1; Texas, 5; Virginia, 1; Washington, 7; West Virginia, 7; Wisconsin, 19; Wyoming, 4; Canal Zone, 1. *Canada*—Alberta, 4; British Columbia, 5; Nova Scotia, 1; Ontario, 8; Saskatchewan, 2. Total, 261.

MEMBERSHIP REPORTED.—35,000.

Government Employees, American Federation of

Affiliated with the American Federation of Labor.

Organized in Washington, D. C., in August 1932. A substantial number of Government employees who were members of the National Federation of Federal Employees were opposed to withdrawal from the American Federation of Labor when, in 1932, that question was submitted to a referendum vote of the membership. The proposal to withdraw carried by popular vote, and the National Federation of Federal Employees returned its charter. The opposition faction, centering chiefly in the Washington area, maintained its policy of adherence to the American Federation of Labor, however, by leaving

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the Federal employees' organization and organizing into local groups chartered directly by the American Federation of Labor. With the help of the federation an organizing campaign was undertaken which resulted within a few months in bringing enough locals together to form a national union. In 1935 the organization extended its jurisdiction to cover employees of State, county, and municipal governments.

OBJECTS.—"The object of this Federation shall be to promote the general welfare of the civil employees of the Federal Government and District of Columbia.

"The Federation shall strive to promote efficiency in the Government service, and shall advance plans of improvement to be secured by legislative enactment through cooperation with Government officials and by other lawful means.

"We oppose and will not support strikes against the United States Government, picketing, or other measures having the effect of embarrassing it."

TERRITORIAL JURISDICTION.—Wherever the executive branch of the United States Government functions.

TRADE JURISDICTION.—The executive branch of the United States Government and of State, county, and municipal governments, including the District of Columbia.

GOVERNMENT.—1. Executive council consisting of president, 15 vice presidents representing civil-service districts, secretary, and treasurer, is the governing body. President is chief administrative officer. Vice presidents are organizers and serve as advisors to the president in matters of policy and administrative procedure.

2. Local unions, called "lodges": Autonomy not stated in constitution. Lodges function under local constitutions subject to approval of national officers.

3. Convention: Held annually; legislates for the organization. Officers elected biennially by convention. Initiative, referendum, and recall.

QUALIFICATIONS FOR MEMBERSHIP.—All civil employees in the actual service of any department, bureau, or independent administrative establishment in the departmental or field service of the United States or District of Columbia Government is eligible to membership. Membership may be retained after retirement from service.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None. Salaries, hours, and working conditions determined by Federal legislation.

BENEFITS.—None. (Some lodges in the District of Columbia have formed a sick-benefit association.)

OFFICIAL ORGAN.—The Government Standard.

HEADQUARTERS.—702 Ouray Building, Washington, D. C.

ORGANIZATION.—Local lodges only: *United States*—Alabama, 4; Arkansas, 1; California, 5; Connecticut, 1; District of Columbia, 60; Florida, 2; Georgia, 1; Illinois, 3; Indiana, 1; Kansas, 4; Maryland, 8; Massachusetts, 3; Michigan, 4; Minnesota, 1; Missouri, 5; New Hampshire, 1; New Jersey, 1; New York, 7; Ohio, 3; Oklahoma, 1; Oregon, 1; Pennsylvania, 10; Rhode Island, 1; South Carolina, 3; South Dakota, 1; Texas, 3; Tennessee, 5; Utah, 1; Vermont, 1; Virginia, 7; Wisconsin, 2; Washington, 5; Alaska, 1; Canal Zone, 3. *British Columbia*—1. *Cuba*—1. Total, 162.

MEMBERSHIP REPORTED.—18,024.

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Master Mechanics and Foremen of Navy Yards and Naval Stations, National Association of

Affiliated with the American Federation of Labor.

Organized at Boston, Mass., in 1905; affiliated with the American Federation of Labor in 1933.

OBJECTS.—"The object of this association is to unite the master mechanics and foremen of the United States navy yards and naval stations to promote their general welfare, professionally, intellectually, and socially, and to cultivate the highest standard of professional ethics among them."

TERRITORIAL JURISDICTION.—United States, Territories, and insular possessions.

TRADE JURISDICTION.—The supervisory force of Government navy yards and naval stations.

GOVERNMENT.—1. Executive committee, consisting of president, two vice presidents, secretary, treasurer, and master at arms.

2. Convention: Held annually; legislates for general and local organizations and elects general officers.

3. Local unions: Subordinate; constitution imposed by national association.

QUALIFICATIONS FOR MEMBERSHIP.—Any person who has been appointed by the Secretary of the Navy to a supervisory position in a navy yard or naval station after passing an examination, or by promotion authorized by the Secretary of the Navy, is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by national officers through Navy Wage Board.

BENEFITS.—None.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—5336 Walnut Street, Philadelphia, Pa. (Variable.)

ORGANIZATION.—One local association in each of the following navy yards: Portsmouth, N. H.; Boston, Mass.; Newport, R. I.; New York, N. Y.; Philadelphia, Pa.; Washington, D. C.; Norfolk, Va.; Charleston, S. C.; Mare Island, Calif.; Bremerton, Wash.; Pearl Harbor, Territory of Hawaii; and Cavite, P. I.

MEMBERSHIP REPORTED.—250.

UNITED STATES POST OFFICE

Employees of the United States Postal Service are organized into 14 national organizations. Three are confined to the carrier service. Regular city letter carriers have only one organization—the National Association of Letter Carriers, affiliated with the American Federation of Labor. Rural-delivery men are divided between two rival organizations, the larger of which, the National Rural Letter Carriers' Association, is independent, while the smaller, the National Federation of Rural Letter Carriers, is affiliated with the American Federation of Labor. In addition, some substitute carriers hold membership in the new, independent group, the National Association of Substitute Post Office Employees, which includes substitute

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clerks as well as carriers, while at the same time substitute carriers are eligible to membership in the organizations of the regular carriers.

Two of the three organizations in the Railway Mail Service are divided by race, as Negroes, who are ineligible to membership in the affiliated Railway Mail Association, are organized in the independent National Alliance of Postal Employees. The third organization covers supervisory officials of the Railway Mail Service and is independent.

In the clerical branch of the Postal Service (exclusive of the departmental service), supervisors are in a separate, independent organization and postal clerks are divided between two rival organizations—the National Federation of Post Office Clerks, which is affiliated with the American Federation of Labor, and the United National Association of Post Office Clerks, which is unaffiliated. Negro postal clerks, both regular and substitute, are eligible to the National Alliance, while substitute clerks, regardless of race, are eligible to the newly formed organization, which deals with substitutes as a class.

Two unrelated groups, both unaffiliated with the American Federation of Labor, cover, respectively, the operation and maintenance of post-office trucks, motorcycles, and other motor vehicles, and the watchmen-messenger classification.

Employees of the Post Office Department as such—that is, the executive branch of the Postal Service as distinguished from the operating branch—are eligible to either or both of the departmental organizations, the National Federation of Federal Employees and the American Federation of Government Employees. Postmasters have two organizations, the National Association of Postmasters, representing Presidential appointees in the first- and second-class post offices; and the National League of District Postmasters, covering the third- and fourth-class offices.

The various unions in the Postal Service are:

Affiliated with the American Federation of Labor:
- Letter Carriers, National Association of.
- Letter Carriers, National Federation of Rural.
- Mail Association, Railway.
- Post Office Clerks, National Federation of.

Independent organizations:
- Letter Carriers' Association. National Rural.
- Mail Service, National Council of Officials of the Railway.
- Postal Employees, National Alliance of.
- Postal Supervisors, National Association of.
- Postmasters of the United States, National Association of.
- Postmasters of the United States, National League of District.
- Post Office Clerks of the United States, United National Association of.

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Post Office Employees, National Association of Substitute.
Post Office Laborers of the United States, National Association of.
Post Office Motor Vehicle Employees, National Federation of.

Letter Carriers, National Association of

Affiliated with the American Federation of Labor.

Organized in Boston, Mass., in 1889; incorporated February 26, 1892. The first 3 years were characterized largely by dissensions between groups inside and outside the Knights of Labor. Two publications were maintained: The Postal Record, of the independents; and the Postman, of the Knights of Labor. Gradual absorption and the decline of the Knights resulted in a more unified organization, and by 1900 the ranks of the National Association of Letter Carriers included practically all those eligible to membership.

It remained an independent organization until 1917. In that year the American Federation of Labor chartered the National Federation of Postal Employees with jurisdiction over the entire Postal Service. This union began to organize letter carriers, a move which resulted in the affiliation of the letter carriers with the American Federation of Labor. After the Letter Carriers' Association had been chartered as an affiliated union, the new organization surrendered to it the letter carriers who held membership in the National Federation of Postal Employees, and that organization reverted to its original title of National Federation of Post Office Clerks.

OBJECTS.—"The object of this association shall be: First, to unite fraternally all letter carriers in the United States for their mutual benefit; second, to obtain and secure our rights as Government employees, and to strive at all times to promote the welfare of every member; third, to create and establish the United States Letter Carriers' Mutual Benefit Association; fourth, in conjunction with the Post Office Department to strive for the constant improvement of the Postal Service; fifth, to create and establish the United States Letter Carriers' National Sick Benefit Association."

TERRITORIAL JURISDICTION.—United States and possessions.

TRADE JURISDICTION.—The letter-carrier service of the United States Post Office.

GOVERNMENT.—1. General officers: President, vice president, secretary, assistant secretary, treasurer, executive board of five members, one State vice president from each State. "The executive board, in conjunction with the president, shall have general supervision and control over the association during recess."

2. State associations: "The State association shall be composed of the subordinate branches in any one State."

3. District associations: "The district association shall be composed of the subordinate branches in a given district."

4. Subordinate branches: "The subordinate branches shall be composed of the members of the National Association of Letter Carriers working under the supervision of one postmaster."

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Constitution and bylaws for State associations, district associations, and subordinate branches, respectively, are uniform and dictated by the national association. Autonomy limited chiefly to size of standing committees, initiation fees, and dues (within specified limits).

5. Convention: Meets biennially; elects general officers and legislates for organization, subject to referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Letter carriers and substitute letter carriers in the United States Postal Service are eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None. Salaries and working conditions determined by Federal legislation.

BENEFITS.—Life, accident, and health insurance through mutual benefit societies within the organization.

OFFICIAL ORGAN.—The Postal Record.

HEADQUARTERS.—American Federation of Labor Building, Washington, D. C.

ORGANIZATION.—State associations: Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Jersey, New Mexico, New York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin.

Subordinate branches: Alabama, 35; Arizona, 10; Arkansas, 30; California, 133; Colorado, 27; Connecticut, 52; Delaware, 4; District of Columbia, 1; Florida, 39; Georgia, 48; Idaho, 21; Illinois, 181; Indiana, 112; Iowa, 85; Kansas, 71; Kentucky, 39; Louisiana, 20; Maine, 36; Maryland, 24; Massachusetts, 89; Michigan, 92 ; Minnesota, 64; Mississippi, 23; Missouri, 72; Montana, 13; Nebraska, 40; Nevada, 3; New Hampshire, 24; New Jersey, 109; New Mexico, 11; New York, 215; North Carolina, 40; North Dakota, 11; Ohio, 145; Oklahoma, 55; Oregon, 28; Pennsylvania, 263; Rhode Island, 10; South Carolina, 27; South Dakota, 18; Tennessee, 46; Texas, 98; Utah, 16; Vermont, 19; Virginia, 30; Washington, 38; West Virginia, 30; Wisconsin, 83; Wyoming, 7; Hawaii, 1; Puerto Rico, 4. Total, 2,691.

MEMBERSHIP REPORTED.—54,145.

Letter Carriers, National Federation of Rural

Affiliated with the American Federation of Labor.

Organized in 1920 after a secession movement from the National Rural Letter Carriers' Association.

OBJECTS.—"To unite all rural letter carriers in the United States for their fraternal, social, and economic advancement; second, in conjunction with the Post Office Department, to strive for the constant improvement of the Postal Service."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—The rural mail service of the United States post office.

GOVERNMENT.—1. Executive board, composed of president, vice president, secretary-treasurer, and an executive committee of five elected members, has executive management of the organization.

2. State branches: Autonomy not defined in constitution.

3. Convention: Held annually; elects general officers and enacts legislation. Constitutional amendments by convention or by referendum.

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QUALIFICATIONS FOR MEMBERSHIP.—Anyone employed as a regular or substitute rural letter carrier is eligible to membership. (Only white members are eligible as delegates to conventions or to hold office.)

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None. Wage and working conditions controlled by Federal legislation.

BENEFITS.—Death (by assessment).

OFFICIAL ORGAN.—The Rural Delivery Journal.

HEADQUARTERS.—Clayton, Ohio (variable).

ORGANIZATION.—State branches only: Alabama, Arkansas, California, Colorado, Connecticut, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, New Jersey, New York, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, South Dakota, Tennessee, Texas, Utah, Washington, Wisconsin.

MEMBERSHIP REPORTED.—1,200.

Letter Carriers' Association, National Rural

Not affiliated with the American Federation of Labor.

Organized in Chicago in 1903. The national body was chiefly a federation of State organizations, which, in turn, were composed of county units. Its rallying and organizing medium was the R. F. D. News, a publication owned, edited, and controlled by an individual who had no connection with the rural mail service; but this publication became, nevertheless, the official organ of the National Rural Letter Carriers' Association. At its peak of organization the association contained 60 percent of the rural mail carriers. Following the sale of the R. F. D. News, disaffection set in and grew to the point of revolt in 1920, when the National Federation of Rural Letter Carriers was formed and affiliated with the American Federation of Labor. Both organizations continue to exist.

OBJECTS.—"The purpose of this association shall be fraternal and for the study and adoption of the best method of performing the duties of the rural letter service; to seek improvement in the condition of all its members; and to cooperate at all times with the Department for the advancement of the service."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—Rural mail service of the United States post office.

GOVERNMENT.—1. Executive committee of three members, in conjunction with the president, vice president, and secretary-treasurer, has "general supervision and control of the association."

2. State associations, largely autonomous.

3. Convention: Held annually; elects general officers. Constitutional amendments by convention only.

QUALIFICATIONS FOR MEMBERSHIP.—All regular, substitute, or retired rural letter carriers are eligible to membership, but each State association determines qualifications for membership in its own State. (Only white members are eligible to serve as delegates to conventions or to hold office.)

APPRENTICESHIP REGULATIONS.—None.

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METHOD OF NEGOTIATING AGREEMENTS.—None. Wages and working conditions determined by Federal legislation.

BENEFITS.—Group insurance.

OFFICIAL ORGAN.—National Rural Letter Carrier, 1516 H Street NW., Washington, D. C.

HEADQUARTERS.—Franklin, Tenn. (secretary). (Variable.)

ORGANIZATION.—Unit of organization is, variously, the county, a group of counties, a congressional district, or one general State association. All States except Utah and Nevada are represented in the organization.

MEMBERSHIP REPORTED.—35,519.

Mail Association, Railway

Affiliated with the American Federation of Labor.

Organized and incorporated December 12, 1898. The organization of railway mail clerks began in 1897 as a mutual insurance concern, prompted by the hazards of the work and the prohibitive insurance rates charged by private insurance companies. In 1904 the scope was widened to include other railway mail workers, and the organization became the Railway Mail Association, an independent organization. Division chiefs and the general superintendent of railway mails were included in the membership. Taking advantage of an insurgent movement within the body, central labor unions in 12 cities organized the railway mail clerks into directly affiliated American Federation of Labor locals, which, brought together in 1914, were chartered by the American Federation of Labor as a national under the name of the Brotherhood of Railway Mail Clerks. It was, however, largely a dual membership organization composed of the militants in the Railway Mail Association, who, nevertheless, retained their Railway Mail Association membership because of its beneficial and insurance features.

In 1917 the Brotherhood of Railway Mail Clerks and the National Federation of Post Office Clerks merged into one organization, with the declared purpose of organizing all postal employees into a unified whole, in full cooperation with the organized labor movement under the American Federation of Labor. This organization was chartered by the American Federation of Labor as the National Federation of Postal Employees.

This move threatened the dismemberment of the Railway Mail Association. To avert that, the older organization applied for affiliation with the American Federation of Labor and was chartered in 1917. Thereafter the Brotherhood members merged with the Railway Mail Association, which has remained since 1917 the only organization for white workers in the jurisdiction.

OBJECTS.—"The object of this association is to conduct the business of a fraternal beneficiary association for the sole benefit of its members and bene-

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ficiaries and not for profit; to provide closer social relations among railway postal clerks, to enable them to perfect any movement that may be for their benefit as a class or for the benefit of the Railway Mail Service, and make provision for the payment of benefits to its members and their beneficiaries in case of death, temporary or permanent physical disability as a result of accidental means."

TERRITORIAL JURISDICTION.—United States and possessions.

TRADE JURISDICTION.—The United States Railway Mail Service.

GOVERNMENT.—1. Executive committee, composed of the president, vice president, industrial secretary, secretary of the association, and the division presidents, shall "direct the policies of the association as determined by the convention", and "shall have exclusive control of all matters not otherwise provided for in the interim of national conventions."

2. Division associations: "There may be a division association for each division of the Railway Mail Service.[1] Division associations shall adopt a constitution, bylaws, rules, and regulations not inconsistent with the national constitution", subject to approval by the executive committee.

3. Branch associations: "There shall be such branch associations in each division as shall organize in accordance with the rules and regulations of the national convention." Constitution and bylaws subject to approval of executive committee.

4. Convention: Held biennially; "shall be the supreme executive, legislative, and judicial body of the order." Enacts legislation and determines policies. Constitutional amendments by convention vote.

5. Initiative and referendum. General officers elected by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any regular male railway postal clerk or certified male substitute railway postal clerk of the United States Railway Mail Service, who is of the Caucasian race, is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING ARGEEMENTS.—None. Salaries, hours, and working conditions determined by Federal legislation.

BENEFITS.—Fraternal organization within the union provides life and accident insurance through assessment plan. Membership voluntary.

OFFICIAL ORGAN.—The Railway Post Office.

HEADQUARTERS.—American Federation of Labor Building, Washington, D. C.

ORGANIZATION.—Divided into 15 districts to correspond with the 15 divisions of the Railway Mail Service.

LOCAL UNIONS.—Alabama, 1; Arkansas, 2; California, 3; Colorado, 4; Connecticut, 1; District of Columbia, 1; Florida, 1; Georgia, 2; Idaho, 1; Illinois, 11; Iowa, 8; Indiana, 5; Kansas, 2; Kentucky, 1; Louisiana, 1; Maine, 2; Maryland, 2; Massachusetts, 2; Michigan, 7; Minnesota, 5; Mississippi, 2; Missouri, 4; Montana, 2; Nebraska, 3; New Jersey, 1; New Hampshire, 1; New Mexico, 1; New York, 10; North Carolina, 3; North Dakota, 3; Ohio, 7; Oklahoma, 1; Oregon, 2; Pennsylvania, 4; Rhode Island, 1; South Carolina, 1; South Dakota, 2; Tennessee, 4; Texas, 9; Utah, 3; Vermont, 1; Virginia, 3; Washington, 2; West Virginia, 3; Wisconsin, 4; Wyoming, 2. Total, 141.

MEMBERSHIP REPORTED.—19,494.

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[1] For these divisions see National Council of Officials of the Railway Mail Service, p. 312.

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Mail Service, National Council of Officials of the Railway

Not affiliated with the American Federation of Labor.
Organized in New York City, January 18, 1922.

OBJECTS.—"The object of this association is to provide an authoritative body for the crystallization of ideas on service problems; the interchange of opinions and experiences among ourselves; to increase our fitness in administrative acts; the furtherance of the welfare of the members of this association; and the selection of duly accredited representatives to present our views in our contacts with the department, with the public, and with other postal organizations."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—Supervisory grades of the Railway Mail Service.

GOVERNMENT.—1. Executive committee, composed of president, vice president, secretary-treasurer, and four additional elected members, "shall * * * promote the welfare and progress of the council; carry out the orders and purposes of the council; authorize and supervise the expenditures of the council."

2. Local divisions: Government not provided for in national constitution.

3. Convention: "Annual meeting"; elects general officers. Constitutional amendments by referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Superintendents, assistant superintendents, chief clerks, assistant chief clerks, and clerks in charge of sections in superintendents' offices of the United States Railway Mail Service are eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None. Salary, hours, and working conditions determined by Federal legislation.

BENEFITS.—None.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—City Post Office, Washington, D. C.

ORGANIZATION.—One chapter for each of the 15 divisions of the Railway Mail Service: First division—New England States; headquarters, Boston. Second division—New York, New Jersey, Pennsylvania, Delaware, the Eastern Shore of Maryland, Accomac and Northampton Counties, Va., and Puerto Rico; headquarters, New York City. Third division—Maryland (except Eastern Shore), Virginia (except Accomac and Northampton Counties), West Virginia, North Carolina, and the District of Columbia; headquarters, Washington. Fourth division—South Carolina, Georgia, Florida, Alabama, and Tennessee; headquarters, Atlanta. Fifth division—Ohio, Indiana, and Kentucky; headquarters, Cincinnati. Sixth division—Illinois and Iowa; headquarters, Chicago. Seventh division—Kansas and Missouri; headquarters, St. Louis. Eighth division—California, Nevada, Arizona, Utah, and Hawaii; headquarters, San Francisco. Ninth division—the main line of the New York Central Railroad between New York City and Chicago and the lower peninsula of Michigan; headquarters, Cleveland. Tenth division—Wisconsin, northern peninsula of Michigan, Minnesota, North Dakota, and South Dakota; headquarters, St. Paul. Eleventh division—Arkansas, Oklahoma, Texas, and New Mexico; headquarters, Fort Worth. Twelfth division—Louisiana and Mississippi; headquarters, New Orleans. Thirteenth division—Oregon, Washington, Idaho, Montana, and Alaska; headquarters, Seattle. Fourteenth division—Nebraska, Colorado, and Wyoming; headquarters, Omaha. Fifteenth division—the main

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lines of the Pennsylvania Railroad system from New York, via Pittsburgh, to Chicago and St. Louis, Mo., and collateral lines.

MEMBERSHIP REPORTED.—330.

Postal Employees, National Alliance of

Not affiliated with the American Federation of Labor.

Organized at Chattanooga, Tenn., in 1913, by Negro employees of the Railway Mail Service who, because of their race, were not eligible to membership in the Railway Mail Association. As first organized, membership was confined to workers in the Railway Mail Service, but in 1923 the scope was extended to include all colored workers in the United States Postal Service.

OBJECTS.—The object of this alliance is "to provide close relationship among postal employees to enable them to perfect any movement that will be for their benefit as a class and for the benefit of the Postal Service; also, to conduct business for a fraternal beneficiary organization for the sole benefit of its members and not for profit; and to provide relief for its members and their beneficiaries and make provision for the payment of benefits to them in case of death, temporary and permanent disability as a result of accident."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—United States Post Office Department.

GOVERNMENT.—1. The executive committee is composed of the nine district presidents and the general officers of the organization, namely, president, vice president, secretary-treasurer, editor, and auditor. The president is the executive head.

2. District alliances formed in geographical districts outlined in the constitution. Constitution, rules and bylaws subject to approval of the executive committee.

3. Branch alliances formed in cities where there are a sufficient numbers of workers to maintain a local organization. Constitution and bylaws subject to approval of the executive committee.

4. Convention: Held biennially. Constitutional amendments by convention only. General officers elected by referendum for 2-year terms.

QUALIFICATIONS FOR MEMBERSHIP.—"Any regular employee or certified substitute in the Post Office Department under civil-service rules" is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None. Wages, hours, and working conditions determined by Federal legislation.

BENEFITS.—Death; disability and accident insurance (contributory).

OFFICIAL ORGAN.—The Postal Alliance.

HEADQUARTERS.—1216 U Street NW., Washington, D. C.

ORGANIZATION.—Local branches: Alabama, 2; Arkansas, 2; California, 3; District of Columbia, 1; Florida, 2; Georgia, 10; Illinois, 3; Indiana, 1; Kansas, 1; Kentucky, 2; Louisiana, 2; Maryland, 2; Michigan, 1; Minnesota, 1; Mississippi, 4; Missouri, 3; Nebraska, 1; New York, 6; North Carolina, 1; Ohio, 5; Pennsylvania, 2; South Carolina, 3; Tennessee, 5; Texas, 9; Virginia, 6. Total, 77.

MEMBERSHIP REPORTED.—4,800.

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Postal Supervisors, National Association of

Not affiliated with the American Federation of Labor.
Organized September 8, 1908, in Louisville, Ky.

OBJECTS.—"The objects of this association shall be to cooperate with the department to improve the Postal Service and the welfare of its employees; to raise the standard of efficiency; to establish uniform and equitable compensation; uniform, modern, economical business methods; and to widen the field of opportunity for worthy employees who make the business of the Postal Service their life work."

TERRITORIAL JURISDICTION.—United States and possessions.

TRADE JURISDICTION.—The supervisory grades of the United States Postal Service.

GOVERNMENT.—1. Executive committee, composed of president, vice president, and five members appointed by the president "shall carry out the orders of the association and conduct all business during the interim of the conventions."

2. State and local branches: "May enact bylaws not in conflict with this constitution, subject to the approval of the national president."

3. Convention: Held biennially; elects general officers and enacts legislation. Constitutional amendments by convention.

QUALIFICATIONS FOR MEMBERSHIP.—"All classified postal employees above the clerk-carrier grade and postmasters promoted to that position from the classified service, shall be eligible for active membership."

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None. Salary, hours, and working conditions determined by Federal legislation.

BENEFITS.—None.

OFFICIAL ORGAN.—The Postal Supervisor.

HEADQUARTERS.—Louisville, Ky.

ORGANIZATION.—Local associations organized on basis of city or State unit: Alabama, 2; Arkansas, 1; California, 9; Colorado, 3; Connecticut, 3; District of Columbia, 1; Florida, 5; Georgia, 2; Illinois, 1; Indiana, 3; Iowa, 1; Kansas, 1; Kentucky, 2; Louisiana, 2; Maine, 1; Maryland, 1; Massachusetts, 12; Michigan, 5; Minnesota, 3; Missouri, 4; Nebraska, 2; New Hampshire, 1; New Jersey, 4; New York, 14; North Carolina, 6; Ohio, 9; Oklahoma, 2; Oregon, 1; Pennsylvania, 14; South Dakota, 1; Tennessee, 3; Texas, 9; Utah, 1; Virginia, 4; Washington, 3; Wisconsin, 2. Total, 138.

MEMBERSHIP REPORTED.—6,415.

Postmasters of the United States, National Association of

Not affiliated with the American Federation of Labor.

OBJECT.—"The object of this association is to aid in the improvement of the Postal Service of the United States, and for the mutual interchange of ideas of members."

TERRITORIAL JURISDICTION.—United States and possessions.

TRADE JURISDICTION.—All United States postmasters.

GOVERNMENT.—1. Executive committee, composed of president, 3 vice presidents, secretary, treasurer, and 10 additional members appointed by the president "shall have sole control of the affairs of the association and may make its own rules for the proper conduct of the association." The president is the executive head "fully empowered to direct the affairs of the association."

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2. Convention: Held annually; elects general officers. Constitutional amendments by convention.

QUALIFICATIONS FOR MEMBERSHIP.—"All presidential postmasters shall be eligible to membership."

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None; salaries and conditions determined by Federal legislation.

BENEFITS.—None.

OFFICIAL ORGAN.—The Postmaster's Gazette.

HEADQUARTERS.—Cleveland, Ohio. (Variable.)

ORGANIZATION.—13 regional divisions.

MEMBERSHIP REPORTED.—5,000.

Postmasters of the United States, National League of District

Not affiliated with the American Federation of Labor.

Organized in 1894 as the National League of Postmasters of Fourth Class Offices. This was expanded in 1912 to include the third-class postmasters, and the name National League of Postmasters of the United States was adopted. In 1921 that name was changed to National League of District Postmasters of the United States.

OBJECTS.—"The objects of the league shall be to promote fraternal relationship among all postal workers; to improve the efficiency of the postmasters of the third and fourth classes and their assistants; to cooperate with the Post Office Department in maintaining the highest possible standards of postal service; to create and maintain county service councils in conformity with the plan indorsed by the Post Office Department; and to better the conditions of its individual members and improve the conditions under which they work."

TERRITORIAL JURISDICTION.—United States and insular possessions.

TRADE JURISDICTION.—Third- and fourth-class post offices.

GOVERNMENT.—1. Executive committee, composed of president, first vice president, and three elected executive committeemen, "shall have charge of and transact business for the league during the time intervening between league meetings."

2. State leagues: "Each State branch shall adopt a constitution and bylaws in conformity to the constitution of the national league", and shall be governed by an executive committee elected by the membership.

3. Convention: Held annually; elects general officers, enacts legislation. Constitutional amendments by convention only.

QUALIFICATIONS FOR MEMBERSHIP.—Postmasters, ex-postmasters, assistant postmasters, and acting postmasters of third- and fourth-class post offices are eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

AGREEMENTS.—None. Salaries, hours, working conditions, etc., determined by Federal legislation.

BENEFITS.—None.

OFFICIAL ORGAN.—The Postmasters' Advocate.

HEADQUARTERS.—1110 F Street NW., Washington, D. C.

ORGANIZATION.—State membership, subdivided into county units or congressional-district units in some States. There is a State branch in each of the 48 States, in Hawaii, and in Puerto Rico.

MEMBERSHIP REPORTED.—17,000.

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Post Office Clerks, National Federation of

Affiliated with the American Federation of Labor.

Organized in Chicago, Ill., August 27, 1906. In 1900 the organized clerks at the Chicago post office were chartered as a local union in direct affiliation with the American Federation of Labor. As a result of a bolt from the United National Association of Post Office Clerks' convention of 1905, involving the conservative policies of the officials, and with the Chicago union as a nucleus, the National Federation of Post Office Clerks was formed in 1906 and chartered by the American Federation of Labor. This was the first step toward identification of the postal employees with the organized labor movement.

OBJECTS.—"The objects of the National Federation of Post Office Clerks shall be to unite the postal employees in one brotherhood for their social and economic advancement, and to aid in the perfection of the Postal Service. * * * It shall be the purpose of the National Federation of Post Office Clerks to advance the interests of the postal employees and the Postal Service and to aid all workers in distress. * * *

"We recognize the fact that legislation and not strike is the last resort in the adjustment of our grievances, and therefore we oppose strikes in the Postal Service."

TERRITORIAL JURISDICTION.—United States and insular possessions.

TRADE JURISDICTION.—Clerks and special clerks in first- and second-class post offices.

GOVERNMENT.—1. Executive committee, consisting of president, secretary-treasurer, and nine vice presidents, "shall supervise all of the federation's business not otherwise provided for."

2. Local unions: "Local unions organized under and subordinate to the national federation shall * * * have the right to make their own constitution and bylaws, provided that such constitution and bylaws do not conflict with those of the parent body."

3. Convention: Meets biennially; elects officers and enacts legislation. Amendments to constitution either by convention or by referendum vote. Initiative, referendum, and recall.

QUALIFICATIONS FOR MEMBERSHIP.—"Any person in the classified service who is designated as a post-office clerk, and other postal employees not exercising supervisorial authority or eligible to membership in any other organization affiliated with the American Federation of Labor, shall be eligible to membership." Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None. Salaries, hours, working conditions, etc., determined by Federal legislation.

BENEFITS.—Sick and death. (Contributory insurance organizations within the union.)

OFFICIAL ORGAN.—The Union Postal Clerk.

HEADQUARTERS.—American Federation of Labor Building, Washington, D. C.

ORGANIZATION.—State associations: Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Idaho, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maine, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Jersey, New Mexico, New

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York, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Pennsylvania, Puerto Rico, Rhode Island, South Carolina, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, Washington, West Virginia, Wisconsin, and Wyoming. (Affiliation of locals with State associations not mandatory.)

Local unions: Alabama, 45; Alaska, 1; Arizona, 18; Arkansas, 40; California, 179; Colorado, 36; Connecticut, 28; Delaware, 7; District of Columbia, 2; Florida, 39; Georgia, 41; Hawaii, 2; Idaho, 26; Illinois, 100; Indiana, 56; Iowa, 48; Kansas, 50; Kentucky, 34; Louisiana, 33; Maine, 6; Maryland, 9; Massachusetts, 37; Michigan, 59; Minnesota, 55; Mississippi, 25; Missouri, 70; Montana, 19; Nebraska, 30; Nevada, 5; New Hampshire, 14; New Jersey, 74; New Mexico, 16; New York, 135; North Carolina, 70; North Dakota, 16; Ohio, 77; Oklahoma, 49; Oregon, 35; Pennsylvania, 171; Puerto Rico, 8; Rhode Island, 8; South Carolina, 35; South Dakota, 29; Tennessee, 47; Texas, 118; Utah, 11; Vermont, 5; Virginia, 72; Washington, 31; West Virginia, 11; Wisconsin, 67; Wyoming, 15. Total, 2,214.

MEMBERSHIP REPORTED.—40,000.

Post Office Clerks of the United States, United National Association of

Not affiliated with the American Federation of Labor.

Organized in 1899 in New York City; incorporated under the laws of Maryland on January 25, 1900; reincorporated in the District of Columbia in 1909. A clerk at the post office in Louisville, Ky., organized the clerks in that office in 1883, and by correspondence brought representatives of several offices together in Washington in 1884. This group remained for several years merely a loosely organized legislative committee.

The New York post-office clerks organized in 1888, and called a delegate conference in Washington in 1889. This meeting issued a call to clerks in all first-class post offices in 1890. This call was almost generally responded to, and in February 1890 the National Association of Post Office Clerks was organized.

Dissension over the admission of supervisors and the activities of New York Branch 187, composed of chiefs and supervisors, led to a schism and the formation of the United Association of Post Office Clerks. After 2 years of fighting with the new organization encroaching on the rank and file of the old, a merger was effected in 1899 under the name of the United National Association of Post Office Clerks (the Unapoc).

OBJECTS.—"To improve the efficiency of the Postal Service; to unite fraternally all post-office clerks in the United States who are eligible to membership, for the protection of themselves and their dependents in the event of death or disability; to secure through cooperation with the Post Office Department the classification of post-office clerks, with a view to securing more equitable salary rates; regulation of hours of labor; the upholding at all times of civil-service rules and regulations; and for the establishment of branch associations and a mutual-benefit auxiliary; and such other objects as may from time to time arise."

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TERRITORIAL JURISDICTION.—United States and possessions.

TRADE JURISDICTION.—The classified clerical service of the United States Post Office (exclusive of the executive departmental office).

GOVERNMENT.—1. Executive committee, composed of president, first vice president, secretary, treasurer, and the chairman of the advisory board and the finance committee (elected) "shall have complete control of the affairs of the national association not otherwise provided for."

Advisory board (elected) is policy-forming body.

Civil-service committee, composed of president, secretary, and chairman of the advisory board, acts on "all matters pertaining" to civil service.

2. State branches: Composed of five or more locals in any State, and chartered by the national association. "State branches shall be governed by such rules and regulations as they may prescribe", provided they do not conflict with national constitution and bylaws.

3. Local branches: Autonomy not defined in constitution.

4. Convention: Held biennially; enacts legislation and elects general officers. Laws enacted by convention may be submitted to referendum. Constitutional amendments by convention, or by convention and referedum.

QUALIFICATIONS FOR MEMBERSHIP.—Any employee in the classified civil service who is designated by the Post Office Department as a post-office clerk is eligible to membership. Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None. Working conditions and salary determined by Federal legislation.

BENEFITS.—Group insurance.

OFFICIAL ORGAN.—The Post Office Clerk.

HEADQUARTERS.—Colorado Building, Washington, D. C.

ORGANIZATION.—State branches: Alabama, Arkansas, California, Colorado, Connecticut, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Louisiana, Maine, Massachusetts, Michigan, Minnesota, Mississippi, Missouri, Nebraska, New Hampshire, New Jersey, New York, North Carolina, Ohio, Oklahoma, Pennsylvania, Tennessee, Texas, Vermont, Virginia, Washington, West Virginia, Wisconsin.

Local branches: Alabama, 41; Arizona, 15; Arkansas, 45; California, 91; Colorado, 48; Connecticut, 55; Delaware, 14; District of Columbia, 1; Florida, 40; Georgia, 52; Idaho, 20; Illinois, 209; Indiana, 84; Iowa, 68; Kansas, 70; Kentucky, 46; Louisiana, 25; Maine, 42; Maryland, 24; Massachusetts, 90; Michigan, 82; Minnesota, 64; Mississippi, 28; Missouri, 58; Montana, 20; Nebraska, 33; Nevada, 12; New Hampshire, 32; New Jersey, 84; New Mexico, 15; New York, 315; North Carolina, 34; North Dakota, 16; Ohio, 170; Oklahoma, 76; Oregon, 30; Pennsylvania, 290; Rhode Island, 14; South Carolina, 32; South Dakota, 12; Tennessee, 27; Texas, 188; Utah, 6; Vermont, 25; Virginia, 38; Washington, 35; West Virginia, 42; Wisconsin, 98; Wyoming, 14; Alaska, 4; Hawaii, 2; Puerto Rico, 12. Total, 2,988.

MEMBERSHIP REPORTED.—45,000.

Post Office Employees, National Association of Substitute

Not affiliated with the American Federation of Labor.

Organized in New York City in April 1933. This organization represents in part a secession movement from the organizations of postal clerks and letter carriers, the jurisdiction of which covers

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substitute employees in their respective classes. Curtailed employment opportunities and salary reductions made it increasingly difficult for the substitute employees to hold their memberhip in the organizations of the regular employees, and many of them dropped out. Later independent organizations of substitute employees were formed in consequence of a growing belief that the interests of the substitute workers as a class outweighed their divided interests as carriers, clerks, and railway mail clerks. On that basis local groups in 33 cities held a convention which launched the National Association of Substitute Post Office Employees as an independent movement.

OBJECTS.—"To promote and protect the interests of substitute post-office employees."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—Substitute grades of the United States Postal Service.

GOVERNMENT.—1. National executive committee, consisting of president, three vice presidents, secretary, treasurer, assistant treasurer, and four directors, constitutes the directory head of the organization.

2. Convention: Held annually; elects general officers and legislates for organization. Constitutional amendments by convention or referendum.

3. Local unions: Autonomy not defined. (Each local must designate one of its members as representative of the official organ for that city.)

QUALIFICATIONS FOR MEMBERSHIP.—Any regularly appointed civil-service post-office substitute is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None. Salaries, hours, and working conditions determined by Federal legislation.

BENEFITS.—None.

OFFICIAL ORGAN.—The Postal Sub.

HEADQUARTERS.—34 South Seventh Street, Philadelphia, Pa.

ORGANIZATION.—Local unions only. California, 1; Illinois, 1; Indiana, 2; Iowa, 3; Kentucky, 1; Louisiana, 1; Massachusetts, 2; Michigan, 1; Missouri, 2; New Jersey, 1; New York, 3; Ohio, 3; Pennsylvania, 1; Texas, 2; Wisconsin, 4. Total, 28.

MEMBERSHIP REPORTED.—3,000.

Post Office Laborers of the United States, National Association of

Not affiliated with the American Federation of Labor.

Organized August 7, 1912; incorporated in New Jersey, February 26, 1913.

OBJECTS.—"To unite fraternally all post-office watchmen, messengers, and laborers in the United States who are eligible to membership; to secure through cooperation with the Post Office Department the classification of post-office watchmen, messengers, and laborers with a view to securing more acceptable salary rates; regulation of hours of labor; the upholding at all times of civil-service rates and regulations; and for such other objects as may from time to time arise."

TERRITORIAL JURISDICTION.—United States.

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TRADE JURISDICTION.—The watchman, messenger, and laborer classification in the United States Post Office Department.

GOVERNMENT.—1. General officers: President, two vice presidents, recording secretary, financial secretary, and treasurer. The president is the administrative head.

2. Branch associations: "Branches which reserve the right of self-government and to make their own constitution and bylaws so long as they do not conflict with the constitution and bylaws of the national association."

3. Convention: Held annually; elects general officers. Constitutional amendments by convention vote only.

QUALIFICATIONS FOR MEMBERSHIP.—Any person who is in the employ of the Post Office Department as a watchman, messenger, or laborer, is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None. Wages and working conditions determined by Federal legislation.

BENEFITS.—None.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—1951 Fifty-third Street, Brooklyn, N. Y. (secretary). (Variable.)

ORGANIZATION.—Local branches: Arkansas, 1; California, 2; Colorado, 1; Connecticut, 2; District of Columbia, 1; Florida, 1; Georgia, 1; Illinois, 1; Indiana, 2; Kentucky, 1; Maryland, 1; Massachusetts, 1; Michigan, 1; Minnesota, 1; Missouri, 1; Nebraska, 1; New Jersey, 2; New York, 5; Ohio, 4; Oklahoma, 1; Pennsylvania, 3; Tennessee, 2; Texas, 3; Utah, 1; Washington, 1; Wisconsin, 1. Total, 42.

MEMBERSHIP REPORTED.—2,500.

Post Office Motor Vehicle Employees, National Federation of

Not affiliated with the American Federation of Labor.

Organized in Chicago in September 1925 as the National Federation of Post Office Chauffeurs and Mechanics, by representatives of 22 local organizations; incorporated in 1934 as the National Federation of Post Office Motor Vehicle Employees. The first step toward national organization was taken in Washington in May 1924, by a group of men representing postal employees of this class in the larger cities, who undertook an active organizing campaign. The name was changed at the first convention to the present one.

OBJECTS.—"The object of the National Federation of Post Office Motor Vehicle Employees shall be to unite the postal employees in one brotherhood for their social and economic advancement, and to aid in the perfection of the Postal Service. * * * It shall be the purpose of the National Federation of Post Office Motor Vehicle Employees to advance the interests of the postal employees and the Postal Service, and to aid all workers in distress."

TERRITORIAL JURISDICTION.—United States, Territories, and insular possessions.

TRADE JURISDICTION.—The motor-vehicle branch of the United States Post Office.

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GOVERNMENT.—1. Executive committee consisting of the president, two vice presidents, secretary, treasurer, financial secretary, and a national representative stationed in Washington, D. C., comprise the governing body.

2. Local unions: Subordinate; constitutions must be submitted to executive committee for approval.

3. Convention: Biennial; legislates for organization and elects national officers. Initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Any person in the classified service who is designated as a post-office motor-vehicle employee, except those in supervisory positions, is eligible to membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—None. Wages, hours, and working conditions determined by Federal legislation.

BENEFITS.—Group insurance (optional).

OFFICIAL ORGAN.—Rotor.

HEADQUARTERS.—3022 Euclid Avenue, Cincinnati, Ohio (secretary).

ORGANIZATION.—Not reported.

MEMBERSHIP REPORTED.—No report.

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Section G. Personal-Service Trades

The personal-service trades and occupations are represented by four unrelated organizations, all affiliated with the American Federation of Labor. Only one, the Journeymen Barbers' International Union of America, is a craft union. The jurisdiction of the Laundry Workers' International Union is limited to a considerable extent, since the teamsters' union claims the laundry-wagon drivers who are in many cases also salesmen. The laundry workers also share jurisdiction over cleaning and dyeing with local unions affiliated directly with the American Federation of Labor, of which there are over 90. The basis of the divided jurisdiction is the nature of the cleaning establishments. Where these are operated as a part of a laundry, the laundry workers may organize them. The American Federation of Labor assumes direct jurisdiction over the large wholesale cleaning establishments which are not connected with laundries in any way. The cleaning and dyeing trade is one toward which organizing activities were directed in 1933, in the effort to take full advantage of the collective-bargaining provision of the N. R. A. code, because of dissatisfaction with working conditions and the price war waged in the trade. The executive council of the American Federation of Labor reported to the 1934 convention that in July 1933, only 5 locals existed in the trade, while by October 1934, 91 were chartered, claiming a membership of 40,000. The Laundry Workers' International Union introduced a resolution into the convention of 1934 to give that organization jurisdiction over cleaning and dyeing regardless of the type of establishment. This was countered by the wholesale cleaners and dyers local unions with a move toward international organization.

The Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America covers the jurisdiction suggested in its title, which includes a number of crafts, not only cooks and other culinary workers connected with the preparation of food, but waiters and waitresses, chambermaids, and housekeepers.

It has recently established a special branch comprising cooks and waiters on railroad dining cars. In this field it has three rival organizations—the Brotherhood of Dining Car Conductors (p. 252), composed of dining-car stewards; and two negro organizations, the Brotherhood of Dining Car Employees (p. 256) and the National

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Brotherhood of Dining Car Employees (p. 257), which includes both cooks and waiters in railroad dining service.

The Building Service Employees' International Union has a varied jurisdiction, but its membership consists largely of the custodial force of office and apartment buildings and schoolhouses. It claims elevator operators and starters—a jurisdiction specifically granted to the International Union of Elevator Constructors by decision of the American Federation of Labor, and theater ushers, cashiers, and attendants, who are in some localities organized into directly affiliated American Federation of Labor locals (p. 289).

The organizations classified under this heading are:

Affiliated with the American Federation of Labor:
- Barbers' International Union of America, Journeymen.
- Building Service Employees' International Union.
- Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America.
- Laundry Workers' International Union.

Independent organizations:
- Dining Car Conductors, Brotherhood of. (Classified under Transportation.)
- Dining Car Employees, Brotherhood of. (Classified under Transportation.)
- Dining Car Employees, National Brotherhood of. (Classified under Transportation.)
- Porters, Sleeping Car. (Classified under Transportation.)

Barbers' International Union of America, Journeymen

Affiliated with the American Federation of Labor.

Organized December 5, 1887, in Buffalo, N. Y., and affiliated with the American Federation of Labor April 10, 1888. A union of barbers was formed in 1878, known as the Barbers' Protective Union, with headquarters in Philadelphia. It was short-lived, but was succeeded by a number of local unions, some of which were under the Knights of Labor. These local unions came together in 1887 and formed the present organization. In 1924 the international amended its constitution so as to include woman barbers and hairdressers, and a later amendment provided for their organization into separate local branches. The educational school of the international was established in 1933. A correspondence course in barber science is also furnished for members of the organization and union-shop proprietors who desire to better their economic conditions through education.

OBJECTS.—To "promote unity of sentiment and action among the journeymen barbers of America, and join them closer together for mutual protection."

TERRITORIAL JURISDICTION.—United States and possessions and Canada.

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TRADE JURISDICTION.—The barber and hairdressing trade.

GOVERNMENT.—1. General executive board, composed of president, secretary-treasurer, and nine vice presidents, "shall have full power to transact the business of the organization during their term of office."

2. Local unions: "Each local union may make its own bylaws, which must, however, be in accordance with this constitution and subject to the approval of the general president." They may "regulate the hours of labor, prices, and wages in their respective localities", and "shall have control over all local affairs if not in conflict with the constitution."

3. Convention: Held every 5 years; enacts legislation and elects general officers. Constitutional amendments by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—"Any competent journeyman barber, hairdresser, waver, marceller, or cosmetician other than a member of the oriental race, not over 55 years of age, having served an apprenticeship of 2 years at the trade", is eligible to membership. Applicants over 55 years of age may become nonbeneficiary members. Male and female membership. Proprietors who are not employers may be members. Beneficiary members of the union who become proprietors may continue on a nonactive basis.

APPRENTICESHIP REGULATIONS.—"All apprentices must be registered with the local union. * * * No shop displaying the union shop card shall accept as an apprentice any person under the age of 16 years. * * * No shop displaying the union shop card shall be allowed more than one apprentice at any one time." Term of apprenticeship is 2 years, except where State law regulates the apprenticeship period.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated by local union, upon terms approved by international officers before being submitted to employers. Union-shop-card agreements regulated by international office.

BENEFITS.—Sick and death.

OFFICIAL ORGAN.—The Journeyman Barber.

HEADQUARTERS.—222 East Michigan Street, Indianapolis, Ind.

ORGANIZATION.—State associations: Alabama, California, Colorado, Connecticut, Florida, Georgia, Illinois, Indiana, Iowa, Kansas, Kentucky, Louisiana, Massachusetts, Michigan, Mississippi, Missouri, Montana, Nebraska, New Hampshire, New Jersey, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Dakota, Tennessee, Texas, Virginia, Washington, West Virginia, Wisconsin, Wyoming, Province of Ontario.

Local unions only: *United States*—Alabama, 12; Arizona, 7; Arkansas, 7; California, 41; Colorado, 11; Connecticut, 17; District of Columbia, 2; Florida, 8; Georgia, 8; Idaho, 5; Illinois, 70; Indiana, 60; Iowa, 22; Kansas, 15; Kentucky, 14; Louisiana, 8; Maine, 5; Maryland, 2; Massachusetts, 34; Michigan, 18; Minnesota, 12; Mississippi, 11; Missouri, 17; Montana, 12; Nebraska, 6; Nevada, 4; New Hampshire, 6; New Jersey, 16; New Mexico, 7; New York, 56; North Carolina, 5; North Dakota, 4; Ohio, 60; Oklahoma, 17; Oregon, 11; Pennsylvania, 55; Rhode Island, 5; South Dakota, 3; Tennessee, 8; Texas, 48; Utah, 3; Vermont, 3; Virginia, 2; Washington, 20; West Virginia, 15; Wisconsin, 20; Wyoming, 5; Hawaii, 1; Puerto Rico, 2. *Canada*—Alberta, 4; British Columbia, 3; Manitoba, 1; Ontario, 11; Quebec, 3; Saskatchewan, 2. Total, 824.

MEMBERSHIP REPORTED.—40,000.

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Building Service Employees' International Union

Affiliated with the American Federation of Labor.

Organized in 1917 from directly affiliated American Federation of Labor local unions.

OBJECTS.—"The object of this international union shall be to develop a closer union and more complete organization of all wage earners in the field under its jurisdiction, and to assist its members in obtaining adequate compensation for their labor and general improvement of the conditions under which they work."

TERRITORIAL JURISDICTION.—United States.

TRADE JURISDICTION.—The maintenance and upkeep of all private and public buildings, institutions, schools, and grounds, such as apartment houses, apartment hotels, flat buildings, office buildings, theaters, schools, hospitals, public auditoriums, amusement halls, parks, stores, factories, card and billiard rooms, which include such workers as janitors and janitresses, elevator operators, starters, window cleaners, scrub women, maids, housekeepers, watchmen in buildings and industrial plants (including those used for fire prevention), door tenders, ushers, cashiers, and any other employees not herein specified who are engaged in the maintenance and upkeep of such places.

GOVERNMENT.—1. General executive board, composed of president, secretary-treasurer, five vice presidents, and one trustee, "shall transact all business of the international union between conventions." President is the administrative officer and has "supervisory power over local unions and the membership thereof."

2. Local unions: "The constitution and bylaws of all local unions must be submitted to the international union for approval."

3. Convention: Held biennially; enacts legislation and elects general officers. Constitutional amendments by convention only.

QUALIFICATIONS FOR MEMBERSHIP.—Any person engaged in work under the jurisdiction is eligible to membership. Male and female membership.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Handled locally.

BENEFITS.—None.

OFFICIAL ORGAN.—Public Safety magazine.

HEADQUARTERS.—130 North Wells Street, Chicago, Ill.

ORGANIZATION.—California, 6; Illinois, 23; Iowa, 1; Massachusetts, 1; Michigan, 2; Minnesota, 2; Missouri, 4; North Carolina, 1; New Jersey, 2; New York, 12; Ohio, 11; Oregon, 2; Pennsylvania, 1; Rhode Island, 1; Tennessee, 1; Washington, 4; West Virginia, 1; Wisconsin, 8. Total, 83.

MEMBERSHIP REPORTED.—35,000.

Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America

Affiliated with the American Federation of Labor.

Organized in Detroit, Mich., in December 1890, as the Waiters and Bartenders' National Union of the United States. It was formed from several organizations of cooks and waiters chartered by the American Federation of Labor as directly affiliated local unions. In 1898 the

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name of the organization became Hotel and Restaurant Employees' International Alliance and Bartenders' International League of America. An attempt in 1915 to separate the two branches of work into separate organizations proved unsuccessful.

OBJECTS.—Not declared.

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—The catering industry, and serving of beverages and food, and personal-service employees in hotels and clubs.

GOVERNMENT.—1. General executive board, composed of president, secretary-treasurer, and eight vice presidents, one of whom shall be a woman. The president is the executive head of the organization, with comprehensive powers.

2. Local joint executive board, which must be formed wherever more than one local exists in any one city or vicinity, have "full power to adjust all differences between locals and members" or between locals and employers. They "may make such laws and rules as do not conflict with the international constitution to govern themselves and to enforce the scale of wages and hours adopted by the locals", but "bylaws for the government of local joint executive boards shall be uniform, issued from the headquarters of the international."

3. Local unions: "The use of the international constitution is mandatory; local unions have the power to enact their own bylaws, provided they do not conflict with the international constitution."

4. Convention: Meets biennially; elects general officers, enacts legislation. Constitutional amendments by convention vote or by initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Citizenship or citizenship intention. Applicants "are accepted on probation; if after 6 months no objection is filed with the local, the applicant becomes a full-fledged member." Male and female membership.

APPRENTICESHIP REGULATIONS.—Controlled by local unions.

METHOD OF NEGOTIATING AGREEMENTS.—Negotiated locally, generally with individual employers, except in case of dining-car employees, when committees representing those workers negotiate with steward departments of individual roads or systems.

BENEFITS.—Strike; death.

OFFICIAL ORGAN.—The Catering Industry Employee.

HEADQUARTERS.—528–530 Walnut Street, Cincinnati, Ohio.

ORGANIZATION.—Joint executive boards: *United States*—Alabama—Birmingham; Arizona—Tucson and Phoenix; California—Bakersfield, Eureka, Los Angeles, Oakland, Sacramento, San Diego, and San Francisco; Connecticut—Bridgeport, New Britain, and New Haven; District of Columbia; Idaho—Pocatello; Illinois—Chicago, Aurora, Granite City, Peoria, South Chicago, and Springfield; Indiana—Fort Wayne, Gary, South Bend, and Terre Haute; Kentucky—Louisville; Louisiana—New Orleans; Maryland—Baltimore; Massachusetts—Boston and Springfield; Michigan—Detroit; Minnesota—International Falls and Minneapolis; Missouri—Kansas City, Springfield, St. Joseph, and St. Louis; Montana—Anaconda, Butte, Great Falls, Helena, and Billings; Nebraska—Omaha; New Jersey—Hoboken, Newark, Trenton, and Atlantic City; New York—Brooklyn, Buffalo, New York City, Rochester, and Syracuse; Ohio—Cincinnati, Cleveland, Dayton, and Toledo; Oregon—Portland; Pennsylvania—Philadelphia and Pittsburgh; Rhode Island—Providence; Texas—El Paso, Dallas, Fort Worth, and Houston; Utah—Ogden and Salt Lake City; Washington—Seattle and Spokane; Wisconsin—Milwaukee. *Canada*—Vancouver, B. C.; Montreal, Quebec; and Toronto, Ontario.

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Dining car employees' division represents local unions of cooks, waiters, and stewards in the railroad-dining-car service.

Local unions: *United States*—Alabama, 7; Arizona, 6; California, 40; Colorado, 5; Connecticut, 10; District of Columbia, 2; Florida, 5; Idaho, 7; Illinois, 33; Indiana, 13; Iowa, 2; Kansas, 1; Kentucky, 4; Louisiana, 4; Maryland, 2; Maine, 1; Massachusetts, 25; Michigan, 4; Minnesota, 9; Missouri, 17; Montana, 20; Nebraska, 2; Nevada, 3; New Hampshire, 3; New Jersey, 16; New Mexico, 1; New York, 28; North Dakota, 1; Ohio, 27; Oklahoma, 3; Oregon, 9; Pennsylvania, 23; Rhode Island, 3; South Dakota, 1; Texas, 20; Utah, 7; Washington, 21; West Virginia, 3; Wisconsin, 5; Wyoming, 8. *Canada*—Alberta, 1; British Columbia, 3; Ontario, 4; Quebec, 2. Total, 411.

MEMBERSHIP REPORTED.—84,000.

Laundry Workers' International Union

Affiliated with the American Federation of Labor.

Organized in Troy, N. Y., in November 1900. This union started in 1898 as a directly affiliated American Federation of Labor local composed of shirt and collar workers in the factories at Troy, N. Y. It expanded in 1900 into the Shirt, Waist, and Laundry Workers' International Union. It continued to control both the making and the laundering of shirts and collars until 1909, when jurisdiction over the manufacturing end was taken over by the United Garment Workers, the original charter being surrendered and a new one granted which gave jurisdiction over laundries only. With the adoption of cleaning and dyeing processes by laundries, the Laundry Workers' International Union assumed and now exercises control of workers in that line who are employed in laundries connected with the cleaning and dyeing industry, by agreement with the Journeymen Tailors' Union, whose charter covers cleaning, dyeing, and pressing.

OBJECTS.—"First, to organize and cooperate with all laundry workers; second, to abolish competition in each respective branch of the trade by securing a universally equal and just rate of wages without resorting to strikes; third, to discourage Asiatic, sweatshop, child, and convict labor by creating a demand for the union label at all times."

TERRITORIAL JURISDICTION.—United States and Canada.

TRADE JURISDICTION.—Laundries and cleaning and dyeing establishments run in connection with laundries.

GOVERNMENT.—1. General president, general secretary, and five vice presidents have general power and supervision over the organization, all decisions subject to a referendum vote.

2. Local unions: "To subordinate unions is granted the right of making all necessary laws for self-government which do not conflict with the general laws of the international and which have been approved by the general president."

3. Convention: Held biennially; enacts legislation. Constitutional amendments adopted by conventions must be ratified by referendum. Amendments and other legislation by initiative and referendum as well as by convention. Nomination and election of general officers by referendum.

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QUALIFICATIONS FOR MEMBERSHIP.—All persons actually employed in laundries and cleaning and dyeing establishments are eligible to membership. Foremen and forewomen and supervisors with power to hire and discharge are retained at option of local union.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Formulated by local unions and submitted to international officers for approval before beginning negotiations, which are carried on with individual employers.

BENEFITS.—Strike, lock-out, and victimization.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—2329 Santa Clara Avenue, Alameda, Calif.

ORGANIZATION.—Local unions only: Alabama, 7; Arizona, 1; California, 16; Colorado, 1; District of Columbia, 1; Georgia, 1; Illinois, 7; Indiana, 1; Iowa, 4; Kansas, 2; Louisiana, 2; Massachusetts, 2; Michigan, 1; Minnesota, 4; Mississippi, 1; Missouri, 1; Montana, 6; Nevada, 1; New York, 2; North Carolina, 1; Ohio, 5; Oklahoma, 3; Oregon, 3; Pennsylvania, 4; Texas, 1; Vermont, 1; Virginia, 1; Washington, 10; West Virginia, 9; Wisconsin, 4; Wyoming, 5. Total, 108.

MEMBERSHIP REPORTED.—8,000.

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Section H. Agriculture

Economic organization of agricultural workers into unions affiliated with the American Federation of Labor is a recent development. These workers are traditionally difficult to organize and have until recently had little organizational history except in connection with radical movements such as the Industrial Workers of the World, the agricultural unions of which were usually shortlived. The Trade Union Unity League undertook to organize agricultural workers with cannery workers in one industrial union, but there is no record of the degree of success this effort met.

Other scattered groups have been formed locally from time to time, usually as organized protests against conditions in specific instances. Illustrations of this may be found in the onion fields of Ohio and in the union formed to prosecute the strike against the Seabrook Farms of Bridgeton, N. J., and vicinity. Both of these movements were regarded as Communist, or at least radical in inception.

A movement of a different nature is that of the sheep shearers. This began locally as long ago as 1903, but it took more definite shape as a labor movement about 10 years later, when the Sheep Shearers' Union of North America was organized and incorporated in Montana. This craft organization affiliated with the American Federation of Labor in 1932. The Federation also reports one directly affiliated union of sheep herders in Oregon.

In its report to the 1934 convention, the executive council states that without making any special organizing drive to that end, the American Federation of Labor had, during the year, chartered many workers in various branches of agriculture. Most of these are in occupations on the borderline between industry and agriculture, such, for example, as grading, picking, and packing fruits and vegetables; landscape gardening; and employment in greenhouses. Figures published since the 1934 convention, however, indicate considerable falling-off in the number of locals in this field.

The Colorado State Federation of Labor in its annual report for the year ended June 30, 1935, mentioned its efforts to organize and charter the laborers employed in the sugar-beet fields of that State.

Affiliated with the American Federation of Labor:
Sheep Shearers' Union of North America.

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Sheep Shearers' Union of North America, No. 1, Incorporated

Affiliated with the American Federation of Labor.

Organized in 1913. Affiliated with the Federation in 1932. The first organization of sheep shearers was formed in 1903 but was reorganized later and incorporated in 1913 under the laws of Montana.

OBJECTS.—"The object of this organization is protection."

TERRITORIAL JURISDICTION.—North America.

TRADE JURISDICTION.—Sheep shearing by hand or machine.

GOVERNMENT.—1. Executive board consists of president, secretary-treasurer, vice president, and five additional members. The offices of president and secretary-treasurer are combined in one person who is the executive head and official organizer. The executive board has "power to administer the affairs of the union between sessions of the convention."

2. Business agents, appointed by the executive board, are the representatives of the union at the corrals and shearing plants.

3. Convention: No fixed period. Initiative and referendum.

QUALIFICATIONS FOR MEMBERSHIP.—Applicants for membership must be able to shear 100 head of sheep per day to qualify as members of the union.

APPRENTICESHIP REGULATIONS.—None.

METHOD OF NEGOTIATING AGREEMENTS.—Business committee of three union shearers elected at each corral before starting work fixes the shearing price in negotiations with the employer and serves as an adjustment committee during the shearing.

BENEFITS.—Funeral; total disability; old-age pension.

OFFICIAL ORGAN.—None.

HEADQUARTERS.—Butte, Mont.

ORGANIZATION.—General membership organization; no locals. "Members of this union reside in every State, in Mexico, and in Canada."

MEMBERSHIP REPORTED.—1,500.

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Section I. General Organizations

The "one big union" ideal continues to manifest itself, and organizations designed to include all workers have become more numerous than usual during the past few years. At present there are three of these all-inclusive groups which extend organization to all bona fide wage earners regardless of the nature of the employment. All but one, the Industrial Workers of the World, are of fairly recent origin.

Stable membership is not, as a rule, a characteristic of this type of organization, largely perhaps because bargaining power is too diffused. General organizations in the past have been of radical inception, and their principal functions were propaganda and organized protest against industrial and economic conditions. This is far less true of these newer movements toward working-class solidarity, as they favor collective agreements and conciliation and arbitration of grievances and disputes rather than the "direct action" policies of the older groups such as the Industrial Workers of the World. The newly created general organizations are, in fact, like the new industrial unions, largely countermoves of factory and mass-production workers to the craft limitations of the old-line unions.

The three general organizations under discussion are the Industrial Workers of the World, the American Labor Alliance, and the Master Workmen of America.

A fourth group which has some of the characteristics of a general organization or "one big union" is the Workers' Alliance of America. This organization has grown out of the numerous "unemployed leagues" established during the depression, and is to some extent a federation of them. It describes itself as "a Nation-wide nonpartisan organization of unemployed and relief workers, consisting of local and State-wide groups covering 33 States."

American Labor Alliance

The American Labor Alliance was founded in 1934 with the declaration that it is "necessary to discard the obsolete restrictions of reactionary labor organizations in favor of the progressive principle that the policies of the union shall be determined by the majority of its members, with due regard for the interests of the employer

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and the public." It is "dedicated to the principles of collective bargaining, arbitration of controversies between employers and employees, and the elimination of industrial strife with its needless economic losses."

The alliance is organized on the basis of city, State, and district councils which it charters, and with which are affiliated local unions "of the same, or associated, trades, professions, or callings." At present only the eastern district council is organized and functioning. It has a membership of about 8,000 in six local unions in various trades. Two of these are in New Jersey and cover building tradesmen irrespective of craft; the rest are in New York City and cover respectively bridgemen, ironworkers, and riggers; restaurant and cafeteria workers; taxicab drivers; and automobile repair mechanics, washers, and polishers. The headquarters address is 111 East Twenty-eighth Street, New York City.

Industrial Workers of the World

The Industrial Workers of the World was organized at Chicago, Ill., July 7, 1905, at a conference instigated chiefly by the Western Federation of Miners and the American Labor Union. Represented in the conference were the two organizations mentioned, the Socialist Trades and Labor Alliances, the United Brotherhood of Railway Employees, and numerous other organizations among which were 16 American Federation of Labor unions who were in sympathy with the movement to organize all wage workers into one organization. Numerically, the Western Federation of Miners was the strongest organization in the group, but the Socialist Trades and Labor Alliances proved influential enough to inject partisan politics into the first conference. Discord over the question of political action resulted in 1906 in the withdrawal of the Western Federation of Miners from the Industrial Workers of the World, and in 1908 in a division of the organization into two factions. Each side continued to function as the Industrial Workers of the World, the seceding element, which was the exponent of socialistic party activities, establishing headquarters in Detroit, Mich. This state of affairs continued until 1915, when the Detroit faction gave up the title "I. W. W." and became the Workers International Industrial Union. This group, by formal resolution, went out of existence in 1924 and turned its records and properties over to the Socialist Labor Party. The Chicago faction continues as the Industrial Workers of the World.

The philosophy of the Industrial Workers of the World is found in its official declaration that "the working class and the employing class have nothing in common. There can be no peace so long as hunger

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and want are found among millions of the working people and the few who make up the employing class have all the good things of life.

"Between these two classes a struggle must go on until the workers of the world organize as a class, take possession of the earth and the machinery of production, and abolish the wage system.

"* * * It is the historic mission of the working class to do away with capitalism. The army of production must be organized not only for the everyday struggle with capitalists, but also to carry on production when capitalism shall have been overthrown. By organizing industrially we are forming the structure of the new society within the shell of the old."

Only actual wage earners may become members, but within that group all persons regardless of "creed or color" are eligible to membership with the single exception of "editors of papers not controlled by the Industrial Workers of the World."

The organizational plan of the Industrial Workers of the World makes the industrial union the basic unit, "composed of actual wage workers in a given industry welded together as the particular requirements of said industry may render necessary." Industrial departments, made up of industrial unions of closely allied industries, "have general supervision over the affairs" of component units.

The organization as a whole is governed by a general executive board consisting of the secretary-treasurer and seven elected members, assisted by the officers and members of all organizations subordinate to the Industrial Workers of the World. An annual gathering is held which nominates officers and initiates legislation, but final action is by referendum vote of the entire membership.

A weekly journal called the Industrial Worker is the official organ of the Industrial Workers of the World, and other papers are published by local units, some of which are in foreign languages.

The industrial unions functioning at present are: Agricultural workers, lumber workers, coal and metal miners, oil workers, general construction (railroad, road, bridge, etc.), house and building construction, metal and machinery workers, foodstuff workers, marine-transport workers, railroad workers, and a group classed as small unions containing textile workers.

A total membership of 34,000 is reported. The headquarters of the organization is 2422 North Halsted Street, Chicago, Ill.

Master Workmen of America

The aim of the Master Workmen of America, which was organized and incorporated in West Virginia in 1925, is "to organize and amalgamate all working men and women into one organization;

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* * * to secure and sign wage agreements for its members"; and "to conduct an educational campaign in order to establish a better method of settling labor disputes than that of strikes and lock-outs."

The organization scheme suggested by its constitution is a local territorial division, with all members of whatever trade or calling living within the territorial division holding membership in the local of their community, somewhat after the manner of the "mixed assembly" of the old Knights of Labor.

Membership is open to "all working men and women regardless of occupation, creed, color, or nationality", but an applicant must be between the ages of 16 and 70 and working at some useful occupation. A person holding membership in a union affiliated with the American Federation of Labor "or any other union", is, however, ineligible to hold office.

This organization did not report the number or extent of its membership. A national office is maintained at 14½ Virginia Street East, Charleston, W. Va.

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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. Publications which are not available for free distribution, indicated in this list by an asterisk, can in some cases be obtained by purchase from the Superintendent of Documents, Government Printing Office, Washington, D. C.; all can be consulted at libraries which are Government repositories.

Collective agreements

*No. 191. Collective bargaining in the anthracite coal industry. [1916.]
*No. 198. Collective agreements in the men's clothing industry. [1916.]
No. 341. Trade agreement in the silk-ribbon industry of New York City. [1923.]
*No. 402. Collective bargaining by actors. [1926.]
*No. 468. Trade agreements, 1927.

Conciliation and arbitration (including strikes and lock-outs)

*No. 124. Conciliation and arbitration in the building trades of Greater New York. [1913.]
*No. 133. Reports 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. 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 and activities, etc. [1921.]
*No. 303. Use of Federal power in settlement of railway labor disputes. [1922.]
*No. 481. Joint industrial control in the book and job printing industry. [1928.]

Cooperation

*No. 313. Consumers' cooperative societies in the United States in 1920.
*No. 314. Cooperative credit societies (credit unions) in America and in foreign countries. [1922.]
*No. 437. Cooperative movement in the United States in 1925 (other than agricultural).
No. 531. Consumers', credit, and productive cooperative societies, 1929.
No. 598. Organization and management of consumers' cooperative associations and clubs (with model bylaws). [1934.]
*No. 606. Organization and management of cooperative gasoline and oil associations (with model bylaws). [1934.]
*No. 608. Organization and management of cooperative housing associations (with model bylaws). [1934.]
No. 612. Consumers', credit, and productive cooperation in 1933.

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 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 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.
No. 542. Report of the Advisory Committee on Employment Statistics. [1931.]
*No. 544. Unemployment-benefit plans in the United States and unemployment insurance in foreign countries. [1931.]
No. 553. Fluctuation in employment in Ohio, 1914 to 1929.
*No. 555. Social and economic character of unemployment in Philadelphia, April 1930.
No. 610. Revised indexes of factory employment and pay rolls, 1919 to 1933.
No. 611. Unemployment insurance and reserves in the United States: A selected list of recent references. [1935.]
No. 613. Average annual wage and salary payments in Ohio, 1916 to 1932.

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Housing

*No. 158. Government aid to home owning and housing of working people in foreign countries. [1914.]
No. 263. Housing by employers in the United States. [1920.]
No. 295. Building operations in representative cities, 1920.
No. 545. Building permits in the principal cities of the United States [1921] to 1930.
*No. 608. Organization and management of cooperative housing associations (with model bylaws). [1934.]

Industrial accidents and hygiene (including occupational diseases and poisons)

*No. 104. Lead poisoning in potteries, tile works, and porcelain-enameled sanitary ware factories. [1912.]
No. 120. Hygiene of the painters' 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 the committee on statistics and compensation insurance costs of the International Association of Industrial Accident Boards and Commissions. [1916.]
*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. The 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. 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. 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. [1928.]
No. 466. Settlement for accidents to American seamen. [1928.]
No. 488. Deaths from lead poisoning, 1925–1927.
*No. 490. Statistics of industrial accidents in the United States to the end of 1927.
*No. 507. Causes of death, by occupation. [1930.]
No. 582. Occupation hazards and diagnostic signs: A guide to impairments to be looked for in hazardous occupations. (Revision of Bul. No. 306. [1933.]
*No. 602. Discussions of industrial accidents and diseases at the 1933 meeting of the International Association of Industrial Accident Boards and Commissions, Chicago, Ill.

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.]
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.]
No. 483. Conditions in the shoe industry in Haverhill, Mass., 1928.
No. 534. Labor conditions in the Territory of Hawaii, 1929–1930.

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. 581. Laws relating to employment agencies in the United States, as of January 1, 1933.
No. 583. Proceedings of the National Conference for Labor Legislation, held at Washington, D. C., February 14 and 15, 1934.

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Labor laws of the United States (including decisions of courts relating to labor)—Continued.

No. 590 Labor legislation, 1931 and 1932.
No. 592. Decisions of courts and opinions affecting labor, 1931 and 1932.
No. 596. Laws relating to prison labor in the United States, as of July 1, 1933.
*No. 603. Comparative digest of labor legislation for the States of Alabama, Florida, Georgia, South Carolina, Tennessee. [1933.]
*No. 609. Discussions of labor laws and their administration at the 1933 convention of the Association of Governmental Officials in Industry of the United States and Canada, Chicago, Ill.

Labor laws of foreign countries

*No. 142. Administration of labor laws and factory inspection in certain European countries. [1914.]
No. 494. Labor legislation of Uruguay. [1929.]
No. 510. Labor legislation of Argentina. [1930.]
No. 529. Workmen's compensation legislation of the Latin American countries. [1930.]
No. 549. Labor legislation of Venezuela. [1931.]
No. 554. Labor legislation of Paraguay. [1931.]
No. 559. Labor legislation of Ecuador. [1931.]
No. 569. Labor legislation of Mexico. [1932.]

Labor organizations

*No. 342. International Seamen's Union of America: A study of its history and problems. [1923.]
No. 461. Labor organizations in Chile. [1928.]
*No. 465. Beneficial activities of American trade-unions. [1928.]

Minimum wage

*No. 167. Minimum-wage legislation in the United States and foreign countries. [1915.]
*No. 176. Effect of minimum-wage determinations in Oregon. [1915.]
*No. 285. Minimum-wage laws of the United States: Construction and operation. [1921.]
*No. 467. Minimum-wage legislation in various countries. [1928.]

Old-age care, pensions, and insurance

*No. 386. Cost of American almshouses. [1925.]
*No. 465. Beneficial activities of American trade-unions. [1928.]
No. 477. Public-service retirement systems, United States, Canada, and Europe. [1929.]
*No. 489. Care of aged persons in the United States. [1929.]
No. 505. Directory of homes for the aged in the United States. [1929.]
No. 561. Public old-age pensions and insurance in the United States and in foreign countries. [1932.]

Prison labor

No. 372. Convict labor in 1923.
No. 595. Prison labor in the United States, 1932.
No. 596. Laws relating to prison labor in the United States, as of July 1, 1933.

Proceedings of annual conventions of the International Association of Governmental Labor Officials

*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.
*No. 480. Fifteenth, New Orleans, La., May 21–24, 1928.
No. 508. Sixteenth, Toronto, Canada, June 4–7, 1929.
*No. 530. Seventeenth, Louisville, Ky., May 20–23, 1930.
*No. 563. Eighteenth, Boston, Mass., May 18–22, 1931.
*No. 609. Nineteenth, Chicago, Ill., September 14–15, 1933.

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. 383. 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.
No. 485. Fifteenth, Paterson, N. J., September 11–14, 1928.
No. 511. Sixteenth, Buffalo, N. Y., October 8–11, 1929.
No. 536. Seventeenth, Wilmington, Del., September 22–26, 1930.
No. 564. Eighteenth, Richmond, Va., October 5–8, 1931.
No. 577. Nineteenth, Columbus, Ohio, September 26–29, 1932.
*No. 602. Twentieth, Chicago, Ill., September 11–14, 1933.

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Proceedings of annual meetings of the 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.
No. 478. Fifteenth, Detroit, Mich., October 25–28, 1927.
*No. 501. Sixteenth, Cleveland, Ohio, September 18–21, 1928.
No. 538. Seventeenth, Philadelphia, Pa., September 24–27, 1929; eighteenth, Toronto, Canada, September 9–12, 1930.

Productivity of labor and technological unemployment

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. [1926.]
*No. 412. Wages, hours, and productivity in the pottery industry, 1925.
No. 441. Productivity of labor in the glass industry. [1927.]
No. 474. Productivity of labor in merchant blast furnaces. [1928.]
No. 475. Productivity of labor in newspaper printing. [1929.]
No. 550. Cargo handling and longshore labor conditions. [1932.]
No. 574. Technological changes and employment in the United States Postal Service. [1932.]
No. 585. Labor productivity in the automobile-tire industry. [1933.]
No. 593. Technological changes and employment in the electric-lamp industry. [1933.]

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.]
*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. 495. Retail prices, 1890 to 1928.

Safety codes

*No. 336. Safety code for the protection of industrial workers in foundries.
*No. 350. Rules governing the approval of headlighting devices for motor vehicles.
*No. 351. Safety code for the construction, care, and use of ladders.
*No. 375. Safety code for laundry machinery and operations.
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. 447. Safety code for rubber mills and calenders.
No. 451. Safety code for forging and hot-metal stamping.
No. 463. Safety code for mechanical power-transmission apparatus—first revision.
No. 509. Textile safety code.
No. 512. Code for identification of gas-mask canisters.
No. 519. Safety code for woodworking plants, as revised 1930.
No. 527. Safety code for the use, care, and protection of abrasive wheels, as revised 1930.
No. 556. Code of lighting: Factories, mills, and other workplaces. (Revision of 1930.)
No. 617. Safety codes for the prevention of dust explosions. [1936] (Supplement to Bull. No. 562.)

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. [1917.]
*No. 271. Adult working-class education in Great Britain and the United States. [1920.]
No. 459. Apprenticeship in building construction. [1928.]

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. 407. Labor cost of production and wages and hours of labor in the paper box-board industry. [1926.]

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Wages and hours of labor—Continued.

*No. 412. Wages, hours, and productivity in the pottery industry, 1925.
*No. 416. Hours and earnings in anthracite and bituminous-coal mining, 1922 and 1924.
No. 484. Wages and hours of labor of common street laborers, 1928.
*No. 502. Wages and hours of labor in the motor-vehicle industry, 1928.
No. 514. Pennsylvania Railroad wage data. From Report of Joint Fact Finding Committee in wage negotiations in 1927.
No. 523. Wages and hours in the manufacture of airplanes and aircraft engines, 1929.
No. 525. Wages and hours of labor in the Portland cement industry, 1929.
No. 532. Wages and hours of labor in the cigarette-manufacturing industry, 1930.
No. 534. Labor conditions in the Territory of Hawaii, 1929–1930.
No. 539. Wages and hours of labor in cotton-goods manufacturing, 1910 to 1930.
No. 547. Wages and hours of labor in the cane-sugar refining industry, 1930.
No. 567. Wages and hours of labor in the iron and steel industry, 1931.
No. 568. Wages and hours of labor in the manufacture of silk and rayon goods, 1931.
No. 570. Wages and hours of labor in foundries and machine shops, 1931.
No. 571. Wages and hours of labor in the furniture industry, 1910 to 1931.
No. 573. Wages and hours of labor in metalliferous mining, 1924 to 1931.
No. 575. Wages and hours of labor in air transportation, 1931.
No. 576. Wages and hours of labor in the slaughtering and meat-packing industry, 1931.
No. 578. Wages and hours of labor in gasoline-filling stations and motor-vehicle repair garages, 1931.
No. 579. Wages and hours of labor in the boot and shoe industry, 1910 to 1932.
No. 580. Wages and hours of labor in the baking industry—bread and cake departments, 1931.
No. 584. Wages and hours of labor in woolen and worsted goods manufacturing, 1932.
No. 586. Wages and hours of labor in the lumber industry, 1932.
No. 587. Wages and hours of labor in the rayon and other synthetic yarn manufacturing, 1932.
No. 588. Wages and hours of labor in the dyeing and finishing of textiles, 1932.
No. 589. Wages and hours of labor in the leather industry, 1932.
No. 591. Wages and hours of labor in the hosiery and underwear industry, 1932.
No. 594. Wages and hours of labor in the men's clothing industry, 1932.
*No. 600. Union scales of wages and hours of labor, May 15, 1933.
No. 601. Wages and hours of labor in bituminous-coal mining, 1933.
*No. 604. History of wages in the United States from colonial times to 1928. Revision of Bulletin No. 499, with supplement, 1929–33.
No. 613. Average annual wage and salary payments in Ohio, 1916 to 1932.

Welfare work

*No. 123. Employers' welfare work. [1913.]
*No. 222. Welfare work in British munition 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.
No. 565. Park recreation areas in the United States, 1930.

Wholesale prices

*No. 284. Index numbers of wholesale prices in the United States and foreign countries. [1921.]
*No. 453. Revised index numbers of wholesale prices, 1923 to July 1927.
No. 572. Wholesale prices, 1931.

Women and children in industry

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