

Labor Unions - California

[1950?]

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Organized Labor

**GOLDEN  
ANNIVERSARY  
COMMEMORATIVE EDITION  
OF  
ORGANIZED  
LABOR**

THE A. F. OF L. BUILDING  
TRADES WEEKLY NEWSPAPER  
PUBLISHED CONTINUOUSLY

**1900 - 1950**

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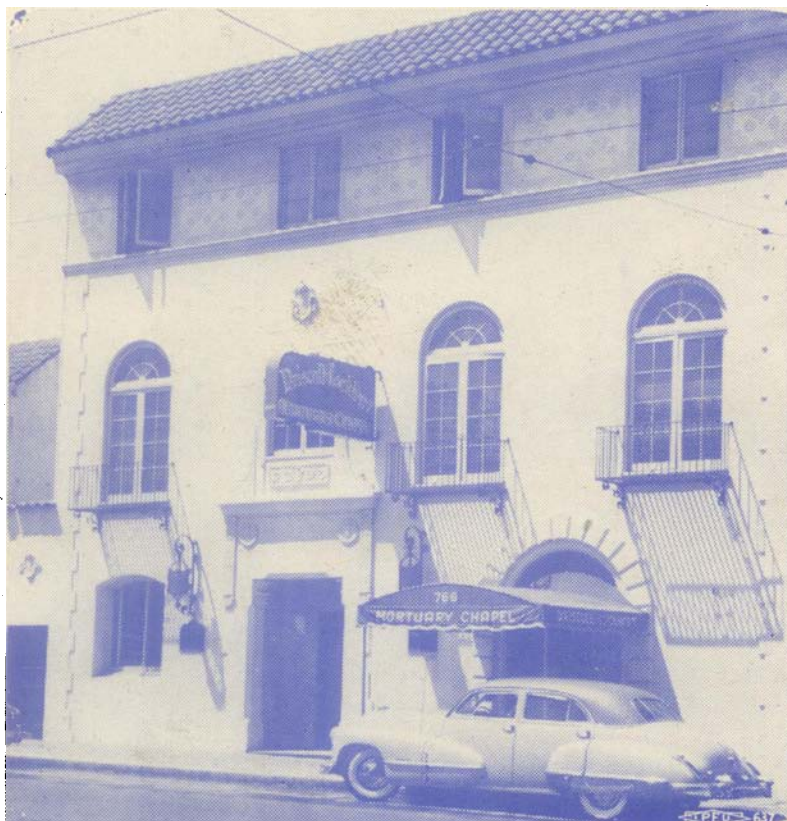


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# *Greetings to ORGANIZED LABOR*

**YOU HAVE DONE A GREAT JOB HELPING TO BUILD SAN FRANCISCO  
DURING 50 YEARS OF PROGRESS**



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[Organized Labor]

# The Golden Anniversary

Commemorative Edition Of

# ORGANIZED LABOR

THE A. F. OF L. BUILDING  
TRADES WEEKLY NEWSPAPER  
PUBLISHED CONTINUOUSLY

**1900-1950**



*An historical edition of enduring interest  
portraying California's progress and  
the part played by labor in the  
development of San Francisco  
and our great state*

Standard edition \$2.00  
Library edition \$3.00



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## *The Bridge*

"An old man, traveling a lone highway,  
Came in the evening, cold and gray,  
To a chasm deep and wide.  
The old man crossed in the twilight dim,  
For the sullen stream held no fears for him;  
But he turned when he reached the other side,  
And builded a bridge to span the tide.

"'Old Man,' cried a fellow pilgrim near,  
'You are wasting your strength with building here;  
Your journey will end with the waning day  
And you never again will pass this way;  
You have crossed the chasm, deep and wide,  
Why build you a bridge at eventide?'

"And the builder raised his old gray head—  
'Good friend, on the path I have come,' he said,  
'There followeth after me today  
A youth whose feet will pass this way.  
This stream which has been as naught to me,  
To that fair-haired boy may a pitfall be;  
He, too, must cross in the twilight dim—  
Good friend, I am building this bridge for him'."

—Author unknown.



# *Dedication*

"Labor" is as good or as strong as the men in it, no more, no less. Its resources are not money but the loyalty of its members. It is a spirit and tradition of fellowship that has come with us down through the years. It is a fellowship of men who are content to work at a trade for a decent wage—as opposed to those who would work for themselves with a dollar profit motive.

In every community the local labor movement can look back and see the names of individuals, whose tenacity, loyalty, and strength held unions together and established decent wages, hours, and conditions in the community.

It is these men, who are in no special hall of fame, to whom we wish to dedicate this book. Labor has been built upon their lives. Their handwriting can be seen in the by-laws and union agreements of today. They do certainly belong in our hall of fame, and we hope such physical tribute may some day be paid them.

Meanwhile, in the pages of our labor journals we give them credit at each and every opportunity. This book is one such occasion. We hope that it will bring back many pleasant memories to old-timers and provide an inspiration to the younger ones, those who might not yet fully realize the rich heritage of the union movement.

To the men of labor, pillars of strength in the past, and to today's generation of members and leaders, with Godspeed we dedicate this anniversary edition of "Organized Labor."

## *I.B.E.W., Local Union No. 6*

An Important Segment of the Building & Construction Trades Council in San Francisco During the Past 50 Years, Looks Forward to Another

## *50 Years of Labor Progress*

In the Never-Ending Struggle for a Greater, Democratic America, and a Better, More Liveable

## *Greater San Francisco*

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JACK KENNEDY

RALPH BELL

ALBERT FORSELL

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**SAN FRANCISCO**

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J. PICKLE

# The San Francisco Building and Construction Trades Council

In the structure of the great American Federation of Labor is set up a separate department known as the Building and Construction Department. In each area of the nation the Building Trades Department is represented by local Building and Construction Trades Councils. The San Francisco Council is one of the best and the functions it undertakes aid materially to further the peaceful prog-

ress of the Building Trades industries. Machinery is set up in the Building and Construction Trades Council to handle all grievances. Affiliated unions send delegates into every meeting of the Council. These representatives are the guiding factors in what the Council does in its activities representing all of the affiliated unions of the San Francisco Building Trades crafts.



**JOHN L. HOGG**

President of Building and Construction Trades Council, also representative of Carpenters 2164.



**DANIEL DEL CARLO**

Secretary of Building and Construction Trades Council, from Glaziers 718.



**ROLAND W. YOUNG**

Vice president of Building and Construction Trades Council, also representative of District Council of Painters.



**A. F. MAILLOUX**

Business representative of Building and Construction Trades Council, from Ironworkers 377.



# Building Trades Temple Association

200 GUERRERO STREET

Greetings from the Staff at the Building Trades

JACK SMITH, President

JAMES NEWSOM, Secretary



Left to right: Pete Ryan, Louie Juriches, Jimmie Newsom (building manager), Helen Trueman, "Len" Flynn and George Ambrazias. Not in picture: Jack Hughes, Max Barton, and Jack Paganell.

## GREETINGS FROM THE SAN FRANCISCO CIVIL SERVICE COMMISSION



**WM. L. HENDERSON**  
Personnel Director & Secretary  
Civil Service Commission



**FRANCIS P. WALSH**  
President  
Civil Service Commission



**JOHN M. KENNEDY**  
Vice President  
Civil Service Commission



**CHAS. T. McDONOUGH**  
Member  
Civil Service Commission

## *Organized Labor Publishing Co.*

Some fifty years ago the various unions affiliated with the building trades in San Francisco banded together and formed the Organized Labor Publishing Company. This company then undertook the publication of "ORGANIZED LABOR," the official newspaper of the San Francisco Building and Construction Trades Council and its unions. Throughout the years it has done a tremendous job for the organizations it represents, publishing at all times a constructive newspaper with the idea in

mind of building San Francisco into a bigger and better city. The paper's columns are open to all. The editorial policy, of course, reflects the activities and achievements of the building trades.

Listed below are the Board of Directors of the Organized Labor Publishing Company, who are elected by the delegates from the twelve organizations which comprise the stockholding unions of the company.

### *Board of Directors*



**Left to right:** Charles Johnson, Millmens Local 42; Edward Nolan, Bricklayers Local 7; Watson Garoni, Secretary, Carpet & Linoleum Layers Local 1235; Charles Foehn, Electrical Workers, Local 6; and Joseph Murphy, Hod Carriers Local 36. These men, all officials in their own local unions, comprise the Board of Organized Labor Publishing Company.

# "ORGANIZED LABOR"

## A Labor Newspaper That Has Done Its Share in Building San Francisco

By Joe Mazza

Former President of Organized Labor Publishing Co., and Business Representative of Bricklayers Local 7

Just before the turn of the century there began in San Francisco, as in other cities across the country, an effort by employer groups to thwart a growing tendency among workers to organize for their own protection and advancement. It was one of the first major open-shop drives, with the calculated goal of keeping unions from organizing the unorganized and keeping unshackled the free and easy employer right to hold workers under the slavery of long hours and low pay.

The newspapers then, as now, responded dutifully to the prevailing attitudes of the employer element and gave the unions a "poor press," slanting reports of labor activity in favor of the employer and to the detriment of unions.

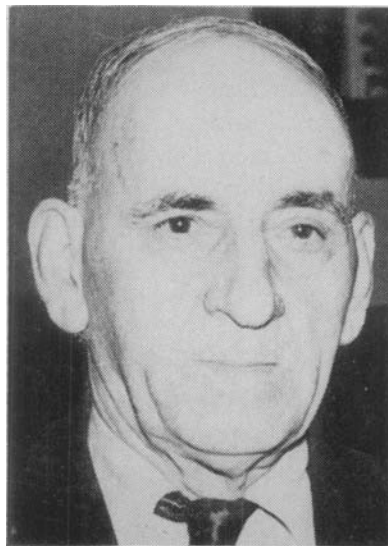
This situation led a group of courageous union men into a pioneering effort to establish their own newspaper, to tell the truth to the working class. Thus it was that on January 9, 1900, fifty years ago, there was established one of the very first labor papers in the West, to be known as "Organized Labor."

### THEY PIONEERED THE PAPER

Articles of incorporation were drawn up for the Organized Labor Publishing Co. These are still in our possession, and we find the following names of our pioneer leaders listed in the articles:

E. J. Brandon, T. J. Dinan, William Marble, D. Doggett, Francis Drake, A. Schonan, R. J. Cochran, P. H. McCarthy, Thomas Wall, C. H. Stock, J. A. Burkhart, C. K. Lamb, O. A. Tveitmoe, R. P. Gall, W. McDermott, William M. Page, John E. McDougald, Willis E. Weaver, J. C. Millan, and E. L. Clapp.

Some 12 unions which were then affiliated with the Building Trades Council took stock in the company, and the following board of directors was named to guide the destinies of the new venture: E. J. Brandon, president; P. H. McCarthy, vice-president; O. A. Tveitmoe, secretary and editor; J. E. McDougald, treasurer, and Francis Drake, J. C. Millan, W. McDermott, E. L. Clapp, J. A. Burk-



JOSEPH MAZZA

hart, A. Schonan, and T. J. Dinan, board members. C. L. Dam was attorney for the board.

First issue of the paper was printed on February 1, 1900, by James H. Barry, Sr., printer. Barry thenceforth became a major factor in the paper's continued existence. He carried the journal through good years and bad and truly fathered its existence from the print shop. His small printing plant has become one of the largest and best-equipped book and publication firms in San Francisco and is now operated by the heirs, James H. Barry, Jr., and his sons.

### EXPANSION UNDERTAKEN

Barry continued publishing the paper until 1948 when arrangements were made with A. H. Bredsteen and the California Labor Press to handle the managing and editing of "Organized Labor" for the publishing company. The task of printing a labor paper, like all other modern undertakings, had become more specialized. Since California Labor Press had the facilities and background in this field, arrangements were made with them, and the first issue was printed by them on April 10, 1948.

When the paper affiliated itself with California Labor Press, it meant that news sources from all sections of the state and nation became

available to "Organized Labor," plus a comprehensive local coverage of labor news. Physical make-up of the paper was changed from the old six-column size to standard eight-column, and a new mast-head was drawn up. Effort has been made to expand the circulation and news coverage so as to render an ever-better service to the union movement as its official organ.

Brother Tveitmoe carried on as the first editor, and in 1906 Chris Gannon was added to the staff as assistant editor. Brother Gannon carried on after Tveitmoe's death and remained as editor until his death in 1944.

During the earthquake and fire of 1906 the paper carried on and did a good job for the union members and the public in general by issuing an eight-page paper. During the 1915 World's Fair the paper made a good name for itself, and during the World War shortly thereafter it continued the fight for labor's rights.

### FIGHT "AMERICAN PLAN"

During 1921-1924, "Organized Labor" was a big factor in combatting the "American Plan" drive carried on by the Chamber of Commerce, the large corporations, and the 11 contractor-members of the San Francisco Builders Exchange with the purpose of destroying the entire labor movement. Again "Organized Labor" voiced labor's viewpoint and aided materially in defeating the campaign for open shop.

In 1933 after Brother P. H. McCarthy died, Frank C. McDonald took charge of "Organized Labor." In the year 1936, the paper helped greatly in a drive to organize all the home builders in San Francisco and the Bay Area. It figured prominently in the Pan-American Exposition of 1938.

On the death of Brother Gannon it became necessary to arrange reorganization of the paper, which was undertaken by Brother MacDougald, president of the State Building Trades Council. The following board of directors was named: J. S. Mazza of Bricklayers 7, president; Elmer V.

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# The Story Behind the Story of This Commemorative Edition

By A. H. Bredsteen

Managing Editor, ORGANIZED LABOR

This Anniversary Edition of Organized Labor didn't just happen. It is the result of many months of ground-work and planning.

Sometime back in November 1949, the special edition was discussed with the Board of Publishers of Organized Labor. In 1950 Organized Labor would round out a half century of service to the AFL building trades in San Francisco and California. It was suggested that an edition appropriate for the occasion would serve as an excellent medium for augmenting the trade union education of rank and file members, build understanding and good will among the thousands of employers and government officials with whom the building trades deal, and serve as a ready historical reference of fact in building trades union offices throughout the state.

As the editors delved into the project, it soon became evident that a lot of hard work and a lot of promotional interest was going to be necessary if the book was to attain the goals set for it. Both Managing Editor Andy Bredsteen and Associate Editor Merton Anderson spent many hours tracing down oldtimers in the labor movement, digging into the old and dusty minute books of trade unions, and scouring the files of Organized Labor and the public library.

## BUILDING INTEREST

Appearances were made before the memberships of many unions and before executive boards to build up the interest needed for participation of the various unions affiliated with the San Francisco Building Trades Council.

As a result, much factual material about the building

trades movement in California and San Francisco has been unearthed. In addition to a lot of historical information, data on current and prospective trade union projects was secured.

This material was sifted, culled, checked and re-checked. Several hundred galleys of type for this issue began to collect in the print shop. Adding to the burden of this work was the fact that the regular weekly issues of Organized Labor had to be gotten out and kept up to their usual par of building trades coverage.

Finally the finish was in sight and the efforts of many people began to emerge and the order to "let 'er roll" went out to the pressmen.

The editors hope that in years to come the historical value of this book will make their labors worthwhile. There are few reference books on the history of the labor movement in the West. It is their hope that some day the material herein recorded will be of value to some historian with the patience needed for cross-checking his sources and the bent for making a more complete history of the labor movement in California.

## MUCH MATERIAL

The expense involved in this undertaking, incomplete though it may be in some respects, was great. Scores of pictures were taken, and cuts made of them. The regular "mug" files available to Organized Labor have been extended as a result of this undertaking.

Not all of the old photos and material submitted to the editors were suitable for use, for various reasons, many of them technical. From what was found usable, the editors and the Board of Publishers feel they have made a substantial contribution to the archives of building trades history and trade union progress in California.

They wish to thank the many persons both in and out of the labor movement whose interest and cooperation made the work possible. Among these are William Green, president of the American Federation of Labor; Richard Gray, president of the Building and Construction Trades Department of the AFL; Neil Haggerty, secretary of the California Federation of Labor; Frank A. Lawrence, general president of the State Building and Construction Trades Department, and P. H. McCarthy, Jr., San Francisco attorney and son of the labor pioneer, "P. H."

The list should include all of the officials of both the State Building and Construction Trades Council and the San Francisco

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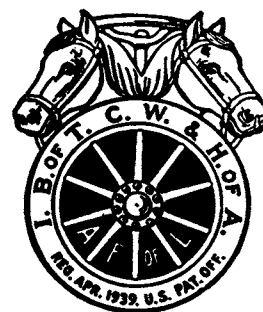


Left to right above, Composing Room Superintendent Ed Hamilton, Managing Editor Andy Bredsteen and Associate Editor Merton Anderson of the ORGANIZED LABOR staff in one of the many editorial huddles that went into the making of this 50th Anniversary Commemorative Edition.

# *Turning the Wheels of Progress*

and

Building a Better America and a Greater Golden State



## *The Drivers' Union and Membership*

Salute their fellow builders of the building and construction trades for fifty years of union progress in San Francisco and vicinity. The Drivers will be found in that vanguard of unions whose trade union ideals are dedicated to the never-ending fight for more of the better things in America for more Americans.

## **Building Material & Construction Teamsters, Local 216, AFL**

478 Valencia Street, San Francisco

**JOHN E. MOORE, SR.**  
President & Business Rep.

**JAMES WARD**  
Secretary & Business Rep.

**HENRY P. SCHWAB**  
Vice-President & Bus. Rep.

**FRANK LAMBERTSON**  
Recording Secretary

**MICHAEL HERNON**  
Trustee

**S.A. OLSON**  
Trustee

**JOSEPH BEASLEY**  
Trustee

*Affiliated with*

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

# 50 Years of Progress Building San Francisco

Although the most important growth of the San Francisco Building Trades Council coincides with the growth of the official paper, *Organized Labor*, which was born in 1900, the Council's birth antedates that of *Organized Labor* by four years.

The present San Francisco Building Trades Council was organized on February 6, 1893, by Carpenters Locals 22, 304 and 483, and the Local unions of Plasterers, Painters, Cornice Makers, Granite Stone Cutters. These unions represented about 400 workers.

Henry Myers of Carpenters 22 was the first president, J. M. Rose, Painters, was secretary.

The late P. H. McCarthy, a carpenter, became president in July, 1893. He brought firm, courageous leadership to the Building Trades Council, and under his 29-year rule the Council became an important and effective trade union body in the construction field in San Francisco.

Although the Building Trades made their greatest progress in the half century being commemorated by this special issue of *Organized Labor*, individual B-T unions were functioning as early as November, 1849.

But the period 1849-1896 was mostly one of ups and downs for organized labor in San Francisco.

For instance, during the depression of 1880-81 following the Gold Rush, practically every union then in existence was broken.

Union leaders of the period, realizing the need for an effective coordinating body, sought several times to organize councils of all the building trades unions. Though several joint bodies were set up, none was effective. The most ambitious undertaking, the Confederation of Building Trades, died the same year it was born (1883) because of a lack of interest by its affiliates.

Thomas Payser was president, J. W. Maher, secretary.

The Representative Council of Building Trades, formed on May 17, 1886 with J. D. Campbell as president and B. Dogget as secretary died a quick death also.

The significance of these failures was not that a council was not needed during the era, but that the building trades unions of that day were not able to devise a good council formula, or to procure a leader capable of welding the member unions into an effective body.

P. H. McCarthy proved to be the leader needed to put the council on a firm footing. Although his 29-year reign was never without criticism, it weathered several abortive attempts to unseat him.

He was elected under a change in council representation rules which permitted three delegates for the first 100 members of an affiliate plus one for each additional 100 members. This rule permitted the smaller crafts to have more to say about council affairs.

Under McCarthy affiliates were increased from nine in 1899 to 18 at the turn of the century. There are 47 today, plus the affiliations of the Carpenter and Painter Councils.

McCarthy increased the influence of the building trades in many ways. He instituted the universal job card system which permitted the council to quickly rid the union movement of charlatans and agitators who sought to create dissension.

Although the unions had been able to introduce the 8-hour day before 1900 it was the Building Trades Council which brought about stabilization of cutthroat competitive conditions. This was a boon to employers as well as union members.

In 1908 the San Francisco building trades affiliated with the Building and Construction Trades department of the American Federation of Labor, increasing its prestige and benefiting from the statistical and legal services provided.

The political influence of the Council carried McCarthy into the San Francisco Mayor's chair in 1912 and he served four years.

In 1901 (December 16) about three years after taking office, McCarthy and other San Francisco building trades leaders were largely instrumental in forming the State Building Trades Council. McCarthy was elected president and served until 1922.

He retired from the labor movement in 1922 to become a contractor. He died in 1933.

Other officials who carried on the work of the Building Trades Council after his death were Edward Nolan, now president of the Bricklayers Local, and former supervisor and labor commissioner, A. "Sandy" Watchman, and the present veteran incumbent supervisor, Dewey Meade.

Today the principal officers of the San Francisco Building Trades are Secretary Dan Del Carlo, President John Hogg, and Business Representative Al Mailloux.

Though these officers are operating under the same basic rules that the late P. J. McCarthy operated under, times and conditions have dictated a change in mode of functioning.

The era of rough and tumble unionism finds the leadership typified in McCarthy's reign a figment of the past.

Though basic trade unionism is still pursued in the form of the picketline and insistence of 100 per cent organization of all building and construction work, the council conducts its affairs on a democratic basis.

Among the past officers of the S. F. Building Trades Council during the last 50 years were O. A. Tvitmoe, secretary; John Bell of the Metal Lathers, who succeeded McCarthy as president; Larry Flaherty of the Cement Finishers, president, who later became 5th District congressman; Jim Gallagher, president, Painters 19; John MacDougall, treasurer for many years and who became treasurer of the City and County of San Francisco; Edward L. Nolan, president, 1934. Nolan is a one-time State Labor Commissioner and S. F. Supervisor.

In 1935 P. C. Meagher became president. He was succeeded in 1936 by Thomas Chambers, and from 1937 to 1942 the present Industrial Accident Commissioner, Sandy Watchman, was at the helm, being followed by the present incumbent Supervisor, Dewey Mead, who held the post until 1946, when J. L. Ricketts took over. Ricketts was followed in 1947 by the present incumbent, John Hogg.

Other past officers include John H. Smith, who was business representative and secretary for several years, and J. B. Brown, secretary for several years before Smith.

Present principal officers are John Hogg, president; Roland Young, vice president; Dan Del Carlo, secretary; and Al Mailloux, business representative.

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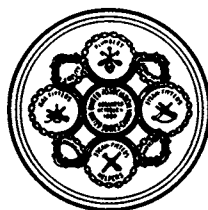


Better Plumbing

Better Health

*Greetings from*

United Association of Journeymen and  
Apprentices of the Refrigeration, Plumbing  
and Pipe Fitting Industry  
Local Union No. 38



**San Francisco**  
**Marin      Sonoma      Mendocino Counties**

When Plumbing, Steam, or Refrigeration Service or Installation  
Is Needed, Be Sure It Is Done By a Member of  
Local Union No. 38

# *A Great Leader of Another Era*



# *Congratulations —*

## To Organized Labor

FOR 50 YEARS OF USEFUL SERVICE TO THE LABOR MOVEMENT IN CALIFORNIA AND SAN FRANCISCO.

## To Our Fellow Building Trades Unionists

FOR THEIR FORESIGHT IN RECOGNIZING THE EARLY NEED FOR A NEWSPAPER SUCH AS ORGANIZED LABOR, AND FOR THEIR SUPPORT OF THAT NEWSPAPER DURING THE LAST HALF CENTURY.

## *From —*

## The Ninth District IBEW Office

80 LOCAL UNIONS -- 15 INTERNATIONAL REPRESENTATIVES

CALIFORNIA, NEVADA, WASHINGTON, OREGON, ALASKA, HAWAII

O. G. HARBAK, International Vice-President, Ninth District

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— and —

# INTERNATIONAL BROTHERHOOD of

# ELECTRICAL



# WORKERS

D. W. TRACY, International President

J. SCOTT MILNE, International Secretary

Approximately 450,000 Members in the United States, Canada, Alaska, Hawaii and Panama

1200 15TH ST. N.W., WASHINGTON 5, D. C.

# "P-H's" Own Story

## FROM HIS OWN PERSONAL NOTES

By Merton L. Anderson

News Editor, ORGANIZED LABOR

Any history of the labor movement in San Francisco and especially of the building trades during the early days of their growth in San Francisco and the state would revolve around the person of Patrick Henry McCarthy, "P.H." as he was familiarly called during most of his lifetime and as he is still affectionately known by those early-day friends and associates who have survived him.

For if any one man was primarily responsible for the formation of the present-day S. F. Building & Construction Trades Council, or for that matter, the State Building Trades Council, it was "P.H." He not only was one of the principal moving spirits in founding the San Francisco Council, but headed it from shortly after its birth in 1893 until 1922, according to his memoirs—29 years.

The SFBTC is believed to be the first such council within the American Federation of Labor. Its formation preceded the Building & Construction Trades Department of the AFL by several years.

### THE MCCARTHY STORY

While there are some date discrepancies in existing books and publications on the Building Trades in San Francisco, especially where they refer to P. H. McCarthy, "P.H." is himself the authority for a wealth of material about the early-day labor history in California. Even the early-day files of "Organized Labor," which go back to that publication's founding in 1900, are not too productive of material about him. It is therefore fortunate that before his death in 1933, "P.H." was persuaded by his son, P. H. McCarthy, Jr., now a prominent S. F. attorney, to dictate an account of his life's history. This priceless document was made available to the editors of "Organized Labor" and we have drawn liberally on it for the factual material in this book.

Among other sidelights on the life of "P.H." the document reveals some little-known bits about the founder of the Building Trades movement in San Francisco. For example, McCarthy had been in this country only a few years when he aided in chartering at Chicago on August 12, 1881, the United Brotherhood of Carpenters & Joiners of America.

Twelve local unions representing 2,042 members took part in this great step for organized labor. Later the big New York City local union of Carpenters became part of the organization, and its success as an International was assured.

McCarthy got his early training in trade unionism in Ireland. He was born there in Killoughteen, Newcastle West, County Limerick, on March 17, 1863. It is interesting to note from his memoirs that he was up to his neck in organizational trouble in his native Ireland before he had completed his apprentice training.

### NO OVERTIME?

Like other aspiring Irish lads, he gave most of his waking hours to an employer to whom he was indentured to learn the carpentry trade. The employer, one McCormack, of Knockderry, County Limerick, an eminent builder in that day, was constructing a church. The Bishop-to-be of the new edifice was apparently over-anxious to

get into his new house of worship. He demanded that those employed on its construction work until 11:00 each evening.

"P.H.," still in his teens, thought the request unreasonable and far out of line with prevailing conditions. He took the matter up with his fellow workers, including the journeymen, and persuaded them to refuse to work such outlandish hours, without pay. They agreed, and McCarthy was elected to take the matter up with his employer, McCormack. The boss also was persuaded to the side of his workmen.

Such "effrontery" at the time was unheard of in an apprentice. He risked his indentureship by his bold action. The incident is typical of McCarthy's entire later life, however. He was prone to size up the right and wrong of a situation, take a strong stand for what he believed right, and then stick by his position in the face of threat or consequence.

The trait was to bring him a long way along the road to leadership, not only in labor, but in civic affairs as well.

### A NEW COUNTRY

Before he was 18 years of age he got an opportunity to go to America. Though he still had a few months to go to complete his apprenticeship, he was given his journeyman's papers and sent on his way by relatives and employer with the best good wishes.

Most youths would have entered into the American way of life at that time, in 1880, with a certain amount of trepidation. But not "P.H." He arrived on the laboring scene in Chicago on May 2nd and was soon embarked on another "organizing" adventure.

McCarthy was appalled at the conditions prevailing among carpenters working in Chicago. He found that trade unionism in "progressive" and democratic America, at least around the Windy City, was not up to that of his native Ireland.

Carpenters were dissatisfied with their conditions—\$2.25 per day for 10 hours—but were doing little to change these conditions. He found that there were many loosely organized groups of carpenters, but they functioned more as clubs than as trade unions.

One such group, the Amalgamated Society of Carpenters, consisted mostly of English-born journeymen, and custom demanded an English birthright to be a member. The brash McCarthy thought this strange in a country celebrated for its democratic ways. By this time he had gotten a job on a Halsted Street construction job and he began talking about the need for a real trade union of carpenters. He soon found himself out of a job.

As he explains his discharge in his memoirs: "I feel quite sure that one of those to whom I talked about the need for organization must have been quite close to the employer. Because shortly after my activity on behalf of unionism, the boss came to me and said that he would have to let me go. I was a good worker, he said, but I was a disturbing element and must, perforce, be replaced."

Continued on Page 85



*Compliments of . . .*

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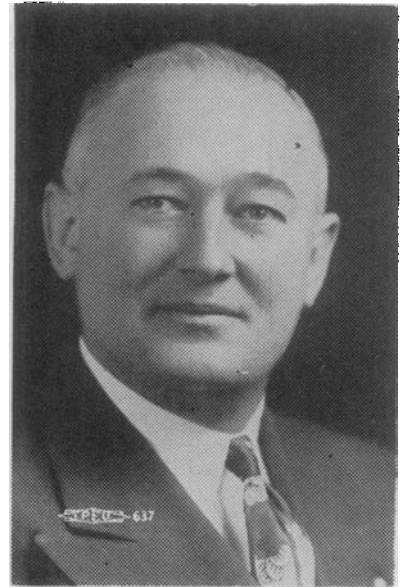


# Blueprint for Better Living

**By Charles J. Foehn**

**Vice-Chairman, S. F. Housing Authority**

**Business Manager, IBEW Local 6**



**CHARLES J. FOEHN**

Pioneer efforts of labor, in union with interested citizens' groups in San Francisco, to establish a low-rent housing program for the city's low-income families, have paid and will continue to pay off handsomely in steady, year-around employment for hundreds of building trades workers, as well as in good homes for the families of workingmen.

The San Francisco Building Trades Council has played an important part in successfully implementing the AFL national program calling for demolition of the nation's slums and the replacement of those blighted areas with

well planned and soundly constructed homes for the families of its future citizens.

## **DOING A JOB**

Since 1938 the San Francisco Housing Authority has been doing that job and has made important contributions to the economic life and development of our city.

To date well over six million man-hours of work for San Francisco's building trades workers have been provided by the S. F. Housing Authority's permanent and temporary construction programs.

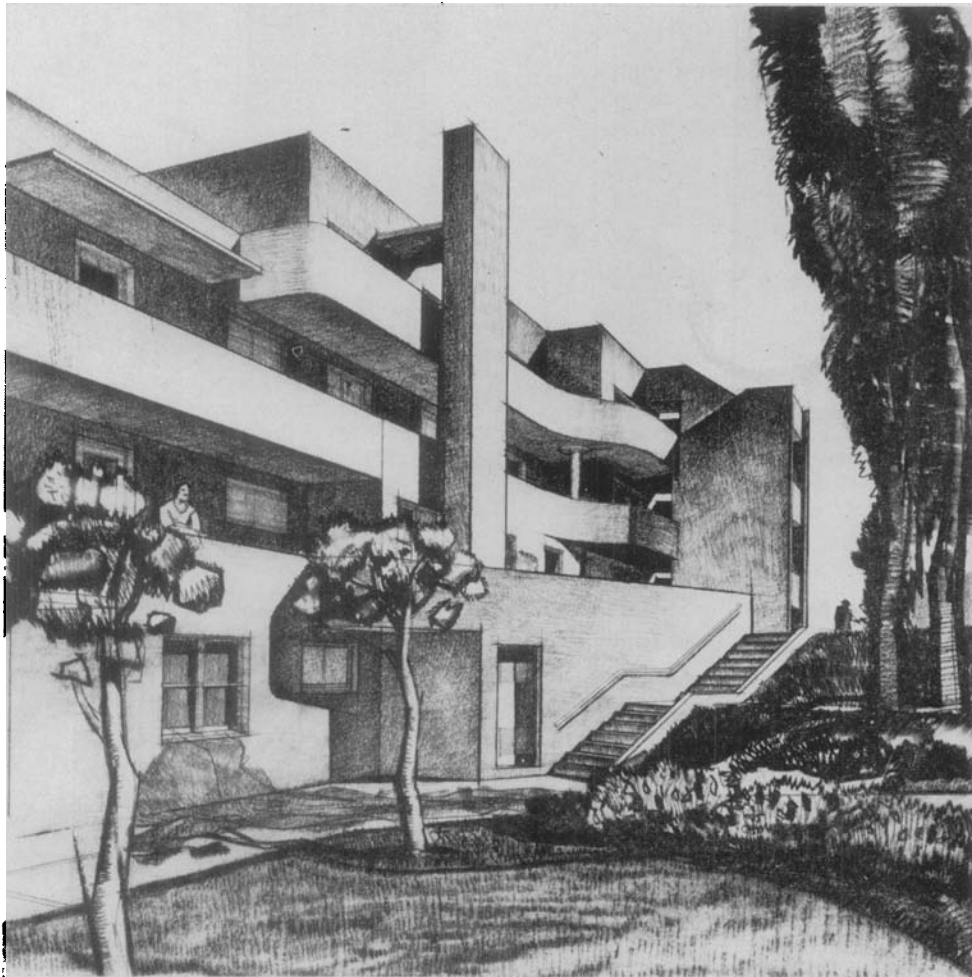
As much as one and three-fourths million man-hours

more will go into the six low-rent projects deferred because of the war. These include Ping Yuen, North Beach Place and Bernal Dwellings, all now under way.

With its new program of 3,000 new low-rent homes to be built under the U. S. Housing Act of 1949—legislation which members of the building trades helped to obtain—the San Francisco Housing Authority will continue to be a stabilizing influence in the economy of our city. More than four and one-half million man-hours of labor will be needed to build the 3,000 new low-rent homes for workingmen and their families.

Substantial as these are, however, the economic benefits to the community resulting from the San Francisco Housing Author-

Continued on Page 19



## **BLUEPRINT FOR THE FUTURE.**

—Architect Ernest Born's drawing of a detail of North Beach Place, 229-family low-rent development soon to go up on a two-block site bounded by Bay, Mason, Francisco and Columbus. It will be three-stories, fireproof, and of reinforced concrete. Central hot water heat, concrete garbage chutes, roof-top laundry and many other features are included.

*Greetings to Organized Labor on its Fiftieth Anniversary*

# *Frederick Meiswinkel*

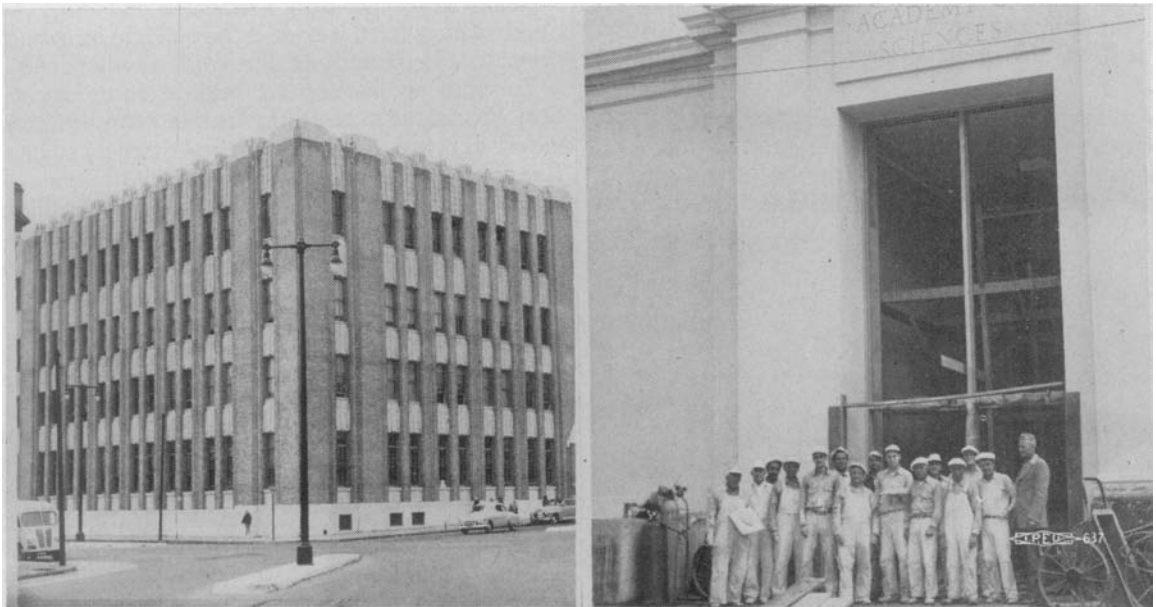
## **Contracting Plasterer**

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**SAN FRANCISCO 15**



Above are pictured two of the large jobs where plastering has been done by Frederick Meiswinkel. On the left, Telephone Building on Duboce Avenue which was remodeled completely. On the right, the Planetarium in Golden Gate Park which is being finished at present. The group of men is the plastering crew which was working there at the time the picture was taken. Talking with them is Joseph Murphy, Business Representative for Hod Carriers Local 36.

Frederick Meiswinkel has been plastering for 25 years, having served his time with Leonard Bosch, one of the best shops of San Francisco.

His accomplishments during his business career in four and one-half years speak for themselves. He has completed such large jobs as the Hansford Building, 268 Market Street, San Francisco; Alisal Theater, Salinas; Market Exchange Building; Pacific Telephone and Telegraph Co., Otis and McCoppin

Streets, San Francisco; Regal Pale Brew House and Bottling Works, San Francisco; All Souls School and Convent, South San Francisco; Lux Theater, Oakland; Coronet Theater, San Francisco; Marin County Court House, San Rafael; St. Elizabeth's School and Convent, San Francisco; State Highway Building, Oak and Franklin Streets, San Francisco; and is at present working on the beautiful Morrison Planetarium in Golden Gate Park, San Francisco, and the Marin Catholic High School, Greenbrae.

# Blueprint for Better Living

Continued from Page 17

ity's operations are not limited to jobs alone.

## EVERYONE GAINS

Low-income families provided with good homes at rents they can afford find their purchasing power for necessary food and clothing is increased—with consequent profit to the butcher, the grocer, the merchant. Economically the whole community benefits.

The private builder also shares in the far-reaching advantages of the low-rent housing program in San Francisco, where a good percentage of low-income tenants improve their economic status and move out to rent other homes or buy their own. Twenty per cent of those vacating since the first project was built have bought their own homes in San Francisco. This is evidence of how the community benefits economically from reasonable rents.

The city's biggest landlord and one of its largest taxpayers, the S. F. Housing Authority is directed by a board of five Commissioners appointed by the Mayor. It is my considered opinion that the Authority's business is run with the efficiency of the best privately-managed oper-

ations, for the SFHA has achieved national recognition for the excellence of its administration.

The Commission serves without pay, a fact many citizens do not realize. Each member contributes many long hours to insure that the business of the Housing Authority shall be conducted in the best interests of the public.

The \$2,250,000 paid to the City and County of San Francisco in lieu of taxes is one of the many aspects of our good business operation of which we are justly proud.



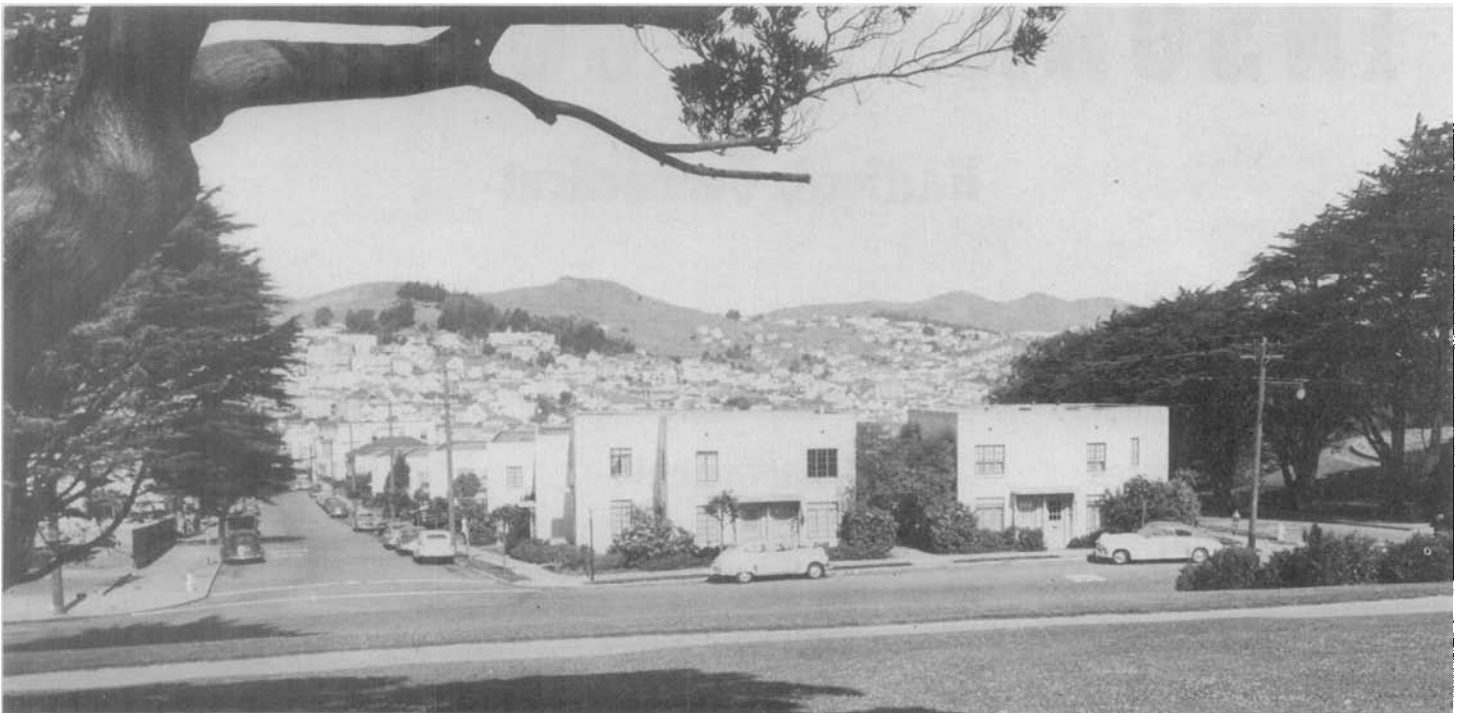
**Mayor Elmer Robinson, San Francisco's popular chief executive, named Charles Foehn to the Housing Commission and has appointed labor people on practically every city commission.**

My recent reappointment to the Board by Mayor Robinson marks the beginning of my second term on the Housing Commission. Building Trades representatives preceding me during the twelve years since the Authority was established were Alexander Watchman, pioneer in the labor movement on the West Coast; John L. Spaulding, long a student of San Francisco's housing problems; and Timothy A. Reardon, who also served as the Commission's vice-chairman.

Labor is also well represented on the San Francisco Housing Authority staff, about 60 per cent of whom hold AFL membership cards, including many of its top men. More than 75 of these AFL craftsmen have served the Authority for five years or longer, establishing a record of service and integrity on which the outstanding success of the SFHA is based.

The new construction program ahead is a fine opportunity to further cement a relationship in which the building trades and the San Francisco Housing Commission take real pride.

Associate Commissioners are Mr. C. H. Turner, Mr. Lloyd E. Wilson, Mr. Charles J. Jung and Chairman E. N. Ayer.



**AFTER TEN YEARS.**—Holly Courts, first low-rent housing development in the West, opened to tenants in June 1940, provides good homes for 118 families. More than

1,316 people, including 375 children, have enjoyed good living at Holly Courts. It was built and is managed by the S. F. Housing Authority.

Congratulations to the Building Trades of San Francisco  
on 50 Years of Progress

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**Harry C. Duncan**

**District Group Supervisor**

**315 Montgomery Street, San Francisco**



# *Commemorating the Birth of the* **Champion of Human Well-Being**

**By William Green, President, A. F. of L.**

(Text of his address at January dinner in Washington which launched the year-long observance of the 100th anniversary of the birth of Samuel Gompers. Mr. Green served as a member of the executive council under President Gompers. Reprinted from *The American Federationist*.)

The number of labor executives who knew Samuel Gompers grows smaller each year. We are glad that this celebration of the 100th anniversary of his birth, honoring the name and work of the founder of the American Federation of Labor, also permits those of us who knew and worked with him to share our experiences with newer members of our organization.

Though not a large man, Samuel Gompers had a magnetic personality and a commanding presence that forged him to the front as a leader. With a rich and powerful voice and a rare ability to plumb the mind and feelings of his listeners, his was a high crusading spirit that voiced the struggle of his fellow workers, urging them to join

unions and to agitate, educate and organize and enlist others in the battle for human freedom. There was a radiance in his gift for living and enjoying homely details, and his gift drew men to him in sincere comradeship.

The first ten years of his life spanned the bridge between East Side London and East Side New York. Even at that early age he was thrilled with the opportunity of the West, the struggle to free slaves and the hope of a better life. He explored New York, its theaters, operas and Cooper Union while he worked at the cigarmaker's trade.

Even before maturity he found what he called the great fact of his life—the trade union. It fascinated him and consumed his time. He tried to escape to have more time for his family, but the union needed and sought him and he needed the union.

East Side New York in the 1860s and '70s was a cosmopolitan jungle where the revolutionaries of Europe sought refuge in the midst of the thousands of new immigrants coming each year. Many cigarmakers came from Germany, Scandinavian countries, Austria as well as from England and France. Of such were the cigarmakers with whom Samuel Gompers worked. Many had known unions in Europe, and they sought to adapt experiences gained in their old countries to conditions in the New World.

Wages were low, hours long, work uncertain and threatened by tenement production. Collective bargaining as we know it was unknown. Gompers learned much from the older workers, who seemed to recognize his unusual qualities. With his inquisitive eagerness to know, he accumulated wisdom from their experiences which helped him to avoid mistakes. He learned from his first union teacher, Karl Laurell—"Always keep your union card before you. If anything doesn't square with that card, it isn't good for you."

Together these workers struggled to build up and develop their union, to better conditions for the cigarmakers of New York. To secure permanence of union membership, they developed union benefits and an employment service. They secured a state law abolishing tenement house manufacture of cigars to rid themselves of unfair sweatshop competition. They instituted collective bargaining and made their union a business agency serving members as well as a fraternal agency through which they could help each other in time of need.

When they succeeded in developing the New York local, they carried this union plan to their national union

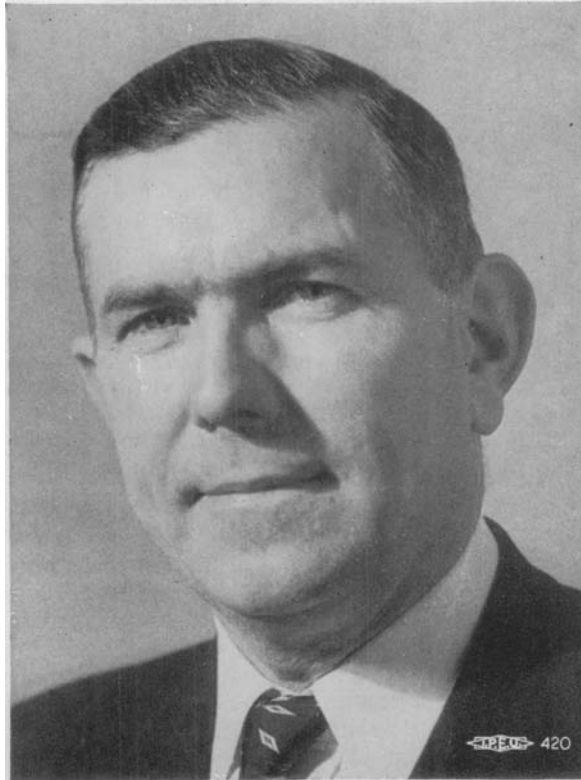
Continued on Page 79



**SAMUEL GOMPERS**



*Congratulations to Organized Labor and the Building Trades on the  
Fiftieth Year of their Publication*



## PATRICK J. RUANE, INC.

Patrick J. Ruane, Inc. carries behind it many years of plastering experience. Following 37 years of practical experience as an apprentice, plasterer and superintendent, with time out to serve with the American Forces overseas in World War I, Patrick Ruane started in business in January of 1945. With numerous jobs completed, he contracted to plaster the new Nurses' Quarters at St. Joseph's Hospital. With the end of World War II and the removal of building restrictions, the business grew rapidly, with work in many department stores and commercial and industrial buildings and housing projects, in San Francisco, the Peninsula and the East Bay. These included The City of Paris; Albert's in Richmond; Hastings; Hale's on Grant Ave.; Singer Sewing Machine in Palo Alto; the remodeling of the Veterans Administration Building at 49 4th St.; Roos Bros. at San Jose; Owens-Corning's Fiberglass at Santa Clara; I. Mag-nin's, San Francisco; and the Telephone Co. buildings in Stockton, Palo Alto, Watsonville, Mill Valley, Pitts-

burg, Modesto, San Rafael, Oakland, San Carlos and San Bruno.

Jobs now under contract include the new ward buildings and tuberculosis hospital at the Sonoma State Home; Franklin High School in Stockton; Sequoia Hospital in Redwood City; the Gleeson Memorial Library at the University of San Francisco; Power House, Shops and Physical Education buildings at San Francisco State College; the North Point Sewage Plant and the Park Merced apartment project.

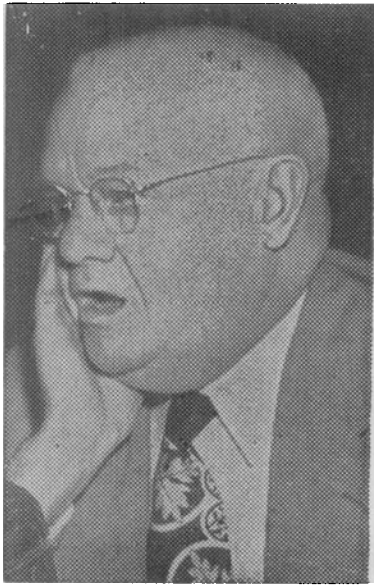
Mr. Ruane is a staunch advocate of better plastering, which means more plaster used in commercial, industrial and residential construction. To help promote plaster, he is a founder member of the California Lathing and Plastering Association and a member of its Board of Governors. He is President of the Master Plasterers Association of San Francisco and a member of the 1950 Grand Jury.

# Tribute to Great Achievement

By Richard Gray

President, Building and Construction Trades Department, American Federation of Labor

The men who founded "Organized Labor" as the official organ of building and construction trades unions in California half a century ago dreamed a great dream. If they could be here today they would see that their dream has more than come true. The mid-century anniversary of a great labor paper is living proof of the strength and the growth of the organized labor movement in the United States. Today, as in the past, the backbone of that movement is the building and construction trades unions.



**RICHARD J. GRAY**

The past fifty years have been eventful ones for our country, as well as for our unions. Much has happened in those years. In that time our nation has developed into the leading world power, and it is due in no small part to the efforts of organized labor that the United States stands today as the recognized leader of free peoples everywhere. As the country developed, so did the industry in which we work, until today it can truthfully be said that as the building and construction industry goes, so goes the economy of the nation. Our unions have grown with the growth of the industry and the country. And as they grew in size they extended the scope of their services to their members, to their employers, and to the public. We can be justly proud of our record and we shall continue to fulfill our responsibilities and meet new demands which may be made upon us.

## HISTORIC MEETING

It is now forty-two years since representatives of building and construction trades unions from all parts of the United States met in Washington, D.C., and formed the Building and Construction Trades Department. At that historic meeting on February 10, 1908, a representative of the Building Trades Council of San Francisco, Brother Eugene A. Clancy, took a leading part. And in the first Convention of the Department held in November, 1908, the State Building Trades Council of California was the only state organization of building tradesmen represented. Brother O. V. Tveitmoe, the General Secretary of the State Building Trades Council of California, sent a telegram to that Convention which contained the prophetic statement that "the Pacific Coast will be in the vanguard fighting for new territory to conquer." The Pacific Coast building trades unions have made that statement true for half a century. Some of the epic struggles of our organization, often struggles in which its very life was at stake, were fought and won in California. Many of the men who fought those battles are gone, but they have left behind them a record of heroic deeds unsurpassed in the history of organized labor.

Our problems today differ greatly from those of fifty years ago, but they are no less serious, and we are no less resolved to meet them than were those who went before us were resolved to meet the problems of their day. Our principal problem now is not an economic one. While other major industries have in the past two years been going through a period of readjustment, our industry has continued to expand, and estimates are that the present year will be as good, if not better, for our industry than was the year just ended. We can, therefore, look with confidence upon the immediate future, in so far as our economic situation is concerned.

## MUST STAY IN POLITICS

On the political front, however, the situation is not bright. Until we succeed in bringing about the repeal of the Taft-Hartley Act our very life is in jeopardy. That law in many ways was obviously aimed directly at building and construction trades unions. In the last year we have begun to see how destructive its effects are. It has created a situation in our industry which is little short of chaos. Recently the Department, and the various associations of contractors which are signatory to the National Joint Plan for the Settlement of Jurisdictional Disputes submitted briefs to the National Labor Relations Board, asking that the Board find some way to relieve us of the penalties of the Act, until it can evolve a method whereby it can hold elections in the industry. As the situation now stands we are denied our rights to make contracts under the law because the Board has found it impossible to hold either representation or union-security elections on building and construction jobs.

Our purpose is and must be, however, to bring about the repeal of the Act. To do this we shall have to devote a major part of our time and energies for the next year, and perhaps even longer. We must elect to Congress men who will relieve us of this crippling legislation. The California unions of building tradesmen have already done much to make this possible, and I know they will be in the forefront of the fight that is still to come. It is in this way that we do honor to the leaders who have gone before us, and whose strength and bravery and achievement we celebrate.

## SAM GOMPERS SAID . . .

Some of the movements in the world's history that have had the most humble beginnings have been most far-reaching in their influences and wrought wonderful changes. So with our present movement. To what narrow limits it may be confined, or what scope it may take, it is at present impossible to determine. But of one thing all may rest assured. We have entered it and shall face the coming time with clear heads and stout hearts.

The free man's ownership of himself and his labor power implies that he may sell it to another or withhold it; that he and others similarly situated may sell their labor power or withhold it; that no man has even an implied property right in the labor of another; that free men may sell their labor power under the stress of their needs or they may withhold it to obtain more advantageous returns.

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# Decent Homes for Slum Dwellers

By Harry C. Bates

Chairman, A. F. of L. Housing Committee  
President, Bricklayers, Masons, and Plasterers Int'l. Union

When the Housing Act of 1949 was passed last summer authorizing a large-scale public housing and slum clearance program, we in the American Federation of Labor knew that this was only a beginning. In securing the passage of the legislation we had won a four years' fight, but we knew that Congress had merely given the go ahead signal.

Public housing and slum clearance are meant to be primarily local programs involving the initiative of each individual community. With passage of the federal legislation, a decision was still to be reached in each community as to whether it would take advantage of federal aids and actually go ahead with its own public housing and slum clearance program.

That was why the American Federation of Labor was not surprised when the real estate interests shifted their attack on public housing and slum clearance from the federal to the local level in a last-ditch attempt to stave off the possibility of providing decent homes for millions of Americans through the low-rent public housing program.

It was with this knowledge that the A. F. of L. convention last October unanimously passed a resolution urging the cities throughout the country to take necessary action immediately to permit them to participate in the public housing and slum clearance programs.

## HERE'S HOW THEY FIGHT

If you had been able to attend the meeting of the City Council of Houston, Texas, on January 16, you could have seen just how this fight for decent housing is being waged in communities throughout the country. On that date the City Council held a hearing at which opponents and advocates of a proposed two-year program of 2500 public housing units appeared to state their views.

Appearing in favor of the program were the representatives of all of the important groups in the community who were concerned with this genuine welfare of its citizens. A. F. of L. representatives took an especially important role as the secretary of the Texas State Federation of Labor, the secretary of the Houston Building Trades Council and the president of the Houston Labor Council, A. F. of L., all appeared to impress the members of the City Council with the acute housing needs of the city's low-income families.

Their views were seconded by leading clergymen, representatives of social welfare organizations, representatives of minority groups, a former Assistant Secretary of State and even a liberal real estate man.

## "FREE ENTERPRISE"

Appearing against the proposal were the local representatives of the same real estate lobby which had fought so hard but unsuccessfully to block the public housing law on the federal level. In Houston they had organized into a so-called "Council for Free Enterprise." The members of this paper organization, who in reality were merely the representatives of the Home Builders, the

Real Estate Board, the Property Owners Association and a few mortgage bankers, argued that there was no need for a low-rent housing program in Houston. Of course, their efforts were not producing decent homes for Houston's low-income families, but like the proverbial dog in the manger, they wanted to make sure that if they weren't meeting this need, nobody else would have the opportunity to do anything about it either.

This is how the issue was debated in one typical community. At stake was Houston's share of the nation-wide low-rent public housing program enacted in the last session of Congress. This law authorized federal loans and grants to permit the construction of 810,000 housing units for low-income families throughout the nation. That same law also provided for \$1 billion in loans and \$500 million in grants for slum clearance and urban redevelopment.

## WHAT IS HAPPENING?

About eight months have elapsed since the Housing Act of 1949 went into effect. It is time to take a look at what has been happening as the public housing and slum clearance programs have been getting under way.

First of all, it is important to bear in mind that because these programs involve large sums of money and call for cooperation between the federal government and local communities, certain preliminary steps must be followed in each community before the actual construction work can begin.

For example, in the public housing program the first step is for the city to set up a local housing authority empowered to carry out the actual construction and operation of the low-rent public housing program in its community. Then the local housing authority must apply for a "program reservation," which simply indicates the number of units it is entitled to as its share of the national program.

## PAYS IN LIEU OF TAXES

This request for a reservation must be approved by the city council. When this is approved, the local housing authority must make an application for and receive preliminary loans for surveys and planning before it can actually obtain construction loans. Moreover, the local governing body must indicate by approval of a so-called "cooperation agreement" between the local authority and the Federal Public Housing Administration that it is prepared to undertake its share of the responsibilities for a public housing program in its own community.

This generally takes the form of exemption of the housing project from payment of local real and personal property taxes. However, the local authority makes payments in lieu of taxes up to 10 per cent of the rent to pay for municipal services to the projects.

The progress of the public housing program to date can be characterized in terms of the number of communities which have met the various requirements mentioned. A somewhat complicated statistical picture can be summarized as follows:

Applications for public housing projects have been made to the Public Housing Administration by 533 communities for the construction of 405,000 units.

## 329 CITIES ARE APPROVED

Both the city councils and the President have approved requests for preliminary planning loans made by 329 local housing authorities for 246,000 units.

Contracts for preliminary loans between the Public Housing Administration and local housing authorities have been executed by 174 localities involving 173,000 units.

Continued on Page 93



HARRY C. BATES

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# The IBEW . . .

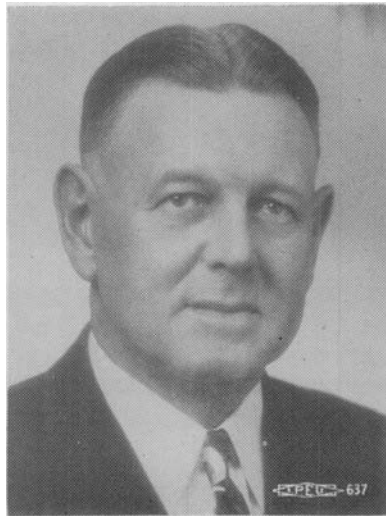
## A Force for Better Living

A Brief History Written by the International Office Especially for Organized Labor

### Three Well-known Performers of the IBEW Team



DAN TRACY  
IBEW International President



O. G. HARBAK  
Ninth District IBEW Vice-President



J. SCOTT MILNE  
IBEW International Secretary

The International Brotherhood of Electrical Workers is happy and proud to congratulate "Organized Labor" on the occasion of its Golden Anniversary. Fifty years of fair reporting, of giving organized labor and all it stands for an even break, and this in the midst of practically nationwide bias against labor, is indeed a record to be proud of and we of the I.B.E.W. salute you!

As your paper has been growing and developing through the years, our union, its contemporary, has been growing and progressing likewise—we celebrated our Golden Anniversary only a few years ago. You have asked us to relate something of our history and we are glad to tell our story in this anniversary issue of your paper.

"Where electricity goes, there goes the I.B.E.W." Someone coined this slogan for our organization many years ago, partly as a statement of fact and partly as prophesy. He who prophesied, foretold well for there is not a spot throughout this great country of ours that does not know the convenience, the utility value, the majesty of electric power—electric power harnessed and distributed by members of the International Brotherhood of Electrical Workers.

The International Brotherhood of Electrical Workers while a young organization compared to some of the others in the A. F. of L. is almost as old as the commercial use of electricity itself. In spite of its comparative youth among the crafts which make up the A. F. of L., the

I.B.E.W. now takes its place among the largest, strongest, most progressive and forward-looking labor unions in America.

#### INTERNATIONAL IN SCOPE

Its membership extends all over the United States and Canada, into Alaska, Hawaii and Panama and its members are a necessary part of industry and commerce throughout the length and breadth of this continent. We now have 1500 local unions and approximately 450,000 members.

More than 100 years ago, in 1844, four of the most important words in history, "What hath God wrought!" were carried over a wire stretched between Washington and Baltimore. This was the first important, successful telegraph experiment with electric current. Within a few years a web of wires had been strung over the East and by 1861 had gone as far south as New Orleans and even extended to the Pacific Coast.

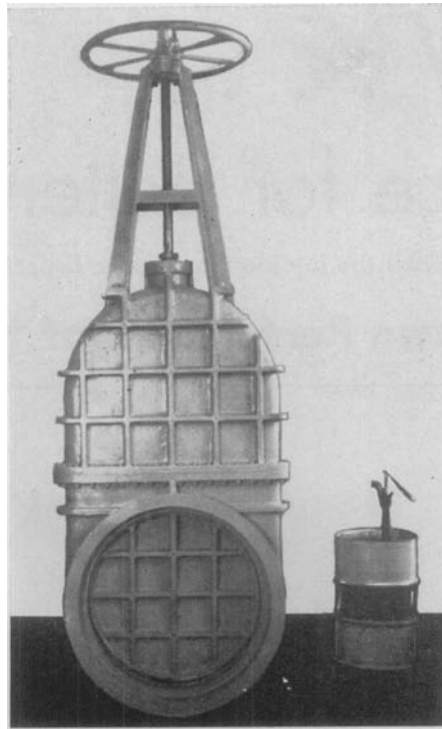
As early as 1876 electrical workers were beginning to organize. In that year the Knights of Labor received telegraph linemen into their local assemblies as "sojourners," since they were not numerous enough to have an assembly of their own.

In 1890, in the city of St. Louis, a great electrical exposition was held. Linemen and wiremen from all over the country came to set up exhibits and it was right then and there that the impulse to establish one Brotherhood was

Continued on Page 91

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*Needed in the Industry—*

# Pension Plan for Craftsmen

**By Dan Del Carlo**

**Secretary of San Francisco Building and Construction Trades Council**

During World War II years, employers in the building and construction industry would call the trade unions for help, and no strings attached to the request for men. The only condition laid down then was that the needed manpower be on the job posthaste. It always was when practicable and possible.

The building trades unions performed a great service for their country and for the industry during the war through their job referral systems.

Though job referral is just as important today as during the war, to both the industry and the memberships of the unions which employ it, it has been under heavy attack from some employers in the industry. Using the Taft-Hartley act as their excuse, to shield their real motives, some misguided employers have sought to "gang up" on the referral system. In the most frequently used argument against it, these employers blame the hiring hall for what they term "an increasing necessity for hiring more and more senior craftsmen."



**DAN DEL CARLO**

## PROTECTS ALL

In defense of job referral it should be pointed out that it functions in the interest of the employer as well as the union and its members. It protects the employer from the necessity of gambling on the skill of every worker who might happen to drift by his job. And it protects him from the unfair competition of the unscrupulous contractor who is neither interested in the quality of work nor the repute of his particular industry.

For the worker's part, referral assures him an opportunity to secure the work of his trade without paying tribute to some disinterested party, at the rate established for such work. And for the senior craftsman, it guarantees him a right to work at his chosen trade regardless of his age.

Lately there has been increased employer pressure for exemption from the necessity for taking the senior craftsmen along with the other workers drawn from referral. This pressure is continued against the senior craftsman when he gets on the job. He has been turned away all too often at the job site on many pretexts. None of them have had any bearing on his ability to do his job in a skillful and efficient manner. In short, the employer—and I do not accuse all of them—has been unwilling to take the proficient worker along with those most proficient.

This practice is wrong and cannot be justified neither according to what is morally right and wrong, nor according to existing laws of the land which assume that all men are expected to earn a living until they reach 65 years of age or more—which is the present legal pension level. Therefore, the senior craftsman rightly assumes that he is fully entitled to work at his trade until such time as he is paid a pension that will enable him to hold body and soul together.

## RIGHT TO WORK

The employer must consider realities. The senior craftsman is one of the strongest forces in the trade union movement. Employers who go on the assumption that the unions are going to let these workers down—discriminate against them because of their age—are due for perpetual disappointment. The unions will carry out their responsibilities to ALL of their members, including the older ones.

Those employers who feel that they have a problem in respect to these men and their comparative production ability will probably get no help in the immediate future through lowering of the legal pensionable ages although the AFL unions work diligently for this objective. In fact, the employers themselves are the biggest bar to liberalization of pension laws.

It seems evident, therefore, that taking the senior craftsman out of the job market is a problem primarily for the employers to solve themselves. It is up to them to provide for a way that will lead to orderly retirement of aging workers from industry.

## PLAN NEEDED

What is needed is an employer-paid pension plan, tailored to fit the construction industry. The details of such a plan would have to be worked out around the conference table. The offices of the San Francisco Building and Construction Trades Council are available to the parties concerned with such a plan.

That the problems involved in working out a building trades pension plan are not insurmountable is evident in the successful operation of the Joint Apprenticeship Programs. If we can train young men for the trades under a jointly administered plan, we can certainly pension the older ones through a similar joint undertaking.

If there is any merit to the contention that it is uneconomic for some senior craftsmen to continue at their trade after certain age limits are reached, then the best remedy would seem to lie in an intelligent pension plan, supported equally by all contractors.

With \$100 a month employer-paid pensions now an established fact for hundreds of thousands of members of industrial unions, at a cost to employers of no more than 6 to 10 cents per hour, similar pensions in the building and construction industry should work no great hardship on employers.

# SMITH & DANERI MAKE PLANS FOR SECOND FIFTY YEARS

"It is hard for any successful plastering contractor to pick out those special methods of operation which have made him successful," declares Frank D. Smith, President of Smith & Daneri, San Francisco contractors, and also Vice-President of Contracting Plasterers' International Association of America. "In our own case," he continues, "we have the wonderful example of my father to follow, but with it we have to put in hard work, and give our customers just a bit more than they expect or pay for."



**A. J. Daneri and Frank D. Smith estimating a job**

In 1898 James F. Smith established a small plastering contracting firm in San Francisco, so small indeed that there was but himself and one hodcarrier. But as his reputation for integrity and good craftsmanship grew his business grew with it. Most of his customers never wanted a written contract. "If Jim Smith said he would do it, his word was good."

He became the friend of nationally known men—Jimmy Walker, ex-mayor of New York City; "Muggsy" McGraw, of Giants Baseball fame; A. P. Giannini, founder of the Bank of America, the world's largest bank; Jimmy Rolph, many-times mayor of San Francisco and later governor of California; all were his friends and associates because of his quiet, unassuming manner. He liked small boating, sailed his own craft and bore the title of Commodore.

After the 1906 fire, his business had grown so large, and his work on most of the largest buildings in San Francisco had given him so great a reputation, he looked around for someone to take part of the burden from his shoulders. Naturally, his first choice was his son, Frank D. Smith, but he would not allow Frank to step into a ready-made job without preparation. If Frank was to help his father he must know the mortar trades, not from watching men at work but by putting on overalls and doing the actual work himself. So in 1912 Frank was placed under the direction of a master craftsman, Edward Anstey, who incidentally, has been with the firm until just recently. Thus Frank learned his trade "the hard way."

His schooling in the craft was interrupted by World War I, when he enlisted in the artillery and served two years in France. On his return, he put back on his overalls and worked until 1924 when his dad made him General Superintendent, a position he held until the passing of James F. Smith, November 30, 1939, when Frank assumed full control of the firm.

The Smiths had been fortunate when a 15-year-old boy, Angelo J. Daneri, entered their office employ, for that boy took a great interest in the work and in the firm itself. So, in January, 1946, he was taken in as a full partner and the firm name changed to Smith & Daneri. Daneri has well proven his worth and has made thousands of friends in building circles, and is known for his comprehensive knowledge of lathing and plastering.

Now, yet another Smith has started at the bottom of the ladder, for Frank's son, John F. Smith, has learned the craft. Before World War II he was an engineering student at Stanford and Santa Clara Universities but he enlisted with the 66th Regiment of the 71st Division and saw combat service in France, Germany and Austria. Now he is wearing the uniform of a foreman, and doing good work.

A list of the larger jobs this firm has lathed and plastered would almost be an inventory of the large buildings of the West. During the war they had more than 600 men on their payroll, and now have 80 men receiving payroll checks every Friday.

Some of their wartime contracts were: Columbia Steel Co., plant, Provo, Utah; Metropolitan Housing Project, San Francisco; Housing Projects in Seattle, Bremerton and Vancouver, Washington.

Apart from wartime work, some of their larger projects were: Wheeler Hall, University of California, Berkeley; Engineering and Social Science Building, Olympia, Wash.; University Library, Eugene, Oregon; State Library Building, Salem, Oregon; Bonneville Power House, Bonneville, Oregon; City and County Hospital, San Francisco, Russ Bldg. (31 stories) San Francisco; Carmel Monastery, Carmel, California; St. Joseph's Hospital, Santa Ana, California; St. Luke's Hospital, Pasadena, California; Hoover Library, Stanford University, Palo Alto; 80 per cent of plastering on World's Fair Buildings, San Francisco; all Bank of America buildings, from Bakersfield to the Oregon line.

Some of the current jobs are Merchandise Mart Building; San Francisco; Insurance Building, San Francisco; Apparel City, San Francisco, Acme Brewery, San Francisco, Appraisers' Building, San Francisco, Pacific Gas & Electric Co., San Francisco, Pacific Tel. & Tel. Co., 25th and Capp streets, San Francisco, Standard Oil Building Addition, San Francisco, Santa Rosa Memorial Hospital, Santa Rosa, California, etc., and State Farm Insurance Company Building, Berkeley; Macy's, San Francisco.

The firm of Smith & Daneri has been extremely fortunate in its choice of employees for key positions: Joseph A. Bigger, office manager, has been with them for 10 years; Mrs. Marie Turner, secretary, handles the secretarial duties; Harry Pike, general superintendent, is a skilled craftsman in all branches, as is Wilbur Edwards, lathing superintendent.

In spite of their many big jobs they still find time to do small work for many of the customers who gave James F. Smith, the firm's founder, his start 52 years ago.

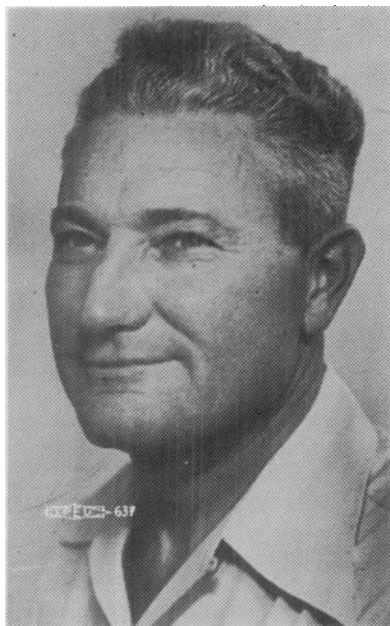
# The Construction Laborer Has Made Great Progress Through Unionism

By Joseph Murphy

Conciliator and Consultant, Hod Carriers and Common Laborers

"Study the fortunes of the AFL Laborer in San Francisco and throughout the West during the past fifty years and you will find that his income rose and fell in direct ratio to his militancy as a union man."

Joe Marshall, 1st International Vice President of the Hod Carriers and Common Laborers (AFL), is authority for that statement. And Joe ought to know. He is in his 70's now. Most of those years have been closely identified with the fortunes and welfare of the Laborers in California, Arizona, Nevada, Hawaii and the South Pacific Islands in the jurisdiction of the Laborers International San Francisco sub-office. Joe once pursued organizational work in most of the territory West of the Rockies. But today he confines himself to the jurisdiction outlined above.



JOSEPH MURPHY

## LONG JUMP

It is a long jump from the early days dating back to the turn of the century to the present and much progress has been made. In those days, Marshall relates, it was sometimes prudent to conceal membership in a union, for in some communities mere possession of a union card could mean a trip to the hospital or a turn on the road gang.

So much progress has been made since those days in bettering the conditions of the working man, the Laborer, that no brief account such as this one is intended to be, could adequately cover the gains made. Joe Marshall picked out some of the highlights:

He recalled that about the time he became 6th International Vice-President in April of 1922, Laborers working on dam and tunnel construction were getting a mere \$2.50-\$3.00 per day and working and living under the most deplorable conditions. Food in the construction camps was terrible, and beds and sanitation were filthy.

## CONDITIONS BETTER

Today the members of the International working at such work find their conditions 1000 per cent better with the minimum scale for men following such work up to \$2.10 per hour—or \$16.80 per day, the rate recently established on the Broadway Tunnel points out that these better and improved conditions were brought about by rank and file faith in trade unionism coupled with militant leadership. He assisted in the negotiations on the Broadway Tunnel job, which were carried on by officials of the Northern District Council of Laborers, and the officers of Oakland and San Francisco Laborers Locals.

"Before he organized," Marshall points out, "the Laborer on construction work was kicked about from pillar to post. In the early days, before the advent of pneumatic tools, the Laborer's principal asset, aside from his ability to wield a shovel, was his militant belief in unionism. There was always plenty of competition for jobs, and the employer used that fact viciously to beat down wages and conditions.

## PERSEVERANCE

"There were those who said that because of those things, we could never organize the Laborer. But we stuck to it, pinning our faith on the belief that the good common sense of the American working man would eventually prevail over the oppression and tyranny that often was the vogue on construction work. Education in the value of trade unionism accompanied our organizational work. Today the Laborer is as well organized as any craft within the American Federation of Labor, especially throughout the West."

The contractors have benefited from that organization as well as the Laborers, Marshall points out. Most of the legitimate contractors realize this. Conditions throughout the industry have been stabilized. The union shop provisions in Laborers contracts today allow the free enterprise system to work on the basis of efficiency and know-how, when contracts are bid for, rather than on the basis of how much a contractor can chisel out of the hide or stomach of his workmen.

## "GYPOS" RESTRAINED

It is the latter type of operator, fortunately in the minority nowadays, that make strong unions a necessity, Marshall says. The so-called "gypo artists," the contractor with the ready rubber check, the hit-and-run employer of non-union, sub-standard help, are today restrained as much by the employers own organizations as by representatives of building trades organizations.

Marshall recalled how the Laborers had themselves assisted the employers in ridding themselves of the curse and unfair competition of such operators. Between 1913 and 1922 street sweepers, asphalt workers, park and water department employees of the City and County of San Francisco had been organized into the forerunner of the present Construction and General Laborers Local 261, United Laborers. Though the wages and conditions of these workers had been greatly improved, there was constant pressure to eliminate the economic gains from the unorganized heavy construction industry, which was itself in a chaotic, dog-eat-dog state at the time.

## CONDITIONS DISRUPTED

Few of the independent contractors of that day were able to turn a profit on the jobs they took. It was difficult to keep contractors under agreement with the Laborers, because unscrupulous outsiders, employing non-union help would enter into unfair bidding competition, and ruin every effort of the Laborers to stabilize conditions.

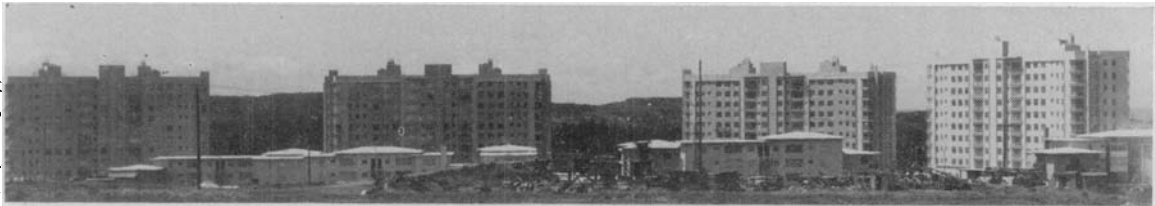
Joe Marshall decided that the remedy lay in a strong organization for the employers. Thus, as a result of his efforts and ground work in this direction, an employers'

Continued on Page 99



# ANOTHER LUTHER WARDA JOB SUCCESSFULLY COMPLETED

## The Stoneson Apartment Project



First project of its kind in San Francisco and the biggest ever undertaken this side of the Rockies—that in brief describes the huge Stoneson apartment buildings shown in the above picture. Contractors on this job are proud of the fact that they had a hand in completing so attractive an addition to the city by the Golden Gate.

Typical of the sizable contracting involved was that undertaken by Luther Warda, who has been in the plastering business in San Francisco since 1925. Mr. Warda started from scratch in 1925 and still conducts a one-man operation, one boss on the job, in direct contact with his men. But the ability of this contractor, and the efficiency of his operating equipment and personnel, took on the big Stoneson job without a hitch and carried it through in record

time, with as many as 166 men employed as lathers, hodcarriers, and plasterers.

Mr. Warda knows his business and generates the confidence of those with whom he comes in contact. Interior finish on the four huge buildings containing a total of 92 apartments in each, is of the highest quality—it had to be, for a job of this class. The 368 apartments, in three, five, and six-room sizes, were all given a white coating finish, a class-A, all-union job lasting over five and one-half months.

AFL building labor and Mr. Warda join in exchanging congratulations on the completion of this project, and express the hope that they may work together on many more similar ventures in the future.

*Best Wishes to Organized Labor on Its 50th Anniversary*

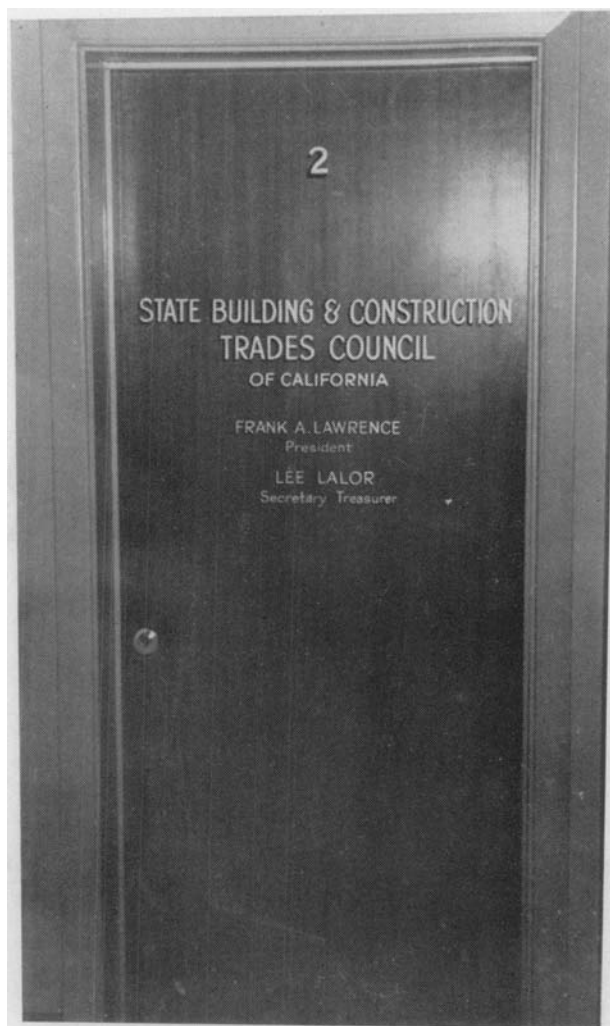
# LUTHER WARDA

## PLASTERING CONTRACTOR

**4150 Irving Street**

**SEabright 1-5510**

**SAN FRANCISCO**



**By Frank A. Lawrence**  
General President

This commemorative issue of "Organized Labor" is a fine achievement not only because of its continuous publication since its founding in 1900, but also because it is a most eloquent record and mirror of the development and growth of the State Building and Construction Trades Council of California.

Since its emergence in 1900, the State Building & Construction Trades movement has become one of the largest in the entire country. To have attained its present position of influence and power required great sacrifice, much martyrdom and, above all, the determination to fight, which has been manifested by those who are still associated with the movement and committed to the principles of organized labor.

Many of the pioneers who helped to usher in the State Building & Construction Trades Council are no longer with us, but their memory remains fresh and constant, as reflected in the present activity of the unions comprising the Building Trades Council in California. This is a fitting tribute to the memory of these men whom we all revere.

#### **PROGRESS ALL AROUND**

In the course of the development of the State Building & Construction Trades Council of California, wages were increased, working conditions improved, and job security made accessible. But no less significant were the accomplishments in the field of legislation.

Some of the most important social legislation now incorporated in the statutes of our state is in existence because of the effort and the fight made by the State Building & Construction Trades Council and the affiliated

unions. Were it not for such effort, we would not have the extremely liberal workmen's compensation laws, popular education, unemployment and disability benefits, and many other protections guaranteed to the wage-earner today.

It is interesting to note that California ranks as one

of the most progressive states in the union because of its liberal and comprehensive legislation. And in this connection, it is not an accident that most of the progressive laws which are now on our statutes were legislated into existence in the course of the last 50 years.

This forward tendency parallels the growth of the labor movement. With the latter becoming more forceful and making its influence felt with undeniable strength, it is not difficult to realize why this progressive legislation—of which we are all so proud—was adopted. A strong labor movement can always be identified with progressive and liberal legislation, regardless of the locality.

#### **TIGHT-KNIT ORGANIZATION**

There is a simple contrast which illustrates the significant development in this labor movement: in the earlier days our unions were young and struggling, they were scattered throughout the state, and they were seeking to combat the attacks of labor-hating employers and their organized might; today a coordinated Building Trades Council is functioning in every locality in our state. These local councils, which have such a splendid record, are affiliated with the State Building & Construction Trades Council of California. Through the State Council, it has

Continued on Page 35

*Greetings and Best Wishes*

**H. EARL PARKER  
Inc.**

**General Contractors**



Member, Associated General Contractors  
Northern California Chapter

**MARYSVILLE**

**CALIFORNIA**

# The State Building & Construction Trades Council of California

Continued from Page 33

become possible to work with a concerted, unified effort on behalf of the building trades craftsmen. The Building & Construction Trades unions have been able to survive many serious depressions and many open-shop attacks. From this experience, it is now able to face many problems with the knowledge that a solution will be achieved.

During the last two years the State Building & Construction Trades Council has made unparalleled growth. Indicative of this expansion is the fact that all local Building Trades Councils are now affiliated, and the number of component units has increased by more than one-third.

Corresponding to this increase in membership has been the growth in influence of the organization. A significant development was the establishment of effectual cooperation between the State Building & Construction Trades Council of California and the California State Federation of Labor, in the legislative field. It has now become the practice for the two organizations to work closely together with regard to legislation at Sacramento.

## PRESS MANY PROJECTS

In the last regular session labor was successful, because of this cooperation, in defeating a large number of anti-labor bills. An outstanding accomplishment of that session was the passage of a bill that stated that when a worker refused to work on a job where an order of the Division of Industrial Safety was violated, such refusal does not become a violation of any collective bargaining agreement or individual agreement of employment, and no such employee can be laid off or discharged because of his action, and that should he be discharged, he is entitled to collect his back wages.

The State Council has managed to participate in the manifold activities that not only concerned the building crafts, but labor as a whole. An important activity which the State Council helped to initiate was the safety program which now is being prosecuted vigorously, in collaboration with the appropriate state agencies and management. The results of the comprehensive program are beginning to be felt through a reduction in accidents, the resultant saving of many lives, the prevention of injuries and the economizing on costs.

For the future, the Council has formulated programs of action which aim at extending the base of its functions and providing greater services to the affiliates. The organizing convention which was held last year in Santa Barbara ushered in many needed reforms in rendering the organization a more active body. It was by far the most comprehensive

and representative convention held by the Building Trades Council. The Council also plans for the future to hold representative meetings to coordinate the work in the respective territories.

## PUBLIC PROGRAM

In the fields of housing, apprenticeship training, and collective bargaining the Council has taken a much more active part and has rendered substantial service.

With regard to the important question of water resources, the Council has been very active in support of the huge building programs for river, harbor, flood control and dam projects throughout the state.

Similarly, in the field of politics, there has been both an increase in interest and in action. Together with the California State Federation of Labor, the Council has cooperated closely with Labor's League for Political Education so that labor's voice in Congress will receive its merited consideration.

All in all, I believe it is fair to say that the State Building & Construction Trades Council of California is well on its way to becoming one of the most active and influential organizations in the state's labor movement.

The State Council is happy to extend its greetings to all of its affiliates and building trades locals and is happy to acknowledge this occasion as a testimonial to the continued growth and strength of the building trades union movement.



**General President Frank A. Lawrence discussing policy with Barney Mayes, Statistician and Labor Relations Advisor to the State Building and Construction Trades Council.**

# **George Pollock Co.**

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**and Reclamation Work**



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# Who's Who—

## Among the Officers of the State Building & Construction Trades Council



**LEE LALOR**

General Secretary-Treasurer, State Building and Construction Trades Council of California.



**FRANK A. LAWRENCE**

General President, State Building & Construction Trades Council.



**LLOYD MASHBURN**

Vice-President of the State Building and Construction Trades Council and Secretary of Los Angeles Building and Construction Trades Council.

### FRANK A. LAWRENCE

**General President  
State Building and Construction  
Trades Council of California**

Born in Wichita, Kansas, February 2, 1896.

Came to California in 1913 and affiliated with the IBEW in Los Angeles. He was employed as a Crane Operator under jurisdiction of the IBEW until, by decision, the work of electric crane operators was given to the International Union of Operating Engineers, of which International he became a member in April, 1921.

He served as Secretary and business agent of Local 235 at San Pedro, and later became President of Local 641 of Oakland. He also served as Secretary and business agent of Local Union 208 of Oakland until the amalgamation of that local with Local No. 3 in 1939, with which he is now affiliated.

At the 1937 convention of the State Building and Construction Trades Council of California, he was elected Vice President from Contra Costa County. Later, in 1940, he was transferred to Sacra-

mento as Business Agent of Operating Engineers Local No. 3, and while in that city he became president of the Sacramento-Yolo Counties Building and Construction Trades Council. He has served on several State and local boards and commissions, and in 1948 was appointed by the Sacramento City Council a member of the Sacramento-Yolo District Port Commission.

Upon the death of Frank C. MacDonald, he was elected to the position of General President, and at the 1949 convention held in Santa Barbara he was re-elected to that position.

\* \* \*

The State Building and Construction Trades Council, as reorganized in November, 1948, under General President Frank A. Lawrence has reached an eminence and effectiveness in furthering the objectives of its affiliated councils and local unions never before attained in its 50-year history.

It took a lot of hard work and a lot of cooperative trade union effort to build up the present organization. Besides the well-known efforts of the General President in this

respect, and Secretary - Treasurer Lee Lalor, the present state council also derives a lot of its push from a representative group of building trade unionists who sit on the General Executive Board, set the policy and assist the General President when possible in carrying it out.

Who are these trade unionists and what is their trade union background? Organized Labor is proud to present, through the cooperation of the State Building and Construction Trades Council office, the following thumbnail sketches and pictures of the principal officers and Vice-Presidents who represent building trades councils and locals from every section of California:

\* \* \*

### LEE LALOR

**General Secretary-Treasurer  
State Building and Construction  
Trades Council of California**

The State Council is particularly fortunate in having capable, conscientious men at its helm and scattered in key positions throughout the state. Coordinating the statewide program at San Francisco

Continued on Page 41



**Fastidious and discerning men and women depend on the skill and  
workmanship that are put into quality products turned out  
by members of**

# **Upholsterers Local Union No. 3**

**200 Guerrero Street**

**San Francisco**

**President  
B. G. Hurt**

**Secretary  
Mrs. J. M. Riley**

**Business Reps.: Reed J. Stoney  
Peter Bavei**

**Upholsterers International Union of North America (AFL)**

**REED J. STONEY, International Vice-President**

## **WEST COAST LIFE INSURANCE COMPANY**

**SAN FRANCISCO'S OWN PIONEER COMPANY**

**Extends Congratulations and Best Wishes to "ORGANIZED LABOR"  
for Fifty Years of Service**

**West Coast Life is the Pioneer Life Insurance Company in the West and the First  
Company to Offer a Group Insurance Plan for Members  
of Labor Unions in the West**

**WEST COAST LIFE TAKES PRIDE IN ITS SERVICE AND PROMPT SETTLEMENT OF CLAIMS**

**OVER SEVENTY-FIVE MILLION DOLLARS HAS BEEN PAID TO POLICYHOLDERS  
AND BENEFICIARIES**

## **WEST COAST LIFE INSURANCE COMPANY**

**Home Office: Market at Second**

**--**

**San Francisco**

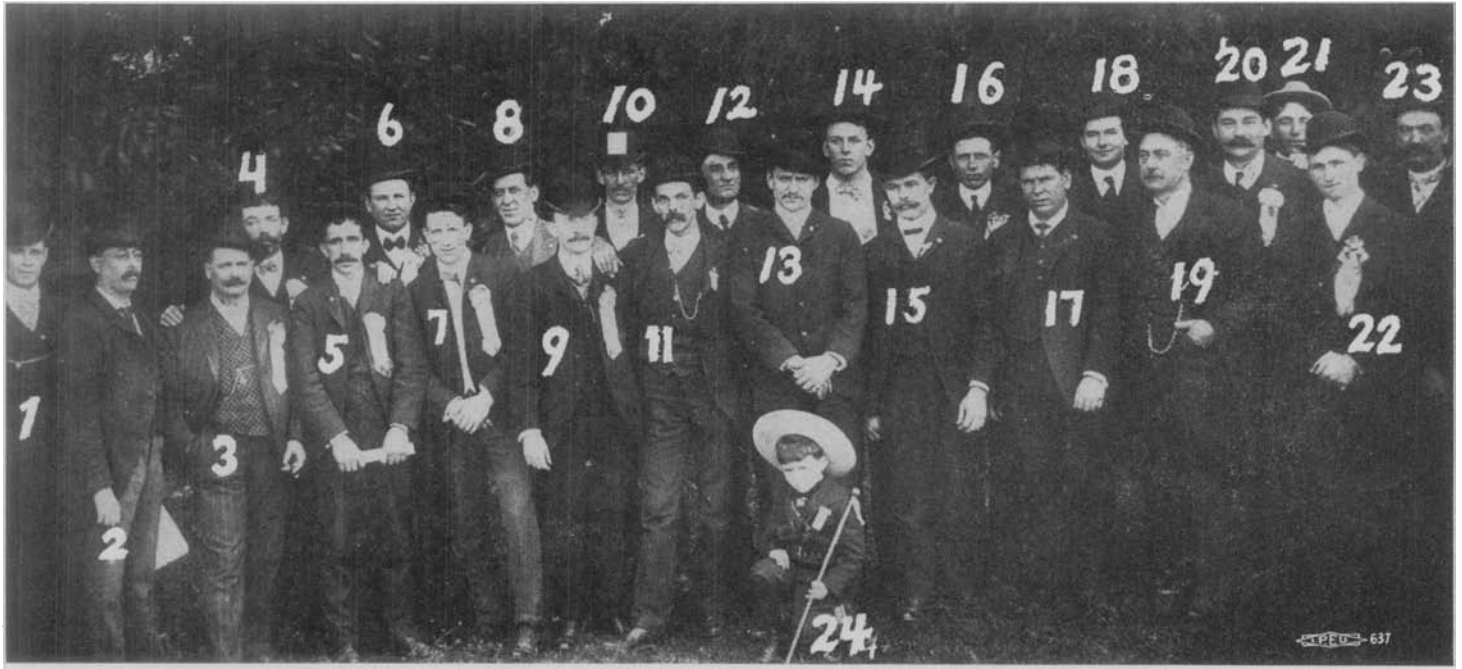
**LIFE**

**SICKNESS**

**ACCIDENT**

**GROUP**

# Electricians Frolic At Fairfax Picnic, 1903



This picture was taken at Fairfax Park, April 15, 1903, at a picnic given by Local Union No. 6, IBEW. The following list gives the names of the members appearing in the picture: 1, Charles Renwick; 2, Teddy Yoell, business agent; 3, Gene Gray; 4, Ralph Raye; 5, Rube Bennett; 6, Harry Lempke; 7, Stanley Morris; 8, Ed Smith, financial secretary; 9, Joe DeVecmon; 10, Billy Raye;

11, Billy Ludolph; 12, George Fisk; 13, Brick Fisk; 14, Pete Grinell; 15, A. H. Barnes; 16, George Sittman; 17, Gene Rush, first president; 18, Jack Smith; 19, John McDougall, treasurer S.F. Building Trades Council; 20, Dick Fisk; 21, Dave Holmes (Smoker Bill); 22, Heinie Kamerer; 23, Jim Kerney; 24, Dick Fisk, Jr. This picture was presented to IBEW Local 6 by J. A. DeVecmon, Dec. 1, 1949.

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Sutter 1-0072**



**RICHMOND, CALIFORNIA**

# Who's Who—

Continued from Page 37

headquarters are President Lawrence and Secretary Lee Lalor.

Brother Lalor, able, hard-working secretary-treasurer, is a comparative youngster, but 15 years of work in unions and councils have given him much useful knowledge to apply to his job as secretary.

His own international union recently honored him by appointing him to a new post as regional manager of the union's western office, working under and assisting Joseph Marshall, first vice-president of the international.

Acceptance of this job necessitated Lalor's resignation as business representative of the Northern California District Council of Laborers, a post he has held since 1940. Other officers of the district council are Harry Sherman of Sacramento, president; W. W. Patterson of Oakland, vice-president, and Ron Wright of Contra Costa County, secretary-treasurer.

In July of 1949 Lalor became Alameda County vice-president of the State Building Trades Council, succeeding Blackie Miller, resigned, and shortly thereafter he was appointed council secretary on the resignation of Sam Donohue of the Oakland Plumbers who had held the secretaryship for the past 20 years.

Lalor was born in Oakland in 1911. He joined Oakland Laborers Local 304 in 1935, was elected its financial secretary in 1937, and its president in 1949, a position he still holds.

\* \* \*

## L. A. MASHBURN

Los Angeles

Born in Colorado, served apprenticeship there and worked at the trade of Lathing or as a representative of Lathers until coming to the Los Angeles Building and Construction Trades Council in 1941. In the Marine Corps during the 1st World War.

Came to California shortly after being discharged from the Marines and became a member of Lathers Local No. 42.

During the Second World War was a member of the War Manpower Commission and served on several related committees.

When C. J. (Neil) Haggerty left the Los Angeles Building and Construction Trades Council to become Secretary of the California State

Federation of Labor succeeded him as Secretary of Los Angeles Building and Construction Trades Council.

At the present time a member of the Governor's Hospital Advisory Council, the State Employment Conference and State Safety Conference, member and vice chairman of the Los Angeles City Housing Authority and a member of the Personnel Commission of the Los Angeles City Board of Education. Secretary of the Southern California District Council of Lathers and president of the State Council of Lathers as well as secretary of the Labor Negotiating Committee which represents labor on the negotiations with the Associated General Contractors and the Building Contractors Association for the Twelve Southern Counties of California.

\* \* \*

## JAS. F. WARD

San Francisco

Born in Nevada, California, April 4, 1904. Attended grade school in Sebastopol. Became a member of Building Material & Construction Teamsters Local 216 on December 11, 1925, as a gravel dump truck driver. Was first elected to office in the local as a trustee in 1936. Became Business Representative two years later.

Elected Secretary-Treasurer and Business Representative in 1947.

Member of the San Francisco Building Trades Temple Association and various committees of the San



JAS. F. WARD

Francisco Building Trades Council. Also a member of several lodges.

Elected Vice-President of State Building and Construction Trades Council for San Francisco at the Santa Barbara Convention in November, 1948.

Under the leadership of Secy. Ward and other officers, Building Material Drivers 216 have made steady upward progress in the past 10 years. The union now has a fine new office at 478 Valencia Street in the handsome building recently completed by the Operating Engineers. Union services are greatly improved in the new quarters, which include a dispatching hall.

Ward is ably assisted in leadership of this union by Pres. John E. Moore, Sr., and Business Representatives Henry P. Schwab and J. E. Moore.

\* \* \*

## C. A. GREEN

Stanislaus-Merced-Tuolumne-Mariposa Counties

Active, effective representative of the State Council in the Modesto area is C. Al Green, member of the Operative Plasterers and Cement Finishers Union and one of the best-known local labor leaders in this area.

Brother Green first joined the labor movement in 1926. In 1938 he was elected president and business representative of the Building and Construction Trades Council of Stanislaus, Merced, Tuolumne, and Mariposa Counties, a job that he held for 12 years, until 1949. In 1939 he was elected district vice-president of the State Building Trades Council.

He has been District No. 7 vice-president of the California State Federation of Labor for the past 10 years, and at present is also president of the Stanislaus County Central Labor Council, as well as secretary and business representative of Modesto Plasterers and Cement Finishers Local 429.

His record of 15 years of leadership in his district has brought Green the respect and confidence of the labor movement, the employer element, and the community in general. He has stood up for labor's cause firmly and repeatedly, earning a reputation of sincerity and perseverance. In addition, he has attained a proportionate standing

Continued on Page 43

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# Who's Who—

Continued from Page 41

in state labor circles which has brought about his election year after year as vice-president of the State Federation of Labor, and the State Trades Council.

He is primarily a building trades man, and as such fits well into the program and organization of the State Building Trades Council.

"It has been a privilege to serve the State Building Trades Council these many years," said Brother Green. "I have enjoyed this work and the association with officers and members of the state trades movement. I wish to thank them for their fine cooperation accorded me during these years and to wish all of them and the state council continued and ever-greater achievement."

\* \* \*

## LOUIS A. BUCK

### Napa and Lake Counties

Louis A. Buck, Napa and Lake counties regional vice-president of the State Council, was born in Iowa and at the age of four came west with his parents, Mr. and Mrs. John J. Buck, to settle in St. Helena in 1894, having lived in this community ever since.

He was one of ten children. He worked for seven years for the Basalt Rock Co. at Napa, and he has been in the union movement for the past 15 years. His hobby is hunting.

He is married and has three grown children who live in San Francisco and Oakland. All three



**LOUIS A. BUCK**

Vice-President, Napa County State Building Trades

children are members of organized labor.

Brother Buck was first elected as a vice-president of the State Council in 1943.

At the present time he holds the following union offices, in addition: Secy.-treas. and business representative of Napa Hod Carriers and Construction Laborers Local for the past seven years; treasurer of Napa Central Labor Council for the past four years; treasurer of Napa Building and Construction Trades Council for the past six years, and treasurer of the Napa Labor Temple Association for the past seven years.

\* \* \*

## A. C. CLEM

### Contra Costa County

Another strong link in the chain that constitutes the State Building Trades Council is Al Clem, popular, capable building trades leader in the East Bay district and State Council vice-president for Contra Costa County.

Brother Clem's home union is the International Union of Operating Engineers, in which he has long been active as a member and leader. In June of 1940 he was elected to the executive board of Local 3, which covers Northern California, Northern Nevada, and Utah, and at the same time he became business representative for the Oakland area, a position he still retains.

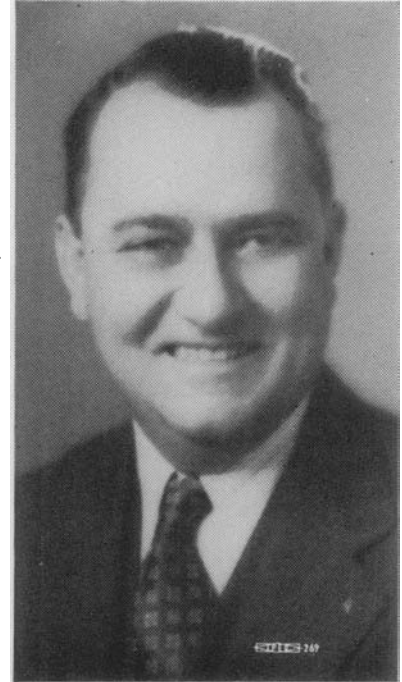
In 1943 he was elected president of the Contra Costa Building and Construction Trades Council, and for the two terms following he was unopposed for this office.

In 1946 he was elected as president of the Alameda County Building and Construction Trades Council, and for two terms following was unopposed for this office also.

In February of 1950 he was forced by ill health to tender his resignation to the Alameda Council, but he still retains the office in Contra Costa County.

He has represented the Operating Engineers as a delegate to both of these councils during the full term of his association with the union, and he has been active in state-wide and western regional activities of the Engineers.

Brother Clem was elected as vice-president of the State Council at its last convention and brings to the state organization a wealth of trade union knowledge and experience as



**AL CLEM**

well as a sincerity and wisdom of the sort that has brought him outstanding recognition in his home communities.

\* \* \*

## GERALD A. SHEARIN

### Marysville

His grandparents settled in Shasta County in 1849 and operated a large cattle ranch east of Redding from that time on. His father took over the operation of this ranch at an early age and passed away in 1918 during the flu epidemic. Shearin was born in Redding in 1912 and attended grade school and high school in that city. At one time shortly after the death of his father attended grade school in San Francisco for two years.

From 1926 to 1929 was foreman of an extra gang for the Southern Pacific Railroad laying new track and ballast between Gerber, California, and Schmult, Oregon. Late in 1929 moved to Los Angeles after leaving railroad work and worked for the Hammond Lumber Company until late 1933. At that time he leased a service station in Stockton and bought three trucks. Operated this equipment hauling lumber, citrus fruits, etc., until late 1936, at which time he became actively engaged in work in the labor movement. Since that time with Teamsters Local 137 in the capacity of organizer, business agent and Sec-

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GREETINGS TO THE  
BUILDING TRADES  
ON THEIR  
50th ANNIVERSARY

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# Who's Who—

Continued from Page 43

retary-Treasurer, position at the present time. Member Board of Directors of the Boys Club of Yuba County, has worked on the Board of Directors of the Red Cross, also Secretary of the Democratic Central Committee of Yuba County and also on the Water Commission Authority from this district. At present through the State Federation of Labor, an organizing program has been set up in Chico, Butte County. Most all crafts of the Central Labor Council and Building Trades Council are contributing a specific monthly allowance for this organizing program. Has been elected as secretary to this group.

\* \* \*

## WILLIAM ROBERTS

### Butte County

William Roberts is Butte County's vice-president of the State Council.

Born Jan. 28, 1888, in Shesecook, Maine. He made his first trip to sea in a windjammer out of Portland, Maine, as a cabin boy at the age of 9. He doesn't like to remember those days.

He traveled all over the world as seaman, fireman and oiler. He joined his first union, Seamen, Firemen and Cooks of the East Coast, in 1907.

During World War he was in the Navy for eight years and nine months; was in Italy, France, Spain, Egypt, North and East Coast of Africa.

He came to California in 1927 and after working at various construction projects up and down the State of California settled in Chico.

He helped organize Laborers Local 1444. Not having the best of luck in keeping it going, amalgamated with Sacramento General Laborers Local 185 under able leadership of Harry Sherman now. Until World War II broke out, Chico, being a college town, was tough on unions. But when the airbase started this branch of Local 185 really got on its feet.

After the end of the war and discharge of all personnel at the airbase, Bro. Harry Sherman and Bro. Percy Ball offered him a job as field representative for Local 185, for Butte, Glenn, Plumas and Sierra Counties. He accepted.

The Butte County Central Labor Council had formed a building trades committee, of which he was



WM. ROBERTS

Vice-President, Butte County State Building Trades Council.

one of the prime organizers. Out of this committee the Butte County Building and Construction Trades Council was formed. Roberts was then secretary-treasurer of the Butte County Central Labor Council. There were very few locals in this area then; Carpenters, Teamsters, Millmen and Laborers.

With the help of Earl Miller, who was the first Business Agent for the Building Trades, and Bill Davis of the Teamsters, started to organize all the different crafts in the area. It was a very tough job.

Mrs. Roberts, who was still working for Local 185, and Bill, built the Chico branch of Local 185 from 0 to 200 members.

At the convention of the State Building and Construction Trades Council held in San Francisco in 1945 he was elected vice-president for Butte County.

The Butte County Building Trades Council has had a lot of growing pains since its birth. It seems now to be on its way to being a very healthy organization under the able leadership of its president, Dick Smith, Business Representative Lawrence Richards, and the co-operation of the membership.

\* \* \*

## J. R. COPELAND

**Kern County; Secretary of Kern, Inyo and Mono Counties Building & Construction Trades Council**

Born in Moody, Texas. Fifty-one years of age. Moved to California in 1926 where he was working at the Carpenter trade, moving to Bakers-

field, California in 1935. Been actively engaged in the labor movement of his own union, Carpenters Local 743, Bakersfield Central Labor Council and Building Trades Council. Graduate of Waxahachie, Texas, high school and one year in Trinity University business college. Served in the capacity of business agent for the Carpenters in 1936. Elected to the Secretary-Treasurer's job, Building Trades Council, November, 1946.

Is a member of local Eagle and Moose lodges as well as Bakersfield Lodge No. 224, F.A.M., member of Kern County Democratic Central Committee, Sixth Armory Advisory Command, Governor's Safety Council and during the entire term of office has been attempting to get the Board of Supervisors, City Council, to award contracts in accordance with the various political and state codes. Suit was recently filed by Copeland against Kern County Board of Supervisors, injunctions were issued and the case is now in Superior Court and being handled through the office of P. H. McCarthy, Jr. Since filing these cases various county and political subdivisions have put all public work out to bid. Resides at Bakersfield.

\* \* \*

## CHAS. E. YOUNG

### Sonoma County

District vice-president of the State Council for the Northbay-Sonoma area is Charles Young, who is one of the district's most active labor leaders, holding down five jobs at once.

He is a native of Walla Walla, Washington, and came to San Francisco at an early age with his parents. His father joined the Upholsterers' Union and remained an active member of it for 40 years, right up to the time of his death.

Brother Young's first job as a member of organized labor was in Santa Rosa in 1920 when he went to work for general contractors building the Ford garage. In early days he worked in various sections of the Redwood Empire on building jobs, highways, horse barns, and fairgrounds.

His first job as a union officer was in 1939 when he was named sergeant-at-arms for Santa Rosa Laborers Local. Later he was elected

Continued on Page 147

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# *He Dedicated His Life to Helping His Fellowmen*



## *Frank C. MacDonald*

Frank C. MacDonald was born in Denver, Colorado, on September 22, 1880. He died September 2, 1948.

He came to San Francisco as a boy and studied at night school after completing his elementary education.

At the turn of the century, while learning his trade of tile setter, he organized and became first president of the San Francisco Tile Layers' Helpers Union. As a journeyman he was both business agent of Local 19 and business representative of the San Francisco Building Trades Council.

In 1912, when the late P. H. McCarthy became mayor of San Francisco, Mr. MacDonald was appointed to the Civil Service Commission.

During World War I he served on the Federal District Exemption Board.

When McCarthy resigned his long-term position as president of the State Building Trades Council in 1922, Mr. MacDonald was elevated to that position from the vice presidency.

A fighter for labor legislation in Sacramento and in Washington, he was named State Labor Commissioner in 1933. A year later he was appointed to the State Industrial Accident Commission.

MacDonald was one of the first directors of the Golden Gate Bridge and Highway District.

At the time of his death he was president of the San Francisco Building Trades Temple Association. He also was a member of the California Constitution Revision Committee.

During his half-century of devotion and inspired service to the working man and woman, MacDonald made many friends. In reporting on his death in the September 4, 1948 edition, "Organized Labor" said:

"No one man makes up the labor movement, since that is the essence of its democracy, but there are individuals without whom the progress of the wage-earner would be

slower, even more painful. The strength and character of individual leaders are the steel in this structure of organization. Frank MacDonald was one of these men.

"His life is woven into the story and the structure of the California labor movement, and it will remain there, in constant tribute to him. At a time when greater sincerity and selflessness are the crying need in labor, as well as in business and government, we may well look at the record of Frank MacDonald for a guide and inspiration to these essentials in human character."



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# BUILDING TRADES UNION DIRECTORY

**SAN FRANCISCO BUILDING AND CONSTRUCTION TRADES COUNCIL**—Meets first and third Thursday at the Building Trades Temple, 200 Guerrero St. President, J. L. Hogg; Vice President, Roland W. Young; Secretary-Treasurer and Business Representative, Daniel F. Del Carlo; Business Representative, A. F. Mailloux. Office, 200 Guerrero St., phone MARKET 1-1806. Hours from 8:30 a.m. to 4:30 p.m.

## ASBESTOS WORKERS

**ASBESTOS WORKERS 16**—Meets 2nd and 4th Monday at the Building Trades Temple, 200 Guerrero St. Pres., H. N. Armbrust, 605 Hillsborough, Oakland, TEMplebar 2-0071. Sec., J. W. Kelly, 437 Cavour St., Oakland, phone OLYmpic 3-4000. Bus. Rep., E. A. Dwyer, 1442 22nd Ave., San Francisco, phone OVERland 1-4455. Union office, 200 Guerrero St., phone MARKET 1-1806. Hours from 8 a.m. to 5 p.m.

## BOILERMAKERS

**BOILERMAKERS 6**—Meets 2nd Monday at 155 - 10th St. Pres.-Bus. Rep., E. Rainbow. Sec., O. J. Becker. Union office, 155 - 10th St., phone UNDERhill 1-3828. Hours from 9 a.m. to 5:15 p.m.

## BRICKLAYERS

**BRICKLAYERS 7**—Meets every Tuesday at 8 p.m. at the Building Trades Temple, 200 Guerrero St. Pres., Edward Nolan, No. 7 Cerritos Ave., phone DELaware 4-1294. Rec. Sec., William Litzius, No. 2 University St., phone JUNiper 4-8828. Fin. Sec.-Bus. Rep., J. S. Mazza. Asst. Bus. Rep., R. Peterson. Union office, 200 Guerrero St., phone MARKET 1-1806. Hours from 8 to 9:30 a.m.; 12 to 1 p.m.; 4 to 5 p.m.

## BUILDING MATERIAL DRIVERS

**BUILDING MATERIAL DRIVERS 216**—Meets 2nd Wednesday at the Building Trades Temple, 200 Guerrero St. Pres., John E. Moore, Sr., 357 Missouri St., phone ATwater 2-3747. Sec., James F. Ward, 109 Tiffany Ave., phone VALencia 4-6893. Bus. Reps., Henry P. Schwab, 16 Pinto Ave., phone JUNiper 4-0193; J. F. Ward, J. E. Moore. Union office, 478 Valencia St., phone HEMlock 1-3113. Hours 7 a.m. to 5 p.m.

## CARPENTERS

**CARPENTERS 22**—Meets 1st and 3rd Fridays at 8 p.m. in the Building Trades Temple, 200 Guerrero St. Pres., Robert Cairns. Rec. Sec., Clement Clancy. Fin. Sec., A. DeYoung. Bus. Rep., Joseph O'Sullivan. Union office, 200 Guerrero St., phone HEMlock 1-7835. Hours from 7 a.m. to 4:30 p.m. and from 8 to 12 Saturday.

**CARPENTERS 483**—Meets 2nd and 4th Monday at 8 p.m. at Carpenters Hall, 112 Valencia St. Pres., Geo. Winter, 112 Valencia St. Rec. Sec., Lewis F. Stone. Fin. sec., William Johnston. Bus. Rep., Ernest Aronson. Union office, 112 Valencia St., phone MARKET 1-4356. Hours from 8 a.m. to 1 p.m. and from 3 to 5 p.m.

**CARPENTERS 2164**—Meets 2nd and 4th Friday at 8 p.m. in Friendship Hall, Building Trades Temple, 200 Guerrero St. Pres., William W. Benn, 1861 Hyde St., phone GRAYstone 4-2669. Rec. Sec., A. Whittaker, 632 Hyde St., phone PROspect 5-4137. Fin. Sec.-Bus. Rep., J. L. Hogg, 3572 - 19th St., phone KLondike 2-0695. Union office, 200 Guerrero St., phone MARKET 1-8970. Hours from 7 a.m. to 5 p.m.

## CARPET & LINOLEUM LAYERS

**CARPET & LINOLEUM LAYERS 1235**—Meets 3rd Tuesday at California Hall, Building Trades Temple, 200 Guerrero St. Pres., Anthony Rivello. Vice-Pres., Leon Lawhorn. Fin. Sec., Daniel Regan. Treas., Geo. Winrich. Sec., Wm. C. Scheurer, 39 Payson St., phone JUNiper 7-0684. Bus. Rep., Watson A. Garoni. Union office, 200 Guerrero St., phone UNDERhill 1-4136. Hours from 7:30 to 10 a.m. and from 3:30 to 4:30 p.m.

## CEMENT FINISHERS

**CEMENT FINISHERS 580**—Meets 1st and 3rd Wednesdays at 8 p.m. at 200 Guerrero St. Pres., Tom McDowell. Rec. Sec., James Winfield. Bus. Reps., Joseph Petri and L. Berdinelli. Union office, 200 Guerrero St., phone MARKET 1-1806. Hours from 7 a.m. to 9 a.m.; 12 to 1 p.m.; 4 to 5 p.m.

## COPPERSMITHS

**COPPERSMITHS 438**—Meets 4th Friday at the Labor Temple, 2940 - 16th St. Pres., Brian Thompson. Sec. and Bus. Agent, Robert E. Mogel, 2940 - 16th St., phone MARKET 1-4127. Union office, 2940 16th St., San Francisco, phone MARKET 1-4127. Hours from 8:30 to 10:30 a.m., 3 to 5 p.m.; Saturdays, 9 to 12.

## ELECTRICAL WORKERS

**ELECTRICAL WORKERS 6**—General membership meeting on 3rd Wednesday at 8 p.m. in Brotherhood Hall, Building Trades Temple, 200 Guerrero St. Executive Board meets 2nd and 4th Mondays at 8 p.m., 231 Valencia St.

**Unit 1**—San Francisco Inside Wiremen, meets 8 p.m. 1st Wednesday, Brotherhood Hall. Executive Committee meets 1st and 3rd Mondays at 231 Valencia St.

**Unit 2**—San Francisco Marine Electricians, meets 2nd Wednesday at 8 p.m., Brotherhood Hall. Executive Committee meets 1st Tuesday at 227 Valencia St.

**Unit 5**—Neon Tube Benders, meets 2nd Thursday, with meetings alternating—at 1918 Grove St., Oakland, in odd numbered months, and 200 Guerrero St., S. F., in even numbered months. Executive Committee also alternates, meeting on 4th Thursday.

**Unit 6**—San Francisco and San Mateo Linemen and Outside Men, meets 4th Wednesday in Eureka Hall. Executive Committee meets 2nd Wednesday at 231 Valencia St.

**Unit 8**—Electric Motor Repairmen, Maintenance and Shopmen, meets 3rd Thursday at 8 p.m. at 231 Valencia St. Executive Committee meets there 2nd Thursday.

**Unit 10**—Electric Railway Shop Mechanics, meets 2nd Wednesday, Eureka Hall, 200 Guerrero St. Executive Committee meets 1st Monday at 231 Valencia St.

**Attention**—Hereafter members will be dispatched to jobs from the San Francisco office, 227 Valencia St. (phone UNDERhill 1-9656) from 8 to 9:30 a.m. and from 4 to 5 p.m. weekdays, and from 8 a.m. to 12 Saturdays. Dues may be paid from 8 a.m. to 5 p.m. daily, Wednesday night from 6:30 to 8 p.m., and from 8 a.m. to 12 Saturday. Pres., Jack Kennedy. Rec. Sec., Allen Pultz. Fin. Sec., W. Gimmel. Bus. Mgr., Charles J. Foehn. Bus. Reps., E. Sablatschan, E. Ferrari, Joseph Ziff and Gerald Pickle.

**ELECTRICAL WORKERS 892**—Meets 2nd Thursday, Brotherhood Hall, 200 Guerrero St., at 8 p.m. Pres., Harry H. Harvey, 1027 Diamond St. Sec., Francis Kelling, 483 Elizabeth. Bus. Mgr., Geo. T. Quinn, 2212 30th Ave., phone SEabright 1-2192. Office, 85 South Van Ness, phone HEMlock 1-1213.

## ELEVATOR CONSTRUCTORS

**ELEVATOR CONSTRUCTORS 8**—Meets 1st and 3rd Friday in Harmony Hall, Building Trades Temple, 200 Guerrero St. Pres., William E. Garrett, 201 Santa Rosa Ave., phone JUNiper 5-8139. Rec. Sec., Leon A. Pascal, 115 Louise Lane, San Mateo. Bus. Rep., Frank J. Murphy, 115 Ewing Terrace, phone FILLmore 6-7464. Office hours from 8 a.m. to 11 a.m. and from 4 p.m. to 5 p.m. at Building Trades Temple, phone MARKET 1-1806.

## ENGINEERS

**ENGINEERS 3**—Meets 1st Saturday of each month at 8 p.m. in the Building Trades Temple, 200 Guerrero St. Pres., Pat Clancy. Rec. Sec., C. F. Mathews. Local Union Manager, V. S. Swanson. Office, 474 Valencia, phone HEMlock 1-1568. Hours 8 a.m. to 5 p.m.

**ENGINEERS 39**—Meets 1st Tuesday at the Building Trades Temple, 200 Guerrero St. Pres., Frank O. Brantley. Sec.-Bus. Rep., Leo Derby. Office 474 Valencia St. Office open afternoons, Mon. thru Fri.

## FLOOR LAYERS

**HARDWOOD FLOOR LAYERS 1047**—Meets 2nd and last Thursday at the Building Trades Temple, 200 Guerrero St. Pres., T. R. Boyd, 2225 Ortega St., phone LOMBard 6-6069. Sec., P. J. Flaherty, 242 Raymond Ave., phone DELaware 3-1258. Bus. Rep., W. W. Stohman, 221 Ashbury St., phone SKYline 1-6528. Union office, 200 Guerrero St., phone HEMlock 1-4048. Hours from 7:15 to 9:30 a.m. and from 4 to 5 p.m.

## GLASS WORKERS

**GLAZIERS & GLASS WORKERS 718**—Meets 2nd and 4th Tuesday at 8 p.m. at the Building Trades Temple, 200 Guerrero St. Pres., Ed Jacobson, 20 - 12th St. Bus. Rep., M. F. Coll, 119 Naylor St., phone JUNiper 4-3051.

## GRANITE CUTTERS

**GRANITE CUTTERS' UNION**—Meets 4th Thursdays, 200 Guerrero St., 8 p.m. Pres., Fred Braatz, 220 Lewes Ave., Millbrae. Secy., Henry C. Lotz, 26 St. Marys Ave., phone JUNiper 7-2962.

## HOD CARRIERS

**HOD CARRIERS 36**—Meets 1st and 3rd Monday at the Building Trades Temple, 200 Guerrero St. Pres., Henry Gibbs, 462 Noe St., phone MARKET 1-3243. Fin. Sec., James Meehan, 136 Cordova St., phone JUNiper 5-3071. Bus. Rep., Joseph Murphy. Union office, 200 Guerrero St., phone MARKET 1-1806. Hours from 8 to 9 a.m.; 12 to 1 p.m.; 9 a.m. to 12 Saturday.

## IRONWORKERS

**ORNAMENTAL IRONWORKERS 472**—Meets 3rd Wednesday at 8 p.m. in Union Carpenters Hall, 761 - 12th St., Oakland. Meets 4th Wednesday at 8 p.m. in Prosperity Hall, 200 Guerrero St. Pres., Ernest E. Poch, York Hotel, Geary and Jones St. Rec. Sec., Bruno Pruss, 31 Semple Ave., Alameda. Fin. Sec., William Schmitz, 240 Jersey St., phone VALencia 4-4199. Bus. Rep., Fred O'Hara, 821 Brush St., Oakland, phone TWInoaks 3-0634. Union office, 200 Guerrero St., phone MARKET 1-0455. Hours from 8 a.m. to 4:30 p.m. and from 10 a.m. to 12 Saturdays.

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*Greetings to Organized Labor*

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# BUILDING TRADES UNION

## DIRECTORY (Continued)

Continued from Page 49

### IRON WORKERS (Continued)

**STRUCTURAL IRONWORKERS 377**—Meets 2nd and 4th Friday at the Building Trades Temple, 200 Guerrero St. Pres., John Ricketts. Sec., A. F. Mailloux. Bus. Rep., M. Fenton. Union office, 200 Guerrero St., phone HEMlock 1-4736.

**STRUCTURAL SHOPMEN 491**—Meets 1st Friday of month at Building Trades Temple, 200 Guerrero St., S. F.; meets 3rd Friday at 2111 Webster St., Oakland. Pres., Frank Silva, 918 Fifth St., Oakland, phone TEMplebar 2-5389. Rec. Sec.-Asst. Bus. Agt., J. R. Costa. Bus. Rep.-Fin. Sec., Anthony J. Chiappe. Office, Room 205, 2111 Webster St., Oakland, phone HIGate 4-6575. Hours from 8:30 a.m. to 4:30 p.m.

### LABORERS

**CONSTRUCTION & GENERAL LABORERS 261**—Meets 1st and 3rd Fridays at 8 p.m. at Building Trades Temple, 200 Guerrero St. Pres., Larry Roche; Rec. Sec., H. Brosseau; Fin. Sec., M. W. Lonergan; Bus. Reps., Richard Allander, John Casey and Hugh Jamieson. Union office, 200 Guerrero St., phone MARKET 1-0932. Hours from 7 a.m. to 4 p.m., Monday through Thursday; from 7 a.m. to 8 p.m. Friday on meeting nights; 8 a.m. to 12 Saturdays.

### LATHERS

**LATHERS 65**—Meets 1st and 3rd Wednesday at 8 p.m. in Prosperity Hall, Building Trades Temple, 200 Guerrero St. Pres., Bart Thompson Sr. Vice-Pres., Wm. Mulhilly. Fin. Sec.-Bus. Rep., James F. Healy. Rec. Sec., Russell L. Lynch. Office, 200 Guerrero St., phone MARKET 1-1806. Hours from 7 to 9 a.m.; 12 to 1 p.m. and 4 to 5:30 p.m.

### MARBLE MASONS

**MARBLE MASONS 25**—Meets 2nd Monday at Building Trades Temple, 200 Guerrero St. Pres., Jack Lillestol, 2478 Great Hiway, phone MOntrorse 4-6849. Fin. Sec., George M. Miller, 318 Fair Oaks St., phone VAlencia 4-3899. Union office, 200 Guerrero St., phone MARKET 1-1806.

**MARBLE SHOPMEN & HELPERS 95**—Meets 2nd and 4th Friday at 8:15 p.m. at the Building Trades Temple, 200 Guerrero St. Pres., Frank V. Lynch, 458 Crescent St., Oakland, phone GLencourt 1-4398. Sec., John Nessman, 1706 - 8th Ave., phone SEabright 1-1824. Treas., Harold Haglund, 1240 Hollister St.

### MILLMEN

**MILLMEN 42**—Meets 2nd and 4th Tuesday at Building Trades Temple, 200 Guerrero St. Pres., John Neves, 627 Woolsey, phone JUniper 5-0654. Sec., A. Fromm, phone HEMlock 1-5291. Bus. Rep., Charles D. Johnson. Fin. Sec., Henry W. Lidley. Office, 200 Guerrero St., phone MARKET 1-1806 or Underhill 1-3008.

### MILLWRIGHTS

**MILLWRIGHTS & MACHINERY ERECTORS 102**—Meets 1st Friday S. F. Building Trades Temple, 200 Guerrero St.; 3rd Friday at Oakland Labor Temple, 23rd and Valdez Sts. Pres., Darell Hedlund. Sec., J. D. Wilson. Bus. Agt., Paul Chowning, 200 Guerrero St., phone UNDERhill 1-0100.

### MUNICIPAL EMPLOYEES

**MUNICIPAL PARK EMPLOYEES 311**—Meets 2nd and 4th Wednesday in Progress Hall, Building Trades Temple, 200 Guerrero St. Pres., Wm. Welch, 365 Jersey St., phone MIssion 7-5285. Sec., P. A. Conroy, 240 Gates St., phone MIssion 8-3675. Rec. Sec., John Malick. Bus. Rep., Jack Kane, 2924 Steiner St., phone WALnut 1-6137.

### PLASTERERS

**ORNAMENTAL PLASTERERS 460**—Meets 3rd Friday at 8 p.m. at the Building Trades Temple, 200 Guerrero St. Pres., E. Barone, 200 Alpha St. Sec., Frank Nieberding, 231 Ortega St., phone OVerland 1-8902.

### PAINTERS

**PAINTERS 19**—Meets every Monday at 8 p.m. in Brotherhood Hall, 200 Guerrero St. Pres., Don Fitzpatrick. Sec.-Treas., James E. Kenney. Bus. Reps., Harry Bigaroni and William Carney. Union office, 200 Guerrero St., phone MARKET 1-1806. Hours from 8 a.m. to 5 p.m. and from 8 a.m. to 1 p.m. Saturday.

**PAINTERS 1158**—Meets 1st and 3rd Friday at 8 p.m. at 112 Valencia St. Pres., A. Olson. Rec. Sec., Joseph Wells, 270 Evelyn Way. Fin. Sec., L. Don Fuller, 2435 - 38th Ave. Bus. Reps., W. O. Bartlett and W. Kristofferson. Union office, 112 Valencia St., phone UNDERhill 1-7944. Hours from 7:30 a.m. to 12:30 p.m. and from 2 to 5 p.m. Reps. hours from 7:30 to 9:30 a.m. and from 4 to 5 p.m., Saturday from 9 a.m. to 12.

**SIGN PAINTERS 510**—Meets 1st and 3rd Thursday at Building Trades Temple, 200 Guerrero St. Pres., Lyle G. Sexton, 1160 Sanchez St. Sec.-Bus. Rep., R. H. Wendelt. Office, 200 Guerrero St., phone HEMlock 1-6561. Hours from 9 a.m. to 4:30 p.m.

### PILE DRIVERS

**PILE DRIVERS 34**—Meets every Friday at 8 p.m. at 457 Bryant St. Pres., O. J. Lindell. Sec.-Treas., D. T. Campbell. Bus. Rep., G. G. Noland. Union office, 457 Bryant St., phones DOuglas 2-2069, DOuglas 2-2070. Hours from 8 a.m. to 5 p.m. and from 9 a.m. to 12 Saturdays. Oakland office in Oakland Labor Temple, 23rd and Valdez Sts., phone TWinoaks 3-5244.

### PLASTERERS

**PLASTERERS 66**—Meets 1st and 3rd Monday at the Building Trades Temple, 200 Guerrero St. Bus. Rep., Thomas Walsh. Union office, 200 Guerrero St., phone MARKET 1-1806.

### PLUMBERS & PIPEFITTERS

**PLUMBERS & PIPE FITTERS 38**—Meets 1st and 3rd Wednesdays at 8 p.m. at 1621 Market St. Pres., Frank McDonough. Fin. Sec.-Bus. Mgr., Geo. W. Kyne, phone HEMlock 1-4366. Asst. Fin. Sec., Cy Dempsey. Bus. Reps., James Duggan, Joe Mazzola, Charles Cox, Frank McDermott. Union office, 1621 Market St., phone HEMlock 1-4366. Hours from 8 a.m. to 4:30 p.m. and from 8 to 12 Saturday.

**SPRINKLER FITTERS 483**—Meets 2nd and 4th Tuesday at the Building Trades Temple, 200 Guerrero St. Pres., W. A. Thompson, 146 McAllister St. Sec., E. Anderson, 878 Ashland Ave., San Leandro. Bus. Rep., R. E. Skillman, 2015 Stockton St., phone GARfield 1-9208. Union office, 200 Guerrero St., phone MARKET 1-1806.

### ROOFERS

**ROOFERS 40**—Meets 2nd and 4th Monday at the Building Trades Temple, 200 Guerrero St. Pres., G. Gramm. Sec., Thomas R. Moore. Bus. Rep., W. A. McLaughlin. Union office, 200 Guerrero St., phone UNDERhill 1-9976. Hours from 7 a.m. to 5 p.m.

### SHEET METAL WORKERS

**SHEET METAL WORKERS 104**—Meets 2nd and 4th Friday at 226 Guerrero St. Pres., Lewis Councilman. Rec. Sec., G. Jos. Fitzgerald. Bus. Reps., Frank Burk. Office, 226 Guerrero St., phone MARKET 1-2930. Hours from 8 a.m. to 5 p.m. Saturday, 8 to 12.

### SHIPWRIGHTS

**SHIPWRIGHTS, JOINERS, BOAT BUILDERS & LOFTSMEN 1149**—Meets 1st Friday at 36 California St., San Francisco; 2nd Friday at 115 Broadway, Oakland; 4th Friday at 255 - 16th St., Richmond. Pres. and Mgr., Stan Lore. Sec.-Treas., Elmer Hanson. Business office, 115 Broadway, Oakland, phone TWinoaks 3-0838. Dispatching offices, 115 Broadway, Oakland, and 36 California St., San Francisco. Hours from 7:30 a.m. to 5 p.m.

### TERRAZO WORKERS

**TERRAZO WORKERS 115**—Meets 2nd Friday at 8 p.m. at Building Trades Temple, 200 Guerrero St. Pres., Lawrence Restivo. Fin. Sec.-Treas., Eugene Reggiardo, 567 Vermont St., phone MARKET 1-1552.

### TILE SETTERS

**TILE SETTERS 19**—Meets 1st and 3rd Friday at the Building Trades Temple, 200 Guerrero St. Pres., Jim Cook. Fin. Sec. and Bus. Rep., Edgar Fulton. Bus. Rep., Elmer Crenshaw. Union office, 200 Guerrero St., phone UNDERhill 1-7864. Hours from 7:45 a.m. to 9:15 a.m.

**TILE SETTERS HELPERS 7**—Meets 2nd and 4th Thursday at Building Trades Temple, 200 Guerrero St. Pres., George Howden. Sec., Paul Comer, 1920 Clement St., phone SKYline 1-4283. Fin. Sec., Albert Gratchen, 810 Reid Ave., San Bruno. Bus. Rep., Harold Ed Lanthier, 944 Fillmore St., phone WALnut 1-1193. Office, Building Trades Temple, 200 Guerrero St., from 7:30 to 9:30 a.m. only, phone UNDERhill 1-7864.

### UPHOLSTERERS

**UPHOLSTERERS 3**—Meets 2nd Wednesday of month at Building Trades Temple, 200 Guerrero St., San Francisco, and 1st Wednesday of month at 2315 Valdez St., Oakland. Pres., B. G. Hurt. Sec., Mrs. J. M. Riley. Bus. Rep., R. J. Stoney. Office, 200 Guerrero St., phone MARKET 1-1806. Hours from 8:30 a.m. to 4:30 p.m. Executive Board meets 3rd and 4th Wednesday at the S. F. office.

### VARNISHERS & POLISHERS

**VARNISHERS & POLISHERS 134**—President, Fred Herring, 208 Pacific, Sharps Park. Elmo Cohn, Secy.-Treas., 600 Santa Suzzana, Millbrae, phone JUne 4825. J. B. Salcido, Fin. Sec., Box 16, Woodacre. Thos. Connally. Bus. Rep., 35 Hidalgo Terrace. Office, 200 Guerrero St., phone MARKET 1-1806.

### VENETIAN BLIND WORKERS

**VENETIAN BLIND WORKERS 2565**—Meets 4th Friday of each month in Brotherhood Hall, Building Trades Temple, 200 Guerrero St. Pres., Billie Haynie, 2608 Chestnut, Oakland, phone HIGate 4-1493. Sec., Alta Boyd, 3106 Ridge Rd., Hayward, phone LUcerne 1-0716. Bus. Rep., Rose M. White. Office, 200 Guerrero St. Hours from 9 to 11 a.m., phone MARKET 1-7819.

### WINDOW CLEANERS

**WINDOW CLEANERS 44**—Meets 2nd and 4th Thursdays at 7 p.m. at 165 - 11th St. Pres., M. L. Anglin. Sec.-Treas., Tony Borsella. Rec. Sec., O. Gardner. Bus. Rep., A. R. Schenk. Union office, 165 - 11th St., phone MARKET 1-3624. Hours from 8 a.m. to 5 p.m. daily; from 8 a.m. to 12 Saturday.

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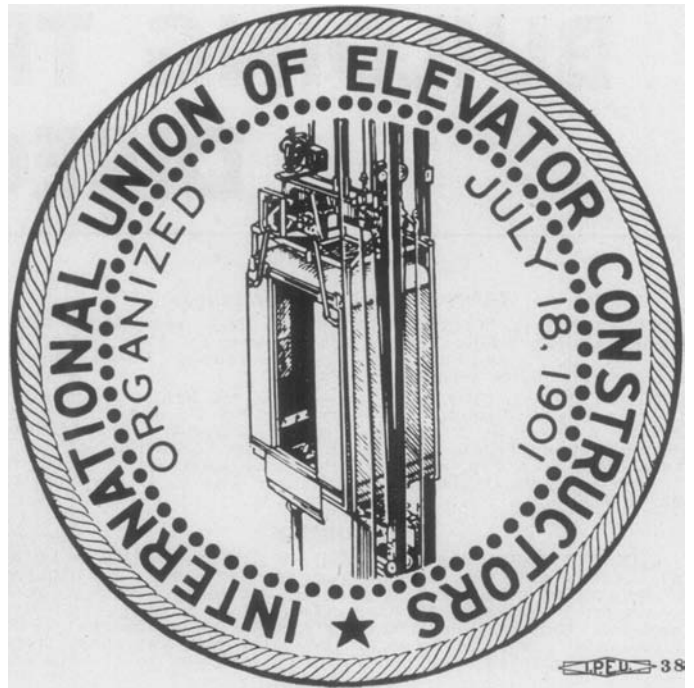
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# Let's Not Forget the Fire

By Edward L. Nolan

## About the Author

Editor's Note:

Edward L. Nolan was born in San Francisco. He was raised in San Francisco, "South of Slot," as Market Street was so often called in the early days. At the time of the great fire he was living in the vicinity of the present Civic Center. Then as now, he was active in the affairs of the Bricklayers Union. He is a past president of the San Francisco Building Trades Council, a member of the Board of Supervisors 1911 to 1918, California State Labor Commissioner from 1934 to 1938. He was one of the first delegates to both the local and California Building Trades Councils representing the Bricklayers. He is President of Bricklayers Local Union 7 today. He is well qualified to write on the subject presented here.



ED NOLAN

On April 18, 1906 at 5:15 a.m. San Francisco residents were thrown into turmoil, fear and consternation when the first of a series of terrific earth waves hit their city and left a large part of it a shambles. Less than 24 hours later, with water mains broken a holocaust of flames was roaring in two fingers from the vicinity of Sixth and Harrison Streets, uncontrolled and whipped by a contrary wind blowing in from the Bay. By the time spreading flames were halted along 26th Street a large part of the present Mission District had been devastated. Only the broad expanse of Van Ness Avenue prevented the other finger from completely eating away the heavily settled district beyond.

Perhaps if it had the city would not now be faced with the necessity of clearing the slums now infesting the area. But that is another story.

### BRICK STOOD UP

The downtown landscape was a sorry picture of leveled buildings, and gutted skeletons standing like tombstones where once the city's proudest structures had stood.

However, for the skilled eye there were some object lessons in building construction evident in those standing sentinels of San Francisco's glory of yesterday.

And there were a lot of them standing. Many of them were gutted from the fire, but they stood out in glaring contrast to the sea of smoking ashes and the rubble of all-concrete buildings around them. Many of the brick and steel frame buildings were rebuilt and are still standing today—the best possible evidence that brick, stone and steel construction is the best, and safest in an area subject to earthshock.

Among some of the better known brick buildings to withstand the earthquake were the old Palace Hotel, which was intact though gutted by fire, the 12-story

Mutual Savings Bank, the Mills Building, the original unit of the City of Paris Building, the Grant Building on Market Street, nine stories, and many others.

Some reasons why these early-day skyscrapers withstood the earthquake: Both brick and stone was employed in their construction in conjunction with steel frame.

Brick is an excellent fireproofing material for it is made with fire. On the other hand, solid concrete tends to deteriorate in extreme heat. It continues to spall off and dehydrate as heat of 500 to 1000 degrees is applied to it. In addition it is almost impossible to prevent it from cracking.

Despite the claims of its detractors, brick is still one of the cheapest of building materials. Its strength, permanency and beauty are unmatched by any other building material. Maintenance costs are low for brick construction because a section of it may be easily replaced.

Although most present-day brick construction is of the veneer-type, thus requiring more time for laying than the old 12 and 18 inch solid brick walls, the first cost of solid brick wall construction stacks up favorably with solid concrete wall construction.

Every prospective builder should carefully weigh the prospective costs of employing a particular material. Every material has a particular field where it is best suited. Materials which have invaded the building field traditionally belonging to brick and stone may sometimes seem to be cheaper at first glance but when all of the various factors that go to make up permanency and safety and maintenance are considered they will be found wanting.

It is truly astonishing to see the builder or owner accept many building features of today without any knowledge whatever of their real value to him. The strife of cheapness in buildings has nearly reached the chronic stage, and will surely leave its mark of expensive upkeep and dissatisfaction at a future but too late date.

Better specify brick.

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**EDWARD M. GAFFNEY**

**26TH DISTRICT - SAN FRANCISCO**

Assemblyman Gaffney has always been labor's friend in the State Assembly. For the past ten years he has served them well in behalf of liberal legislation. He is on the Committee on Industrial Relations as well as Chairman of the Interim Committee on Industrial Safety.

When in San Francisco he conducts an insurance business in the Merchants Exchange Building, where he can be contacted at DOuglas 2-3672. His home telephone is HEmlock 1-4234.

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# Disability Rate Schedules Need Simplification

By Al Mailloux

Business Representative, S. F. Building & Construction Trades Council

Safety and Disability Rating Schedules go hand in hand. We need a simplification of the schedules so they may be more easily interpreted by workmen who have need of them. We also need more common sense and practical knowledge in applying and following out safety measures on the job. For everyone—the worker, the employer, and the insurance company—loses when too many of us have to fall back on the benefits available



AL MAILLOUX

to us through the Workmen's Compensation Act and the Disability Rating Schedules.

In the past few years there has been an alarming increase in the number of job injuries in the construction industry. There have been more claims filed under the Workmen's Compensation Act. Since this trend has vitally affected so many of the members of San Francisco building trades unions, the San Francisco Building Trades Council and its officers have taken a more than passing interest in job safety and

disability. We have felt the same responsibility in reference to these matters as we have to working for all other matters affecting the general welfare of building trades workers.

We feel that we have made important contributions to furthering improvements in both safety and disability. As this is written, the Building Trades secretary, Dan Del Carlo, is representing the San Francisco Building Trades in a National Safety Conference called by President Truman in Washington, D.C. Out of that conference will undoubtedly come a unified national construction industry safety program that will go a long way toward eliminating the job hazards that result in disability.

## RATING PROPOSALS

The California Industrial Accident Commission at this writing has before it a number of proposals backed by the State Building & Construction Trades Council and the California State Federation of Labor for simplifying and liberalizing permanent disability rating schedules. Many of these proposals are the result of studies first authorized by the San Francisco Building Trades Council.

Our study and recommendations came about when a committee of experts appointed by the Industrial Accident Commission more than a year ago came up with a proposed new rating schedule that seemed little better than the one now in force—a schedule which was imported from Germany in 1914. At the request of the state AFL bodies, that schedule was delayed for one year to give the unions and other interested parties an opportunity to formulate their own version of what constituted

simplification and equitable adjustment of proposed rates.

The delay was granted on the premise that the Workmen's Compensation Act was drawn for the protection of the injured workmen and should not be a grab bag for insurance companies.

## CONTAINS MANY "GIMMICKS"

Yet it was that, for the present schedule, the one which has been operative for more than 40 years, is full of gimmicks by which the workman can be deprived of benefits the act's framers thought he should enjoy. For example:

The permanent disability rating schedule now in force contains many vagaries and inaccuracies that should be cleared up to give the injured workman the sort of consideration intended by the legislators when the Workmen's Compensation Act was drawn up in 1914. And the amount of benefits should be increased to meet present-day living costs.

The schedule by which benefits are measured, even under the one proposed by the "experts" employed by the Commission, is so complicated that almost every provision it contains is subject to controversy when a claimant seeks to qualify under any of them.

The new schedule proposed by the trades puts its finger on this situation. It points out: "The law (the Labor Code Section 4660) provides that: 'Such Schedule shall be available for public inspection.' Yet the individual who is supposed to benefit by it, his attorney, his union representative or any other interested auditor is unable to understand the same and determine therefrom the relative value of any given injury or impairment. . . ."

" . . . If either claimant, lawyer, union representative, referee or commissioner . . . can't understand and apply (it) what functional good is it?"

## MANY INEQUITIES

The S. F. Building Trades Council's original expert report on the schedule notes that the Labor Code requires that in determining percentages of disability, age must be taken into account, as well as the degree of skill the injured workman may have, etc. It also points out that it is impossible to fairly evaluate human factors on the basis of age and ability. Because many claims entered by workmen have bogged down in expensive and detrimental legal red tape. The claimant does not benefit from this situation. Undoubtedly the insurance companies do.

Our report also pointed out that the Commission's proposed permanent disability rating schedule listed more than 235 occupational titles, each in turn carrying a varying amount of percentage of disability benefits. This added to the difficulty of all parties in figuring out what might be a fair and equitable disability rate for the injured worker.

Some examples:

A Rigger, Structural Steel, who had lost a right forearm would appear to be entitled to a 74 per cent disability rating. Yet a worker who could qualify for the classification Structural Iron Erector would be entitled to an 81 per cent rating if he suffered an identical accident. This difference of 7 per cent could mean a lot to a worker

Continued on Page 57



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# Terrazzo Trade Shines On New Sailors' Bldg.

One of the finest examples of modern, beautiful terrazzo work created by skilled AFL building trades artisans has been made part of a building that is, appropriately enough, the newest and most attractive AFL union building on the west coast, the home and headquarters of Sailors Union of the Pacific.

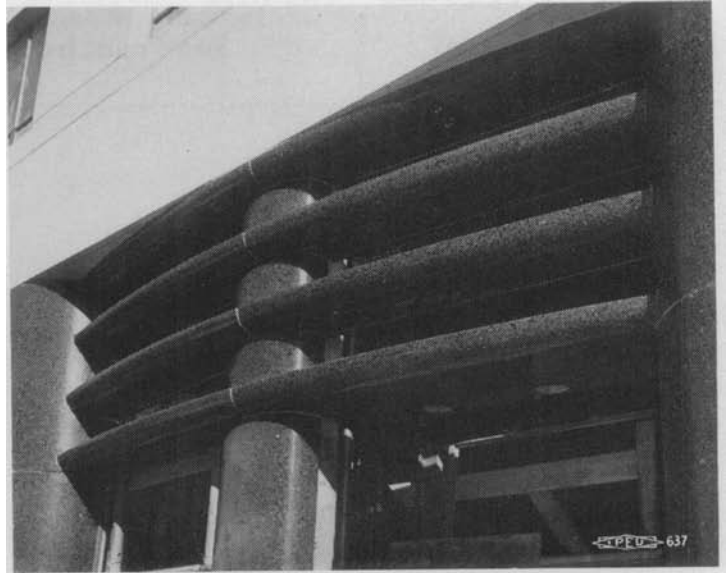
This magnificent edifice faces the morning sun on a hillock that anchors the western end of the San Francisco Bay Bridge. It is to be the most complete and up-to-date union building in the west, and the terrazzo work on its entrances imparts a majestic touch in keeping with the atmosphere of the entire structure.

Members of the AFL Terrazzo Workers Union, Local 115, have performed the skilled craftsmanship shown in this commanding entrance to the Sailors building. Contractor for this work has been the American Terrazzo Company.

This style of terrazzo work is highly popular at present, and one of the best examples of it is seen on the Sailors

building. It consists of a plaster-like application of broken granite onto basic forms. A smooth and polished finish is effected by the use of abrasive grinding wheels and carborundum stones.

The finished product gives an effect of solidity, strength, and beauty that is difficult to attain in any other manner, and this modern example of the terrazzo workers' craft pays fitting tribute to one form of the builder's art produced by the skill and workmanship of generations of tradesmen.



## Need Simplification of Disability Rate Schedules

Continued from Page 55.

without any other means of support because he fell victim to a hazard of his trade.

### MANY DISCREPANCIES

Carrying the comparison further, under the classification Caterpillar Crane Operator, the same accident would be rated at 69 per cent, while under another classification known merely as Caterpillar Operator the permanent disability rating would jump to 74 per cent.

Needless to say, the great number of similar classifications works to the worker's disadvantage. The insurance companies fight to keep the claim of every worker in the lowest possible classification, regardless of the justness of a worker's claim, or the evidence supporting his classification.

Other proposals in the S. F. Building Trades Council's report which seek to clear up existing inequities and which were subsequently made a part of the Schedule proposals of the State Building Trades Council and the California Federation of Labor were:

**Abolishment of the practice of making informal deals with claimants.**

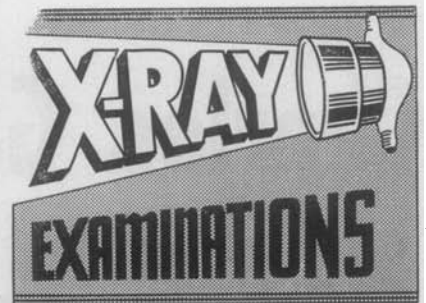
**Elimination of the differential rating for injuries to the major, i.e. right, or left hand. (Skilled workers right or left hands are invariably indispensable in their trades, and therefore there is little justification for the present differential of 5 per cent favoring the "major" hand.)**

**Re-inclusion in the Commission's Schedule of the Table of Percentages on Life Pension Claims which was in the original 1914 schedule.**

The officers of the San Francisco Building Trades Council will continue to work closely with other AFL labor bodies for improvements in laws and regulations of State agencies where they affect the welfare of members of building trades unions.

Let us hope that in the future too many of our people will not have to fall back on the use of disability benefits. If we also continue to advocate better on-the-job safety measures, too many of them will not.

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# Material Drivers Near 50 Years In Building Trades

Building Material & Construction Teamsters Local 216 this year rounded out nearly half a century of existence as an affiliate of the San Francisco Building & Construction Trades Council.

The local was chartered June 6, 1903, as a result of growth at that time of the varied and specialized field it serves, taking over about 200 members from Teamsters Local 85. Today the local has more than 2,000 dues paying members in San Francisco and San Mateo counties. Under an always progressive group of officers, it has greatly increased its jurisdictional scope, and today as in past years its officers continue to follow the dogma laid down by Samuel Gompers, to "Organize the Unorganized." An organizing campaign is being currently pressed among San Mateo County's civil service employees.

In carrying out that campaign, officers have a ready and impressive inducement to offer: Local 216's impressive list of trade union gains and wage improvements obtained for some 400 San Francisco civil service workers during the past few years.

Though the local's main field of activity is confined to the delivery of building and construction materials, both in private industry and with the City and County of San Francisco, which carries on an impressive amount of such work itself, the Building Material Drivers also represent most of the City and County workers engaged in a growing and important civil transportation project.

San Francisco's civil service workers are among the best organized and best paid in the nation. Some who are represented by the Building Material Drivers include chauffeurs attached to the Mayor's office and other divisions of the City and County, drivers and related workers in the San Francisco-owned water department, some as far away as Hetch Hetchy, drivers and attendants at the San Francisco Airport, ambulance drivers, drivers for the Board of Public Works and Park Departments, and employees of the Golden Gate Bridge.

Wage rates today for all classifications of members range from \$14 to \$17.60 per day. This compares to the \$2.50 to \$3 per day being paid to teamsters when the union was organized as a building trades union in 1903.

Wages and conditions in effect today represent the cumulative effort and sacrifice of many oldtimers in the organization, many of whom are still with the local. The Teamsters as a group have always hewed close to traditional trade union tenets. The Building Material Drivers of San Francisco and San Mateo Counties are no exception.

They have come a long way down the coveted path of "better things American" in the last half century. And it goes without saying that their belief in unionism has paid off for many of the building trades unions. For in every trade dispute, the Teamsters are always sure to be one union that is affected. Their pocketbook is hit first in every work stoppage. Yet they have always co-operated wholeheartedly with every union that "hit the bricks" with a legitimate dispute.

According to Organized Labor's files, the predecessor of the present Local 216 was founded as result of a meeting in Teutonia Hall, San Francisco, in 1903, and was known as Building Material Teamsters Union No. 1. Indications are that this group was the first strictly building trades drivers' union in the United States.

As stated in the first part of this story, the charter was

## WE'VE MADE PROGRESS By Neil Haggerty

Secretary, California Federation of Labor

The California State Federation of Labor is happy to extend its warmest congratulations to "Organized Labor" for its half century of service to the labor movement of the west.



C. J. "NEIL" HAGGERTY

This publication was founded in the stirring labor days which marked the turn of the century. Most of the heroic labor figures who then fought their great battles for the survival of the movement in California are now gone, but they have left behind them a legacy of militancy and progress which has made our state one of the bastions of the organized worker movement of America.

Throughout all of the years from 1900, "Organized Labor" has championed the economic and political struggle of labor

for better living in California.

It has given invaluable aid in the campaign to establish safe and proper conditions of work. It has fought with our people for the creation of such liberal legislation as the Workmen's Compensation Act and the Unemployment Insurance Act. It has helped California achieve some of the most liberal unemployment and disability laws known anywhere in America.

We trust that "Organized Labor" will carry the same vigorous spirit into the future years. We have come far from the formative days of 1900, but we have not yet come far enough. We have not yet come far enough, because, first our rights are not yet secure, and secondly, because the working people of this land do not yet enjoy that prosperity and security of life to which they are entitled by their very nature.

As "Organized Labor" pauses for breath at the half century mark, and looks to the fight of the future, we are proud and pleased to submit praise for good work well done.

This publication has kept the faith of Samuel Gompers and the men of 1900. The fruits of such faith have made of California the finest state in the union.

issued on June 6. The first regular membership meeting was held in Unity Hall of the old Building Trades Temple at 927 Mission Street.

The number was later changed to Local 216 when the original charter was lost in the earthquake and fire. In that first meeting, Brother Powers (no initials given) was in the chair as president, and Brother Thane was business representative. Those in attendance were addressed by Building Trades President P. H. McCarthy and Organized Labor Editor O. A. Tvitmoe.

Present officers of the local are John E. Moore, Sr., president and business representative; James Ward, secretary and business representative; Henry P. Schwab, vice president and business representative; Frank Lambertson, recording secretary; Michael Hernon, S. A. Olsson and Joseph Beasley, trustees.

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# Why Political Action?

By John L. Hogg

President of S. F. Building and Construction Trades Council, Vice-President of the S. F. Labor Party  
(California LLPE Affiliate)

The Labor Unions in America, whether they liked it or not, were in politics on a national basis the day that a Republican dominated Congress passed the Taft-Hartley law over the veto of the President of the United States. The very nature of the law, with its undemocratic injunctive features and its various provisions for putting routine and traditional trade union prerogatives at the mercy of the courts, put unionism in politics. The vicious law was born of political action. It will have to be repealed by political action.



JOHN L. HOGG

There was a time when the American Federation of Labor eschewed politics on a national scale. Now the top AFL leaders, including President William Green and President Richard Gray of the Building Trades Dept., feel that labor-in-politics is a life and death matter for trade unionism. With repeal of the Taft-Hartley law as the prime objective, political action is now as important a function of the AFL as the Union Label Section.

## EDUCATIONAL CAMPAIGN

An intensive campaign has been going on for the past two years to educate rank and file workers about the dangers of the Taft law and the importance of their ballot in bringing about its ultimate repeal.

The test of that campaign's efficiency will not come until the general congressional elections this November. But the educational work, carried on through Labor's League for Political Education by the AFL and the Political Action Committee of the CIO has already had this important effect on the membership of all unions; they are expecting and demanding that their elected officials take an active interest in the activities of the national, state and local political committees.

Officials of the San Francisco Building Trades Council are carrying out their responsibilities on the labor political front by active participation in the policy making and policy enforcement of the San Francisco LLPE affiliate, the Union Labor Party. So are the officials of most of the trade unions affiliated with the Council.

## SURVIVAL THREATENED

Political action by labor is today a recognized arm of trade unionism. In fact the measure of our participation in political campaigns will eventually determine whether trade unionism itself, as we have known it, will survive.

And so long as the Taft-Hartley law remains on the books, we are forced to have a great interest in the candidates for any political office, whether it be national, state or local in character.

The district attorney who prepares the many complaints possible under Taft-Hartley, the judge who holds the hearings on such complaints, the city official or state official who interprets to the general public the basic issues involved in widespread work stoppages or lock-outs that may occur under Taft-Hartley are important to labor. In going to the polls, labor should know who is trustworthy, competent and fair-minded and who is not.

Through political action committees labor is finding these things out. And since the lawmakers we send to Washington or Sacramento have a way of getting into those positions by way of a district attorney's office, a jurist's chambers, or a mayor's chair, labor, through political action on the local level, helps to weed out potential Tafts, Balls, Hartleys and others of their ilk.

Aside from these considerations, labor is finding itself with increasing problems that must be settled at the ballot box. Anything that affects the welfare of its members is the responsibility of the union today. A union can pass a thousand resolutions on some matter it may be interested in politically. But only through political action can such resolutions be implemented.

## ACTION ON MANY FRONTS

Extension of social security benefits, increased unemployment insurance, more realistic old age pensions, better safety laws for the protection of working men on the job, better education for the working man's children and many, many other proposals for improving the general welfare can become realities only through political action.

With several thousand AFL members employed by the City and County of San Francisco, political action in their interest becomes necessary from time to time. What affects their welfare indirectly affects the welfare of every union man employed in the area.

Then, too, there is always the threat of more legislation on a local or state level of the Taft-Hartley type. The "hot cargo" state act, pushed through the state legislature a few years over the protest of labor, serves as a forewarning of class legislation to come if labor does not maintain its interest in politics.

Labor's prime political interest is repeal of the Taft-Hartley law. But labor will be in politics for a long time after it is repealed to ensure that no more such undemocratic legislation gets on the law books.

## SAM GOMPERS SAID . . .

Organized labor contends for the improvement of the standard of life, to uproot ignorance and foster education, to instill character and manhood and an independent spirit among our people, to bring about a recognition of the interdependence of the modern life of man and his fellow man.

Some people think that the labor movement's object is to strike. We don't want to strike. It is an interruption and a burden to our progress. We don't want to fight and we don't want to strike, but there are worse things than a strike—a degraded, debased, demoralized manhood.

We decline to yield the leadership of our movement to those who do not work.

Greetings to Organized Labor's 50th Anniversary

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# THE U.A.—

## Obstacles Removed, Progress Made

By George W. Kyne

Business Manager, Plumbers Local 138

Nearly every AFL Union has at some time in the history of the organization had unpleasant experience with dual unionism. Usually these experiences lead to an eventual realization that only the enemies of organized labor and the employers profit when two or more union organizations begin competing for the loyalty of the rank and file worker. When that realization comes and the parties join forces everyone profits from the hard lessons learned. Usually when enough time has elapsed for a sound assessment of the benefits accruing from unity even the employers find that they have profited too. One such union which has profited from the misfortunes of the past is the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada or U. A. as it is commonly called.

### OLD OUTFIT

This organization was established in Washington, D.C., October 11, 1889. During the next fourteen years it grew rapidly as pipemen of that day saw the advantages of organization and hundreds of plumber and steamfitter Local Unions were chartered throughout the United States and Canada. However, in 1903, a great split developed over plumbing and steamfitting jurisdiction and a new steamfitter organization was formed. Both union groups had staunch supporters. For nine years the fortunes of craftsmen in the two organizations suffered while they fought each other for supremacy. In 1912 the leaders of the two groups sat down at a conference table and worked out the details for an amalgamation that brought all of the dissident steamfitters back into the folds of the U.A.

The policy of keeping the plumbers and steamfitters segregated in separate local unions and even in the small mixed local union was continued and many of the problems which had brought about the split in 1903 remained to perplex officials.

One of these problems was the steamfitters long established practice that all tools were furnished by the employer, a rule which did not apply to the plumbers.

History was made in 1946 at the United Association Convention at Atlantic City when delegates representing the membership, recognizing that 70 per cent of the basic knowledge required of journeymen of both crafts was the same, voted to erase the line of demarcation. All Journeymen are now known as Journeymen of the Building Trades Branch or Metal Trades Branch. Agreement with the Plumbing and Heating Contractors call for the employers to furnish all tools. San Francisco's Local Union 38 of the Plumbing and Pipe Fitting Industry of the United Association has played an important part in carrying out the new policy. A great educational program was launched among the membership. Naturally there was some grumbling and dissatisfaction when the first phases of the new program were being put into effect.

### JOURNEYMAN TRAINING PROGRAM

The Local Unions involved in this consolidation were Journeymen Plumbers and Apprentices Local Union 442 of San Francisco; Steamfitters and Apprentices Local Union 509 of San Francisco; Steamfitters Local Union 590 of San Francisco, and Journeymen Plumbing and Steamfitters Local Union 769 of San Rafael.

Jurisdiction of Local Union 38 covers San Francisco and extends through Marin and Sonoma Counties and on up to Ukiah. In addition the Local Union has jurisdiction over all the Marine pipework in the Bay Area.

### SCHOOL BOARD LAUDED

The San Francisco program for training apprentices in the various trades coming under the jurisdiction of Local Union 38 as administered by the Joint Local

Union-Employer Apprentice Training Committee is considered to be one of the outstanding in the nation by authorities on apprentice training.

As a member of the Joint Committee, the writer believes that this is due, in large part, to the splendid cooperation that has been received from the Federal and State Agencies and the San Francisco Board of Education.



GEORGE W. KYNE

Representatives from the above departments attend the monthly meeting of the apprenticeship committee and they have taken a great interest in the apprentice training program and have rendered valuable assistance in setting up curricula, careful selection of instructors on recommendation of the Joint Committee have given all around cooperation with the program as set up by the Bureau of Apprenticeship Standards and administered in San Francisco by the Joint Committee.

Since the constitutional program for the abolishment of trade lines was established, great strides have been made in helping journeymen qualify for the broader fields in the various trades which is the jurisdiction of the United Association. Classes have been established to give supplemental training in plumbing, steamfitting, refrigeration, welding, etc. Net result has been to increase the knowledge required to qualify for an all around journeyman. One of the main reasons for eliminating the line of demarcation is that employing contractors inevitably

Continued on Page 71

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# The Union Label Creates Jobs, Guarantees Quality

By Charles ("Tex") Johnson

Business Representative, Millmen's Local 42

The union label is one of the most important and efficient devices created by organized labor. It works just as effectively for better wages, hours and conditions as the most aggressive organizer. In fact, the union label is a pretty effective organizer in its own right. Every union man should support the union label programs of his own and his fellow workers' unions.

I can think of no better example of the union label at work than in our own Millmen's local. Although mill and cabinet shops in the San Francisco area are pretty well unionized, there is always a certain amount of non-union millwork on the market. It competes with the millwork produced by our members. Thanks to general organization of mill shops throughout the country, there is not too much of this type of millwork. But every man-hour that went into producing what there is around, represents man-hours that could have gone to the unemployed union men of our craft. We would have more unemployed than we do if it were not for the fact that our union label works for us.

## COOPERATION

Many of the sister affiliates of our international carpenters' union cooperate on the job in making the label produce more work. They insist on finding the Millmen's label on the many products that we produce that go into homes, stores and factories.

Thus, when honored, the union label puts more of our people to work. But the union label is more than just a make-work program.

It is a guarantee to every prospective home owner or millwork purchaser that he will get quality goods, made by workmen who know their trade well. Like every Carpenter, a journeyman millman must pass certain rigid trade requirements before he can pass as a first-class mechanic of the craft. So any producer whose products bear our union label is an employer of only the highest type of millworkers. The ultimate purchaser may buy such a producer's goods with the assurance that at least the craftsmanship that went into them is of high quality.

He can not be sure what he gets when he buys non-label, non-union millwork. Most of such work is the product of untrained workers. Most of it is of a shoddy nature.

## EMPLOYERS BENEFIT, TOO

So the union label, not only of our trade but of every trade and service, is guarantee of the highest possible type of workmanship. The union label, therefore, becomes a badge of quality that every union man should look for when he goes shopping.

Employers, too, should cooperate with the union label programs, for they are trade builders as well as job builders. And they help protect the fair-dealing employer from the unscrupulous competition of less enlightened employers.

Every union man should therefore make it his duty to see that the label goes on every piece of merchandise he produces. He should sell his union label at every opportunity. And he should look for it on every article he purchases, whether it be millwork, shoes, beer, or any of the other thousands of articles that bear the label of union labor.

# TRADES TEMPLE AN IMPORTANT ASSET

The San Francisco Building Trades Temple, which has been occupying its present site at 200 Guerrero Street since 1907, though 43 years old and suffering from an early old-age that has left it without many of the modern accoutrements of newer labor structures, is nevertheless still performing a

number of important functions for the building trades unions of San Francisco and performing them efficiently and creditably.

Besides being the principal office headquarters of 26 Building Trades Council affiliates (there are 48 all told) the Temple serves as the main base of operations for such other important organizations as the Building Trades Council, itself, the Bay Counties District Council of Carpenters, the District Council of Painters, the Western Conference of Sign, Scene and Pictorial Writers,



GEORGE E. NEWSOM

the Building Trades Temple Association, and the Organized Labor Publishing Company.

## MANY MEETING HALLS

Besides finding room for all of these organizations, the three-story structure also gives up about 60 per cent of its area to meeting halls. There are eight of them, altogether. On nights when full use is being made of them, they will seat a combined assemblage of approximately 2200 easily. The meeting halls are used by practically every affiliate of the B-T council, and there are few nights during the month when all of them are not in use.

James (Jimmy) Newsom is manager of this important business enterprise, which also includes a spacious club-room on the main floor and a house telephone system which is staffed by two employees giving service 10 hours of every working day. Altogether it takes a staff of 14 to run the building.

Jimmy Newsom has been secretary of the Temple Association and its building manager since March 5, 1948, when he was elected to succeed his father in the position. The elder Newsom, George, held the job from January 16,



JIM NEWSOM

Continued on Page 67

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Here is San Francisco's present-day Building Trades Temple, headquarters for most of the key unions in the big building trades movement. It has many fine meeting halls, offices, and dispatching halls, as well as a main-floor recreation room. Although this building, erected in 1907, is outmoded, it still is known as one of the most

orderly, cleanest, and best managed structures of its kind in the U. S. Committee work is now under way in the initial steps toward a new home for the building trades unions. Labor occupies a permanent, highly-responsible place in the American community of today, and it needs the best in headquarters facilities.



## BUILDING TRADES TEMPLE AN IMPORTANT ASSET

Continued from Page 65

1922, taking over at a time when the Temple Association was still \$30,000 in debt. Under the business administrations of the elder Newsom and his son, Jimmy, this sum was subsequently wiped out and a sizable surplus built up.

### FIRST MEETING PLACE

A committee composed of officers of the Association and its directors, together with a committee recently appointed by Building Trades President John Hogg, are currently hoping to utilize this surplus for the purchase of a new temple site on which a larger, more modern structure will be built, if and when it is found.

The Building Trades first met in the old Temple, which was located at 927 Mission Street. The rapid growth of the building trades after the turn of the century under the cloak of a vigorous Building Trades Council presided over by P. H. McCarthy, soon made that building too small to serve the building unions.

On June 1, 1907, McCarthy issued a call to the building trades to meet at 224 Guerrero Street to study the possibility of expansion. The minutes of the Temple Association show that P. H. McCarthy outlined the aims and objects of the gathering as incorporation of a Temple Association, which could undertake the project of a new building.

Continued on Page 69

## One of the First Labor Headquarters



Labor Day in San Francisco around the turn of the century was the occasion on which this picture was taken. The building is one of the first main gathering places for San Francisco unions and served as the Building Trades Temple until April 18, 1906, on which date it was destroyed by fire following the disastrous earthquake. It was located at 927 Mission Street. Flags and decorations adorn the front of the building for this Labor Day occasion, and the boys in their Sunday best, including many of the popular Derby hats, are holding down the front steps.

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## BUILDING TRADES TEMPLE AN IMPORTANT ASSET

Continued from Page 67

McCarthy was made chairman, the incorporation proceedings were set in motion, and an assessment of \$5.00 was voted against each member of affiliated building trades unions. Fifty directors were elected. Mr. Urmey of Electrical Workers Local No. 1 was made secretary and Cleveland Dam, attorney.

The building was completed the following year. During construction the Temple Association offices remained at the 224 Guerrero Street address, the Sheet Metal Workers Hall. On July 22, 1907, W. H. Bemiss was elected secretary. He kept the post until succeeded by George Newsom in 1922.

P. H. McCarthy retired as president in January, 1922. Larry Flaherty became president and then resigned when elected Congressman of the Fifth District in 1922.

On February 14, 1925, a great dance was held in the auditorium of the Temple to celebrate clearance of the

Temple from all debt. The \$9000 of mortgages remaining at that time were burned in a special ceremony. The directors marked the occasion by instructing the secretary to immediately call for bids for the installation of a heating system.


John T. Burns, secretary of Board of Public Works, became president of the Association in 1927.

The minutes reveal that after the death of P. H. McCarthy on July 17, 1933, his service to the labor movement and his efforts in founding the Temple Association were commemorated in a resolution extolling his devotion to humanity and the cause of the working man.

John Burns resigned the presidency due to ill health and was succeeded on January 17, 1936, by the late president of the State Building Trades Council, Frank McDonald. Burns died January 24, 1936, shortly after resigning.

George Newsom died on February 17, 1948, and as has

Continued on Page 145



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## Sec. of Labor and Bldg. Trades Officials



Officers of the S. F. Building and Construction Trades Council and Secretary of Labor Maurice Tobin take time out from their discussion on the "Jobs" panel of the National Democratic Conference which was held last September at the Fairmont to pose for the cameraman.

Left to right they are Dan Del Carlo, Secretary of the Building Trades Council; Secretary of Labor Tobin; and John Hogg, Council President.

## THE U. A.

Continued from Page 63

handle both the plumbing and steamfitting in their contracts. The journeyman who is versatile enough to handle the various problems that may come up in the trade is going to be in greater demand. The high standards set by the United Association for qualified journeymen is an excellent insurance against non-union competition. These high standards also are recognized at the negotiation table. The consolidation and elimination of these trade lines will be of benefit to the employer as he will be able to use the crew on whatever work there is to be done without giving thought to who is a plumber and who is a steamfitter. Officers of Local Union 38 are proud of the part they have played in establishing in the Bay Area the reforms voted at the U. A. Convention in 1946. They face the future with confidence that the Local Union will go further along the path of unity, amity and brotherhood. Such a course can only lead to a greater benefit for the membership of Local Union 38.

Following is a list of the present officers of United Association Local Union 38:

President—Frank McDonough.

Vice-President—Kenneth Boyd.

Business Manager—Financial Secretary Treasurer—George W. Kyne.

Recording Secretary—Milton J. Miskel.

Business Agents—Frank McDermott, Charles Cox, James Duggan, Joe Mazzola.

Executive Board—John Kelly, John McMahon, Walter Anderson, William Jennings, Emmett Duggan.

Finance Committee—Barney G. Mayer, Thomas McCann, John Coakley.

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# Taft-Hartley— Whose Magna-Carta?

## A SOBER ANALYSIS OF THE UNDEMOCRATIC MEASURE

**By Watson Garoni**

**Business Representative of Carpet & Linoleum Layers Local 1235**



**WATSON GARONI**

The proponents of the Taft-Hartley Act have at various times referred to the act as the workingman's "Bill of Rights," his magna carta, which was to free him from the shackles of restrictive unionism. Is the act truly the worker's magna carta, or are such allusions merely the use of propaganda, based on the premise that if one is told loudly enough and long enough that something is good for him, that right or wrong, they'll eventually believe it.

Let us, as dispassionately as we may, diagnose the act in some particulars. First of all, by way of digression, we may inquire: Do the men and women who work physically and mentally for a living necessarily wish to be free of unionism? At the outset let us say that there is no point in insulting anyone's intelligence, unionism is not perfect. On the other hand, what is? It is recognized by all within its ranks that there can be many improvements, but substantially unionism has done a tremendous job.

We must not forget that, not too long ago, children of 10 and 12 years worked as much as 10 hours a day in many of our industries, some of which are our major concerns today; not too long ago many of our homes were virtual sweatshops due to piecework manufacture within the home; not too long ago in England women harnessed to coal trucks pulled them ten hours a day on their hands and knees through narrow passageways under the earth; not too long ago education was only for those with means and not available to all. All this and much more, labor in its greater objective has cured—to the benefit of all people, union or not.

### **GOOD AND THE BAD**

It is apparent that the initiate, those who never had a touch of unionism, are sometimes reluctant in their minds to join a union. But after association in the union for a time they readily realize the superior benefits of collective action. Their initial reluctance no doubt is due in great measure to much adverse publicity unionism gets in the public eye through the press, because only that which appears bad is publicized and the good goes unnoticed and unheralded. A close examination of representative elections in unionism under the Taft-Hartley Act indicates that people overwhelmingly desire collective action as a union. Approximately 98 per cent of the people voting desired unionization. Witness too the necessity and unionization of nursing, teaching, etc., all this due to the apathy of we, the public, for those

who work for us and who are concerned for our welfare in our greatest needs.

Assuming then that we determine that unionism is a necessary and an integral part of our economic life and that the vast majority of people desire collective association, is the act fair and equitable to both labor and management? Or was it lopsidedly designed to favor one side or the other, to the end that it indicates a class bias by its framers, which should make the act subject to condemnation by all who seek equal justice?

The passage of the act was based on the assumption that there was a necessity to equalize the collective bargaining power. Unions, they said, had grown to enormous entities with great powers, with which industry and the employer were unable to cope. Bargaining power must be equalized. But in this time hadn't industry grown just as tremendously and wasn't it just as powerful? Let us examine this bargaining power some. What are the tools of management and what are the tools of labor in enforcing their respective aims when normal negotiations fail?

The employer has a most potent and outstanding weapon over the employee, in that he holds the power over a man's sustenance. It has been aptly stated by the Supreme Court of the United States that the power over one's sustenance is the power over one's will. Take the food, lodging and necessities of life away from a man and his family and you take likewise his will. This power needs no active effort by the employer, requiring merely a peaceful lie-and-wait process.

### **WEAPONS**

Labor, on the other hand, has only been able to conceive the strike, the boycott, and a few other minor tools with which to accomplish its aims. These weapons in their results injure the employee as well as the employer. In dollars and cents the employer no doubt suffers a greater loss, but relatively his greater money loss has no more effect than the worker's loss, as the latter's loss of his pay check affects his very existence. Most assuredly the employer's loss in a labor dispute rarely reaches his table or his family, while in the worker's case it always does. It is very difficult then to draw the conclusion that the employer's power is by any means the weakest at the bargaining table, and that therefore it should be strengthened by legislation.

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## Taft-Hartley

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Actually, the act was passed at a time in the nation's life when the incidence of labor disputes was great, due to the transition of our national economy from a war-time one to a peace-time one. At that time also, when there was a terrific struggle by the worker to maintain the purchasing value of his dollar with the swift increase of prices. It is the writer's considered opinion that quiet and peace in labor relations will come to pass automatically when there are sufficient goods on the market, so that a truly competitive market can exist. That condition, in turn, will stabilize prices, stopping their upsurge and obviating labor's necessity to demand that the value of its purchasing dollar not be diminished. Certainly restrictive labor legislation is not the cure.

Where in the act does labor justly take the position that it is unfair, lopsided and indicative of the class bias of its framers? Let us approach the situation from the "practical result standpoint" of the enforcement of the law, as well as the legal approach.

First, upon the voting provisions of the law as allowed the union member. The act has been interpreted to declare that in a union shop election, those failing to vote for any reason are to be considered as "No" votes. Upon what principle of democracy or moral justification can that be sustained? How, too, can justification be maintained when in a representative election the actual employees on strike lose their votes, while the strike-breaking replacements are permitted to vote instead? And who could be so naive as to say that the vote in such a case could be a union vote?

The framers of the act prohibited political expenditures by unions; this provision was later declared illegal. Why, if the framers believed they were acting as they are charged with a duty to act—in the interests of the majority of this nation's peoples—why then fear union political expenditures? If their action was for the welfare of all, they should not have feared elections—either for themselves or their party. Why should unions be prohibited from making political expenditures to advise and protect their members any more than other associations in our land? Can anyone clearly feel that this was an unbiased bit of legislation?

Under the act, if a union goes to another employer under a security clause and illegally forces a non-union employee to lose his job, the union becomes liable in damages for lost wages. Why then can an employer, when his employees are on strike, go to another employer to prevent their hire or to get them dismissed, as by blacklisting, and suffer no money penalty for damages to the employee. This can't be mutuality.

Why have all the union's powers of internal discipline as to its members been stripped? Where does this aid mutuality of the employer or give him greater bargaining strength? Doesn't it further weaken and tend to destroy unionism? In all types of associations—unions, fraternal, sports, etc.—there must be disciplinary rules for recalcitrant members. A union can have one of its members stopped from working on his job only when he fails to pay dues or initiation fees. Such a recalcitrant member can break every provision of a collective bargaining agreement, such as working under the scale, working any hours, and in general undermine all working conditions. Yet the union membership finds itself hopelessly unable to stop him. What greater right has he to exercise his privileges in such a manner as to

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# Taft-Hartley

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injure all other workers on the job? Often in law it is said as between two equities the greater shall prevail. Then surely his right to work any way he pleases should fall before the general welfare of all on the job; because to maintain their jobs the others must meet his competition, particularly in times of slow employment.

What of the act declaring secondary boycotts illegal? What evil arises? The great evil is in the interpretation of what constitutes a secondary boycott. The normal view of what a secondary boycott is, is that it is a situation where a union pickets or boycotts an organization not involved in the dispute, to stop them from dealing with another employer antagonistic to the union. But under the act the particular employer himself who is directly in the dispute and is signed to a union contract can hire non-union help, and by an ingenious method avoid his contract in all respects. What's fair and equitable about that?

In the selection of a bargaining representative of a group, under the act either a union can be entered on the ballot, or even one individual. There certainly can be no hesitation in realizing what a particularly antagonistic employer can do in such an instance. How difficult it would be for a union to organize non-union establishments. The employer by subtle arrangement can see that one person working directly under him in the place of business can become the representative for the group. Remember that proof of the employer's actions in such cases is well nigh impossible. What is truly fair about this?

Then purviewing the provision of the act relative to a union submitting financial reports. Why likewise shouldn't the employer? No one objects to the union member receiving a report, but the wholesale printing of reports makes it possible for them to fall into hands other than those of the members. From that point, in any case, it would be more readily ascertainable whether it would be profitable to sue a particular union, and in what amount. The act by practical application discloses—to the harm of the union—its financial status to all, friend and foe, while the employer's like status is cloaked in secrecy. Who can maintain fairness in that?

While on the subject of law suits, the practical application of the act subjects unions to ruinous multiplicity of suits which correspondingly are not placed on the employers. The very nature of union business places union officers in a position where every act they do must suffer legal scrutiny and doubt. If their guess is wrong the organization faces legal suit and financial loss. Are we or are we not affecting commerce? Is this or is this not a secondary boycott? Can I or can't I organize this place of business? Can we or can't we legally try this new worker's mechanical ability? Can or can't I place a picket line here on this employer who is definitely violating his contract? These are a union's everyday problems. Err in one respect or more and one can readily see the multiplicity of suits that could arise. Yet every breathing action of the employer is not weighted with such liability.

As to the security provisions of the act, closed shops are prohibited while union shops are not. At first blush, it seems some security is permitted. Actually, an employer wishing to use his full vindictiveness under the act, through combining the union shop provision, wherein men can be hired directly "off the street" so to speak,

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# COMMEMORATING BIRTH OF SAMUEL GOMPERS

Continued from Page 21

convention and elected one of their group president. He extended the practices to all unions.

For many years Samuel Gompers was president of this union of which he was so proud. While he worked and talked, he dreamed dreams of how unions might grow and what they might accomplish.

When cigarmakers' unions were under way, Gompers and other union leaders began talking of a national federation of all trade unions. Out of such talks and letters to more distant unions came a national conference in Pittsburgh in 1881 and the Federation of Trades and Labor of the United States and Canada. Without full-time officers, this organization languished.

When the Knights of Labor began invading the functions of trade unions, so that the very existence of trade unions was endangered, a great national conference was called which formed a new federation to promote and conserve the trade unions—the American Federation of Labor. The old federation was merged with the new one and Samuel Gompers became its full-time president.

## FIGHT TO SURVIVE

In 1887, with an office which was contributed, with makeshift furniture but with sturdy volunteers, he began to mold the strongest and most aggressive labor movement in the world. He had to do business with pioneers of American business. These captains of industry were strong and often ruthless. Unions also had to fight to survive and make gains.

From 50,000 in 1881, the Federation had increased three-fold by 1886. The nucleus expanded slowly until at the turn of the century more rapid growth came. Membership reached 4,000,000 in the First World War, but declined following the postwar drive against unions. The membership was approximately 3,000,000 at the end of Mr. Gompers' career.

The organizational job alone was stupendous. It began with awakening workers to a realization of what organization could do for them—locally, regionally and nationally. It rested upon educating individual workers to a consciousness or the personal responsibility of each for promoting his own welfare in cooperation with other workers. He had to develop the tools of operation along with working out plans to achieve labor's goals.

## GOOD ORGANIZATION

Every institution has its procedures, its rules and records. If these enable it to perform its functions, the organization develops as intended. So in accord with the constitution of the American Federation of Labor, Samuel Gompers developed working rules and forms whereby representatives were authorized to work and report on problems and results. This included devising and issuing credentials to organizers and charters to unions—local, national, city and state federated bodies.

Each step of progress was voluntary because the workers concerned saw it promoted their welfare. They said to each and all:

"Join with us and it will do you good."

Unions were educated to realize that failure to affiliate with central bodies, state federations and national organizations weakens the whole movement and limits progress. The American Federation of Labor followed the practice—agitate, organize, educate. Force and compulsion were to be resorted to as a disciplinary measure only after all other methods had failed.

Nor was trade unionism limited to craft workers, he said, in reflecting on unions of workers on streetcars—

the horse-drawn variety.

**"It is not necessarily skill in work on which the union rests," he said, "but skill in organization."**

Sharing of each other's problems in promoting their welfare facilitated organization which was rooted in

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# Taft-Hartley

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plus the provisions on an election to bar a union representing any group, can disunionize any firm. What is fair about allowing an employer a weapon such as this? Where is there any true security under the act at all?

Also under the act, if a state has more severe union laws, those control over and above the federal act. If we're seeking fairness, why not then permit any states' laws which are less rigorous to likewise apply? Can we term this bit of legislation unbiased?

The act, by its proponents, was presupposed to stop both economic and jurisdictional strikes. By the U.S. Bureau of Labor Statistics reports, strikes have been as plentiful as previous to the act. In a number of periods they have been in excess of the number of strikes had in a like period before the act. As to jurisdictional strikes, which labor suffers difficulty in controlling, the act has only aided to increase these. Actually, because other unions can be placed on the ballot along with an existing union in a particular industry, the act has given license to some bitter raiding jurisdictional strikes. Jurisdictional problems are most difficult to control whether in labor or out. Observe the unhappy difference between the Navy and Air Corps over who is to exercise certain jurisdiction. More closely observe the bitterness arising between General Counsel Denham and the National Labor Relations Board as to who is to exercise what powers and rights.

The administrative delay of getting a legal result from the date a charge is filed to a Board decision, some 14 months, is virtually destructive of labor's ability to function. Appropriately, justice delayed is justice denied.

Further, the attempt formerly to screen Board examiners for an anti-labor attitude before their employ is shocking. The AFL protested such activity vigorously enough to curtail to a great extent its accomplishment.

The result and conclusion to this diagnosis of the act can, it appears, lead to but one inescapable result—that the act was and is lopsidedly unfair to labor and was expressly meant to be so when it was enacted.

The cure must be at the polls; that is the American way. Legislators must be elected who will recognize the valuable part played by labor in our economic society and who will therefore enact fair and humane legislation and resist the demands of minority specialized interests.

Resort to the enactment of unfair legislation for special interests is not new in labor-management relations. Labor itself has been weak in resisting such. The altruistic concept that every legislator elected is concerned for the welfare of the majority of the people as against the demands of special interests must unfortunately fall by the wayside. Men's decisions, though made of honest convictions, cannot be separated from their backgrounds. Failure to elect men to responsible positions who realize the importance of just labor legislation can be sadly laid to the apathy of the average unionist to exercise his one great privilege of registering and voting for those who will at least give that voter a square deal.

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# COMMEMORATING BIRTH OF SAMUEL GOMPERS

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brotherhood. There is a deep significance in the American union practice of addressing fellow members as brother and sister. Unionism has a spiritual reach that makes it an indomitable force. Gompers felt that any wage-earner taking the obligations of union membership became a person obligated to put human freedom and personal responsibility foremost in his philosophy and to live so as to give reality to that way of life.

Since freedom was the goal, voluntarism was the principle he advocated. Democracy to him meant responsible individuals living in a responsible society. Individual rights were the practical results of that way of life.

As president of the American Federation of Labor, Gompers could not compel any person or union to act contrary to his or their judgment. He depended on persuasion and education to build up a Federation held together by conviction and moral standards.

**Voluntarism partly explains his emphasis on economic action in preference to legislative action. As workers gained in organization, they achieved economic power which in turn gave them political influence.**

Better conditions and raising standards came directly and rapidly through union demand and collective bargaining. In good times wage rates could be raised by action of those concerned. To do these things by legislation took more time, for more people had to be convinced. Legislation enforces minimum standards and well-tried practices. Legislation deals with matters affecting all citizens and with rules of action conforming to the ideals of the majority of citizens. It does not provide the flexibility needed for pioneering for new standards.

## **"ECONOMIC ORDER"**

So in economic relations—where men and women determine their work lives—he conceived of the development of economic order by mutual contracts guided by basic principles of human welfare and scientific law. He sought to establish economic government in which all concerned in production should have representation and voice. He was preoccupied with the problems of daily progress. He declared:

**"We want more, we demand more, and when we get that more, we shall insist upon again more and more and even more until we get the full fruition of our labor."**

As opposed to the straightforward union plans to reduce hours and increase pay, there were European Socialists who wanted to abolish private employers; Henry George, who argued for single tax on land; the Populists, who wanted cheap money; political reform movements, exiles from the Paris Commune, and many others led by intellectuals who wanted to use workers for their own ends rather than to improve work conditions.

Watching such leaders beguile workers from the main problem of eliminating poverty, Samuel Gompers urged one organization devoted purely and simply to the welfare of workers—trade unions.

**Shorter hours and more pay, he said, are the most revolutionary forces in the lives of workers.**

Pure and simple trade unionism meant to him unions of workers, directed by workers, to promote the welfare of workers. Only workers employed in the union's jurisdiction were eligible to membership and only members were eligible to election to union office. All other organizations, however worthy, were secondary to the union.

## **"ROPE OF SAND"**

This "rope of sand," as critics had once called the American Federation of Labor, was to him the strongest

force on earth because it was held together by mutual interests and moral compulsion. The principle of voluntarism he extended to political action when in 1906 and 1908 he rallied all the unions to non-partisan trade union action to secure relief from injunction abuses that threatened freedom and from application of anti-trust legislation to trade unions.

**"Laborers have no product for sale," he cried. "They possess only their labor power—their power to produce."**

To save trade unions from being crushed by legislation and court decrees, he submitted a bill of grievances to Congress and petitioned the political parties to include labor's declarations in their platforms, and then called upon workers to reward their friends and punish their foes. Their guide was loyalty to the principles of unionism.

His faith was later to be justified by the labor provisions of the Clayton Anti-Trust Act regulating and limiting the use of the injunction and declaring that "the labor power of a human being is not a commodity or article of commerce," and by the enactment of the law establishing the U. S. Department of Labor, and the Seamen's Act.

## **FINAL MESSAGE**

In his later years, still crusading for human freedom, he gave distinguished service in the First World War and helped to create the Pan-American Federation of Labor to bring economic freedom to the wage-earners of the Western Hemisphere.

As Samuel Gompers journeyed across the country to what he knew was his last labor convention in El Paso, he wrote a personal and final message to labor. In it he embodied his creed. I felt it a great honor that he sent for me and asked me to read it for him as he explained that his eyes no longer served him. That message ended:

**"As I review the events of my 60 years of contact with the labor movement and as I survey the problems of today and study the opportunities of the future, I want to say to you men and women of the American labor movement, do not reject the cornerstone upon which labor's structure has been builded but base your all upon voluntary principles and illumine your every problem by consecrated devotion to that highest of all purposes, human well-being in the fullest, widest, deepest sense."**

Such was the kind of labor movement Gompers helped to mold—an organization typically American and devoted to the ideals that gave our nation purpose. It is the kind of labor movement in which any free nation may take pride. It is part of the life stream of American democracy.

## **GIVE OUR PLEDGE**

**The organization which Gompers built has withstood the gruelling tests of business prosperity and depression. Because of its services it has gained and held members. Bound by spiritual and fraternal bonds, it has inspired its members to work on for even higher standards.**

**The organization he built stands today unchanged in basic principles. As new problems have developed, we have applied the old guiding precept and have added a bit here and there to procedures. There has been growth without change of purpose or goals. Our foundation, rooted in understanding of human dignity with inalienable right to freedom, will remain unchanged.**

**We pledge our founder loyalty to the principles he upheld. We know that the freedom we enjoy was gained by the sacrifices of men who understood and accepted responsibility.**

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Continued on Page 83

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## IBEW 892; New and Growing

Local Union No. 892, I.B.E.W., was chartered May 1, 1948, to cover electrical manufacturing in Marin, San Francisco and San Mateo Counties. August 1, 1949, the International Office awarded jurisdiction of electrical manufacturing in Santa Clara County to Local 892 after the NLRB election at the Westinghouse plant in Sunnyvale, California, was won by the I.B.E.W.

Local Union 892, I.B.E.W. with jurisdiction over electrical manufacturing in these four counties holds contracts with some 50 companies. The membership of 1,000 is divided into four separate industries: Switchboard manufacturing, fixture manufacturing, general manufacturing and the appliance repair industry.

Local Union 892 has experienced a rapid growth since the issuance of the charter May 1, 1948, both by organizational activities and by normal increase in production output of the factories.

The recent acquisition of the Westinghouse plant in Sunnyvale marks the steady progress of growth of electrical manufacturing industry under the jurisdiction of the I.B.E.W. in the West.

The rapid growth of Local Union 892 is attributed to the true labor movement spirit of the officers and the membership of the local. The officers are:

HARRY J. HARVEY	President
EDWARD SHERWOOD	Vice-President
DAVE GEWIRTZ	Treasurer
FRANCIS KELLING	Recording Secretary
FRED CENDAK	Executive Board
CARL HEMMETER	Executive Board
JOHN GAFFNEY	Executive Board
VERNE PARKER	Executive Board
GEORGE QUINN	Business Manager
DELMAR B. VUKSICH	Business Representative



GEORGE QUINN

## Birth of Samuel Gompers

Continued from Page 81

and state have been served by ORGANIZED LABOR as the official organ of the San Francisco and State Building and Construction Trades Councils. During those decades many tried and true trade unionists have been engaged in fighting labor's battles in your state. I deem it most fitting and proper that these fine public spirited citizens should be honored in a special edition of your paper and I am pleased to contribute to this special issue. As I have outlined in this message, the battle that we are all engaged in now is one of our most crucial. We will not have fully met our obligations to our movement and our country until full freedom is restored to all our people. Let us further honor those who have made our movement what it is by doubling our efforts in the months ahead to remove the iniquitous Taft-Hartley Law from our statutes.

## The Story Behind the Story

Continued from Page 9

Building and Construction Trades Council, most of whom have contributed articles, and many oldtimers from the affiliates. Some of the latter emerged from their retirement to lend a hand.

Joseph Murphy, member of the Board of Publishers of Organized Labor, also was instrumental in providing valuable data.

### A STORY OF PROGRESS

Contained in the pages of this edition of Organized Labor are some fine tributes to the service this labor paper has rendered to the labor movement in general and to the building trades unions in particular. Also to be found in the many stories in this issue are case histories of how Organized Labor aided in winning enactment of industrial safety laws, compensation insurance, better disability rating schedules and other measures, to say nothing of the part it played in bringing about settlement of disputes.

The founders of the paper aptly chose the name "Organized Labor" for it reflects the aspirations of the entire labor movement. It reaches the desk of the uninformed employer, the living room of the stay-home-from-meeting member, and the unorganized worker. In a world of "kept" newspapers, it is an authentic source for what is true, what is new, and what is brewing for labor.

Like those other fighting arms of organized labor, the political action committees, the union label, and the picket line, the labor press fights for wages, hours, conditions, and a better way of life, too.

When things are going well we are sometimes prone to take our labor press for granted. Yet it works just as effectively in good times as bad in making the objectives of unionism in general more readily obtainable.

### WE TAKE IT FOR GRANTED

In case you have never stopped to think about it, here are a few of the things your labor press does for you:

Because it goes into the public relations offices of most corporations and employer associations, it helps to acquaint those organizations with labor's legitimate aspirations.

It puts the spotlight on unfair employers and unfit public servants, for the benefit of a large segment of the general public.

It helps build up interest in membership meetings, and it keeps the officers of the unions in direct contact with the rank and file.

It helps build up the prestige of union organizations and their officers, thus aiding their efforts to improve wages and conditions for the workers.

It helps one union acquaint its sister unions with problems of special concern. Its pages are useful in helping one union to learn from another, thus promoting the general good and welfare of the labor movement.

It helps dissipate and disprove the lies that labor's enemies spread.

The labor press carries on this fight week after week, year after year, and occasionally we sit back and reflect upon the progress made. This special edition is a reflection of 50 years of progress. It is the product of many hands and many minds. It typifies the traits of labor that have brought it a long way during the fifty years that Organized Labor has been published—traits of cooperation and unity of purpose.

The editors feel sure that these traits, coupled with traditional dedication to basic trade unionism, will bring still greater progress in the next fifty years.

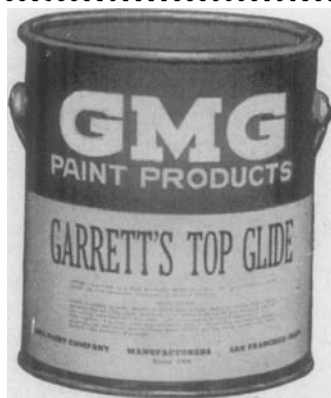


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# "P.H.'s" OWN STORY

Continued from Page 15

That incident only served to spur McCarthy on to further organizational effort. He sought out the meeting hall of one of the Carpenters' societies and found them in session. He was permitted to join and immediately began to suggest the need for general organization. Despite his youth, and his newness in the city, no one thought to question him on these matters. It was agreed that organization should be pressed. The Amalgamated Society, one of the largest carpenter groups, was contacted. A Carpenters' Union was formed.

McCarthy's natural curiosity about his new homeland prompted him to go to St. Louis that fall before the Chicago Carpenters were to realize the full fruits of their unionism. In St. Louis he met P. J. McGuire, who later became secretary of the Carpenters' International Union.

Carpentry conditions were not so hot in St. Louis. "P.H." arrived on

the scene and went to work just long enough to see wages cut from \$3.00 to \$2.50 per day and the workday upped to ten hours. Though conditions were hardly the most propitious for a strike, the men did walk out, McCarthy, of course, being active in the walkout.

As McCarthy relates, they won that one, and unionism everywhere took heart from the victory. By the following year the Carpenters, as already reported, were able to form their International Union.

## PROGRESS TOWARD 8 HOURS

During the following years all trades were to make great progress in shortening the workday. As the strength of the trades increased, so did the demand for the eight-hour day.

The eight-hour day crusade got a terrific push on December 15, 1881, just four months after the Carpenters' International was born in Chicago, when delegates met in Pittsburgh to form the Federation of Organized Trades and Labor Unions

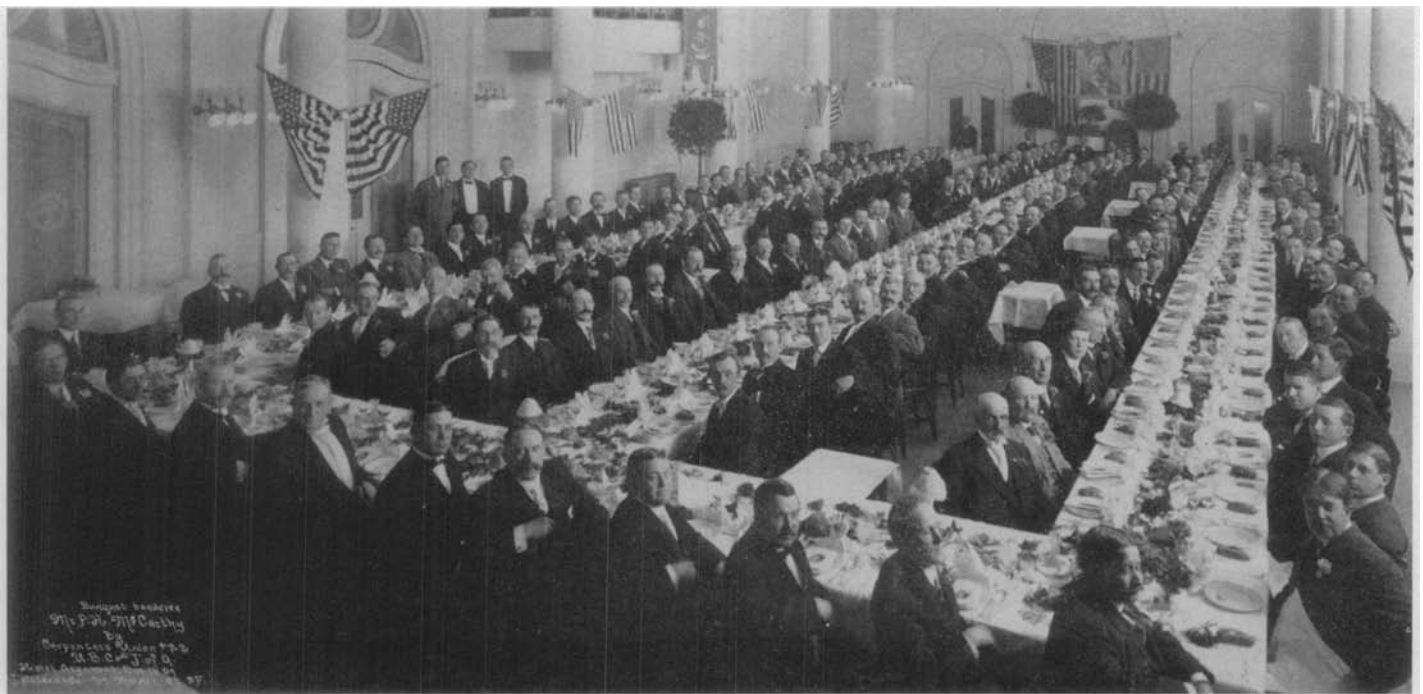
of the United States and Canada. McCarthy was a delegate to this momentous convention, which grew out of the Knights of Labor, a loosely knit organization of trade unions. In 1885 the Federation felt strong enough to go on record for the eight-hour day.

In the following year, on December 8, 1886, it became the American Federation of Labor. Samuel Gompers was elected president. Though friendly with Gompers and wholeheartedly in accord with the principles of the Federation, McCarthy was later to find himself at odds with the AFL president over the need for a strictly building trades organization within the A.F. of L.

About the time in 1886 that the AFL was being formed, McCarthy arrived in San Francisco for what he thought was to be a short vacation. He was returning to the train in company with others from St. Louis, when he made a sudden and characteristic decision. He decided

Continued on Page 151

## Carpenters, Local 22, Banquet in 1909



Oldtimers still in the building trades will delight in picking out the elite of the labor movement who were present when the above picture was taken in December 1909, at a banquet at the Argonaut Hotel in San Francisco honoring P. H. McCarthy. Though 1909 seems only a few years ago, there was no unanimity among the oldtimers who attempted to name those in the foreground of the picture. However, those who knew the oldtimers seem to think that from left to right around the table, Number 4 was Governor Gillette, Number 5 was Brother

Regan, Number 6 "P.H.," Number 7 O. A. Tvitmoe, editor of Organized Labor, Number 8 John T. Burns, Number 9 Frank McDonald, long-time president and one of the founders with McCarthy of the State Building Trades Council, and Number 10 Brother Clancy. Center on the right is George Newsom, long-time manager of the Building Trades Temple (Number 3) and Fred Nicolas (Number 4), one-time Carpenters Local 22 and San Francisco Building Trades business representative.



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# Health and Welfare Plans

By Mathew O. Tobriner

The American labor union has in the past twenty-five years marched farther and farther from the primitive wage-bargaining agency of the Gompers type. It has expanded the area of negotiation, absorbing fields of the employer-employee relation which Gompers never dreamed of, and it has moved into new activities which lie outside the bargaining function itself. As the union approaches the concept of a **total** protection of the worker in a society which has become more and more threatening to him, it inevitably assumes new and greater social, economic and political undertakings. With the state tending toward a cradle to the grave security, the union, as an advance guard, undertakes greater social security through the collective bargaining contract. And until the state takes over the whole field of social security protection, the union will surely, more and more, insist upon affording social security via the collective bargaining process.

The idea of health and welfare plan, to provide protection to employees against loss and expense to themselves and their dependents from death, sickness, non-occupational injuries and hospitalization, is an old one. There have been various gropings to that end over a span of centuries.

## BENEFIT PLANS NOTHING NEW

There were benefit plans in the friendly societies and craft guilds of England in the middle of the eighteenth century. There were self-insured disability and hospital plans developed in the United States in the middle of the nineteenth century, simultaneous with the development of the lumbering and mining industries in the Middle West. Trade unions were an early vehicle for death and disability plans, and there were such plans in effect in the Molders and Foundry Workers Union as early as 1859, the Bakery and Confectionery Workers Union in 1886, and the Pattern Makers League in 1887. The first employer group life insurance plans were arranged more than 35 years ago. (Pantasote Leather Company in 1911 and the Montgomery-Ward insurance plan in 1912.) According to the Bureau of Labor Statistics of the United States Department of Labor, the first agreement for a health and welfare plan in a collective bargaining agreement was completed on May 1, 1926, between the Newburgh (N.Y.) Public Service Corporation and the Amalgamated Association of Street and Electric Railway Employees, AFL.

It was during World War II that the present drive for health and welfare benefits began. Wage stabilization regulations instituted by the National War Labor Board limited the amount of wage increases. Thus many employers and employees agreed to health and welfare plans as a means of augmenting limited wage increases, and, in several cases where there was no agreement, the War Labor Board ordered the employer to establish a benefit plan. The Board termed the various health and welfare measures "fringe issues." Between 1947 and 1947 health and welfare plans were given the stimulus of Board approval grew from coverage of 600,000 to 1,250,000 persons.

## IMPETUS OF STEEL PLAN

A further influence on the general development of these health and welfare funds was what is known as the Inland Steel decision involving the United Steel Workers

of America. (Inland Steel Company v. National Labor Relations Board, 170 F. (2d) 247.) In essence, this decision by the National Labor Relations Board, which was confirmed by the Court of Appeals, stated that it was necessary for an employer to bargain with the Union on the matter of welfare benefits—though in that particular instance the welfare benefits referred to were pension benefits. Since that decision, the Supreme Court has refused to review the decision—in effect, therefore, affirming for the present the position of the National Labor Relations Board and the Court of Appeals.

The case of W. W. Cross & Company and United Steel Workers of America, CIO (77 N.L.R.B. 1162), carries the decision of the Inland Steel case into additional areas. Specifically, in that instance, the Board found that the Company had a statutory duty to bargain collectively concerning the terms of a group insurance program.

The general atmosphere surrounding the question of whether an employer ought to bargain with the union on the subject of welfare benefits was further clarified by the National Labor Relations Board's decision in the General Motors-U.A.W. case. (Matter of General Motors Corporation, 81 N.L.R.B. No. 126 (1949).) In essence, the opinion set forth that it was an unfair labor practice to revise or institute an insurance plan, unilaterally, without first negotiating the matter with the union.

## PROGRESS IN BAY AREA

As a result of these factors, health and welfare plans were incorporated in a large number of collective bargaining contracts in the nation as a whole.

The development in the San Francisco Bay Area has been phenomenal during recent years, and currently health and welfare plans are a primary subject for negotiation in the Bay Area. The following is a partial list of industries in which health and welfare plans have been established as a result of collective bargaining: Garment manufacturing, Breweries, Produce markets, Grocery stores, Motor car dealers and garages, Jewelry, Metal trades, Apartment houses, Mattress manufacturing, Furniture manufacturing and upholsterers, Casket manufacturing, Lithographers, Battery manufacturing, Canvas goods manufacturing, Shipping.

We repeat this represents a partial list. There are other industries where health and welfare plans have been negotiated in the Area. It can be seen from the foregoing that health and welfare plans are well-established as a part of the collective bargaining contract in the San Francisco Bay Area and that employers accept the inclusion of this type of coverage as a proper inclusion in the collective bargaining contract.

## PROBLEM OF PICKING A PLAN

The establishment and operation of health and welfare plans raise a number of difficult problems. I shall discuss the major ones that have developed in our experience.

1. The amount of employer contribution. It is important that there be a sufficient amount of money contributed by the employers involved in order that a reasonably good plan may be established and put on a sound financial basis.

2. The type of plan and the scope of the benefits. There are, of course, various types of plans which are given consideration. They are as follows:

Continued on Page 89

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# HEALTH AND WELFARE PLANS

Continued from Page 87

(a) Insurance company plans. These ordinarily cover life and accident insurance, hospitalization, surgical fees, doctor visits, etc.

(b) Prepaid medical and hospital plans. In this area the California Physicians' Service, Blue Cross, Permanente Health Plan, the Doctor Frank Close Plan are a number of the service companies offering prepaid medical and hospital plans. Contrary to the practice of the insurance companies, they offer neither dividends or other returns as a reward for good experience.

(c) Mutual benefit associations which are employer-employee directly-operated medical programs. Such a plan has been in effect at the Key System in Oakland. The scope of the benefits, of course, could be discussed at length. Suffice it to say that there should be sufficient death benefits, dismemberment and accident benefits, hospital benefits, sick benefits and surgical benefits.

3. The application of the plan to employers. This is a problem that must be considered in establishing a new plan. Of course, it is best in dealing with employer associations to have all employees of all employers covered by a uniform plan.

4. The coverage of employees. The application of the plan to part-time employees, laid off employees, dependents, etc., must be determined.

5. The trust agreement and the administration of the funds. Carefully worked out trust agreements and proper administration of the excess funds are vital matters in setting up welfare plans.

6. The service to employees in connection with claims. It is important that a plan be set up which will provide expeditious service to employees with a minimum of red tape. This means that procedures for filing claims and handling claims must be simple and direct and understandable to all persons covered and that the parties involved should handle all complaints speedily and intelligently.

7. Procedures for handling disputes between the parties. Proper machinery should be set up to handle any disputes that may develop between any of the parties to the program.

## NOT THE FINAL ANSWER

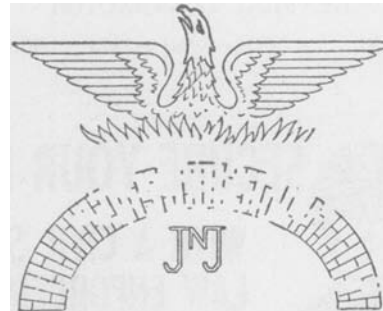
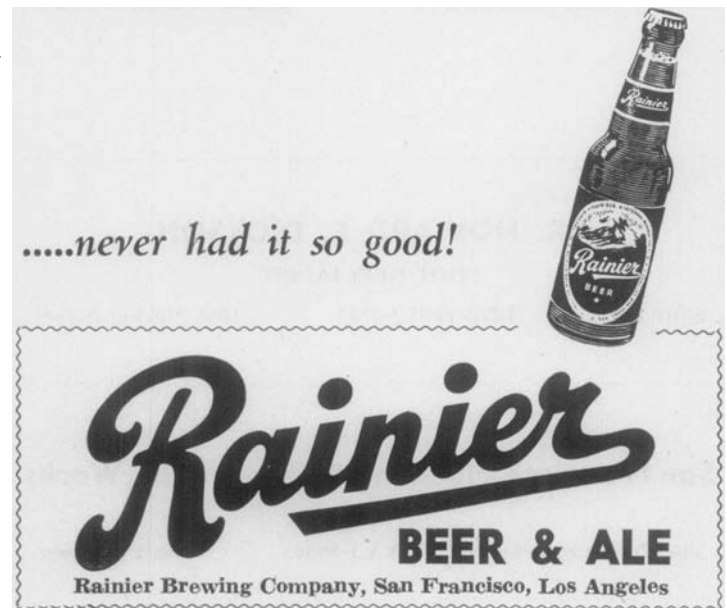
In the final analysis the value of a health and welfare program must be measured in terms of the degree to which it provides for the health needs of the workers and their dependents, meets the medical, hospital, surgical costs incident to illness and reduces the economic loss due to lack of wage payments.

It is clear even at this stage that health and welfare plans are not the complete answer to the health needs of the people of this country. Obviously a mere enumeration of the benefits payable under a given plan and of the conditions under which they become payable does not, by itself, indicate whether the needs of the workers are being met. We must not be deceived by a multitude of superficial and misleading appearances. Plans often sound much better than they actually work out in operation.

The plans must be analyzed, the experience of the employees studied. For example, what proportion of the illness costs does the plan actually pay for? How do the medical services received by the workers compare with their medical needs? The answers must be found to these questions. It is clear at this point that the existing plans have many limitations, that the existing programs will have to be expanded. Most plans make no provision for

dental care, eye examinations and other common medical requirements. Programs must be established which will cover workers during periods of unemployment and layoffs.

The future alone holds the keys to these problems of today. That the union has assumed a new and potent role in an area of first importance to American workers cannot be denied. This growth demonstrates again the dynamic force of American unionism.



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# The I.B.E.W.—A Force For Better Living

Continued from Page 27

born. The American Federation of Labor sent an organizer, Charles Cassel, who chartered these workers as Wiremen's and Linemen's Union No. 5221 of the A. F. of L.

The president of this union was Henry Miller. From the beginning he saw that a national organization of all electrical workers was a dire necessity, and set out to organize the electricians in all the major cities of the U. S. Miller did well, and in a year's time he called a national convention to be held in St. Louis—a memorable day for us—November 21, 1891, for it was then and there that our Brotherhood was born.

Those who love the Brotherhood will never relinquish the memory of that brave little first convention. There were only 10 delegates representing eight struggling unions of approximately 300 electrical workers. How humble a showing for the beginning of a national organization! The delegates sought ways and means of dodging reporters in order to conceal from the public just how small their convention was. But these ten men were stout-hearted—men of courage and conviction—and they founded the National Brotherhood of Electrical Workers.

"Give me ten men who are stout-hearted men and I'll soon give you ten thousand more!" This stirring line from the song could certainly have applied to Harry Miller and J. T. Kelly and the other I.B.E.W. founding fathers, for they went out and worked with so much enthusiasm and real vigor that one year later, when another convention was held, this time in Chicago, there were 43 local unions.

It was in 1899 that our organization became the International Brotherhood of Electrical Workers, for by that time a number of locals had been established in Canada.

Through all the years since 1891, the Brotherhood has gone steadily about the work of bettering the status of its members. It has not all been clear sailing. Lack of funds, internal dissension, depressions, anti-union campaigns of every type, bitter battles with company unions—all have made progress difficult. But progress has been made nevertheless. We have come a long way.

## WELL RUN UNION

Why have we come a long way? Why have we added steadily to our membership rolls year after year? Why have electrical workers readily joined our ranks?

Because the I.B.E.W. is a bona fide, well established A. F. of L. union with a good reputation for being liberal and progressive without any of the elements of radicalism.

Because it has consistently worked through all the years it has been organized to better the conditions of its members. It has raised the wage rate of electricians from 20 cents up to as high as \$3.00 an hour in some cases. It has reduced the working time of its members from the 12-hour day, seven-day week to an eight-hour, five-day week or better.

Because the I.B.E.W. looks to the safety of its members, insisting on protection against hazards of the trade.

Because the I.B.E.W. looks after its young members, sees that they receive four years of skilled training, both classroom and practical experience, and that they are paid well while learning.

Because the I.B.E.W. looks after its older beneficial members—provides them with a \$50.00 a month pension at age 65 and a \$1,000 payment at death.

Because the I.B.E.W. has good relations with its employers. In its construction field, it has a Council on Industrial Relations made up of representatives of the National Electrical Contractors Association, representing management and the International Brotherhood of Elec-

trical Workers, representing labor, and in all the 30 years it has been organized, it has met when local union disputes arose and settled them amicably. This Council is sometimes called the supreme court of the electrical industry and has earned for the industry the title of "strikeless industry."

So much for our general growth and accomplishments.

Now we should like especially in this article, to lay particular emphasis on the growth of our Brotherhood on the West Coast and particularly in "Organized Labor's" own theatre of operation, the Bay Area.

The I.B.E.W. has had steady growth in what we term our Ninth district, which comprises the West Coast area, particularly in the utility field. In the past 20 years organization in this area has shown marked progress. From a single power company which was under union agreement in 1929, all power companies, both public and private are now organized under our Brotherhood. The recent P. G. and E. election was a great victory for the A. F. of L. Electrical Workers for it united the last of the utility workers on the West Coast under our banners. In the Ninth District at present, we have approximately 65,000 members. In the Bay Area alone we have some 15,000 members in five Oakland and six San Francisco local unions.

San Francisco has always been a good union town so it is not strange that we of the Electrical Workers have found successful organizing here. Our oldest local union in San Francisco still in existence was L.U. No. 6 chartered January 29, 1909. The following were charter signers, you may know or remember them:

George M. Fisk	P. A. Clifford
H. H. Davison	E. C. Loomis
B. G. Christie	H. T. Sullivan
A. A. Clue	J. I. Rice
W. A. Cooke	A. E. Cohn

In addition to L.U. 6 in San Francisco, we also have Locals 202, 689, 892, 1245 and 1301. These locals include the electrical workers in every field of our trade—inside wiremen, linemen, utility workers, those engaged in electrical manufacturing and radio broadcasting, work on railroads, etc.

In Oakland we have Local Unions 50, 360, 595, 906 and 1324. L.U. No. 595 is the oldest in Oakland. It was chartered August 26, 1907 and the following were its charter members:

Robert P. Gale	Petter A. Anderson
C. A. Murphy	Llewellyn Evans
O. F. Erickson	W. L. Mitick
M. F. Creps	Frank Lee
W. T. Parr	Robert R. James
W. D. Bennett	Charles Renwick
R. H. Conrad	William McFarlane
George F. Manes	

In closing we should like to summarize for you what the I.B.E.W. has tried to do for its members and the public during the past 50 years and we can find no better way to state our case for you than in the words of your own California State Department of Education which said in a recent bulletin:

"The I.B.E.W. has presented the following objectives to its members, the public and employer alike: better working conditions, shorter hours, higher wages, increased job security, an opportunity for technical education and protection of home life—in other words, the chance to live a better, freer, fuller life."

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## Homes For Slum Dwellers

Continued from Page 25

Actual preliminary planning loans have been advanced to 147 localities for 151,000 units.

This is the statistical picture in terms of concrete preparatory action. Large cities across the country such as Chicago, Norfolk, New York and Los Angeles, and smaller cities such as Selma (Alabama), Bridgeport (Connecticut) and Chester (Pennsylvania), and scores of others are now engaged in site selection and preparation of architectural plans.

These cities expect to have construction under way on nearly 50,000 units by July 1, 1950. It is expected that by mid-1951 construction will have been started on a total of about 200,000 units, and by that date many of these will be completed and occupied by low-income families who are now living in unhealthy slums.

### NEED IS STILL GREATER

Considering the size and scope of this program, it is true that progress has been made. However, the need is so great that even greater speed should be developed as the preliminaries are gotten out of the way and actual construction begins.

One reason why the program has been somewhat slowed down in these early stages is that, although the law authorizing the program was passed last July, funds to pay the Public Housing Administration staff to administer the law did not become available until October. It has not until these funds were authorized that much of the preliminary work could begin.

Since October, however, there have been two main factors which have held back the program. Perhaps the most significant is the opposition of the real estate interests in city after city. Whether this attack on public housing has succeeded or failed has largely depended upon the extent to which pro-housing forces have organized in the various communities.

For example, in Waco, Texas, labor and other groups in the community favoring the public housing program organized a Waco Association for Better Housing which on January 31 won a 3 to 2 victory in a city-wide referendum. This victory was won over the strong opposition of a group called the Waco Home Owners League, organized to defeat what it termed "socialized housing projects."

### IT TAKES LABOR ACTION

In communities where labor and other pro-housing forces were particularly strong and united, there has been little trouble in securing the city's approval of the program. Thus, in Los Angeles the proposed public housing program was approved by the City Council less than one month after the passage of the federal law.

On the other hand, in other communities where pro-housing forces were not as well organized, the picture has been different. For example, in St. Petersburg, Florida, only 17½ per cent of the qualified voters turned out for a public housing referendum. As a result, the anti-housing forces won the election by a small margin. Referendum elections are now scheduled in other communities, including Seattle, Yakima (Washington), Beaumont (Texas) and Racine (Wisconsin).

Another important reason for delays is that there has been a certain amount of delay in the Washington office of the Public Housing Administration. In part this has been unavoidable, caused by the tremendous job of organizing the program. However, in some measure it has been due to the reluctance on the part of the federal agency to grant sufficient autonomy to local housing authorities even where the local officials have had successful experience in administering public housing projects under the prewar public housing law.

The slum clearance program has started to function in a somewhat similar manner as public housing. However, a major difference between the two programs is that, unlike public housing, slum clearance is an entirely new program. As a result, the new

Continued on Page 95

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## Homes For Slum Dwellers

Continued from Page 93

slum clearance and urban redevelopment program has had even more difficulty in getting started than public housing.

In general, the same kind of steps as in public housing must be taken in each community before a slum clearance program can get under way. Up to date, 53 cities have applied for reservations for federal capital grants under the program, 46 of which have already been approved by the federal agency. They include such cities as Lakeland (Florida), San Francisco, Robins (Illinois), New York City, Birmingham and Indianapolis. More than 200 other cities have indicated that they are interested in participating in the slum clearance and urban redevelopment program.

There are certain special problems involved in the slum clearance program which deserve special mention. Perhaps the most important is the fact that no community can have an effective slum clearance program in a time of housing shortage such as we have now unless it has worked out complete plans for relocating the families displaced by tearing down the slums. As a matter of fact, the federal law requires that before any loans or grants are made to a city, it must prepare plans for relocation of such displaced families in decent, safe and sanitary dwellings in localities reasonably accessible to their places of employment.

In this connection, the Federal Housing Act requires that first preference in public housing projects be given to low-income families displaced by slum clearance. However, this does not meet the entire problem. Many middle-income families, not eligible for public housing, are now living in slum areas. For them we need construction of new housing within the means of these families, such as would be available with the passage of the Middle-Income Housing Act.

The slum clearance program should also be closely tied in with over-all city planning. What is needed is not spotty or piecemeal slum clearance projects but integration of slum clearance with the over-all growth and development of the community. This involves not only the question of how the cleared land is to be used but also the extent to which such factors as traffic problems, public transportation, public utilities, recreational, educational and other community facilities are taken into account in planning the slum clearance projects.

The A. F. of L. played a tremendous role in getting the Housing Act through Congress. It now has the responsibility to make sure there is an effective public housing and slum clearance program in every community where it is needed.

It is important for A. F. of L. members to know about what is being done in their own community on public housing and slum clearance. First of all, they should make sure that the necessary state legislation is enacted to permit public housing and slum clearance. In most states, enabling legislation has already been enacted for public housing, although in some of them, such as Ohio and Missouri, there are certain legal questions which still must be determined to make the state laws entirely effective.

The situation with regard to slum clearance is more spotty. Only 27 states (and the District of Columbia, Hawaii and Puerto Rico) have the necessary state enabling legislation for local communities to undertake slum clearance projects.

In addition to state enabling legislation, approved for both public housing and slum clearance must be obtained at least once and sometimes more than once on the local level. In the first place, local housing and redevelopment authorities must be established by the local city government. Secondly, the city government must approve the public housing or slum clearance program. It is most important that A. F. of L. local affiliates testify at any hearings held by the city councils.

Where strong opposition to public housing and slum clearance develops, organized labor should certainly assume the leadership of the prohousing forces in the community, since labor knows the need for housing better than any other group.

If there appears to be delay on the part of federal officials in

## The Closed Shop

By Dan Tracy

President, Intl. Brotherhood of Electrical Workers

One of the principal aims of the authors and advocates of the Taft-Hartley Law was to eliminate the closed shop from American industry. We of the Electrical Workers, who in general, have good working relations with our employers, have heard many of them express not only to us but in the public press and at Congressional hearings, that they prefer the closed shop because of the security and the integrity it lends to their industry.

But what about the others? What about the employers of carpenters and bakers and garment workers and bricklayers and shoe makers?

A study was made recently for the School of Industrial and Labor Relations at Cornell University by a labor-management relations expert, Horace E. Sheldon, who says his survey has proved that the Taft-Hartley ban on the closed shop in industry will never be successful because too many employers themselves want to continue closed-shop hiring practices.

"In case after case, old closed shop hiring practices appear to be unaffected by Taft-Hartley Act restrictions," Sheldon states. "Either many businessmen have been sincerely satisfied with the way the closed shop operates, or they have found it unwise to try to enforce the ban on it."

In Buffalo and the surrounding areas where Mr. Sheldon made his study, he says there is a clear indication that many sections of management have been generally satisfied with their experience with the closed shop. He says:

"It was an employer representative, not a union man, who first . . . spoke favorably of the closed shop. A company official in the same industry said flatly that the law should be amended to allow the closed shop where each party to the contract wanted it.

"In another industry where the employers had decided years ago to 'go union' an employer association spokesman said relations had been good and the closed shop had worked satisfactorily. Where an employer is so fortunate as to deal with a responsible, well-run union, it is easy for him to forget his earlier protestations about the 'right to work' and settle back to do business under a closed shop arrangement whereby the union supplies him with suitable workers as needed, and wherein the union to some extent may be made to share responsibility for shop discipline."

It is encouraging to note that there are many employers "on our side" in this important issue.

~~~~~  
Washington, contact the A. F. of L. Housing Committee at Federation headquarters. We may be able to speed things up. In every way possible, make sure that public housing and slum clearance are getting under way in your community as fast as possible.

Of course, all of us must recognize that the establishment of a huge public housing and slum clearance program is no overnight job, but the foundation has already been laid.

With the progress which has already been made on the legislative level, with work which is going ahead in communities throughout the nation and with the determination to make this program a success on the part of labor and other public-spirited groups, we should soon be able to realize the goal of providing decent homes for hundreds of thousands of underprivileged families and ridding scores of American communities of the horrible blight of slums.

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# 50 Years of Progress Building San Francisco

Continued from Page 11

The smallest affiliate may have the loudest and most respected voice if it speaks with logic. (The present secretary rose from one of the smaller unions, the Glaziers.)

The progress made by the building trades in San Francisco and throughout the state, especially during the past few years, are the result of pressing unionism through many channels.

Today the Council, both in the San Francisco Council and the State Council, benefit the members of their affiliates in scores of ways that were pioneered in the 1900's but not brought to full perfection until very recently.

Some of these phases, explained in more detail in the pages of this Commemorative Edition are:

## 1. Political

(a) Defeat of candidates for public office who would legislate organized labor out of business.

(b) Enactment of better social laws, safety laws and other laws for the protection and advancement of the working men and women.

## 2. Legal

(a) Legal advice for procurement of rights already on the law books.

(b) Studies to improve existing laws.

(c) Advice on the many phases of the Taft-Hartley Act.

## 3. Organizational

(a) Organize the unorganized.

(b) Aid all members of organized labor whose conditions or existence are under attack.

(c) Maintain conditions.

(d) Enforce contracts and make better ones.

## 4. Educational

(a) Advise unions of progress and gains made through exchange of information.

(b) Keep the public informed of labor's importance as a bulwark of democracy through participation in public forums, addresses before civic, school and club groups of all kinds.

Carrying the principal responsibility in this connection is **Organized Labor**, official publication of both the San Francisco Building and Construction Trades Council and the State Building and Construction Trades Council.

5. Provide for orderly economic growth by training new tradesmen in the fundamentals of their trade at the same time they are being trained in the fundamentals of unionism. This program is the joint employer-union-state apprenticeship program.

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# THE CONSTRUCTION LABORER

Continued from Page 31

association was formed in 1918 at the home of one of San Francisco's prime contractors of that day, Mr. Blanchard, who lived out on 48th Avenue. Mr. Flynn of the contracting firm of Flynn & Tracy, was elected first chairman. It was probably the first instance of a union official forming an employers' association in the interest of better wages, hours and conditions for union members.

Contracts entered into between the Laborers and the new association resulted in an increase in the daily wage rate from \$2.50 to \$3.50, and reduction in the workday from nine to eight hours. Provision was also made for 50 cents per day increase after each six-month period. The contract was to run for two years.

## "GOOD WORD" SPREADS

The great gains of the Laborers in the San Francisco area had an immediate effect throughout the West. Marshall was called to construction jobs throughout the Western states to aid in the organization of workers into the Laborers' union. In April, 1922, he was made sixth Vice-President of the Laborers International Union. He is 1st Vice-President today.

In reminiscing about his organizational work during the past 40 years, Joe Marshall says that one thing his experience has brought home to him in this: The Laborer and his union representatives must remain constantly alert to attacks on hard won conditions, and on his well-knit union organizations.

"The good fortunes which accrued to both the unions and the contractors through the formation of their organization in 1918 did not prevent them from practically ruining themselves as well as the union movement in and around San Francisco in 1921 when the union-smashing American Plan was put into effect. That plan would not have gotten to first base if the unions in that day had kept themselves strong by continuing to press for organization of the unorganized and maintained interest by sticking to the basic principles of trade unionism."

## IMPORTANT ROLE

Marshall himself played an important role in San Francisco in winning eventual restoration of the wage cuts and elimination of conditions wrought by the American Plan. (The American Plan of union wrecking enlisted the aid of banking and commercial interests for sanctions against all employers who refused to embrace it.)

Despite such temporary setbacks as those brought about by the Plan, the Laborers, by sticking closely to trade union tenets, have managed to come a long way since their pre-World War I days. Compare the \$3.61 per day paid before the Boulder Dam's bedbug-ridden, spoiled-food-fed workers were organized, to the present minimum rate paid for such dam and tunnel work—\$12.80. Some classifications covered by Laborers' contracts get rates equal to those paid the highest skilled workers of other crafts.

The corner groceryman and the small business man with whom the Laborer does most of his trading are most appreciative of these blessings of unionism. The Laborer is no longer considered a credit risk and as a result of organization, is able to share in some of the blessings that are supposed to accrue from the American Way, the Democratic Way of Life—things that were never intended by the hatchers of that misnamed union-smashing abortion, the American Plan.

As this piece was being written, Joe Marshall was confined to a hospital with a severe case of arthritis, which many of his friends felt had been brought on by overwork. And these same friends recalled Marshall's prodigious contribution to the war effort, during which time he never lost sight of the interest of the people he represented. As one representative put it, "the laborer stood by him and he in turn stood by the laborer."

For his diligent devotion to the cause of his country during that period, the State Building and Construction Trades Council presented him, on July 9, 1943, with a handsomely bound scroll of Commendation and Appreciation. It reads:

"WHEREAS, Joseph Marshall, Vice-President of the International Hod Carriers, Building and Common Laborers Union of America, has rendered a most commendable patriotic service for the United States of America, particularly in the recruiting and furnishing of thousands of union men to work upon urgently needed war projects; and

"WHEREAS, Joseph Marshall in addition to serving the members of the International Hod Carriers, Building and Common Laborers Union of America ably, loyally and efficiently, has also conscientiously worked to advance the interests and improve the conditions of the members of the State Building and Construction Trades Council of California; now, therefore, be it

"RESOLVED, by the General Executive Board of the State Building and Construction Trades Council of California in session assembled this ninth day of January, 1943, that we hereby express our sincere commendation of the patriotic service Joseph Marshall has rendered for our country; and be it further

"RESOLVED, that we hereby express to Joseph Marshall our profound appreciation of his many years of unflinching loyalty to and earnest effort in behalf of the State Building and Construction Trades Council of California, its affiliated Councils, unions and members. Unanimously adopted by the State Building and Construction Trades Council of California this ninth day of January, 1943.

F. C. MacDONALD  
General President.

S. J. DONOHUE  
General Secretary-Treasurer."

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# Apprenticeship — Ancient and Modern

By Grace McKay

Supervisor, Division of Apprenticeship Standards

People who are active in apprenticeship training are often asked questions about it by those who are either interested or curious. An explanation of the program is usually followed by a surprised exclamation to this effect: "Well, that must be something new! I'd never heard of that before."

Perhaps not, though we doubt whether such statements are ever made by readers of "Organized Labor," particularly those who are giving so freely of their time and efforts as members of Joint Apprenticeship Committees. However, there are still a great many people who know little or nothing about this system of training skilled craftsmen and who think it started up after the war solely to take care of returning veterans.



ARCHIE MOONEY

## THE EGYPTIANS, TOO

How old is apprenticeship? No one knows exactly, but apprenticeship regulations were set up in the legal code of Hammurabi twenty-one hundred years before Christ. The Romans had a system of indentured apprenticeship for many trades, some of which are now extinct. Apprenticeship is referred to in the ancient Greek classics. Apprentice indentures have been found, carefully preserved in the tombs of long-departed Egyptians, so we know that the system not only existed in ancient Egypt, but also was highly respected, since naught but precious possessions were included with the mummified remains.

Even King Arthur's Knights of the Round Table served an apprenticeship; seven years as a page, followed by seven as a squire, at the end of which time they were given certificates of knighthood at appropriate ceremonies.

During the Middle Ages, apprenticeship was at first controlled by the craft guilds; admission to and advancement through and from apprentice status, the conduct of apprentices, penalties, and work rates were closely supervised by the guild memberships. Later, regulations and supervision were taken over by the state.

## EARLY UNEMPLOYMENT

During the reign of Henry VIII, if children were found begging, they could be placed in domestic service, or in **crafts** if from 5 to 14 years old.

In 1562 Queen Elizabeth enacted the Statute of Artificers, which codified and extended the apprenticeship regulations of the London Guilds. Under this Act, in England and Wales apprenticeship was for seven years; in some occupations it was necessary for the apprentice's

father or mother to have a yearly value from property of three pounds; ratio of apprentices to journeymen was established for a number of trades—usually one journeyman for every three apprentices.

Further provisions for apprenticing pauper children were made in the Act for the Relief of the Poor (1601) under Elizabeth's reign. Boys were bound out until 24 years of age and girls until 21 years or until married. In 1697 a Plan for Reform of the Poor Law was proposed by John Locke, recommending working schools to be set up for poor children from 3 to 14 years old **if they were not otherwise employed**, so that their mothers would be free to earn a living and so that the children would not be inured to work, thus preventing laziness!

## TOUGH IN THOSE DAYS

For two centuries, apprenticeship afforded the only education or training provided for workers' children; however, since poverty was considered the result of shiftlessness, apprenticeship was considered a part of poor relief.

During the 18th century, conditions for apprentices in England were deplorable, and particularly so for chimney sweeps. Boys as young as three years were apprenticed—small bodies were needed to climb narrow chimneys. In some cases, these tiny tots were required to climb naked because of the narrowness, and if they were reluctant, a fire would sometimes be started below to force them upwards. Despite the filth of their working "quarters," most of these children were bathed not more than once in two years. As a result of these degrading conditions, many of these children were crippled and broken in health at an early age and were then placed in the poorhouse to be supported not by the masters, but by the parishes.

Over the years, many attempts were made to improve the lot of the little chimney sweeps, without success. Finally, in 1834 an Act was passed forbidding apprenticing boys under 10 and not unless the boy was willing; despite provision for heavy fines, there was no machinery for enforcement of the Act. After many futile attempts to get corrective legislation through the House of Commons, the death of a boy in a chimney flue in 1875 gave the necessary impetus to bring about passage of an Act which provided for annual licensing of master chimney sweeps with forfeiting the license if they failed to comply with the provisions of the Act.

## KIDS GOT 12 HOUR DAY

Conditions for apprentices in the cotton mills were no better. Children were collected from the work-houses at a tender age, and taken as far as two hundred miles from their homes, lost forever to their parents. They were completely unprotected from cruelty by their masters, and if the master became bankrupt, they were thrown upon the mercy of the parish where the factory was located. They worked all night in closed rooms, in filth and rags.

Alleviation of some of these evils came from an "Act for Preservation of the Health and Morals of Apprentices and Others, Employed in Cotton and Other Mills," passed in 1802. Under this Act apprentices were to work not more than 12 hours a day and not between 9 p.m. and 6 a.m. In 1819, nine years was made the legal minimum age in the cotton mills and apprentices were allowed not less than one-half hour for breakfast and one full hour

Continued on Page 103

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# Apprenticeship—Ancient and Modern

Continued from Page 101

for dinner. Further improvements for apprentices in cotton mills and factories were affected by later laws in 1831 and 1833.

As for children employed in mines, as late as 1842 an Act regulating such employment contained the following progressive(?) provisions:

1. Prohibited employment of women and girls.
2. Prohibited employment of boys under 10.
3. Restricted apprenticeship to 8 years, except for masons, joiners, and engine-wrights.
4. Provided for regular inspection of mines.

Although through the years conditions were slowly but surely improved for apprentices, the young workers had little or no freedom even in the nineteenth century. The following are excerpts from an "Apprentice Indenture Covenant" for the trade of Carpentry, entered into in 1850 during the reign of Queen Victoria:

"... the said apprentice, his said master, faithfully shall serve, his secrets kept, his lawful commands everywhere gladly do. He shall do no damage to his said master, nor see it done by others, but to his power shall let or forthwith give warning to his master of the same. The goods of his master he shall not waste, nor give nor lend them unlawfully to any. He shall neither buy nor sell without his master's leave. Taverns and playhouses he shall not haunt, at cards, dice, or other unlawful games, he shall not play. Matrimony he shall not contract, nor from the service of his master day or night be absent.

\* \* \* \*

"The said master, for and in consideration of....., the art of Carpentry which he now useth, shall and will teach and instruct, or cause to be taught and instructed, in the best manner that he is able. Drink, lodging, clothing and all other necessities during said term shall be furnished by said master when needed."

Apparently there was no G.I. Bill in 1850.

## PRACTICALLY SLAVES

Apprentices were among the earliest settlers of America, coming over 1500 at a time in the 17th Century from the poorhouses of London to Virginia. Colonial records are full of apprenticeship contracts and references to their enforcement. The New Plymouth Act of 1641 and the Massachusetts Bay Act of 1642 provided for apprenticing poor children when parents neglected to teach them a trade. Unruly apprentices in Massachusetts about 1669 were whipped and punished by confinement in dark places, often sent to jail. The master was fined 20 pounds, plus damages, if he failed to teach the apprentice his trade and made him do servile work. An early court record in Pennsylvania reports a widow's appearance in court to bound out her five-year-old son for a period of twelve years, for the following consideration: He was to be given lodging, the necessary meat, drink, apparel; cleansed and bathed regularly; taught to read, if capable; instructed in the trade of wheelwright; at the end of 12 years to be given a cow and a calf.

## NO LABOR UNIONS THEN

We find records in 1828 of abuses of the apprenticeship system. It was the practice of master mechanics to employ only apprentices, so that when the youth reached journeymanship, he was thrown out of employment without money, friends, or credit. Many gave up the struggle

of trying to find work outside their trades and became vagabonds.

As late as in 1898 in New Jersey, children as young as three years were indentured; the average age for boys was ten, and for girls, nine. Although there were provisions in the law for proper care of apprentices, enforcement was almost totally lacking; because of mistreatment, many apprentices ran away and were never found.

The first labor law in the State of California, passed in 1854, was an act covering apprentices. However, until the passage of the Shelly-Maloney Apprentice Labor Standards Act of 1939, provisions of the Labor Code with regard to apprentices were still antiquated and reflected the old conception of "bound indentureships." At the end of the term of service, the master was required by California Law until 1939 only to give the apprentice fifty dollars and two new suits of clothes worth at least sixty dollars.

## A DEMOCRATIC SETUP

Was it any wonder, then, that labor and management were unanimous in support of the Shelly-Maloney Act, and that the Legislature itself passed the law with no dissenting votes? Under this voluntary measure, hundreds of local unions and thousands of employers have jointly entered into agreements stipulating high standards of training for practically all the skilled trades. Under the leadership of Director of Industrial Relations Paul Scharrenberg (by law the Administrator of Apprenticeship), Archie J. Mooney, Chief, and the staff of the Division of Apprenticeship Standards, and with the guidance of the California Apprenticeship Council, whose members set the broad general policies under which the program is administered, labor and management in every section of the State are training apprentices.

Some 600 joint apprenticeship committees, representing over 4,000 volunteer workers, meet regularly to supervise the training of over 35,000 apprentices. They are given assistance by the field staffs of both the Division of Apprenticeship Standards, State Department of Industrial Relations, and the Bureau of Apprenticeship, U. S. Department of Labor, but the program is governed by and belongs to labor and management, for the benefit of themselves, of industry as a whole, of the general public, and of the apprentices. Problems are settled on the local level, in the way the local people want to handle them, without interference with governmental agencies.

As a result of the good faith and extraordinary efforts of unions and employers, apprenticeship today is no longer a source of cheap labor nor a system of oppression for youth. It is honored and respected as the best and only means of training skilled craftsmen to carry on the democratic traditions of a free America.

## JOHN P. FREY SAID . . .

"The active elements in many jurisdictional disputes are strong personalities, temperaments which clash, and the ambitions which are developed. What is most essential in the adjustment of jurisdictional disputes when they arise, is the spirit of fair play, of take and give, of understanding the other organizations' problems. There must be a recognition of the fact that all rights carry with them an equal responsibility, and that when men differ it is seldom that all of the right is on one side, and all of the wrong on the other."



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# Carpet & Linoleum Layers History

The early history of our trade in San Francisco, before 1900, indicates that our mechanics were working for about \$12 a week and less. The working day starting at 7 a.m. and ending whenever the jobs were finished.

Our early craftsmen first organized and gave birth to our Union under the name of Carpet Mechanics Association No. 1 of San Francisco, on October 10, 1900. Some of our first meetings were held in the old Pythian Castle (Justice Hall) at 909 Market Street. After organization our work day began at 7:30 a.m. and ended at 5:30 p.m., thus making a nine hour day. The wage scale was \$21 a week for a six-day week. Men got from job to job in San Francisco by horse and buggy. Dues were 50c a month and the initiation fee \$25. Piece work was permitted, the price being .04c per yard. We had 124 Charter Members who are listed elsewhere in this edition. Women were not members of our Local originally, but on November 4, 1913, a group of 27 women sewers were taken in on no initiation fee and for 25c a month dues. These women Charter Members are also listed herein. Our Local was financially incapable of having our own full time Business Representative. Whenever a problem arose, a member would be selected as a temporary Business Representative for that problem, as were Brothers J. Borren,, appointed May 19, 1905 and William Shipperly appointed August 7, 1906. Later in our development we shared a representative full time with a group of other Locals. Not until March 19, 1935, did we get our own full time representative, Brother Frank Nixon being elected; the Local voting to raise their dues from \$1.90 a month to \$3.00 a month, so as to pay the salary.

On May 30, 1909, this Local organized with other Locals the Carpet and Shade Workers International Association and we became Local No. 1 of that organization. We were not affiliated with the American Federation of Labor at this time, and for a number of years thereafter, outstanding members of our Local endeavored to have the A. F. of L. recognize us as a separate International affiliate. Much hard work at the A. F. of L. conventions was accomplished but it all proved a disheartening and losing battle. A great deal of pressure being exerted upon us to join the Upholsterers International. Finally at a special called meeting on February 15, 1916, called through the efforts of Brothers P. H. McCarthy, then President of the State and San Francisco Building Trades Councils, Andrew J. Gallagher, John O. Walsh, A. F. of L. Organizer and James H. Hatch, President of the Upholsterers International, our Local yielded to joining the Upholsterers. On February 15, 1916, we were chartered as the Carpet, Upholsterers Local No. 1, affiliated with the Upholsterers and Trimmers International Union of North America. So then we became one of the A. F. of L. family.

On or about this time of February 16, 1916, we eliminated the evils of piecework from our By-Laws. Our journeymen were receiving \$5 per day, while our journeywomen received \$2 per day. We worked one-half day Saturday.

About 1918 the practice of cementing linoleum to floors began and with it gradually grew increased and interesting methods of installation as cove work, inset and linostrip installations. Our trade called for more skill and specialization with all this.

Interesting to note in our history. We had a woman member as our President, Mary Jensen, having succeeded to the presidency from the vice-presidency in July, 1920.

As time passed on, matters went along quite smoothly.

Our membership continued to grow, it being reported at the May 6, 1941 meeting, to have reached 238 members. About this time our Local was located at 693 Mission Street near Third, and on November 23, 1943, we moved to our present offices in the Building Trades Temple at 200 Guerrero Street.

Around about 1937, we began to find our trade seriously involved with jurisdictional troubles throughout the United States, involving our mechanics and those chiefly of the Carpenters, Painters and Cement Finishers. The disputes arose over who had the right to lay linoleum and asphalt tile. Since most of our work revolved around new buildings and since our Upholsterers International was not affiliated with the A. F. of L. Building Trades Department, we found ourselves in a very precarious position and our work being taken away. Finally the Upholsterers International and our Brotherhood of Painters reached an agreement whereby we were to belong to the Brotherhood of Painters. As we still had the right to vote for our affiliation, the great question we had to resolve was should we affiliate with the Brotherhood of Painters or that of the Carpenters. Upon writing the Carpenters International, requesting information as to whether they would protect us in our doing our work if we joined them, we received correspondence to the effect that any member of the Carpenters International could do our work if we affiliated with them. On the other hand the Brotherhood of Painters guaranteed us sole rights to our work. Our Union voted on July 29, 1938, that in their opinion the best interests of our Local would be served by accepting the Charter submitted to us by the Painters, Decorators and Paperhangers International of America. Thus we became Carpet, Linoleum & Soft Tile Workers Local No. 1235, and now a part of the A. F. of L. Building Trades Department.

All this did not settle our trade jurisdiction difficulties and finally a jurisdictional hearing was held in Washington, D.C., April 20, 1942. A decision rendered by Professor Peter Eller, divided the jurisdiction of installing linoleum and soft tile (not carpet or wall covering) as follows: to the Carpenters, all territory East of Kansas City, to the Painters all territory including Kansas City and West thereof. This unfortunate decision, rather than curing the problem has only created a larger one in its place, as our trade is now split under two Internationals in the United States, with a complete solution very difficult.

Comparatively our organization has suffered very little industrial strife. Our record shows that the only strikes or lockouts our members had were, on July 14, 1934, we went out on a sympathy strike for three days during the big General Strike in San Francisco. In the year 1945, our members all in unison took what was termed a two weeks' vacation when difficulty arose in our agreement. On September 4, 1946, we were out 5½ weeks on a strike and lockout against the Northern California Resilient Flooring Association, then again on August 10, 1949, against the same association we were out on strike and lockout for eight weeks. In both latter instances the Local was granted wage increases on the termination of the disputes.

We found during World War II that some 42 of our members were in the armed services. And in the latter part of 1948 and the early part of 1949 about 422 persons were working at our trade in the three counties of San Francisco, San Mateo and Marin, which counties comprised our jurisdictional areas.



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Greetings to Organized Labor

# Electrical Workers Press Unionism on Many Fronts

By Jerry Pickle

Business Representative of IBEW, Local 6

During the past years Local Union 6 of the International Brotherhood of Electrical Workers has developed a policy whereby participation in a wide range of activities, including collective bargaining and all of its ramifications, as well as a score of "extra curricular" activities, such as



JERRY PICKLE

certain civic endeavors, which have proved to contribute much towards efforts of the Union in behalf of its membership.

In the field of labor-employer relations, the IBEW adopted a policy, long before the war, which called for the making of "reciprocal agreements" under which the employers expressed preference for IBEW members in the matter of hiring. In turn the Union would give preference in the furnishing competent mechanics to fair employers, meeting the preferential hiring

clause and other important provisions of the agreement. Thus in the early 1930's the UNION SHOP was established between Local Union 6 and electrical contractors in San Francisco. These agreements, in effect, were on a yearly basis, implying that a NEW agreement would have to be negotiated and signed prior to the expiration date EVERY YEAR.

## NEW POLICY

Early in 1941, PRIOR to World War II, the CONTINUING agreement policy was adopted as a result of harmonious relations implemented by the success of the no strike, no lockout principle included in the UNION SHOP agreement.

Mutual trust and respect engendered by machinery set up to settle disputes and resolve differences led to this Continuous Agreement policy, under which the contract cannot expire, but automatically renews itself from year to year with provision for amendments and supplements to keep step with progress of the electrical construction industry. This Continuous Agreement and the one preceding it primarily affected Inside Wiremen. However, in 1941, prior to the war, the electrical contractors signed a continuous agreement with the Union to cover Linemen and Outside Electrical Workers. Here again mutual trust and respect was an important factor in the decision to "put it in writing" and thus eliminate the confusion which is bound to exist under the so-called "verbal understanding."

In rapid succession several additional agreements covering other branches of the trade within the Local Union, such as Motor Rewinding and Repair, Fixtures, Electrical Maintenance, Electric Signs, etc., were negotiated and signed on a continuous basis.

With rare exceptions these agreements were effective prior to or during the war years. The obnoxious Taft-Hartley Law, which was designed to outlaw the Union

Shop was not even thought of at the time these agreements were entered into. Faced with a great national emergency it was the sincere desire of all parties to these agreements to avoid work stoppages either by strike or lockout because of the refusal of one party or the other to renew an agreement. The "automatic renewal clause" entirely eliminated any fear of a "no contract, no work" possibility. Thus the Union Shop and continuous agreements were a decidedly valuable aid to the war effort.

## WAR-JOB DONE

In addition to the desire to support the war effort because of pure patriotism, the membership of Local Union 6, encouraged by the progress made through these agreements "felt the urge" to dig in and do a job without stint. The record of the membership of the IBEW during the war speaks for itself.

The "let's do a job" spirit of members of the Electrical Workers Union continued into the post-war period and is practiced to the present day. It was fortunate for the Union, its members and the electrical industry that the Continuous Agreements became effective well in advance of the passage of the Taft-Hartley Act. It may well be, if it were not for the Continuous Agreement clause, the Open Shop provisions of the Taft-Hartley Act may have been invoked long ago. This would have made it necessary to hold Union Shop elections in practically every shop where the Union Shop has existed in fact for many years, involving hundreds of members and several score of employers would have been inconvenienced by the necessity of participating in Union Shop elections conducted by the NLRB.

However, the Continuous Agreement clauses indicate without a shadow of a doubt that the great majority of Electrical Workers coming under the jurisdiction of Local Union 6 favor and demand the Union Shop. (All agreements must be ratified by the members affected.) This is indicated by the fact that wherever it has been necessary to petition for a Union Shop election the results of **secret ballots** cast have been nearly 100 per cent in favor of the Union Shop. Out of a half dozen such elections held, Local Union 6 has **not lost one**.

But all is not rosy under the Taft-Hartley Law. There are instances where the Union has petitioned for collective bargaining rights for members, in the majority as electrical workers in a number of firms for many, many years and due to peculiar quirks of the law have been denied a chance to vote on the question by the NLRB.

## RESENT T-H AND NLRB

Collectively and individually, members of the Electrical Workers Union consider this as an injustice, as they believe the majority of electrical workers now engaged in the electrical industry should be considered by the NLRB when that agency sets up a formula to define what is electrical work. The action of the NLRB in the cases referred to, is resented not only by the few electrical workers directly involved but by the whole Union and its members. It is very doubtful that this unjust situation can be corrected while the NLRB is operating under the Taft-Hartley Law.

Of course construction and maintenance electricians are not the only electrical workers represented by Local Union 6. In its jurisdiction, Local Union 6 is responsible

Continued on Page 109

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# Electrical Workers Press Unionism on Many Fronts

Continued from Page 107

for wide coverage of several other branches of the electrical industry. Major groups within the Local Union are as follows:

Inside Wiremen—Inside Electrical Construction and Maintenance. Linemen and Outside Electrical Workers—Outside Electrical Construction and Maintenance.

Neon Sign Electrical Workers. Electric Motor Shopmen—Repair Men and Winders.

Electric Railway Shop Mechanics Maintenance and Repair of electric street cars and trolley coaches operated by the Municipal Railway. Power House Operators, employed by the Hetch Hetchy Power System and the Municipal Railway.

Marine Electrical Workers. During the war this last group took FIRST PLACE in the war industries both in the shipbuilding program and the ship repair program.

## SHIPWORK DOWN

Since the end of the war the great shipbuilding and ship repair industry has been taken away from San Francisco. When such a big industry is taken away from a city **everyone** loses business, labor and the general public, because the tremendous payroll of the shipyard workers is cut off. Certainly the unemployed shipyard workers have suffered most of all during the last two years of unemployment. Many have depleted their unemployment insurance accounts, consequently several have been forced to apply for public relief, which increases the burden upon San Francisco taxpayers (all of us).

On the premise that the loss of the shipbuilding and repair industry is injurious to the economy and general good of San Francisco, the Electrical Workers Union has taken a leading part in campaigns launched by the Metal Trades Council to bring the shipbuilding and repair industry back to the Pacific Coast, stressing the fact that this industry is paramount in the matter of National Defense.

Efforts to gain the return of this important industry has met with tremendous opposition on the part of eastern shipbuilding interests and the eastern financial interests. Undaunted by the terrific odds against it, the Metal Trades Council and its affiliated unions have waged a continuous battle to bring our share of this vital industry back to San Francisco.

## WORK PROGRAM PUSHED

A campaign of this kind requires contact with governmental agencies, with congressmen, senators and the office of the President of the United States.

Public backing was obtained by means of publicity and a public relations program. To date much progress has been made in the effort to bring this great industry back to the Pacific Coast. But the job is not yet done. The Electrical Workers Union will continue to insist that no stone will be left unturned to get our fair share of shipbuilding and ship repair. There will be no letup in this campaign until our objective is realized.

Electrical Workers in San Francisco have long realized that progressive labor organizations must enter the field of public relations as quasi-civic organizations and lend their efforts in support of worthwhile public programs and projects.

During the war Local Union 6 became extremely interested in transportation because our members were forced to use a dilapidated and obsolete transit system to get to and from work.

Acting in cooperation with a large section of the electrical industry the Union sparked a program whereby a substantial beginning towards modern transit was accomplished by means of the construction of several electric trolley coach lines. This program is not yet complete. Local Union 6 will lend every possible effort to see the day when San Francisco's transit system will be second to none. Parks, playgrounds, ball parks, etc., also come in for the observance of the Local Union.

The the pre-war period the Electrical Workers were among those in front in demands for low cost housing. The success of these efforts is illustrated by several low cost housing developments completed before the start of the war.

The Electrical Workers Local Union 6 has long been interested in public low cost housing. The business manager of Local 6, Charles FoeHN, is a member (vice-chairman) of the San Francisco Housing Authority, has thus been able to keep our membership fully informed of developments in this field. (See Housing story elsewhere in this issue.)

## HOUSING NEED RECOGNIZED

A "medium cost housing program" must be undertaken in the not too distant future for the medium income groups, who can ill afford the high rents of today—but being in the "middle income group" are not eligible for tenancy under the government's low cost housing program. Medium cost housing should be financed, developed and constructed by private enterprise. If private enterprise does not move soon on this opportunity, it may well be that a governmental agency will be forced to "take over" to meet the growing demands for "medium cost housing."

The A. F. of L. labor movement in San Francisco has for many years pursued the principle that worthwhile projects launched for the public benefit are for our own benefit as participants with the rest of the public. Further these developments usually mean employment for the members of the affiliated unions, and useful work, well done, is not by any means to be belittled as it is in itself beneficial to the whole community.

As part of the A. F. of L. movement, Local Union 6, International Brotherhood of Electrical Workers, has followed a progressive common sense policy in collective bargaining in its civic attitude, always bearing in mind that our welfare depends upon the public welfare. Thus, has been foremost in serving its members, making progress in their behalf without turmoil, without strikes, by means of sensible methods and the rational approach towards solution of its problems.

## SAM GOMPERS SAID . . .

It is the policy of the American Federation of Labor to inaugurate good labor organizations, to avoid the harsh measure of strike whenever possible. But if we cannot obtain justice—if in the light of the immense improvements in machinery as applied to the modern methods of production, if with all civilizing influence of this latter part of the Nineteenth Century we cannot secure a substantial reduction in the hours of labor, so that all may find an opportunity of remunerating employment—without a strike, then probably that must be resorted to.

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# The Consumers Stake in Politics

By Hon. Helen Gahagan Douglas

Member of Congress

On April 28, 1948, I said, "Mr. Speaker, whether or not this Congress is making sound economic policies depends on whether the housewife is able to obtain what she needs in this basket without going into debt and mortgaging the economic future of her family."

The Congress I was speaking to was the Republican 80th Congress.

The basket I was talking about was the market basket of staple groceries which I had brought into the House in order to show the members what inflation was doing to the buying power of the housewife's dollar.

In the course of this lecture on home economics I said to the members, "As the elections draw closer, prudence should dictate the protection of all the people, regardless of the pressures from the special interests."

As everyone knows, prudence did not prevail in the 80th Congress. The pressures of the special interests prevailed.

Well, I foresaw that possibility. At the close of this speech on the consumer's stake in politics I asked this question: "Mr. Speaker, there are 6 months left before November. Are the Republicans in this Congress prepared to meet America's housewife at the polls, having left unsolved the economic problems represented in this basket?"

At that early date in 1948, I suppose I was banking rather heavily on the consumer's stake in politics. But the consumers didn't let me down. They met the Republicans at the polls and the Republicans again became the minority party.

\* \* \*

"We are all consumers." I hear this said over and over again, especially by representatives of special interests who would have you believe that they would never do anything to hurt consumers. Certainly we are all consumers, but many a special interest is represented at Washington by consumers who make a good living persuading Congress to soak other consumers for their benefit. They think they can take more out of these other consumers than other consumers can take out of them. Too often they are right.

Political cartoons usually represent the consumer as a harassed housewife, or as the little man by the name of John Q.—the hapless target of every special interest that can wangle a favor out of Congress. I like to think of the consumer as the avenging angel. Maybe she, or he, is not always on hand when the damage is done. Maybe the consumer interest gets lost in the shuffle of legislative shenanigans. But sooner or later consumers find out they have been sold down the river. They don't like what has been done to them. Then they cast their consumer votes and get even.

\* \* \*

Every one of us is a mixture of producer and consumer. As producers our political power is used to protect our particular means of earning a livelihood. As consumers, our political power is used to protect ourselves from other producers who try to take advantage of us.

Looking at it in this way, I think the importance of our consumer viewpoint is to be found in the way it lumps all the special interests together and judges the final re-

sult according to how it adds up. As consumers we put the test on the end products. Are they good, are they plentiful, can we buy them? This is a good test to apply.

It is as important as trying to see the national interest through all the conflict of the many and diverse local interests which stake out their claims in the political arena.

\* \* \*

A particularly flagrant example of how far such special interests can go was forcefully illustrated in Herblock's cartoon of February 23. He pictured the Capitol with two huge oil derricks set up for drilling, one over the Senate wing, the other over the House wing. Enjoying the sight



HELEN GAHAGAN DOUGLAS

were three well-filled gentlemen, representing three current legislative grabs by oil interests. One was the plan to turn the oil rights in coastal waters back to the States. Another was the bill to remove federal control from the price of natural gas, involving many billions of dollars of additional profits for the big oil companies which own most of the gas reserves. The third was the special income tax deduction that is allowed to oil companies for depletion—a provision which the administration wants changed in the interest of fairness to all taxpayers.

Herblock, the outstanding political cartoonist of our times, gives a dramatic and essentially true picture of the way the oil interests are trying to use the nation's Capitol—that is, the government—to line their pockets at the expense of consumers. His cartoon is particularly appropriate because not a single consumer appears anywhere in the picture—no one but the three fat men joyfully hoping to become fatter.

\* \* \*

Organized labor is using its political power more and more to protect itself and the general public from these raids by special interests. This is a good thing. Consumer organizations, as such, have not kept pace with labor and farm organizations. They need the help of their natural allies among these two great groups which represent people and are fighting for higher purchasing power and for family security.

Consumers need politics. Politics needs consumers. When a lot more people actively participate in political action on the basis of their consumer interest the economic policies adopted by Congress will have to add up to a better standard of living for all people.

Politics, it has been said, is the housekeeping of democracy. Democracy's house will be just as clean as the people make it by their participation in politics.



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# Hod Carriers History Goes Back to Civil War

Just 13 years hence the Hod Carriers, Building and Common Laborers Local 36 of San Francisco will be able to celebrate their 100th Anniversary. For the union was born on July 7, 1863 (during the Civil War). That was just 14 years after California was admitted to the Union.

Walter Mulholland was the first president. The organization, known then as the Hod Carriers Benevolent and Protective Association, had just 36 members. Today it has grown to more than 700.

Whereas pay in the early days of its founding ran about \$2.00 to \$2.50 per day for ten hours work, today pay is nearly that much per hour (\$2.45). In addition many gains in conditions have been made such as the six-hour day, the union shop, and employer observance of many working rules have been won which have materially increased the well-being of members. As this piece was written officials of the Local, acting in concert with Bay Area Hod Carriers locals, were meeting with employers to work out the details of a paid health and hospitalization plan.

The conditions and wages of members of Local 36 are today second to none of the crafts in the building trades. Things weren't always that way. And they didn't just happen.

For example, its present Business Representative, Joseph Murphy, is a sort of dean among representatives, having held his position continuously longer than any other San Francisco building trades representative. He is also Conciliator and Consultant of the Laborers International Union.

Its current official family are also veterans. They are: President, Henry Gibbs; Recording Secretary-Treasurer, P. J. McGuire; Financial Secretary, J. Meehan; Sergeant-at-Arms, Frank Jarves; and Leo Sheehan, Vice-President.

In the past fifty years, the Local has been prominently identified with important building trades history. In the past two decades there have been few important organizing campaigns in the building trades that its officials have not participated in.

Its officials played a prominent part in the great organizational drive which was launched among the mortar trades in 1934 when the whole building trades movement was still suffering from the disastrous success of the union-smashing American Plan which was launched in 1921.

Data submitted by officials of the Local during early New Deal days was responsible for inauguration by NIRA—the first Roosevelt attempt to reduce unemployment—of the 6-hour day for hod carriers.

Though always a scourge to chiselers—both non-union and employer—the officials and membership of the Local have always been generous with causes related to the general good and welfare of everyone. During the time of the great potato famine in Ireland, \$8,000 was contributed to the victims of that calamity.

The partiality for things Irish is understandable, for a good many of Local 36's members have their roots in that country with its freedom-loving ideals—a fact which may account for Local 36's place in the ranks of American unions dedicated to the never-ending fight for more of the freedoms which are said to go with the American Way.

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# Union Wages Boost Our Living Standards

The leadership of Samuel Gompers and the everlasting hard work of AFL unions in raising the nation's wage levels have helped to create the American prosperity which is the wonder of the world in this twentieth century.

That's the story told in the current issue of the AFL Labor's Monthly Survey.

The Survey published charts showing that in 10 industries alone AFL unions have raised wages 20 to 30 per cent higher than non-union wages and that these rising wages increased the average purchasing power of every American.

"Yet the union plants are prospering, well able to compete with non-union concerns because of their superior labor force and efficiency," the Survey said. "This far-sighted policy on the part of labor has been basic in American progress.

"High wages in union plants have forced non-union employers to raise pay. Rising buying power has increased demand, raising production and creating more jobs and more demand, while expanding production reduced unit costs."

Here's the story from Labor's Monthly Survey:

Significantly, we are re-examining this year the principles of our founder, Samuel Gompers, as we celebrate the 100th anniversary of his birth.

Gompers and his fellow workers developed unions which enabled workers to better themselves by sharing in the benefits of free enterprise. No other way promises workers as great advancement, for economic progress springs from individual initiative and voluntary action when men can benefit from the results of their work.

Gompers' union activity began in New York City in the early 1870's. Wages then were 10 to 15 cents an hour for a work week of more than 60 hours. Unions were weak and often misled by impractical theorists; union organizers were marked men, blacklisted, their families ostracized. Gompers and his fellow cigarmakers set out to make their local union a strong, practical and effective organization to deal with the employer and handle members' work problems. They discussed socialism, and other forms of government intervention—theories then popular in Europe—and cast them aside. They set up their union as a shop organization, with separate officers in each shop to handle members' business; collective bargaining with the employer was their method for winning better wages, hours and conditions. The union was opened to all workers in the industry; and an employment bureau run by the union helped members find jobs.

This new "business unionism" began to show results. "We fought for each gain," he says, "and with bare hands unaided carried off victories against the protest of a hostile world. In those days the movement was very poor—but they forged ahead. Other unions studied their methods. "Business unionism" spread throughout New York state, the Cigarmakers International Union, elsewhere. Union discipline developed. Wildcat strikes were outlawed; grievance committees assured workers justice on the job and eliminated causes of strikes; signed contracts made joint agreements binding.

These early unionists saw in their drive for higher wages a lifting force that could better the whole human family. Through their unions they won higher wages, then participated in measures to reduce costs and get out the production necessary to pay for the wage increase. Our founder's policy was not to oppose the introduction

of labor-saving machinery, but to see that union members were employed to operate it and that workers benefited by the saving in costs. The union wages chart shows 10 industries where today union wages are from 20 to 30 per cent higher than non-union wages. Yet the union plants are prospering, well able to compete with non-union concerns because of their superior labor force and efficiency.

This far-sighted policy on the part of labor has been basic in American progress. High wages in union plants have forced non-union employers to raise pay. Rising buying power has increased demand, raising production and creating more jobs and more demand, while expanding production reduced unit costs. It was Gompers' policy to demand the obtainable now, and tomorrow, more now, more then, and these gains built up union strength so that unions became stable agencies. He started unions along the road to steadily growing possibilities. So while the genius of American management brought new production miracles, AFL unions translated production into higher living standards, and workers' larger pay envelopes created an expanding market to absorb the flood of new goods turned out. The purchasing source chart shows that the per capita buying power of the American people (that is, the general living standard) almost doubled in the 29 years from 1900 to 1929 and rose 42 per cent in 10 years from 1939 to 1949.

On his death in 1924, Gompers left to his successors a militant trade union movement, guided by sound basic principles, applicable to new and changing problems.

At a time when it is particularly needed, this practical business unionism, based on moral principles and guided by the ideals of human freedom, has spread throughout the United States. It makes possible joint voluntary action of unions and managements in meeting the serious economic problems of today. This is our hope to avoid government domination.

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# Aid Low Income Folks

By Robert Byron

President, Sheet Metal Workers' International Association

A congressional committee is directing attention toward a most important segment of the population—the low-income families. During this month a subcommittee composed of members from the House and Senate will hold hearings on the problem of the low-income wage earners of the nation. The report spells out needs for Fair Deal measures.

The hearings will be held against a backdrop of research and investigation into the present status of the nation's economic groups. While the study made by the subcommittee of the Joint Committee on the Economic Report indicates the status of all income group, particular attention is devoted to the low-income families.

## "CHALLENGE AND PROBLEM"

Senator John Sparkman, chairman of the subcommittee, reports in the transmittal to the Joint Committee that the low-income group constitutes both a challenge and a problem. Says Senator Sparkman's subcommittee:

"The low-income families have been left behind in the economic progress of America. They do not have many of the products considered symbolic of the American standard of living. For example, there were about 2,000,000 nonfarm families living in houses without running water. Some low-income families live at levels below even the most conservative of the minimum necessary for health and decency. These families would buy a larger quantity of the goods produced by the economic capacity of the nation, if their needs were backed by ability to buy."

This matter of purchasing power is of the utmost importance to the continued economic health of the nation. But let's take a look at the income categories and see how they stack up.

Nearly 10 million families in 1948 earned less than \$2,000. Of these 5,600,000 earned between \$1,000 and \$2,000, and the remainder or four million earned less than \$1,000.

Think of it—nearly 10 million families or more than one-fourth of the population earned less than \$2,000 in 1948.

More than one-fifth or 7,900,000 were in the earning bracket of \$2,000 but under \$3,000.

Adding these three low-income groups we have:

- 10.6 per cent with less than \$1,000.
- 14.5 per cent with \$1,000 to \$2,000.
- 20.6 per cent with \$2,000 to \$3,000.

## 46% GET UNDER \$3,000

This means that nearly 46 per cent of the families of America earned less than \$3,000 in 1948!

The largest income earning group is the \$3,000 to \$4,000 families with 8 million families or nearly 21 per cent of the total families.

The \$4,000 to \$5,000 group is smaller with 5 million families and nearly 13 per cent of the population and the \$5,000 to \$6,000 group with 3,100,000 families constitutes a little over 8 per cent of the total numbers.

The groupings step down sharply from here onward. The \$6,000 to \$7,000 group has 4.7 per cent, the \$7,000 to \$8,000 has 2.8 per cent of the families.

A total of 1.5 per cent are in the \$8,000 per annum earners and .8 per cent—less than 1 per cent of the population—made between \$9,000 and \$10,000. All above

Continued on Page 119

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# Aid Low Income Folks

Continued from Page 117

\$10,000 regardless of earnings were lumped into one figure and this constitutes 1,110,000 families or 2.9 per cent of the family groups in the country.

I have given these figures not to belabor the issue, but the breakdown in earnings is important to an understanding of our economic situation. Bearing in mind the general division of earnings let's have a closer look at the under \$2,000 group which includes the families toward which major attention is being directed.

Who are these families and what are some of their main problems?

In the first place most of the families in this group are nonfarm families—that is groups making their living in occupations or work not connected with farming as a way of life. There are some 3,300,000 families on the farm in this group. The problems of aiding farm and nonfarm families differ in many respects, but both add up to a serious problem.

Another aspect of this group concerns the aging portion of the population. The problem of the aging is one demanding more and more attention from the states and the Federal Government. More than one out of four nonfarm families in the under \$2,000 group is headed by a person 65 years of age or older.

The subcommittee suggests that explorations be made to find ways and means whereby these persons can find a productive niche in society.

A third characteristic of the low-income group is found in the number of persons who for one reason or another are not earners or never will be. While they are still consumers, they are not producers. They constitute a problem which society cannot avoid.

The "hard core" of the low-income group, says the subcommittee consists of families headed by unskilled, semi-skilled service workers and laborers. Raising their level involves raising their productivity and this means vocational training and academic education. The committee thinks the opportunities to learned skilled trades must be broadened.

In this connection the committee makes an important observation involving union organization saying, "... the low incomes of unskilled workers in some industries may be partially explained as the result of their poor bargaining strength. Besides the problem of raising productivity, there exists in some industries and localities a separate problem of insuring that workers receive full compensation for their efforts. Minimum wage legislation is, therefore, germane to the subcommittee's study."

When a congressional committee recognizes that collective bargaining is an important attribute of increasing incomes, it is time that labor itself awaken to a full realization of the bargaining power of trade unions.

A fifth aspect of the low-income group cited by the subcommittee is the large number of nonwhites in this bracket. One-eighth of the families are headed by nonwhites and these include various racial groups of which Negro is the largest. Broadening vocational opportunities for the Negro is recommended by the committee.

A sixth and perhaps to many a startling observation concerns the number of low-income families headed by women. A total of 1,500,000 families of the low-income bracket are headed by women. Some are divorced, some are widowed, and some are separated from their husbands and must earn a living for an entire family. Aid to dependent children would help in this situation says the Sparkman group.

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# Story of a Sound Union

**By Chester A. Sample**

**President, International Molders and Foundry Workers Union of North America**

Ten years from now the International Molders and Foundry Workers Union of North America, oldest international union in America, will celebrate its 100th anniversary. At that time there should be a big party, replete with birthday cake and candles, commemorating the hardihood, determination and faith of the founders of our great organization who, on July 5, 1859, in the city of Philadelphia, laid the foundations of our present structure.

If there had been a party and cake this year, the ninetieth candle would have been lighted with all the pride our membership feels toward and in our organization.

It was in 1861, at our third convention in Cincinnati, Ohio, that our then two-year-old national union became an international union, the first in America, by the seating of delegates from four locals in Canada.

With the unassailable logic supplied by this experience behind him, it was with vigor and hard facts that our late President Harry Stevenson replied to questions from the U. S. Senate Committee on Labor and Public Welfare, in February, 1947, when he was called before that body, then considering labor legislation proposals. After hearing President Stevenson's answers, Senator Ellender of Louisiana, a member of the committee, said that if all unions were run like ours, there would be no need for a Congressional committee to work out labor legislation.

Another "first" of which we are proud is the fact that our union is a charter member of the American Federation of Labor and one of its founders. Of the nine men who met at Terre Haute on August 2 and 3, 1881, to form the Federation of Trades and Labor Unions, later called the American Federation of Labor, two were members of the Molders Union. At the meeting in Pittsburgh in November, 1881, when a permanent organization was formed, there was present a molder, Alexander Rankin by name, to whom Samuel Gompers, in his book, "Seventy Years of Life and Labor," paid personal tribute.

Our ninth president, Joseph Valentine, was a prominent vice-president and member of the Executive Council of the American Federation of Labor from 1905 until he resigned in 1924 because of ill health. He also served as first vice-president of the Metal Trades Department of the Federation from the time it was established in 1908 until his resignation in 1924.

John P. Frey, the distinguished president of the Metal Trades Department, is a former vice-president and editor of the International Molders and Foundry Workers Union of North America and a most enthusiastic member of our union. He was editor of our monthly journal when elected secretary-treasurer of the Metal Trades Department in



**CHESTER A. SAMPLE**

Continued on Page 123

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# Story of a Sound Union

Continued from Page 121

1927, a post in which he served until elected to his present office as president of the Department in 1934. We are exceedingly proud of John Frey and his accomplishments on behalf of labor. His addresses at our international conventions are always high marks.

The halls of Congress once called a member of our Executive Board—John I. Nolan of California. He served in the House of Representatives for several years.

The jurisdiction of the Molders and Foundry Workers Union extends over the whole of the United States and Canada, and reaches out to Hawaii and the Panama Canal Zone.

## WAS A CRAFT UNION

During the first seventy-five years of its existence our union was strictly a craft union. Only those working at molding or coremaking were eligible to become members. But at our convention in Chicago in 1934, while Lawrence O'Keefe was president, our jurisdiction was extended to cover all those who work in the foundry and contribute to the production of castings. We therefore became an industrial union at that time and have operated as such ever since.

Since our 1934 convention women as well as men have been admitted to our membership. Our thirtieth and most recent convention, held in Birmingham in August, 1946, was our first convention to which a local sent a woman as one of its official delegates. The local was No. 214 of Louisville, which was also the first to elect a woman to local office in our organization; this it had done back in 1942.

Our union is democratically governed. We have twenty-four elected officials—president, nine vice-presidents, secretary, assistant secretary, treasurer, financier-auditor, first assistant financier-auditor, second assistant financier-auditor, editor of the journal and seven trustees who make up the Executive Board.

These officers are elected at conventions. Vacancies which may occur between conventions are filled by the Executive Board.

We pay strike, sick, out-of-work and death benefits. A strike can be called only after every effort has been made to settle the difficulty by negotiation, and then only by a three-fourths majority vote of the local union itself and the sanction of the international Executive Board.

Our membership, now numbering around 100,000, is made up of active, honorary and life members. Active members are both journeymen and non-journeymen.

## HONOR OLD-TIMERS

The old-timers in our organization are honored. They receive gold buttons designating forty-five or more years of continuous membership and silver buttons designating twenty-five through forty-four years of continuous membership. Frequently the local unions stage banquets or parties honoring these old-timers. We also carry the list of forty-five-year members in our journal from time to time.

A life member, who must have paid dues continuously for forty-five years or more, can draw \$280 of his \$700 death benefits, if he desires to do so, during his lifetime.

Our conventions are held every three to six years, the members deciding by referendum just when they are to be held. The place is set at the preceding international convention. All local unions are urged to send delegates to these conventions. The international union pays every

Continued on Page 125

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# Story of a Sound Union

Continued from Page 123

delegate's railroad fare to and from conventions and his expenses while there. Conventions usually last between two and three weeks. At them the delegates have every opportunity to change or add to the constitution.

We encourage our members to take an active part in civic affairs in their respective communities. Members of our organization will be found working in Red Cross, Community Chest and many other drives for the welfare of their fellow citizens.

**We are very much interested in Labor's League for Political Education. We urge our members to do their share of the work in getting people to the polls to vote.**

Our organization has stayed right out in front with other progressive unions in improving wage scales and conditions of our members and in securing vacations with pay. Many of our contracts now have a welfare clause, which calls for hospital care and sick and death benefits. We are looking forward to including it in all our contracts. Prevention of dust in foundries, which would lessen the plague of silicosis incurred by so many molders as a result of breathing in silica dust, is engaging our attention in an increasing way.

Unions or societies of molders existed as far back as 1836, but no attempt to form a national union was made until 1853 when the local in Philadelphia instructed its secretary, Sylvis, to communicate with unions in other cities in an attempt to interest them in the formation of a country-wide union. This was done, and eventually enough replies came back and a convention was called to meet in Philadelphia on July 5, 1859. In attendance at this meeting were thirty-five delegates from twelve cities—Philadelphia, St. Louis, Providence, Jersey City; Albany, Troy, Utica, Peekskill and Port Chester, all New York; Baltimore, Wilmington and Cincinnati. Greetings were received at this first meeting from the locals in Louisville and Stamford, Connecticut, which had not been able to send delegates. At the Philadelphia meeting a national union was organized, with William C. Rea elected as the first president.

At the third convention held in Cincinnati in 1861, when we became an international union, the forty-four local unions represented were given numbers. As Philadelphia members had made the first effort to create a national organization, the Philadelphia local was fittingly designated Local Union 1. It has operated continuously to the present, when it is still one of our most active locals.

## SPLENDID WAR RECORD

Any summation of the International Molders and Foundry Workers Union would be incomplete if we did not pay tribute to the splendid record made by our members during the recent war. Of course, foundries are very essential during wartime. We faithfully kept our pledge that we would not use the strike during the war with Japan and Germany, and many awards were given by the Army and Navy to foundries where our members worked as well as to our members personally.

Thirteen men have served actively as presidents of our organization. It has been my privilege to serve in that capacity since September 7, 1948, after twenty years of service as a vice-president. It is my sincere purpose to do all I can to further the interests of our members and all workers in whatever ways I can. The principles that have guided our actions in the past, and which have been handed down from year to year, will continue to be part and parcel of our thinking and doing.

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## Elevator Constructors Local 8:

# Typifies the Strong Trade Union Spirit in San Francisco

By C. C. Williams

Past President of Elevator Constructors Local 8. I.U.E.C. from 1924 to 1935

Most unions have found through experience that unless there is a standard procedure for determining the ratio of helpers and apprentices to journeymen in any industry, the employer will find ways and means of avoiding upgrading of qualified mechanics. In some industries in America during the non-union era of the American plan the ratio of "helpers" to apprentices and journeymen was as great as 20 to one.

It is precisely to avoid such a far-fetched employer interpretation of the journeyman-apprentice ratio that most unions insist on a voice in establishing industry ratios. As far back as 1913 Elevator Constructors Local 8 was spending much time and effort trying to get a voice in setting up ratios. We wanted a ratio of one helper to one journeyman.

We made some progress about that time, though, when the companies began insisting that the Union was not able to furnish mechanics in sufficient numbers to meet the need of the day. The representatives of the Union insisted that there were many helpers qualified to do journeymen's work. The companies gave 34 an examination. Twenty-nine passed it and qualified.

### GOT IT THE HARD WAY

This still did not mean, however, that we had established the coveted one-to-one ratio. Two years later in 1915 the question was still a touchy one with everyone in the Union. We decided to strike if necessary to establish the ratio. The employer was advised of our intention, a deadline was set. At the last minute, an agreement was worked out by representatives of the Union, and the company, with P. H. McCarthy, President of the Building Trades playing an important part in the negotiations. The ratio was established.

I became a mechanic under the terms of the agreement worked out. Were it not for the firm stand taken by the Union I would probably still be a helper. I think that the foregoing account should point up to both apprentices and journeymen the necessity for controlling ratios of helpers or apprentices to journeymen.

Other highlights of Local 8's past history:

Our suspension from the International in 1914. This came about when the International raised the per capita tax to what we thought was an unreasonable amount, and decreed that no Local could honor a withdrawal card without payment of an initiation fee.

### THE PER CAPITA RUNOUT

Though the International in that day undoubtedly was in need of additional finances to sustain itself, we thought the new rulings were too drastic. We sent out a circular letter to other locals asking for an exchange of members without the payment of an initiation fee. For this we were promptly suspended. Though I still think that we had reason enough at the time to take the action we did, it would seem, in retrospect, that we may have acted hastily and not in the best of our own interest. For when we were finally reinstated we had to pay all back per capita

tax. This amounted to around \$1500, which was a lot of money in those days.

The Local was not as prosperous in 1918 during the first World War as it was during World War II. Nevertheless during that first conflict we purchased \$1200 of Liberty Bonds. An assessment of \$2.00 against journeymen and \$1.50 against helpers (per month) was needed to accomplish this. Later the bonds had to be sold to pay a \$500 Union debt, incurred during the 1918 influenza epidemic.

### THE "FLU" KNOCKED US OUT

No general membership meetings were held during the flu scare. All business of the Local was conducted by the officers who at that time were: Ed McGee, president and business representative; Ed Marring, secretary, and Bill Manly, recording secretary.

In 1918 we obtained important gains in our new contract. Raises of \$6.00 per week were obtained for journeymen and \$4.00 for helpers. We also got Saturday off on construction. The new schedule of work days was somewhat of a break for those working on construction across the Bay for going to and from work via ferry was a time-consuming task in those days.

Some of the members you might know who were initiated in 1919 were Cliff Sauve, J. Menjolet, Gilbert Moores, Chet Archer, and Art Cozin passed the mechanics test about this time.

In 1919 the long established custom of paying off in cash was threatened. The employers wanted to pay by check. The membership discussed the matter and voted "no." At that time currency was little used in San Francisco. The armed services used to send their paymasters to Union Square in those days and pay off mostly in gold. I don't remember when the present practice of paying by checks finally was put into effect.

### SCHOOL ATTEMPT MADE

At this time, too, the first Local 8 attempt to establish a school for helpers was made. An educational or school committee was set up but for some reason it folded up after a short time.

In the first part of 1920 a wage committee of the Local brought in a recommendation that a daily scale of \$9.00 and \$6.00 should be established for mechanics and helpers. They also suggested that where over six men were employed on the job the foremen should get premium pay of \$1.00 per day.

If my memory is correct, we got this raise, but there was a catch to it. It was only to apply on new contracts. It was agreed that should pay it to all men, the Union to rebate the difference to employers working on old contracts.

The way it was handled, the Union assessed each member approximately \$35.00 over a period of six months to set up the rebate fund. I was appointed rebate secretary-treasurer. During that time the members paid in to

Continued on Page 129

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# Elevator Constructors Typify Union Spirit

Continued from Page 127

the Union \$6,412.54 and paid out to the Elevator companies \$5,177.83.

Such a devise, had it been handled poorly by the Union, could have resulted in suits which may have broken us. Only the fact that the membership of that day cooperated wholeheartedly with us in rebating their illegal raises forestalled lawsuits which might have wrecked us. Later the companies wanted us to handle other raises in the same way, but we turned them down. Once was enough.

However, we did manage to build up some of our Union financial funds with the surplus we found on hand from the debate deal. Some also went into a private venture which I will discuss later.

Henry Milton was president and Al Steim business representative at this time.

At a special meeting on October 29, 1920, a motion was made and carried that the membership refuse to appear for work on November 1st unless wage demands of \$10 per day for mechanics and \$6.80 for helpers were met. The companies refused and the men went on strike. They were out until November 7, 1920, going back at the request of the San Francisco Building Trades Council. A \$100 initiation fee was voted against members who worked during the strike.

In 1921 the Union was again on the streets due to the findings of a wage board which was set up to fix the wages of the entire building trades. The board asked for a 7½ per cent wage cut. This was the so-called American Plan—in reality an open shop plan organized by the banks and the big employers across the country.

This strike developed into a lockout as any employer who wanted to go along with the Union, not only in our industry but in all industries, immediately found that the Plan's Executive Officers would stop his bank credit and prevent him from securing materials.

To soften the impact of these tactics on its affiliates, the San Francisco Building Trades Council went into the building material business. Our Union followed the thinking of the Council, which was interested in keeping faith with those employers who sincerely wanted to do business with us. We set up the Co-operative Elevator Company. Many service jobs were secured for our members but on the whole it was, as we fully expected, a losing proposition. Ed Edwards, a Local 8 member, was manager. We did help out many people who believed in us.

The business was dissolved when the members voted by secret ballot to end their strike and go back to work. Count was 55 to 38. During this period a dual union of elevator constructors had been in existence. It was fostered by the bosses, as one phase of the un-American American Plan. All members of Local 8 who had joined it were expelled and their cards revoked if they had worked while on withdrawal.

Some time after the regular membership returned to work the expellees were taken back in on advice of International President Feeney. Theory was it was better to have them in the Union than outside of it where they might break down conditions by taking work. However, they all paid an admittance fee of \$50.00.

Later the membership again voted to go on strike. General President Feeney came to San Francisco. After conferring with the employer group he advised us that we could not expect to better the wage board award of \$8.00 and \$6.00. When the companies agreed to eliminate non-union men, the membership voted to take the award, 55

to 35. During this trouble we received some strike benefits from the International.

In 1923 we were raised to \$8.65 with a further raise to \$9.30 for mechanics on January 1, 1924.

The National agreement has cured most of the trouble arising out of negotiations for wage increases. Under this National wage formula, mechanics in our trade get the average rate of any five of seven basic crafts. The figure is adjusted and applied to our paychecks every six months. Of course, under this formula, payrates can go down as well as up. This plan, though put into effect for the rest of the International Locals in 1924, did not apply to San Francisco until in 1929, due to the success of and repercussions from the so-called American Plan.

In the latter year the International convention ordered the International President to stay in San Francisco until the San Francisco employers agreed to adhere to the National agreement. (The membership that year voted to assess themselves \$10 per man to bring the International convention here. The 1951 convention will be held in San Francisco.)

No story about the Elevator Constructors would be complete without a word about safety. We are all interested in safety practices today. In the past we have had several men killed on the job, due to lax safety measures. One member, Leon Gander, was killed on a downtown job when he put his head through an opening of the car he was working on to pass something up to his helper on top. He was scalped by a car in the next hatch.

Another of our members working on a job in the business section lost his life when a conductor cable snagged a scaffolding he was working on dropping him several stories to his death. Someone moved the car. Vic Pozzo was struck by a counterweight and killed. He was working in the pit of a freight elevator while it was moving. There have been other cases of men falling and being so badly banged up that they were never able to work again. Most of these unfortunate accidents could have been prevented had proper safety procedure been carried out by everyone concerned.

In cooperation with the employers Local 8 stresses safety at every opportunity.

The union has done much to improve the conditions for the membership. Such things as the 8-hour day, 5-day week, pay for expenses incurred on out of town work, and sick and death benefits. Working rules have been developed that are in the best interest of the members.

In closing a word of advice to all members might be in order. To maintain the wages and hours and conditions you now enjoy, take an active part in the affairs of your Union. Attend meetings. Enter into discussions on the floor of the meeting hall. Serve on committees and accept nominations for offices in the Union.

Laws such as the Taft-Hartley act (which is nothing more than an open shop law) were designed to wipe out all the gains that the unions have made in the past. To wipe out such laws and prevent the enactment of others like it, we must be active in politics, and alert to every anti-union move that the enemies of unionism may develop. We must fight these moves before they get started.

With every member pulling his weight in the Union, with our energies concentrated on pressing trade union principles at every opportunity, we can attain such things as the 6-hour day, vacations with pay, paid holidays and improved working conditions. The Union will only be as strong as you and your fellow union men make it.

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# Industrial Safety in California

By Paul Scharrenberg

Director, State Department of Industrial Relations

Last April, hundreds of leaders from labor and management joined forces in a concerted drive against Industrial Enemy Number One—occupational injuries—and initiated the Governor's Industrial Safety Conference.

In California last year 656 workers were killed and 127,864 workers were injured in industrial accidents. Ninety per cent of such casualties are avoidable. With this in mind, labor and management leaders decided to tackle the matter of accident prevention firmly and courageously. And at the call of Governor Earl Warren to a general safety conference, these leaders rallied their forces and formed the Governor's Industrial Safety Conference. The purpose of the Conference, which is expected to be extended into a permanent organization, is to map out a state-wide safety program to cover every employee and place of employment in California.

## AFL STARTED DRIVE

A monumental milestone in California's continuing drive against industrial accidents, the Governor's Industrial Safety Conference can perhaps be traced back in origin to 1940 when, at the suggestion of the American Federation of Labor, the United States Department of Labor set up a National Safety Conference.

This group—composed of representatives of industry, labor, and government—initiated a program of accident prevention with the express purpose of conserving the manpower so vitally needed for the production of war materials. The program, in effect until victory in 1945, was a huge success.

It carried the knowledge and experience of those larger companies, which had well organized active accident-prevention programs, to the smaller concerns where so disproportionately large a number of accidents occur.

Based on the success of this program, the United States Department of Labor conceived the idea of establishing a permanent organization devoted solely to accident prevention. Out of this came the President's Conference.

## COOPERATION OF MANY GROUPS

The Federal Government felt that it was the only authority that could gather at one meeting all the representatives necessary to put a national industrial safety program on the map—engineers, educators, safety engineers, labor leaders, and management. And so at the President's Conference on Industrial Safety, the coordinating committee consisted of big-name industrialists, top labor men, safety engineers of long standing in the United States, and specialists in educational methods.

The Coordinating Committee outlined a proposed program in January or February of 1948, after meeting several times. The first conference of the seven technical committees was held in September 1948, and a tentative

That second conference was attended by nearly 1,100 delegates. The tentative programs and the bare outline of what had been prepared in September was thoroughly

discussed, pro and con. There were proposals for, and proposals against.

Out of this second conference came the recommendations from seven committees on engineering; education; labor-managements; programs and services; accident records; research; and laws and regulations.

It was unanimously determined that the implementation of any safety program must be accomplished at the state level. President Truman passed this request on to the governors of the various states.

Heeding this appeal, Governor Warren called a Safety Conference in Los Angeles on October 13, 1949 which was attended by representatives interested in industrial traffic and home accidents. Out of this conference evolved the Governor's Industrial Safety Conference, with one fixed purpose—the elimination of occupational injuries in California.

## ALL GROUPS COVERED

Six action committees were appointed, to cover the safety program of the major occupational groups: Agriculture; Construction; Manufacturing; Trades and Services; Transportation, Communication, and Utilities; and Research.

The Governor, in his opening address, set the theme for the activities of the committees when he said: "We must have a public awareness of the problem, the knowledge to cope with it, and a determination to solve it. Nothing else will suffice."

Committeemen have kept this in mind. Meetings have been held by the leaders in each major industrial group, in both the north and south. Subcommittees have been appointed, to concentrate on particular problems of each occupation.

As each committee met, all available material concerning their accident problems was laid before them. Much of this material was developed by the Division of Labor Statistics and Research, and most of it was new to the members.

## MORE RESEARCH NEEDED

As accident problems were analyzed, the need for further statistical data became apparent. Based on this material, specific plans of action have been formulated, in keeping with the findings of each committee. These in turn were studied by the Coordinating Committee, for analysis and integration into a final over-all plan for submission to the Conference held in April.

This Conference, held in Los Angeles on April 12 and 13, 1950, was attended by over 1000 delegates from labor and management. Representatives from every occupational group and geographical section took part.

Paul Scharrenberg, Director of the Department of Industrial Relations, presided as chairman of the Conference Coordinating Committee. Mayor Fletcher Bowron of Los Angeles welcomed the delegates and addresses were given by John S. Despol, Secretary-Treasurer, California National CIO PAC, representing labor; Leo E. Sievert, Executive Representative of the President, Santa Fe Railway, representing management; and Roland Blake, Principal Safety Engineer, Bureau of Labor, Washington, D. C., representing governmental agencies.

## LABOR AND INDUSTRY REPRESENTED

The co-chairmen of the various sections were:

**Agriculture** — Peter A. Andrade, Secretary-Treasurer, Local 890 Teamster's Union; Ray B. Wiser, President, California Farm Bureau Federation; Paul D. Jones, Joint Coun-

Continued on Page 133





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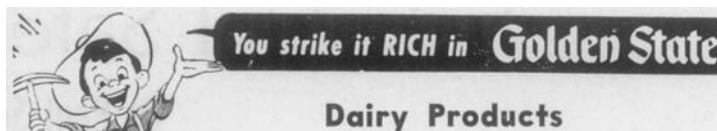
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# Industrial Safety in California

Continued from Page 131

cil of Teamsters; and A. J. Schutte, California Farm Bureau Federation.

**Construction**—Daniel F. Del Carlo, Secretary, Building Trades Council; Robert McCarthy, Building Contractor; Claude A. Fisher, President, Southern California Chapter, Associated General Contractors; and Lloyd Mashburn, Secretary, Los Angeles Building Trades Council.

**Manufacturing**—R. R. Grunsky, Managing Director, California Metal Trades Association; A. T. Wynn, Bay Cities Metal Trades Council; Carleton B. Tibbetts, President, Los Angeles Steel Casting Company; and Ray L. Bilski, United Rubber Workers of America, CIO.

**Trades and Services**—J. P. Garling, Superintendent of Macy's; George Hardy, Secretary, State Council of Building Service Employees; John M. Annand, Intl. Representative, Joint Council of Teamsters; and Samuel Leask, Jr., Vice President, J. W. Robinson Company.

**Transportation, Communication, and Utilities**—Joseph J. Diviny, Secretary, Highway Drivers Council of California; Leo E. Sievert, Executive Representative of the President, Santa Fe Railway; R. G. Kenyon, Vice President, Industrial Relations, Southern California Edison Company; and Ernest P. Taylor, Business Manager, International Brotherhood of Electrical Workers, Local 18.

**Research**—L. M. K. Boelter, Dean, College of Engineering, UCLA.

After two days of study and debate, the various committees made their recommendations to the general Conference. Here after further study and discussion, all were successively adopted.

These recommendations are now being broken down for further study and implementation by the various groups.

In general the recommendations of the Conference included:

1. That a permanent industrial safety organization be formed.
2. That labor and management jointly sponsor and carry on its activities.
3. That each occupational group analyze its own hazards and apply its own preventive measures.
4. That educational methods be applied through trade organizations, both employee and employer.
5. That where educational methods failed, enforcement procedures be used.
6. That the Division of Industrial Safety be directed to aid the necessary organizational and educational work and be empowered, through legislature if necessary, to carry out the enforcement.

These were followed by many specific recommendations applicable to the various occupations and activities particular to each group.

All of the findings are being studied and organized by the Coordinating Committee, made up of the co-chairmen from each section. When this is completed, the findings will be published and sent to each participant. It is expected that from these findings the foundation for a comprehensive State-wide program can be formed.

That California is meeting its accident problem with firmness and vision is clearly indicated by the existence and purpose of the Governor's Industrial Safety Conference. And with labor and management fully and completely backing the Conference, there is good reason to believe that California's industrial accident toll can and will be reduced.

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# The Case of the Older Worker

Pensions for workingmen past the age of productive employment are becoming an increasingly important subject these days. Old-age security is definitely a matter of great interest, particularly in its long-range aspects.

One reason is that the increased living span of American citizens is making the proportion of elderly persons in the population larger year by year. It has been estimated that there are now 11,000,000 Americans, about 1 in 13, in the age group past 65 years. If the increase continues at present rates, the proportion may be twice as high in the foreseeable future.

The old-age problem is complicated by the fact that many employers do not want to hire elderly workers. Consequently a smaller percentage of persons past 65 remains in the labor force. Figures collected by the Department of Labor indicate that in 1890, when old-age pensions were rare indeed, 70 per cent of persons aged 65 and more were still working. By 1900 this percentage had declined to 65, and by 1920 to 55.

## OLDER MEN LET GO

A low was reached in 1940, due in part, probably, to the effects of the depression of the 1930's, when employers trimmed their payrolls to the limit and let go those workers they thought might be more readily spared. Naturally, since older men and women tend to slow up somewhat, a disproportionate number in the upper age group was dismissed.

The 1940 low was about 43 per cent. By 1949 this figure had risen to about 45 per cent. Although it has come to be generally recognized in scientific circles that age is less a matter of the calendar than of health, physical condition and mental alertness, some employers have been slow to recognize this, and unquestionably discrimination against older employees continues.

This discrimination is reflected in statistics which show the percentage of the unemployed, by age groups, out of work for a year or more.

In the lowest age group, up to 24 years, about 25 per cent of those unemployed had been out of work and looking for it for a year or more. In the 25- to 44-year age group, the percentage of unemployed who had been jobless a year or more rose to something more than 30, and in the 45-64 year group it passed 40 per cent. But in the age group above 65 years, a full 50 per cent of those unemployed had been seeking work for a year or more.

## POPULATION CHANGES

A steady change in the make-up of the population is reflected by age figures. The percentage of children under five years of age is declining from year to year, and those in the age groups from 5 to 44 years are also fewer in number, though the rate of decline is not so great. But the percentage of persons 45 to 64 years of age in the population is increasing, and the percentage of persons past 65 is increasing even more rapidly.

The Government's social security program, and private pension plans, have been set up to meet the need for old-age security. It was a common practice of thrift institutions, a generation ago, to point out that at the age of 65 most persons were still working, or were dependent on their relatives or charity. Only a few were independent, with means sufficient to support them. The moral drawn in these preachments, of course, was that men and women should save for independence in their old age.

The remedy of individual savings, however, did not work out, and after the disastrous depression that began 20 years ago the Federal Government set up its Social

Security Agency, providing benefits for those who had devoted their lives to productive labor. Inflation made the original scale of benefits inadequate a few years ago, and it seems clear that the scale will be substantially increased in the present Congress.

## NEED FOR GREATER BENEFITS

The need for social security improvement has been fully explained to Congress by representatives of the American Federation of Labor, who asked that the retirement age for women be lowered to 60 years, that coverage be extended to agricultural workers, that eligibility requirements be liberalized, and that the benefit formula be revised to maintain a better relationship between benefits and past earnings. The system is contributory, workmen and employers each putting up their share, unlike the social security provisions of many countries which are on a non-contributory basis.

Under present law a workman whose average monthly wage was \$100 receives benefits of \$30 a month, and the A. F. of L. would like this raised to \$60. The present law provides \$36 a month for workers who have earned \$150, \$42 a month for those who have made \$200, and \$48 maximum for those whose pay has averaged \$250 or more.

The A. F. of L. asks benefits increased to \$72 a month for the \$150-a-month man, rising to \$144 for those who have made \$450 or more. H. R. 6000, now before Congress, provides for maximum benefits of \$77.

Under the present law benefits for a widow with two children run from \$48.12 to \$77 a month. The A. F. of L. would increase this scale to one ranging from \$80 to \$264.

Census figures show that of America's 38,500,000 families, about four million have incomes under \$1,000 a year; that 5,600,000 have from \$1,000 to \$1,999, and 7,900,000 from \$2,000 to \$2,999. Largest group, eight million families, comes within the \$3,000-\$3,999 bracket. Five million families have \$4,000 to \$4,999 a year, and 3,100,000 from \$5,000 to \$5,999. There were 3,800,000 families in the \$6,000-\$6,999 bracket, and 1,100,000 that enjoyed incomes of \$10,000 or more.

## SECURITY FOR AGED BIG PROBLEM

Security for the aged has become a "major long-run social and economic problem in this country," the Labor Information Bulletin, a U. S. Labor Department publication, points out in its February issue. The problem of meeting these needs most effectively is "of prime importance," the bulletin emphasizes.

In this connection, Secretary of Labor Maurice J. Tobin recently said: "I have insisted time and again that while private pension plans are an important supplement to a public system, they cannot take the place of a comprehensive and basic system of federal old-age insurance."

In 1900 only about 3 million persons, or 1 out of 25, were in the 65-or-over age group. Now, however, with 11 million, or 1 out of 13, in that group, a "**declining proportion**" of elderly workers has been able to remain in the labor force, the Bulletin says.

"The social security program of 1935 was an effort to provide the answer, based on certain fundamental principles: (1) That pensions are a matter of right and so without a means test; (2) that whatever the exclusions, the system applies to workers in the covered industries; and (3) that pensions are financed by contributions from both employers and employees. Experience has shown that these principles are sound, but it has also shown flaws in the system."

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# Apprentice Education

By George Rosecrans

Bureau Trade and Industrial Education

Much has been written concerning the history of apprenticeship, from the time of the coes of Hamurabi in the 21st century, down to the present time. The differences in apprenticeship during various times have received great emphasis, whereas the lasting attributes seem to be taken for granted. This disparagement between the apprentice wages paid to the old timers of fifty cents a week or perhaps ten cents an hour as compared with seventy-five cents up to a dollar and a half or even more, paid to present day beginning apprentices, comes up again and again in apprenticeship committee meetings. A little farther back in history, the fact is often cited that, instead of receiving wages, the apprentice paid for the privilege of being an apprentice. Similar comparisons are made concerning working conditions and the length of the apprenticeship period. But what about the enduring attributes of apprenticeship? What are they and what is their significance?

Apprenticeship is fundamentally an educational program. Any program, worthy of the name, and there have been periods when virtual slavery was misnamed apprenticeship, is concerned primarily in developing thoroughly competent skilled craftsmen—skilled in doing the work at hand but also qualified to make judgments based on an adequate fund of sound technical information. This has always been the story of true apprenticeship.

There was a time when the master craftsman provided all the instruction; whereas today, much of the technical information is taught through the public schools. However, this teaching has always taken place. To thoroughly understand apprenticeship, it is therefore necessary to know something about how people learn skills and technical information or perhaps, more exactly, how these skills and that technical information are taught. This constitutes the very heart of true apprenticeship and basically, it has not changed since the dawn of history.

The expression is often quoted that apprenticeship is "learning by doing." However, it is not quite that simple. Some things cannot be learned that way. Parachute jumping is one of them. There is no practice jump or doing for the sake of learning how. The first jump must be reasonably correct. Some parts of every apprenticeship must be acquired before the actual doing may take place. Apprentices in diamond cutting spend an initial period of months before having the opportunity to work with a diamond. For obvious reasons, the first time an apprentice works on a diamond, the result must be satisfactory. The same thing is true of the cabinet making apprentices working on expensive hardwood or the baking apprentice assuming the responsibility for his first batch of pies. The results in both instances must measure up to acceptable standards. Again, apprentices must learn about things which we hope they never experience. Lessons would indeed be costly if the painting apprentice was forced to learn about placing ladders on boxes by doing it, or the apprentice cabinet maker to learn about the dangers of reaching over an unguarded circular saw by experiencing unhappy results. This is not meant to belittle the degrees to which apprentices learn by doing. Perhaps 70, 80 or even 90 per cent of their learning takes place that way. However, it was intended to point out that there is no one general answer to all educational prob-

lems and the apprenticeship program is studded with educational problems.

First of all it should be pointed out that anything which the apprentice is to learn may be taught more efficiently if the teaching is organized into lessons, each lesson consisting of four basic steps. These are:

1. The preparation or make-ready.
2. The presentation.
3. The practice or application.
4. The check-up or testing.

Any complete lesson, whether it be a technical lesson in the school or a manipulative lesson on the job, should have all of these steps, although they may not all be apparent immediately.

The first step, the preparation or make ready step, is what the name implies. Its purpose is to see that the apprentice knows what is contained in the lesson and wants to learn it. This step may consist of a journeyman or teacher explaining to the apprentice the necessity for mastering the skill or acquiring the information. Many times this step is accomplished through the contact the apprentice has on the job. The carpenter apprentice sees the journeyman lay out a rafter or the electrician is required to select wires of proper size. In both instances, technical information is required and these apprentices become well aware of what they need to learn and they have the desire to master it. However this step is accomplished, it is the stimulating, interest-arousing part of the lesson.

The second step is the presentation of the new skill or the new information to the apprentice. He may be shown how to do the job or operation by a journeyman or his class teacher, or he may be told the new information, or be directed to read about it. Many times it is absolutely essential that this showing or explanation take place before he is required or allowed to attempt to do a job. Just as in parachute jumping, the hazard, otherwise, is too great. Many industrial accidents happen to men, machines, and materials because this requirement is not observed, not only in the case of apprentices, but also in the case of adult workers who may also need to be taught, especially about newer developments in machines or processes.

The third step is devoted to the application or practice of the new ability by the apprentice. To begin with, this may be under very close supervision, but this supervision is gradually relaxed as the apprentice gains mastery, until he is operating with as little supervision as is given any competent journeyman.

The last step is the test or check-up. On the job it probably consists of the foreman checking to see that the apprentice is attaining satisfactory standards of quality and quantity in doing the job. In school, the apprentice is required to take a written test on the technical information related to each lesson.

If the apprentice has reached satisfactory standards, a written record should be made of his accomplishment and he should be moved on to a new lesson. This applies to work on the job and work in the school class. If the apprentice is found deficient his difficulty should be

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# APPRENTICE EDUCATION

Continued from Page 137

analyzed, he should be re-taught, if necessary, given further practice, and re-tested. This should be repeated until full competence is gained.

An analysis of the foregoing indicates that there are at least three requirements if the apprenticeship program is to be efficient:

1. The apprentice must be taught in school and on the job by competent teachers or journeymen who know how to teach and who use, either consciously or otherwise, the four steps found in a complete lesson.

2. The course of instruction for both education in the school and on the job must be well organized and a record must be kept of the individual educational accomplishment of each apprentice. These records are necessary if the benefits that may be obtained from a well organized educational program are to be realized.

3. The apprentice is the object of this educational program. He is educated on the job and in the school. Both phases of this program must be correlated and worked together so that they supplement each other. When the carpentry apprentice is working on the job on forms for reinforced concrete construction, he should be studying the technical information related to the part of his trade, if he has not already completed it. Absolute coordination in-school and on-the-job instruction is not possible, but it should be recognized that the efficiency of the total education of the apprentice will be increased as this coordination is increased. This need for coordination should be reflected in the school program, but it should also be reflected in the opportunities given the apprentices on the job. The school cannot do all the coordinating or neither can the employer. There needs to be mutual cooperation between the school and employer, not a lip-service cooperation, but an actual working together. Here again, this is only possible if adequate education records are kept of in-school and on-the-job achievement, and if these records are continually brought to the attention of all of those responsible for the education of the apprentice.

If education is truly the heart of the apprenticeship program, to insure an effective program, we must analyze it in terms of educational efficiency.

First, the apprentice must be taught by competent teachers. It is general practice for the school class to be recommended and the teacher's trade competence and personal standing to be vouched for by the apprenticeship committee. In order to qualify for a teaching credential, he must be a high school graduate and verify an apprenticeship and journeyman experience of the trade. He is required to take a teacher-training course as soon as possible after he begins to teach, if this cannot be arranged prior to his employment as an instructor. A part of this teacher-training course involves the four steps of teaching a lesson and practice in the application of these steps, a part is devoted to the learning process itself and a part to the development, organization, and use of instructional materials. Because of the careful selection of apprentice school instructors and their subsequent teacher training, apprentices generally derive the benefits of having a good instructor in school.

Unfortunately the same care is not used in selecting or training the on-the-job instructor. All too frequently the foreman and the journeyman know very little about teaching. Frequently they are concerned about production to the exclusion of any thought of educating the apprentice on the job. This is not meant as a criticism of

anyone or of any group, but it is a condition that must be remedied by those interested in apprenticeship if education through apprenticeship is to become truly efficient. Sometimes the apprentice gets good instruction on the job, but usually he learns what he learns on the job out of necessity and in spite of the quality of the teaching rather than because of it.

There is a marked contrast between the degree of organization of the in-school and on-the-job instructional program. On the one hand, the technical information has been carefully organized into teaching topics and units with an orderly sequence within each unit. However, the on-the-job education is usually broken down only into major units, with six or eight of these units covering the whole apprenticeship period. Periods of time to be spent on each of these units are assigned and this schedule is usually designated as the "Schedule of Work Processes." Too often this apprentice is not rotated through this schedule as planned but spends the major part of his apprenticeship on two or three units. This leads to the development of specialists which is not the avowed purpose of apprenticeship.

As a rule, educational records have been inadequate. This applies to both the in-school and on-the-job records. However, some improvement, particularly in the carpentry trade, has resulted with the publication of a cumulative training record card for carpentry by the Instructional Materials Laboratory. This supplements the records previously kept and combines the record for in-school and on-the-job education. Similar cards have been published for auto mechanics and machine shop, but they have not been available long enough to be put to use. It is planned that similar record cards will be published for other trades.

The third and last requisite is that there should be a high degree of coordination between the school instruction and the on-the-job instruction. The instructional materials provided for the apprentices in school is organized to make individual instruction possible. Thus if the apprentice is rotated through the complete schedule of work processes, coordination, to quite a degree, is possible and is assured if those responsible for educating the apprentice realize its importance. Complete educational records are necessary if coordination is to be realized.

The progress which has been made in the school educational program has only been made possible through the efforts of labor and management working in cooperation with the schools. Labor and management should be justly proud of these achievements but as they look with pride at present accomplishments, may they also look forward to greater accomplishments in improving the education that takes place on the job. This is much more difficult and consequently a much more challenging assignment. However, as the problems of the school education program for apprentices are on their way toward solution, perhaps additional time, effort and money may be available for this all-important phase of the apprenticeship educational program.

In closing, a tribute should be paid to the educational program for apprentices in the building trades. Here is found the greatest support for the apprenticeship program and the largest number of apprentices. Many of the forward steps in educating apprentices have originated with labor and management in these fields, working together on a program that benefits the apprentice, the employer, the labor organization and society generally.

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# How Do You Argue?

By Ruth Taylor

How do you argue? Do you bluster and fume and try to talk down your opponent? Do you take keen pleasure in contradicting him? Do you try to make an impression by positive assertions and generalizations? Do you hammer home your points in emphatic, loud tones?

Oh, yes, to argue does mean to urge reasons for or against—but there is a second definition in the dictionary which is far more important—"to influence by argument."

Are you influenced by people who bluster and fume? Doesn't contradiction make you more set in your own opinion? Don't you resent positive assertions and generalizations? And don't you have to keep tight hold of your temper when you are hammered at in loud, emphatic tones? Then why think such tactics will win an argument for **you**?

As a great thinker once said: "It is one thing to show a man that he is in error, and another to put him in possession of truth." If you want to win an argument, first listen to the other fellow's side of the story. Find out what he is thinking, and **why** he feels as he does.

Once you know the whys, you will be able to determine what are the strong points in your case, and, if you have listened courteously to him, the chances are nine out of ten that he will listen to you. Don't assume he is all wrong. Just take the stand that here are some facts that have probably not come to his attention.

Talk firmly—if an opinion is not worth defending, it isn't worth having—but talk quietly, as to an understanding friend. State your case clearly, but stick to the point and don't over-elaborate. You are arguing—not making a speech. Give your opponent a chance to comment on your position. An argument has to have views both for and against. If it is one-sided, it isn't an argument.

These are simple rules to follow. If you really want to influence your opponent, then talk **from** his side **to** his interests. And this applies not only to personal discussions but to arguments between groups.

Maybe it is too Utopian—but—could wars start so easily if nations argued this way?

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## *Tim Reardon Is Dean of Workingmen's Representatives in San Francisco*



**TIM REARDON**

**First Delegate to the Building Trades from Steamfitters Local 590**

Tim Reardon, now 73 years old, and still active in the labor movement in San Francisco as a delegate to the San Francisco Labor Council and the Bay Cities District Metal Trades Council would be our nomination for "Mr. San Francisco Labor" if such a contest were ever held. For if any living person typifies the progressive and militant spirit of the labor movement in the city, it is he.

He still carries a delegate card to the San Francisco Building and Construction Trades Council which was issued to him by Steamfitters Local 590 in 1898, making him the first representative from that local to the Council.

It is not unlikely today, when he rises to add a bit of his experience and wisdom to some labor problem under debate, that he will preface his remarks with the statement: "I have held more labor and public offices than any living unionist. . . ." And he has.

Tim has served on more boards and commissions, local and state-wide, for a longer period of time than any other one individual. He was born in San Francisco.

His father crossed the plains in the 50's from Cummins-ville, Ohio.

His mother landed at Montgomery and Clay Street docks in 1852 from Bowling Green, Ky. They met and were married in San Francisco. They raised seven children, three boys and four girls. There are now several grandchildren. Between them and his attendance at Council meetings Tim has his hands full.

### **IN THE ROUGH DAYS**

Tim entered the labor movement in the rough and tumble days of 1895, as an employee of the old Union Iron Works, now known as the Bethlehem Shipworks. He joined the Steamfitters Union 590 and in 1901 represented the local in the old Iron Trades Council, forerunner of the present Bay Cities District Council of Metal Trades Unions. Previous to that he had been active in the union's affairs as a delegate to the Building Trades Council.

In his years of service to the labor movement, Tim has gotten around plenty, had his share of banquetting and has been banquetted. He was a personal friend of Franklin D. Roosevelt. Because he was the night of April 12, 1945, was one of triumph and sorrow for him. For it

Continued on Page 145

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# *Jim Reardon Is Dean of Representatives*

Continued from Page 143

was on that night that the principal AFL union representatives in San Francisco gathered at the Palace Hotel to commemorate his 50 years of active service to the union movement. And while there, the death of the beloved FDR was announced.

## **"LOVE OF LABOR"**

On that occasion Reardon was given a diamond ring, which he now proudly wears, bearing the inscription: "50 Years, Labor of Love, and Love of Labor."

Though first delegated to the Building Trades Council, Tim was most active in the metal trades in later years. He was one of the founders of the old Iron Trades Council. His Local 590, though a building trades craft, was primarily concerned with its jurisdiction in the shipbuilding industry.

In 1912 he left the Iron Trades Council, along with Dan Fraser to serve on the Board of Public Works. He served on this board for 18 years, during which time the present San Francisco was rising from the ashes of the earthquake and fire. During the great rebuilding program, the breath of scandal never touched him.

He eventually became president of the Board. When Mayor James Rolph moved to Sacramento as Governor he took Tim with him as Highway Commissioner. In this position he also stayed on to serve Governor Merriam.

## **LABOR COMMISSIONER**

Under Merriam he became Labor Commissioner and gained a wide reputation for himself in this job as a square shooter who could always be depended upon to favor the worker in the thousands of cases which came before him.

He moved from that important job into another—Chairman of the Industrial Accident Commissioner, staying in the post for six years.

In that spot he earned his reputation for fearlessness, and conscientiousness in the administration of the safety laws and workmen's compensation acts, and for his handling of many disputes between capital and labor. The burden of a lot of industrial trouble fell on his shoulders in those days.

He had to tell Federal agents where to get off and earned none of their love. Many major agricultural strikes took place while he was in office, the two most important being the lettuce strike in Salinas and the fishermen's strike at Monterey in 1934. These disputes roused strong and bitter feeling in the communities. But Reardon had learned his labor lessons the hard way, rather than from textbooks. His settlement of those strikes brought about better treatment of the workers involved and improved conditions that today make life more liveable in the agriculture field.

The caliber of San Francisco's pioneer labor leaders was manifest in these early disputes. Tim Reardon exemplified the best that marked the contribution of many unionists, many of them from the building trades. His most bitter critics never found fault with the way he conducted himself. He fought hard and persistently for the things he sincerely believed were right and just.

## **HELPS THE UNDERDOG**

He fought for protection against silicosis and was sustained by the high courts. He fought for men employed and injured while working for the Alaska packers and

was upheld. He enforced the eight-hour day for women and upheld by the Supreme Court of the U. S. In the failure of a large lumber company 135 men had wages due them. He took the fight to the supreme court and won for them. He helped convict Alaska packers for taking the savings of their employees in company store graft.

He wrote the safety code applied in the shipyards during the war, a highly successful code which saved many lives.

During World War II he was appointed by Mayor Rossi to the City and County Housing Authority which built housing for 23,000 war workers at Hunters Point. He did a great job in getting the ferries recommissioned to run across to Richmond, thus relieving the burden on existing transportation and easing the strain of long travel time.

Tim has served on many city boards besides those positions he held with the state. There is hardly a city board he has not sat on.

Today he is retired from public service. He still serves the labor movement, as delegate to the San Francisco Labor Council from U.A. Local 38. The labor movement was Tim's first love and he will probably continue active in it until he dies.

His record of service, his kindly nature, and his ever present helpfulness endear him to all who know him. He has hundreds of friends in the labor movement, many of them started out with his sponsorship. His is a name that will be long revered after he passes on.

# **BUILDING TRADES TEMPLE AN IMPORTANT ASSET**

Continued from Page 69

been related, was succeeded by his son, James Newsom. The present president of the Temple Association, Jack Smith, succeeded F. C. McDonald, who died in July, 1948.

Both the president and secretary of the Association are desirous of getting the building trades of San Francisco located in a new, modern building.

There are many difficulties in the way of accomplishing this objective but both are confident that they will be overcome. Chief among them is the scarcity of central sites such as the new Temple must have, and their high price.

## **FINE BUILDING, GREATER PRESTIGE**

In recent years some large unions have been forced to seek larger quarters outside the Temple. The unions are anxious to get back under a roof enclosing all affiliates of the Building Trades Council. The present Temple tenants, many of them, would like larger, more modern facilities.

Both President Smith and Secretary Newsom are confident that a site may be found and a plan worked out for it that will meet with the approval of all parties concerned.

Both recognize that a central building trades temple should not be just a functional building but just what its name implies, a Temple to the ability of the working man to cooperate with his fellow union men in a common cause—the betterment of wages, hours and conditions of work. They hope to give San Francisco Building Trades Unions a Temple in keeping with San Francisco's position as the leading center of trade unionism in the West.





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# Who's Who—



**CHAS. E. YOUNG**

Continued from Page 45

secretary, and he has been business representative for the past three years. In addition in two or three years he has become business representative for Santa Rosa locals of the Lathers, Sheet Metal Workers, and Plasterers and Cement Finishers.

He was secretary-treasurer of Sonoma County Building Trades Council for three years, then was vice-president for a year, and is now serving his third term as its president.

He married into a family active in organized labor or related fields. Harry Hill of the State Bureau of Vocational and Professional Standards is his father-in-law, and he has three brothers and four brothers-in-law in organized labor. He has two daughters and three sons.

Active, sincere, hard-working, Brother Young is another example of the high type of leadership that makes up the executive body of the state-wide building trades organization and gives it a strength and character of the highest order among western labor federations.

## ED PARK

**Placer, Nevada, Eldorado**

Member of the Operating Engineers, Local Union No. 3 since its inception. Prior to that time, was a member of Local No. 59 of the International Union of Operating Engineers. Served as a business representative of Local No. 3, assigned to the Sacramento district for the past four years. Previous to that, was assigned to the Oakland district for a short time. During the first two years of assignment in

Sacramento, worked with Frank Lawrence, General President of the State Building and Construction Trades Council. Served, and still serving, as officer in his own Local Union. Served as a delegate to the Alameda Building and Construction Trades Council and the Contra Costa Building and Construction Trades Council. Also served as a delegate, trustee and member of the Executive Board of the Sacramento-Yolo Building and Construction Trades Council, and as a delegate, trustee and president of the Tri-Counties Building and Construction Trades Council. At the 34th convention of the State Building and Construction Trades, held at Santa Barbara, was elected vice-president representing



**ED PARK**

the Tri-Counties Building and Construction Trades Council. As a representative of the Operating Engineers, was assigned the following counties: Sacramento, Solano, Yolo, El Dorado, Placer and Nevada. The jurisdiction of the Tri-Counties Building and Construction Trades Council extends throughout the last three counties mentioned.

## C. O. VINYARD

**Long Beach**

Member of organized labor since 1910. Member of Painters Local Union No. 256, Long Beach, since 1928. Served as President of Local Union No. 256 several times and held other offices of the local union. Financial Secretary since 1944. Served as delegate to the General Convention of the Brotherhood, also to the State Building Trades, State Federation of Labor, State Confer-



**C. O. VINYARD**

ence of Painters and various other organizations.

Delegate from Local Union No. 256 to the Long Beach Building Trades Council, Central Labor Council, District Council of Painters and also on the Board of Directors of the Long Beach Labor Temple Association and District Council of Painters Building Association.

Was elected as Vice-President of the State Building and Construction Council of California in San Francisco in 1947 and was re-elected at the Santa Barbara Convention in 1949.

\* \* \*

## HUGH S. RUTLEDGE

**Alameda County**

Hugh S. Rutledge, Alameda County vice-president, was born in Wardner, Idaho, August 26, 1899, of working parents, his father being at that time president of the Local Miners Union of the Western Federation of Miners. Spent boyhood days in Butte, Montana, where he received his education, graduating from the Butte High School. Also attended the Montana State School of Mines part time and later also attended Gonzaga University at Spokane, Washington, for a short period.

Due to the loss of his father in a mine accident in Idaho it was necessary to interrupt his schooling to help support his family. He moved to Seattle, Washington, where he worked in the shipyards during the first World War. Moved to Oakland in 1921 where he started to learn the trade of construction painter,

Continued on Page 149

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# Who's Who—

Continued from Page 147



**HUGH S. RUTLEDGE**

working as an apprentice.

His union membership in Painters Local Union No. 127 started in 1922. He has served in all capacities in his local union and was elected to his present position as financial secretary in 1936, which position he has held continuously since that time.

He has been most active in the affairs of the painters serving as delegate to all Central bodies and groups where his union knowledge has been of great assistance to all building trades groups. He was a delegate to the general assembly of the International Brotherhood of Painters in New York in 1936 and acted as a national committeeman at the assembly held in San Francisco in 1946.

He is at present holding the following positions in organized labor, in addition to that of vice-president of the State Building Trades: Second District vice-president of the California State Conference of Painters, secretary of the California State Joint Apprenticeship Committee for the painting and decorating industry; financial secretary of Painters Union Local No. 127 of Oakland; delegate to the Alameda County Building and Construction Trades Council; delegate to the District Council of Painters No. 16 of Alameda and Contra Costa Counties; member of the Joint Painters Committee of Alameda County and the Alameda County Joint Apprenticeship Committee for the painting industry; a member of the Bay Area Joint Committee for the painting industry, and has just recently been elected as delegate to the 18th General Assembly of the Brotherhood of Painters which will be held in Detroit, Michigan on Sept. 3rd.

He also serves as technical consultant for state board of education on the industry advisory committee for the painting industry. He is active in civic affairs in Oakland and was recently appointed to serve on the Mayor's committee to revise the city charter of Oakland.

He was married in San Rafael in 1924. He has his home in Forrest Park, Oakland. He is the father of Jimmie Hugh Rutledge and Mrs. Chester Lampe, both children being born and raised in Oakland. He has two grandchildren, aged 4 and 1½ years, the sons of his daughter. His son Jimmie is married and is presently attending the University of California to complete his education which was interrupted by 6 years of service in the last war where he served with distinction in the United States Navy.

Brother Rutledge has an excellent record of union activities in all building trades circles.

\* \* \*

## M. C. WAGNER

**Tulare County**

M. C. Wagner, Tulare - Kings County Vice-President, is a native of Pennsylvania, born July 14, 1902. He is married and has three children. He spent 28 years in the building industry as an iron worker by trade, a member of Iron Work-



ers' Local No. 155, Fresno. At present he is business representative for the Tulare-Kings Counties Building and Construction Trades Council.

He has made his home in the San Joaquin Valley for the past twenty years, but worked in the Bay Area in early 20's. He was active in youth projects, was responsible for labor's donation, building Girl Scouts' Building, which has been one of the outstanding in the San Joaquin Valley. He spent eight and one-half

Continued on Page 150

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Continued from Page 149

months of spare time with this project.

The Recreation Hall is named in his honor. Due to the success of Girl Scouts Building in Visalia, the Camp Fire Girls in a neighboring city asked for similar help to build a building. That was done, and labor was commended for outstanding co-operation.

He has devoted much time to Boy Scouts' projects. Due to such fine co-operation he has created outstanding public relations for labor.

\* \* \*

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Yuba-Sutter Counties

Vice-president of the State Council for the north-central valley counties of Yuba and Sutter is C. A.



"Cliff" Kingsbury, a member of the Laborers Union and business representative of Laborers Local 121 with headquarters in Marysville.

Brother Kingsbury was born in 1894 and attended school in the small town of Honcut in Butte County. He served in World War One. He joined Laborers Local 121 in 1919, and in 1937 he was elected financial secretary-treasurer of the union. In 1943 he was elected business agent, a post he still holds.

On March 4, 1943 he was elected president of the Yuba-Sutter Building and Construction Trades Council, a job he held for five years. In 1945 he was named a vice-president of the State Building Trades Council for Yuba and Sutter counties. He is now business representative for the Yuba-Sutter council.

Brother Kingsbury married a Marysville girl, Gladys E. Churchill in 1923. They have raised a family of three children, one girl and two

Continued on Page 172

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San Francisco

# "P.H.'S" OWN STORY

Continued from Page 85

to stay behind. The friendliness, excitement and opportunities of the day beckoned him. It turned out to be a momentous decision, for he was to make himself a prominent place in the hearts and minds of San Francisco citizens.

## JOINS LOCAL

On August 6, 1886, "P.H." was accepted into membership in Carpenters' Local 22. He went to work at the trade. By 1890, working on the new California Hotel, he was in charge of construction.

On March 17, 1890, the Executive Board of the AFL decided to implement the Convention's demand for the eight-hour day. A date was announced on which the coveted goal would go into effect on all construction. The Carpenters were the principal push behind this ultimatum. They announced that beginning May 1 carpenters in 137 U.S. cities—46,197 members—would work no more than eight hours. As McCarthy wrote about it: "the die was cast."

McCarthy found himself with a duty to perform in reference to his union as well as his employers. He carried it out with characteristic thoroughness and fairness. There were several sub-contractors working on the job, doing various kinds of carpentry such as framing, hardwood flooring, cabinet work, etc. "P.H." went into a huddle with all of them, explained the situation thoroughly, sold them on the proposition that the eight-hour day would pay off for them—sold all of them but one, that is.

The recalcitrant was a Chicago sub-contractor who insisted that his bid did not allow a margin for the increased cost of the proposed shorter day. McCarthy put his knowledge of construction costs to work to prove that the Chicagoan could afford the eight-hour day along with the rest of the sub-contractors. Pure logic, plus the fact that the men on the job were solidly behind their construction boss, saved the day. The eight-hour day went into effect on the California Hotel construction. Within five weeks it was in effect on all construction jobs throughout San Francisco.

## THROUGH THE "CHAIRS"

In the months to follow McCarthy devoted most of his spare time to his lodge affiliations. As he puts it,

he was "going through the chairs" and found this fraternal activity an outlet for his never-failing interest in people and their problems. However, he also found time for his regular Carpenters' membership meetings.

He points out that the prosperity of the newly-won eight-hour day had its effect on interest in unionism. There was a certain amount of lethargy and backsliding by formerly active union members—a condition which McCarthy notes is to be expected in prosperous times, and which labor must always be alert to avoid if it is to keep its gains.

As conditions worsened, the pressure increased from still active rank and filers for some remedial action. At this time there existed at least three Carpenters' locals in the city—Locals 22, 483 and 304. Local 304 was a German language union. Many such unions existed in the larger cities in those days, made up of unassimilated immigrants. There was a clamor by some for consolidation of the three unions because membership had fallen to less than 350 in all of them.

No shrinking violet, McCarthy had his ideas about the proposed consolidation and was outspoken with them. As a result, he was drafted from his lodge work back to his first love—organization. At the joint meetings of the three locals to discuss consolidation, he strongly advised against such a move. "The answer to our problems," he said, "is not consolidation, but organization. We must organize the unorganized."

## MEMBERSHIP DRIVE

Those present voted seven to one against amalgamation as a result of this forceful stand. General Secretary-Treasurer McGuire was asked and gave permission to reduce the initiation fee. A membership drive was launched. McCarthy himself took part in it, visiting personally the homes of scores of candidates. He was always a firm believer in approaching prospective members in their homes, selling their wives and families the value of unionism.

The drive paid off. In three months membership was up 300 per cent. A new Italian-speaking Carpenters' local was organized.

It was at about this time that McCarthy began to advocate the idea for creation of a central coordinat-

ing body for the building trades unions. On February 6, 1893, such a central body was set up (see "50 Years of Building San Francisco" elsewhere in this book for a different version of the BTC's birth). Its founders were careful to give its delegates and officers powers that would ensure its success. Earlier attempts to set up such a body had failed because of faulty organization. Thus the San Francisco Building & Construction Trades Council was born. McCarthy served as its leader for 29 years.

Shortly after the Council came into being, the Building Trades working card was introduced. It was to be a powerful factor in keeping all types of building and construction work in San Francisco and the state unionized.

McCarthy showed his mettle as a union fighter and strategist in the campaign which was launched in February 1900 to put the cabinet and planing mills on an eight-hour day. "P.H." had laid out a plan of action against the mill owners fully two years beforehand. When the showdown came, events took an unexpected turn. With six months warning on the eight-hour day issue, the mill owners on August 13 suddenly locked out their union employees.

## UNIONS IN BUSINESS

The unions involved, along with the Building Trades Council, answered the lockout by setting up their own planing mill—the biggest west of Chicago. It went on three shifts soon after it opened up. After six months and six days, the employers had had enough of union competition—even with such competition working the more costly shorter workday. They signed up for the eight-hour day. Later the mill was sold to private owners, for "P.H." was a firm believer in private initiative and the free enterprise system. He also believed private enterprise injured itself when it neglected the welfare of its employees.

## PRE-ARRANGED DECISION

As a face-saving device, an arbitration board was set up to "settle" the eight-hour day issue. But there was no neutral fifth party. The employers chose two, the Building Trades Council two—Jeremiah Mahoney and James E. Britt. Though the McCarthy account does not say

Continued on Page 153

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## "P-H's" Own Story

Continued from Page 151

so, the latter is believed to have been the famous fighter. He was a member of Carpenters 22 and a close friend of "P.H." The settlement occurred on February 19, 1901.

When one of the mill owners, who also was an owner of the San Francisco Seals baseball team, failed to go along with the rest of the millmen, the ball park was picketed a couple of Sundays in a row. He signed, too.

McCarthy also was active in the formation of the State Building and Construction Trades Council in 1901 (see story on the State Council elsewhere in this book) and worked closely with officers of that organization up until his retirement from the labor movement in 1922.

Thereafter he successfully engaged in the contracting business until his death in 1933.

Despite his preoccupation with the affairs of the building trades councils, "P.H." managed to find time to devote to the affairs of his home union, Carpenters' Local 22. He attended most of their regular membership meetings around the turn of the century. Some of his activities were on the lighter side as the following quotation from Local 22's minutes, published in the April 7, 1903 edition of Organized Labor, show:

"The membership were entertained with a song by P. H. McCarthy. The song rated tenor sang in a very touching manner. And when he soared into the high notes, the members forgot they were listening to a human voice and thought it must be nightingale notes that touched their heartstrings."

It is apparent that "P.H." could move his followers in ways other than the traditional two-fisted or hard-hitting oratorical approaches that were the trade marks of most union leaders of that day.

### THE EXPOSITION

McCarthy was extremely proud, as well he could be, of his part in the 1915 San Francisco Panama-Pacific International Exposition. He was largely instrumental in winning from the Exposition directors an agreement calling for the employment of union craftsmen on all construction work. The eight-hour day was a condition of that agreement, with the exception of one union, the Brass and Chandolier Workers, now extinct, which worked a nine-hour day. There was no ex-

Continued on Page 154

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## "P-H's" Own Story

Continued from Page 153

planation for the exception.

The press had clamored for open shop construction of the Exposition. It was one of the few such undertakings to complete its job without a deficit, thanks to the superior skill and workmanship of the workers employed and the foresight and business acumen of the directors.

In 1912, McCarthy ran for Mayor as the candidate of the Union Labor Party, pulling the full ULP slate into office with him. He ran up a majority vote over two opponents of over 10,000.

While in office he discharged his duties in the interest of the whole city, rather than any special group. He is said to have interested himself in the high office after someone had remarked that labor did not have a straightforward and honest candidate. Taking this remark as a personal affront to himself as well as to the labor movement in general, he threw his hat into the ring and campaigned with characteristic thoroughness and gusto.

McCarthy rose to the emergency occasioned by the great fire and earthquake in 1906 by calling the B-T Council into special session and winning its approval for suspension of all union rules governing overtime, shop conditions, and all other regulations except wages. Thus he threw the full resources of the building trades behind the job of getting the city out of its rubble and into the job of rebuilding.

### UNION RELIEF

The Carpenters' International contributed \$10,000 and local unions \$7,000 toward relief of those made homeless by the calamity. McCarthy was a member of the International Executive Board of the Carpenters.

In his memoirs, no part of which have heretofore been published, he remembers that one local merchant for a time refused to sell the tools he carried in stock because they were to be used by union mechanics. "What if the trade unions had taken such an unenlightened position in this great emergency," he asks, "and suddenly had refused to work in the ruins with non-union workers? The powers that be probably would have called out the militia and forced our people to go to work."

Fortunately, in that trying day, everyone turned to and cooperated wonderfully in the rebuilding task.

Continued on Page 155



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## "P-H's" Own Story

Continued from Page 154

Among others, the unions did their job and did it well.

An interesting sidelight on how the employers of that day operated, with the thought ever in mind of weakening or breaking organized labor, is contained in a McCarthy reference to an offer made him as San Francisco stood on the eve of a gigantic rebuilding program.

### PROPOSE PAY-OFF

A responsible representative of the organized employers (McCarthy names no names in this instance) proposed that at this time he should set up his own contracting company. In return for a McCarthy recommendation for a general wage cut, this company would receive 5 per cent of all contracts let in the rebuilding of the city. Naturally, "P.H." was outraged at the suggestion, and would have no part of it.

Besides his activity in strictly labor fields, McCarthy during his lifetime in San Francisco found time to interest himself in many civic ventures. He was active in the debates which preceded the adoption of the original City Charter in 1896. He was responsible for inclusion in that charter of the eight-hour day for city employees, and the \$2 minimum wage clause, very important at that time.

As a result of charter activity and knowledge of civil law which he displayed, he was made Civil Service Commissioner by Mayor J. D. Phelan. He served four years in that capacity, doing much during that time to enhance the conditions and earning-power of city wage earners.

Naturally a man in such a high and important position as McCarthy would be subject to some criticism. In McCarthy's case there was some from union sources due to his insistence on the autonomy of the Building Trades in all matters relating to the industry they worked in.

### FOUGHT FOR AUTONOMY

In the early days of the AFL, the concept of autonomy for a group such as the building trades was looked upon with some suspicion and disfavor by the AFL president, Samuel Gompers. McCarthy had his jousts with him, as well as with Carpenters' General Secretary Mc-

Continued on Page 156

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## "P-H's" Own Story

Continued from Page 155

Guire and the late John O'Connell, secretary of the San Francisco Labor Council for many years.

However, time healed any sores which developed from these side-battles over policy. And time has proven the effectiveness of sub-councils such as the Building Trades Council. The groundwork and pioneering of "P.H." has shown that such councils can work effectively and cooperatively within the framework of the A.F. of L. Today other groups are profiting by the experience of the building trades unions with sub-councils. The metal trades, the printing trades, and many other groups now operate successfully for the trade union movement in that way. The part of each is understood and recognized and respected by the parent AFL.

And today the union movement in San Francisco and throughout the nation has progressed far down the road to a better American way of living because of men such as Patrick Henry McCarthy.

Until proven otherwise, California Building Trades adherents who are proud of past history, and the contributions of California's pioneers to the labor movement, will continue to claim that the State Building Trades Council is the oldest organization of its kind. Its existence antedates the formation of the Building & Construction Trades Department of the American Federation of Labor. New Jersey's state council was formed at about the same time.

The San Francisco Building Trades Council is believed to have been the first to bring all of its city craft workers together in one organization.

It was formed February 6, 1893. The State Building Trades Council was formed in 1901.

Both are older than the Building Trades Department of the AFL.

The first formal organization of building trades unions was formed in Indiana in 1903 and was known as the Structural Building Trades Alliance of America.

It was absorbed four years later by the Building Trades Department. The new confederation was approved by the AFL in 1907 and held its first convention in 1908.



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We of organized labor of 1950, in looking back over the road that our former brother workmen have traveled in the past fifty years must realize the concessions and conditions that we enjoy today which in 1900 were merely a dream. Organized labor has led the battle for many things we take for granted today. To mention a few: the free public school systems, the rural free delivery of mail, good roads, public libraries, lighted streets, free city state and national parks, the conservation of soil, reforestation, the elimination of poll tax, county hospitals, more humane treatment for the insane and the indigent, free tuberculosis clinics and other free medical care, civil liberties. All of the safety laws in industry today are there because of the economic and political efforts of organized labor.

In 1900, when compensation laws were in existence, they were only ghost laws laughed at by everyone. (Not that they are perfect today but better than nothing.)

In 1900 unemployment insurance was a myth talked about only by soapbox orators and disability insurance carried by the state was unheard of.

The eternal haunting fear of the average building trades worker is old age. Old age without enough income to meet the obligations to purchase the necessities of life. This fear, whether admitted or denied, is in the vast majority of building trades workers minds. Many may say that a building trades worker receives enough pay to put aside some for a rainy day, but the building trades worker knows enough of natural rainy days.

It is true that certain railroads had a pension plan in effect for their workers after the early railroad unions demanded pensions in a number of protest strikes. But in the few instances where it had been granted it was used as a club.

The Social Security pittance that the building trades worker above sixty-five years of age receives today will not suffice to pay for his rent, let alone food, clothing, education and amusement. With the speedup of the building trades industry the average worker is not able to work up to the age of sixty-five and we find the worker above fifty being replaced by a younger man. Many large companies will not hire anyone above forty-five years of age—except in cases of dire necessity and then only for a short period of time. Insurance companies who carry compensation on large numbers of workers recommend to their clients an age limit of from twenty to forty-five years of age. All of the machinery of production today is geared for younger workers. It is also geared to produce in a given period of time more than the working people can buy back with the wages they receive.

Our Social Security Act must be revised to fit modern day needs. One of the first things to do is to reduce the age limit from sixty-five to fifty-five years of age and to give a guaranteed return to the recipient; enough to meet his needs for the twilight of his life for him and his.

Work itself is only a means to an end, and in the twilight of the building trades worker's life, he should be given an opportunity to enjoy some of the fruits of his toil. Social Security or Old Age Pensions will give him this and remove one of the everhaunting fears that infest the building trades worker.

The future belongs to labor. It will be organized labor which will be in the vanguard for a better Social Security Act and Welfare Plan of tomorrow.



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# The Business Rep Has His Problems

During the last war, the average business representative of the average union had his share of war-born grief. Someone, who never bothered to put his name on the article sat down and wrote up some of the more humorous aspects of these headaches. Since the enactment of the Taft-Hartley act the business representative has had some new woes added to those he already had. With a little editing here and there to bring it up to date we offer herewith the masterpiece in question:

There isn't a more abused, a more misunderstood or undervalued mortal under the sun than the average representative of an average trade union. Nor is there one this side of the pearly gates more deserving of the pearly gates when his time comes to die than the average representative.

## MUST KNOW ALL THE ANSWERS

A labor representative is a human being but no one seems to think so. For example: After putting in a long day at the office he isn't supposed to go to a show, to a party or to his lodge for the simple reason that some member may want to call him up and if he is out of the house—he can't be called. And what do people call a representative about? Well, a representative is supposed to know everything. He is supposed to be able to create jobs where there are no jobs. He is supposed to know about every job and every project not only within the local jurisdiction but in Iceland, Greenland, Jamaica, Alaska, Canada, Oran, Dakar, the Canal Zone, Rapid City, Hollywood and God only knows where not. A representative is supposed to be able to just reach up in the air and pluck out a job that is hand-tailored for the guy who is out of a job.

Yea, verily, a representative is a man of parts, a genius and a bum all rolled into one. He is supposed to carry on a constant agitation for a shorter work week, more pay, time and a half for overtime and double time for holidays, but he works from 12 to 18 hours a day, his telephone is always busy and if he doesn't show up at the office before 8:30 there are those willing to have him burned in crude oil for trying to act like a banker. And talking of bankers, a representative is supposed to be able to hand out a dime or two bits every time a moocher flashes a union card on him; he is supposed to dig down into his jeans for a couple of bucks every time a fellow unionist is short; he has to dig up to buy flowers for someone he never heard of and if he doesn't kick in—he is tagged as one of those cold-blooded gawks who live off the labor movement, one of those per capita leeches who are sucking the life blood of their fellows and never giving anything in return.

A good representative is supposed to be able to settle any dispute and all disputes and no matter how many he does settle—someone is always dissatisfied with the way he did the job. He is supposed to be able to out-talk a Philadelphia lawyer, and if he can't—there are always a half dozen or more in his union who know darn well that they could do that job without batting an eye. He is supposed to be able to write a contract that will give the employees everything and the boss nothing.

## MR. FIXIT

He has to be able to argue classifications, the complicated language of the Rent Control Office, the NLRB, the Taft-Hartley Act, the U. S. Supreme Court, the cost of living index of the U. S. Department of Labor, unemployment insurance, and know how to interpret the permanent disability rating schedule of the Industrial Accident Commission better than the commissioners or the people

who wrote it. He has to know all about base rates, depreciation, capital investment, Vitamin B-one and how to make out an income tax that even Henry Morgenthau doesn't understand.

And that isn't all. A good representative should be able to settle domestic quarrels that the Court of Good Will, Mr. Anthony or the United Nations couldn't settle and would duck with abject fear. He has to be able to explain how one woman's husband is able to get a job while that particular man's brother-in-law can't buy, beg, steal or inherit one. He has to know all the answers and if he doesn't, God help 'im.

## BE A POLITICIAN

He has to get into a campaign to knock hell out of some candidate and then if that candidate is elected—the representative is supposed to go around and square things for the union that went on record demanding the politicians defeat.

A representative is supposed to be just a human being and that's all he is, but he is also supposed to be endowed with a sixth sense that permits him to tell offhand just how long a job will last, what is the railway fare to Great Lakes Station, how cold it gets in Newfoundland, whether the Alaskan mosquitoes are poisonous, how much it will cost for room and board in Anchorage, and the current value of Cities Service stock.

He must know which is the best doctor to go to when you are sick and how those mutual hospitalization systems operate. He has to visit the sick, attend funerals, pass the hat to buy tools for some fellow who lost his in a crap game, act as co-signer on small loans, arrange for legal assistance, and attend all dances, bazaars, raffles, shindigs, wakes and reunions. He is supposed to buy tickets on every jackpot, alibi for members who lie to the wives about the time the union meeting adjourned, help make out questionnaires for fellows who don't know what it is all about, get free publicity for the union, get passes to the ball games for certain people and make deals for a special price on beer for the annual party.

## ALL THINGS TO ALL MEN

He must have a smile for everyone and a constant curb on his temper; he must be in a dozen different places at once and at the same time and never get more than three jumps away from the telephone; he must be temperate but at the same time be willing to buy drinks for the crowd; he must be a hale good fellow at all times and if he is—there are those who are willing to say he is putting on the act.

If he dresses well he is under suspicion of getting side money; if he wears old clothes, he's a bum; if he goes to church he's a hypocrite; if he doesn't he's indifferent, irreligious and perhaps a scoffer. If he contributes to a religious organization it is because he is looking for publicity, if he doesn't he's a tight-wad, a cheap-scat or what have you?

Of course, almost anyone can qualify for the job of a union representative provided he has the patience of Job, the fortitude of a Christian martyr, the courage of a Viking and a sense of tolerance that would glorify a saint. Plus these common faculties he must have a gentleness of spirit that permits him to forgive those who would crucify him on a cross of selfishness, a willingness to learn something new each day, the grace to judge all men by the standards laid down in the Sermon on the Mount—and an ever-abiding sense of humor that doesn't know one day from another.





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## "Organized Labor"

Continued from Page 8

Crenshaw of Tile Setters 19, secretary and editor; Joseph Petri of Cement Finishers 580, vice-president; Patrick Sweet of Carpenters 22, treasurer; Charles J. Foehn of Electricians 6, board member, and Mrs. Sada E. Parish, office manager and editor.

### EDITORS PLAY BIG PART

At the April 1, 1948 shareholders meeting, the following board of directors was elected: Charles J. Foehn, president; Joseph A. Murphy, vice-president; Watson Garoni, secretary; M. Fenton, director, and Edward L. Nolan, treasurer. Arrangements were then completed with California Labor Press for printing of the paper.

Assisting with editing of "Organized Labor" in recent years have been George W. Rohrs from Carpenters Local 22 and Jerry Pickle from Electricians Local 6. Much good work was accomplished by them and by Brother Crenshaw. Mrs. Parish, who carried on for a number of years as editor and secretary, assisted greatly in carrying out the aims and traditions of "Organized Labor."

The distinctive style of journalism pioneered by Brother Tveitmoe was followed long after his death. News items, as we know them today, were confined to the official minutes on inside pages, and the front page was reserved for editorial comment.

### A RESPECTED VOICE

The paper has at all times been a respected and effective organ in activating and publicizing the policies of the building trades council and its affiliates. Probably its outstanding job was the fight against the American Plan in the early twenties. Many trade unionists recall how the paper was displayed on the picket lines in the reorganizing drives that were launched during the depression years.

During its life the paper has also played a strong part in rallying the craftsmen of the city and state to take a more active interest in the processes of government. Its call for help and cooperation just after the great earthquake brought an immediate and heart-warming response from the workers of the city. It was strongly behind the campaign to bring the Pan-American Exposition into being. Civic-mindedness of the editors and the building trades officers has always been reflected in its pages.

The board of publishers continues to set the major policies of the paper

and reviews the manner in which they are carried out. Final authority, of course, always rests with the San Francisco and California State Building and Construction Trades Councils.

"Organized Labor" has a colorful history, one that any paper may well be proud of, and with this Fiftieth Anniversary edition we in the building trades movement wish to dedicate ourselves to continuing and greatly expanding the basically sound, humanitarian policies and program that have been traditional with this valued means of public expression for half a century.

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Local 65

Years ago after the Spanish-American War, a group of wood lathers would meet at the corner of Turk, Mason and Market Streets. They talked about conditions of the trade and finally formed a Lathers' Social Club which later became the Lathers' Union of San Francisco, independent of any other affiliation.

About November 1903, several members from other localities induced this independent union to become affiliated with the Lathers International Union, which was given a charter to be known as Lathers' Union Local No. 65.

The members present at that initial meeting are called charter members, and the meeting place to talk shop was changed to the Palm Garden on Market Street near Sixth Street.

**FIRE AND BOOM**

In 1906 the earthquake and fire destroyed over 75 per cent of our city, but with the insurance premiums being paid, a large building boom was in progress, which lasted several years. A strong Building Trades Council was formed which unionized every building mechanic in San Francisco. Large firms from other parts of the United States, which did contracting, furring, lathing were in dire need of metal lathers. An opportunity for the wood lathers to apply metal lath to walls and ceilings erected by the House-

smiths on Class A fireproof construction prevailed.

These firms had their offices at the Builders Exchange, 180 Jessie Street, and the lathers used to congregate on Jessie Street to talk conditions of the trade. The lathers working close to the Housesmiths, and being faster mechanics, requested the Housesmiths to join their union, which the majority of them did and received a higher rate of pay.

The metal corner bead, which was made by the sheet metal worker, was applied by the lather on account of his being the mechanic that was around handy when the job was being prepared for the plasterer. Later decisions of the Board of Awards gave all light iron construction, screen and beads to the lathers.

The first cement stucco applied by metal lath was not successful, as the metal lath would rust as the stucco was not of a proper mix. Poultry netting first applied about 1913 was more successful and is still used today with galvanized metal furring nails.

Building paper was first applied by the carpenter with the wood furring strips. When the metal galvanized furring nails were first used in 1921, the carpenter had a difficult time to fasten on the paper securely

Continued on Page 162

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## Lathers & Plasterers

Continued from Page 161

against the wind. After a few jobs of applying the building paper by the carpenter the lathers were requested to apply the paper where stucco plaster is used, and have since received a decision by the board of awards.

### AMERICAN PLAN

About 1921, after the first World War, a group of employers known as the Industrial Association locked out all building trade mechanics by withholding materials, to be sold only to non-union jobs. The Lathers Union by devious devices secured materials from the Industrial Association and imported some from foreign countries in order to keep our members working under strictly union shop conditions. We are the only union in the Building Trades Council that has a record of 100 per cent union conditions on all jobs during the period of the association. When the work was slack after the World's Fair in 1915, Lathers Union No. 65 was the first and only union to work a six-hour day in San Francisco, working from 8 a.m. to 2:30 p.m.

The Lathers and Plasterers unions were the first to start a five-day week—in 1918.

In the depression years from 1929 to 1934 conditions were very difficult on our members, many being forced to work on make-work projects set up by the City, State and Federal governments in order to receive food and shelter.

The National Recovery Act was passed by Congress in 1935, which gave all trades the opportunity to regulate hours and wages and conditions for each industry. The Plastering Industry has enjoyed a six-hour work-day since that time. The building trades started to boom again, until 1937 when the Plasterers Union was locked out while requesting a higher rate of pay. The Home Builders used this opportunity to request FHA permission to use dry wall instead of plaster, which was granted. This material is a substitute for plaster and is being used on 90 per cent of the homes and flats during the present time in San Francisco. It has not been proven better than plaster, being one-half inch thick, where plastered walls are three-fourth of an inch. The cost is greater and it does not have the insulating quality or durability of a well-plastered home. Our organization feels that this material will in time deteriorate, and will only be used in the very cheap-

ly constructed homes. The people who buy better homes will want them plastered, as a home is a life-time investment.

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# Copper's Our Dish—

## We Make Some Big Ones

**By Robert E. Mogel**

Secretary and Business Representative of Coppersmiths Local 438

Just like other craft unions, as Carpenters, Bricklayers, etc., the Coppersmiths have been established as a craft or guild many years. Here in San Francisco the Coppersmiths formed a union in 1890 and were affiliated about 1904 with the Amalgamated Sheet Metal Workers' International Alliance as Local No. 95. They had their own badge or union buttons made out of copper with the insignia of an arm and hammer in a circle.

There were coppershops along the waterfront and uptown who gave service to the boats and steamers that plied busily back and forth

from San Francisco.

One of the oldest coppershops established in San Francisco was C. W. Smith Copper Works, established in 1853 at Front Street. Other coppershops were Perry Copper & Sheet Metal Works at Mission between 3rd and 4th Streets, Wagner & Sons, Sanders & Co., Schadlitz Copper Works, the E. M. O'Donnell Copper Works, established in 1907, and Oscar Krenz, Incorporated.

The present owners of the last two shops learned the trade here in the older established places. Oscar R. Krenz was holding office in this

Continued on Page 194

## Handmade Beauty in Stainless Steel



The growing of the population in the Bay Area and in California in general made it mandatory to increase the production of beer. Nearly all the breweries on the West Coast expanded and invested in new equipment. Just a few years ago the largest brewkettle on the West Coast, with a capacity of 530 barrels, has been installed by Zaft & Behnke Copper Works at the Regal Amber Brewing Company.

But as time marches on, the material for the brewkettles was changed too and the coppersmiths applied their old knowledge to newer metals, the Stainless Steel. Two new brewkettles with a capacity of 450 barrels each were manufactured and installed by Oscar Krenz, Incorporated, Berkeley, at the Burgermeister Brewery in San Francisco.

One of those brewkettles is shown in the picture. However, only the upper portion of the kettle shows, the remainder extending to the floor below. The goose neck 36" ventpipe for carrying off vapors, required considerable skill in shaping the work, just like copper and has been electric welded and polished.

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By Frank J. Murphy

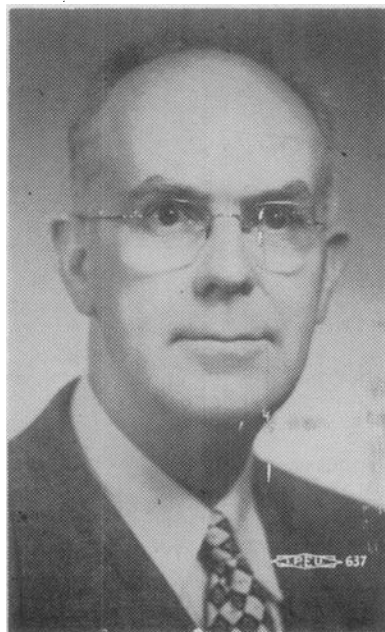
Business Representative, Elevator Constructors Local No. 8, IUEC

Sunny California, bursting at some of its seams from record post-war increases in population, is making plenty of construction news this year. The State is now engaged in a multi-million-dollar construction program that may top anything ever attempted in any other state in any one year.

In the past year and so far this year more than \$200,000,000 of new construction either has been completed, is being completed, or is about to start. The State officials say that that huge sum may be increased another \$25,000,000 before the year is out.

A lot of this construction is of the type that will require passenger and freight elevators, dumbwaiters, escalators, traveling stairways, electric stairs, motor-stairs, etc.

Looking back over the past 50 years, we have been installing hydraulic elevators (horizontal and vertical), drum machines, geared and gearless traction elevators. Controls have varied from rheostatic, unit and multi-voltage and



FRANK J. MURPHY

generator-field. Operation for actuating the controls has kept us busy studying the various methods: automatic, selective-collective automatic, dual, car-switch, pre-register, signal, autotronic, selectomatic and electronic.

\* \* \*

We understand how the Spike Jones Band won the national award  
Continued on Page 169

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# THE MILLMEN'S HISTORY GOES BACK TO 1884

By Henry Lidley  
Financial Secretary, Local 42



We have quite a few oldtimers on the honorary membership list of the union, who know the history of the local and who helped to make it.

One of these is William G. Seagrave, 75. He's been on the retired rolls for two years now. But he still takes an active interest in the union's fortunes.

Bill was around when the present Millmen's Local became No. 42, in 1913, through an amalgamation with No. 422 and No. 423, both woodworking unions. Local 422 itself was born of a consolidation with the cabinet workers and was known as Woodworkers of America Local 15 when it was organized in 1884. Thus our union is one of the oldest San Francisco trade unions.

Local 42 was born on June 17, 1913. Jim Black was the first president, Bill will tell you. At that time there were between 30 and 40 cabinet and woodworking shops in town. There are more than 120 under the jurisdiction of Local 42 today.

## EIGHT-HOUR FIGHT

Some of the most important millworkers' history occurred in 1900 when the eight-hour day was established. That was a vicious fight, as Brother Seagrave remembers it. He says: "The millworkers were well organized at that time, and were seeking to get the eight-hour day

established. The mill owners also were pretty well organized. The millworkers and carpenters had set a deadline for the inauguration of the shorter workday. The employers jumped the gun on the deadline and locked us out. We were on the bricks for six months before we got our shorter workday.

"To get it, it was necessary for labor to go into business itself. With the assistance of P. H. McCarthy, then president of the S. F. Building Trades Council, about \$50,000 was sunk into two planing mills. The biggest was the Progressive Mill, at the time largest west of Chicago.

"The Progressive put a lot of our locked-out members to work. Working the shorter day with its higher cost, the Progressive flooded the area with union-made millwork. The P. M. Company in San Jose meantime had signed the eight-hour day agreement and sent its products into the area also. After six months the Mill Owners Association had had enough and agreed to sign up."

So, among other firsts, the Millmen's unions of San Francisco can claim to be among the first to have the coveted eight-hour day, which soon spread throughout the industry in the West.

(Editor's Note: The sign being held by Fin. Sec. Henry Lidley

Continued on Page 168

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## Millmen's History

Continued from Page 167

in the picture accompanying this article is evidence of how the mill owners reacted to the eight-hour day idea.)

A speed-up was launched and rules were laid down designed to keep our members tied to their machines. A time was even set for members called by nature to relieve themselves.

Of course, time heals all wounds and eventually many of the rules were softened up. The local, along with other building trades unions, went through trying times during the American Plan union-breaking effort started in 1921. Due to the concerted tactics of the employers, who united with the banks to withhold credit for any fair-minded employer, our membership suffered during that union-busting era.

It only served to prove that we must never relax our interest in unionism. Apparently, Brother Seagrave says, we became too smug about our existing conditions at that time and the employers saw their chance and took advantage of it.

The local subsequently recovered from the damage done by the American Plan. Today it boasts more than 1,100 members. We have in force a model apprenticeship plan, which increases the value of our skill and protects the status of our regular working members.

Wages too have come a long way from those in effect around the turn of the century. Though prices have risen too, the take-home pay of an average member will still buy a lot more of the American way of life than the wages received in 1900. And conditions are much improved, too.

The officers and members of Local 42 are gratified with the progress made in the last 50 years. We look forward to the next 50 with confidence that through our union associations and by strict adherence to traditional and tried trade union ideals we can make still greater advances.

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## ELEVATORS IN THE "AUTOTRONIC VEIN"

Continued from Page 166  
from the Hardware Industry, because they used so many kitchen utensils in their band when performing. They are a wonderful band—but did the Hardware Industry know that we could put on a colossal minstrel show? Here is a sample of what our trained mechanics could do in going through their signals. We will take it for granted that the "governor" will always attend. When they are going through the William Tell CHANGE-OVERTURE they gain traction on the DRUM machine.

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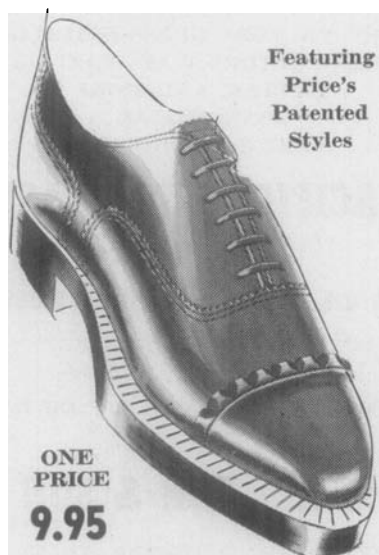
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We also install orchestra, console and organ lifts for the firms who employ us. We throw in a switch and up comes the stage with THE EAGLE BEAVER MINSTRELS, wearing their over-head beams, car aprons and elevator shoes.

They are singing "Good Times Are Coming."

The troupers remain standing until the Interlocutor announces: "Ladies and Gentlemen, I take great pleasure in presenting our Cable End Men, Mike and Crowe." Usually at this point the Interlocutor says "Gentlemen, be seated," but to do it differently he announces the name Otis, spelt backward and pronounced "sito"—"Gentlemen, be sito."

Interlocutor: "Well, Mike, what's on your mind?"

Mike: "Do you know what is the relationship between the door sill and the car platform?"

Interlocutor: "No, what is the relationship, Mike?"

Mike: "Stepfarther."

\* \* \*

Interlocutor: "How's about you, Crowe?"

Crowe: "I would like to have the bosses send out the holes for those hydraulic jobs, from the shop."

Interlocutor: "Well, wouldn't they be hard to crate?"

Crowe: "Maybe so, but we won't complain about digging holes—in Fort Knox or the Mint."

\* \* \*

Interlocutor: "What's your question, Mike?"

Mike: "You remember when a fellow named Smith appeared before the judge and the judge asked him what his occupation was, and he said he was a locksmith, and then the judge said, 'Lock Smith up.'"

\* \* \*

Crowe: "An elevator dispatcher told me to take the elevator to the right—I thought they only ran up and down."

\* \* \*

Interlocutor: Our silver-tipped-voice tenors will rise and sing "The Star Spangled Banner."

Oh! say, can you see, by the dawn's early light,  
What so proudly we hailed at the twilight's last gleaming,  
Whose broad stripes and bright stars through the perilous fight,

Continued on Page 170

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## "Autotronic Vein"

Continued from Page 169

O'er the "RAMPARTS WE  
WATCHED," were so gal-  
lantly streaming. . . .  
"Stop the music!!!—Stop the mu-  
sic!!!"

Interlocutor then explains that Francis Scott Key, author of the famous national anthem, must have been an elevator constructor, because we surely "watch the RAM PARTS" on those hydraulic elevators.

The other verses of the song are finished by an Eagle Beaver, who plays them on a cylinder and ram in the form of a sliding trombone or bazooka.

\* \* \*

Interlocutor points out to the audience the various CABS on the stage. They are in grained imitation wood on metal, plus padded leather-lined cabs, wooden and metallic cabs in all SHADES of the rainbow, including Venetian. The Interlocutor continues, saying there is no need of claustrophobia. There is a rattle of tambourines at this point because the boys wanted to know how that \$64 word got into the act.

Interlocutor: "Noah Webster says, 'claustrophobia'—a morbid fear of confined places."

\* \* \*

Mike: "Mr. Interlocutor, we have so many escalators, travelling stairs, electric stairs and motor-stairs that we should invite the Olympic Games to have the marathon race run off here."

\* \* \*

Crowe: "Those moving stairs should have some music along with them, say a phonograph playing 'Gliding Up the Golden Stairs.'"

\* \* \*

Mike: "The other day one of our men was working on a Hall Position Indicator and the helper was holding the ladder. In taking off the cover, the lucite 'arrow' fell out of the holder and lodged between his shirt and coveralls, at the neckline. In looking around for it, the helper discovered it on his collar. The mechanic said, 'Leave it there, as I always wanted to have an Arrow collar.'"

\* \* \*

Interlocutor: "As a special attraction, your attention is called to the next act." Then a RELEASING CARRIER pigeon flies out from a

Continued on Page 171

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## "Autotronic Vein"

Continued from Page 170

nest and returns to its home land-  
ing. Always an impressive act.

Interlocutor: "Due to circum-  
stances beyond our CONTROLLER  
there will be a slight pause that  
refreshes."

(Intermission)

\* \* \*

Interlocutor: "The show must go  
on and the next act will be that of  
Atlas—a mythological giant who  
was said to support the world on  
his shoulders."

(He puts on a weight lifting act,  
with elephants.)

Interlocutor: "Sorry, Hudson, we  
couldn't use your feature of the  
STEP-DOWN CAR in the elevator  
business."

\* \* \*

Interlocutor: "Hollywood had a  
play entitled 'A Street Car Named  
Desire'—we could connect an ele-  
vator to have jumpy acceleration  
and name it 'Hopalong Casualty.'  
For a railroad company building  
where there were a bank of three  
elevators, they could be named  
Atchison, Topeka and Santa Fe."

\* \* \*

Interlocutor: "There's a phone call  
for the business representative. The  
message says there is labor trouble  
at the hospital maternity ward. Life  
is like that."

\* \* \*

Interlocutor: "The EGG LAYING  
hens in Petaluma are squawking, on  
account of the wage rate the Lino-  
leum Layers are receiving, \$2.50 an  
hour. The hens say they only get  
chickenfeed. Those chickens are a  
patriotic bunch, during the recent  
war they made the shells."

\* \* \*

Interlocutor: "The Division of In-  
dustrial Safety wouldn't sanction,  
neither would Roebling manufac-  
ture it—that is 'The Rope of Sand,'  
a Hollywood production, could not  
be used on elevators. 'The Big  
Lift' might be an elevator play but  
I didn't see it yet."

\* \* \*

Interlocutor: "Ladies and Gentle-  
men, the grand finale. The entire  
cast will sing 'Whistle While You  
Work,' accompanied with Music  
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## Who's Who—

Continued from Page 150

boys, and now have four fine grandchildren.

The Yuba-Sutter district is a large, busy territory which takes in the Sacramento and Feather river-border sections and runs up into the Feather river canyon where there has been a great amount of building trades work in connection with big power expansion projects of the PG&E. Many new projects are slated for this district.

Brother Kingsbury, by his sincere, hard-working attitude has won the respect of both labor and management, making him another strong link in the chain of State Council representatives now being forged into the largest and strongest state building trades unit in the nation.

Continued on Page 173

## Men of Labor



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and

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# Who's Who—

## H. T. GUNDERSON

Santa Clara County

Leader in San Jose and Santa Clara County building trades circles is Henry T. Gunderson, president of



the Building and Construction Trades Council.

Gunderson is a native of San Jose, educated in schools of that city, and has been active in the labor movement for more than two score years.

He was business agent for Hod Carriers Union 234 of San Jose for several years at start of last war, leaving this to accept a post in a shipyard as a crane operator. Later he became an electric motor winder, now working in this capacity for Butchers Electric Co. of San Jose.

Gunderson has served the Building Trades Council in the San Jose area as president for nearly ten years, first elected before the war while with the hod carriers and returned to office three years ago as delegate from Electrical Workers Union 332.

During the war, Gunderson was a member of the Regional War Labor Board, which served the San Francisco area. As a union organizer, he has won an enviable record in the hod carrier field.

He is married and lives in San Jose. His wife, Violet, also is active in a union, being a member of Musicians Union 153.

Continued on Page 174

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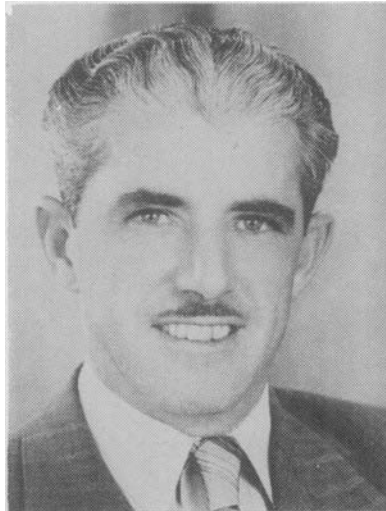
**Daniel Leskovsky**  
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**Who's Who—****LONEY C. TRIMBLE**  
Marin County

Loney Curtis Trimble was elected  
a vice-president of the California  
State Building Trades Council in  
October, 1949.



He was born in Kansas in 1911  
and early moved to Washington  
with parents, seven brothers and  
two sisters. He was raised there and  
came to the Bay Area in 1936,  
working first with Bethlehem Steel  
and then starting with a succession  
of jobs on the Golden Gate Bridge.

While employed by the Golden  
Gate Bridge he worked as a struc-  
tural bridge painter, as a laborer  
who helped specialty craftsmen on  
the multifarious work of the bridge,  
and as a member of the Bridge's fire  
department; for a time he drove the  
fire truck.

Trimble joined the Marin La-  
borer's local in 1938. Next year, in  
1939, he was elected a trustee of  
the local. He has served on the  
executive board from 1943, being  
president from 1943 to 1948 and  
business representative from then  
to the present. The same year, 1943,  
he was elected the local's delegate  
to the Northern District Council of  
Laborers and still represents his local  
with that body.

He was serving as a negotiator  
with the Bay Area Conference of  
Hod Carriers when, in April of this  
year, the three-man committee ne-  
gotiated a new agreement with the  
Master Masons in five Bay Area  
counties.

He has represented his union  
with both Marin Central Labor and

Continued on Page 175

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# Who's Who—

Building Trades Councils, having been elected a delegate to both bodies in 1943. Since 1948 he has been a member of the Central Labor Council executive board. He also represented his local at the International Convention of his union in Chicago in December of 1947.

Brother Trimble is highly regarded in his home community and fits well into the picture as the State Council's representative in this area.

\* \* \*

## JAS. W. EMORY

San Luis Obispo County

In 1918, joined first labor union in Salt Lake City, which was the International Brotherhood of Steam-



shovel and Dredgemen. Prior to that time had been a mule skinner, the mules had no union so he broke away from them and joined the boomer craft.

"The Contractors wouldn't call us craftsmen because that would sound like skilled labor and it might cost him more money—so we were just muckers, trying to satisfy his muck hungry appetite. Conditions and wages were unheard of; our agreement was based on lip service. My wage scale at that time was \$125 per month and found, 10 hours per day. Found of course means board and room. Well, you got your board if you found anything to eat, and you slept wherever you found a hay mattress to lay on the ground. There was no extra charge, however, for the insect companions who would

Continued on Page 176

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SAN FRANCISCO

## Who's Who—

usually accompany you to bed each night," Emory says.

"This might seem silly to some people but the old timers will know what I mean; there were no conditions; there were no wages. One thing that we did have was Union men, what there was of them, however, they were too few to do much good, and above all we had no leaders. Nevertheless we were proud of the fact that we were fraternal brothers, living in hope of advancing to a fair living standard. I can well remember our first move in this direction; that is when we outlawed the packing of a bed roll. The contractor had to furnish us a bed something similar to the one he would sleep in himself. Little by little, through our banding together, working shoulder to shoulder, protecting each other, we began to gain conditions and receive wage increases. This was accomplished, of course, after we had elected officers who would go to bat for us, realizing that he had the strength behind him to get the job done, and if the employer wanted the job to progress he met us half way. He would sing the blues, but we refused to give. Even though we carried our Union Cards in our shoes, we were still united," Emory continued.

"For months and years this condition existed, each year, of course, organized labor was getting stronger and stronger, wage earners in all industry began to see the light, they decided that it was only through uniting that they would advance themselves from the day of slaving to a fair standard of living; thus allowing them to be able to school their children as well as provide the necessities of life for the family.

"Conditions as I have outlined above did from year to year convince me, as well as many thousands of other wage earners, that a spirit of unity and cooperation was the answer to our problems. I preached this to my fellow workers; I needed the employer; I panned my Union Representative. Finally I was given an assignment as Business Representative and informed that I could practice what I had preached. This I felt was a privilege—to go out and fight for conditions which I had always desired. At first I found this rather difficult, I thought I was fighting a single-handed battle, but in a short time I learned that I had

Continued on Page 177

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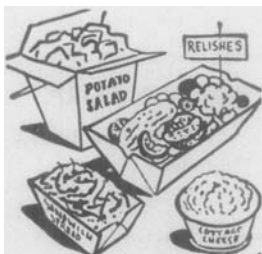
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**Who's Who—**

all the support in the world—my Local Union, the Local Councils, the State Federation of Labor and the State Building and Construction Trades Council; and I assure you that when I informed the rank and file members of all the support behind them, they were amazed.

"Since I have been selected to represent labor," Emory says earnestly, "not only in my Local Union, but in the various Local Councils and State Councils, I have endeavored to do my utmost to advance the labor movement for the benefit of all wage earners, also I consider it a privilege and a pleasure to act in this capacity. As a reminder I would like to call the reader's attention to the fact that we should seek all the support possible. Your state bodies are essential, cooperate with them, call on them to help solve your problem. They are not a one-man organization any more, they have the mechanics set up to help you solve your problems; but also remember what happened to the guy who rode a free horse to death. He didn't help buy the hay so the horse died. Certainly we don't want to kill any of our support; on the contrary, we should endeavor to keep all of our state bodies alive."

\* \* \*

**WM. A. DEAN**

**Santa Barbara**

Born and raised in Santa Barbara. Lived there all his life with the exception of two years when he worked in the shipyards during the last war.

After leaving High School, went to work in a sign shop and served five years before going out to work at his trade.

Has been married for sixteen years, and has two sons, 13 and 15 years of age.

Member of Painters Local 715 of Santa Barbara, serving one year as Vice-President and six years as Recording Secretary of his Local. Was Business Agent for the Local and Painter's Joint Committee for three years, and a delegate to the local Building Trades Council for that same period. At present serving first year as President of the local Building Trades Council, fourth year as Vice-President of the California State Conference of Painters, second year as Vice-President of the

Continued on Page 178

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Labor Saving for Labor People

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## Who's Who—



WM. A. DEAN

California State Federation of Labor, and at the last convention was elected Vice-President of the State Building and Construction Trades Council of California, replacing Bro. Rudy Wokurka who was unable to continue.

His local council has been affiliated with the State Building Trades Council since local council was organized in 1919. He notes that all the construction locals are affiliated with the exception of two Locals. Excellent cooperation from all Locals and conditions are very good in district.

Trades now in the process of drilling a tunnel from the Santa Ynez River Valley through the mountains to the coast for water from a dam to be built on the Santa Ynez River. This is to supply the coastal region with badly needed water.

\* \* \*

## LLOYD T. LONG

Monterey County

Lloyd T. Long is vice-president for the Monterey area.

His first experience with the building industry was as a school boy when he reported to a shingle mill and packed shingles at 6c per thousand after school and Saturdays. Worked in the box factory in the summer months. When he finished school he went to work in the sash and door department of the mill.

He was not satisfied in mill and though receiving top wages he quit

Continued on Page 179

## HAROLD W. WALDRON

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| Minneapolis . . . . .  | \$46.43* |
| New York . . . . .     | \$71.42* |
| Omaha . . . . .        | \$38.69* |
| Philadelphia . . . . . | \$68.72* |
| Pittsburgh . . . . .   | \$62.89* |
| St. Louis . . . . .    | \$44.81* |
| Washington . . . . .   | \$65.88* |

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Savings on Round-Trip Fares

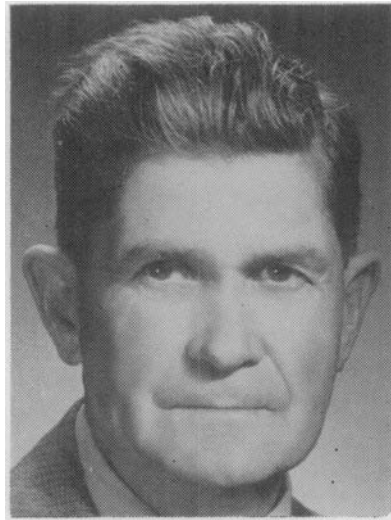
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# Who's Who—



LLOYD T. LONG

and went to work as an apprentice  
plumber. He joined the Local Union  
as a journeyman in 1912 and has  
continued at the plumbing trade  
until the present time.

During the depression of 1930 he  
moved to the Monterey Peninsula.  
In 1932 he was selected as a dele-  
gate to the local Building and Con-  
struction Trades Council of Mon-  
terey County. About that time there  
was some disagreement in the  
Building and Construction Trades  
Dept. and several of the crafts with-  
drew from the local council. He was  
selected to act as recording secre-  
tary. The Laborers, Sheet Metal  
Workers, and Plumbers held the  
charter until 1938 when reorgani-  
zation put a business representative  
in the field.

He was elected to represent the  
local Building and Construction  
Trades Council at a call from Gen-  
eral President of the State Council  
and was selected as a vice-president.

In January 1945 the business  
representative of the Plumbers re-  
signed to go into business. Long  
was elected to take over. In July,  
1946, they elected a full set of of-  
ficers for the Council and he re-  
tired to act as a regular delegate,  
but not for long, they tried three  
different financial secretaries. At a  
hearing of the Local Executive  
Board Long was requested to again  
take over the books, which job he  
now has.

\* \* \*

Continued on Page 180

A. F. of L. Members—We Save You

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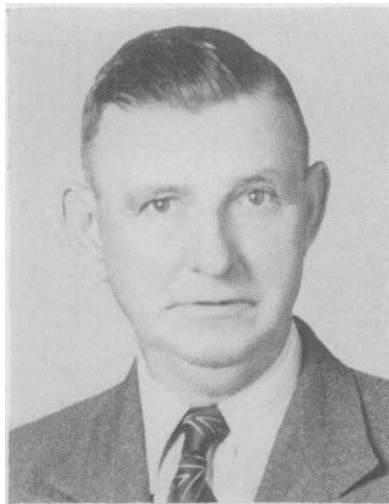


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# Who's Who—



## CHAS. H. NEW San Bernardino

Born in Southampton, England, July 1, 1886. Started work at the age of 11 years in brick yard. Walked 7 miles to work and 7 miles home. Six days a week from sunup to sundown, all for the total of 5 shillings or \$1.00 a week. In the year 1900 joined the General Gas Worker and Laborers Union of Great Britain and went to work as a Signal Boy on the Trafalgar Dock at Southampton, for which the pay at that time was 5c per hour.

At the age of 16 years became a full-fledged brick maker. This was before there were any machine-made bricks in England. Making a thousand bricks meant handling 17 tons of clay and took ten hours for which we were paid 6 shillings a thousand or \$1.50. Continued to make them up to 1914 when the first World War broke out.

Was called into the Army and served in France up to the Battle of Mons, after which he was transferred to work in a naval shipyard at a place called Woolston, Southampton, England.

Was made a walking delegate of the General Gas Worker and Laborers Union of Great Britain. At that time the membership totalled a million and a half. During the six years that he served as a walking delegate was able to settle all disputes without serious trouble. Came to the United States in 1920, Landed in New York Aug. 26, with \$5.00 in pocket and was stranded in New York with a wife and four children.

Received first aid of \$5.00 from an Irish woman who at that time

Continued on Page 181

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## Who's Who—

was parading New York on behalf of the Irishman Mcsweeney by carrying sandwich placard pledging the cause of the Irish. Through the help of the fellow workmen on the Cunard Liner S.S. Mauritania was able to leave New York with \$300 in his pocket. Arrived in Riverside, Calif., Sept. 7, 1920. First job was picking oranges. Then worked as hotel janitor for 10 years. In 1922 lost wife, leaving 5 children under 8 years of age. Worked in an Iron Foundry for one year, after which worked for the State of California in the Highway Employees Association, for four years. Suffered ill health for six years. Operated on in October 1941. Volunteered for shipyard work Dec. 8, 1941. Was turned down on account of age. Joined Hod Carriers and Laborers Local 783, San Bernardino, and since that time has been in continuous good standing.

Was a Vice-President of his local. Also served on Building Trades Council, Central Labor Council, and Metal Trades Council.

\* \* \*



### OTTO E. NEVER

Humboldt County

Otto E. Never, Humboldt County vice-president of the State Council, was born July 12, 1900, at Paso Robles, California. He went through the San Francisco earthquake and well remembers the streetcar strike that followed that holocaust.

"As a youngster," he says, "I saw Black Jack Jerome and his strike-breakers work over a Teamster picket in Oakland in 1907. The re-

Continued on Page 182

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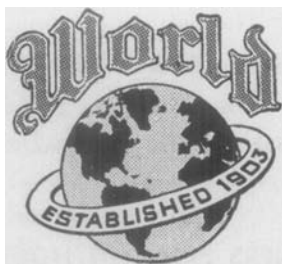
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## Who's Who—

sult was that I received an early education that one must organize to protect his rights."

His father was superintendent for the old Ransome-Crummey Co. in Oakland. He began his apprenticeship in the construction business at an early age. Later he ran away from home and shipped out on a windjammer and got a taste of the rope's end for being the last man out of the foc'sl. He was thoroughly indoctrinated then that in order to get fair play and fair wages, one should belong to a union.

He joined up in 1917 and served a few hitches in the Army. He then went back to construction in 1935 and followed reclamation work. He met up with Brother Clancy, President of Local 3, and became a member of that organization.

He has been vice-president or secretary of Humboldt County Building Trades Council, as well as business representative for Local 3 in the Eureka territory for the past seven years.

Never is thoroughly indoctrinated in the belief that without organized labor and the building trades, today's journeyman would be nothing more than a peon. He also believes that contracts are made to be lived up to and that both organized labor and management should live up to their agreements which attitude tends to create a bond of confidence in both parties.

"We must strive for greater security for labor," Never declared. "The laboring man today is entitled to the same respect accorded to a professional man. A pride in our work and the turning out of good work will give us the position in life that we are entitled to and then we and our families will enjoy all of the benefits that this great nation can bestow upon us."

\* \* \*

### P. L. REEVES

Fresno-Madera Counties

Paul L. Reeves is Fresno regional vice-president of the State Council and an active, capable leader in his local labor movement and home community.

He has served on one or another of local labor bodies over a period of many years, and at present he is secretary and business agent of the Fresno County Building and Con-

Continued on Page 183



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# Who's Who—

struction Trades Council, a post to which he was just recently re-elected for another term. He also serves the council as its delegate on the body that owns and controls the new Building Trades Temple at 631 Kearney Blvd.

Brother Reeves serves also as District No. 6 vice-president of the State Federation of Labor, and has been very active at Federation conventions and board meetings.

His "home" local is Fresno Plumbers and Steamfitters Local 294, in which he has been active for a number of years and of which he is business representative.

He has taken a leading part in many civic affairs and is on the board of publishers of the Fresno Labor Citizen, the labor movement's weekly paper.

In recent years his district has witnessed great growth in population, housing, industry, and reclamation. Chief of the latter projects has been Friant dam, one of the two major dams in the vast Central Valleys Project.

In Brother Reeves, the State Council has still another high-caliber union man to represent it in this important geographical center of the state.

\* \* \*



## EDWARD BRADY

San Mateo County

Edward Brady is San Mateo vice-president of the State Council. Is a member of Sheet Metal Workers Local Union No. 272 since 1910 and has held practically every office in that Local, has helped to organize the State Council of California

Continued on Page 184

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## Who's Who—

Sheet Metal Workers' District Council and was president for a number of years. Later, secretary-treasurer of that body, which organized and still carries a Mutual Death Benefit Plan covering all their members throughout this state. He took a very active part in the activities of the Local Building Trades Council having held almost every important position at one time or another and is still active and a delegate to that body. His interest in the building trades workers has always been first in his thoughts, having been an organizer for his international organization he was in a position to render great aid and advice in helping the state building trades in that capacity.

Ed has attended practically every convention of the state building trades since 1913. In 1915 he was elected a member of the executive board of the State Building and Construction Trades Council of California and has served on that Board as vice-president ever since. Very few members of that original board are now serving on the board. At that time, P. H. McCarthy was president, Olaf Tevitmoe was secretary. Others that come to mind were: John Coefield, Plumbers; Walter Mathewson, Sheet Metal Workers; Wm. Urmy, Electrical Workers; Mike Connors, Cement Finishers; Joe Creme, Plumbers, of Fresno; Joe Marshall, Hod Carriers; Franck C. MacDonald, Tile Setters; Sam Donahue, and Herb Alpers of Alameda County, James Mann of Watsonville.

"The State Council has grown," Brady points out, "and the work done by it for the benefit of the various crafts affiliated with it speaks for itself. Many laws were fostered and have become law, such as the State Compensation Law, the 8-hour day on public work, Minimum Wage Law, Unemployment Insurance and many safety provisions now in effect in the building trades. As new tools are introduced, so are new hazards which must be guarded against for the safety of the mechanics that handle them, due to the careful study and sound judgment of the past and present officers of the State Building and Construction Trades Council of California has been practically free from major strikes in the building industry as most misunderstandings were

Continued on Page 185

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# Who's Who—

settled in conference with our employers. We are proud to have taken part in the progress made by many of the local unions affiliated with the state council and have helped to promote the welfare of our apprentices and am still a member of the Joint Apprentice Committee in San Mateo County, and am now Business Representative of Sheet Metal Workers Local No. 272 of San Mateo County."

\* \* \*



**R. C. CONZELMAN**

**Orange County**

Born Dec. 31, 1905 at Republic, Kansas. (Father, Thomas Conzelman, farmer and chain man with surveyors; mother, Edith Lydia Aurand.) Married April 14, 1927 to Mae Nell Stafford. Has one son, Clarence Lavon, and a daughter, Sandra K. Is a Methodist. Has High School education. A Republican.

Resides at 1103 Kilson Drive, Santa Ana, California.

Belongs to these clubs: Elks, Eagles, Senior Chamber of Commerce.

Sports and hobbies: Hunting, fishing, home woodshop.

**Business and Labor Record**

Joined the International Hod Carriers, Building and Common Laborers' Union of America, AFL, on April 24, 1935, Local No. 652.

Organizer since October 28, 1941, with the A. F. of L.

President of Local 632 from 1938 to July 1942; Business Representative since 1940; Trustee from July

Continued on Page 186



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**Who's Who—**

1943 to June 30, 1948; Recording and Corresponding Secretary since June 30, 1945; Financial Secretary from May 1936 to July 1938.

Secretary-Treasurer of Building and Construction Trades Council of Orange County from October 28, 1941 to July 1948; Chairman from Oct. 20, 1938 to Feb. 1, 1940; Delegate to the Council from July 1936 to July 1951.

Secretary-Treasurer of Central Labor Council of Orange County from Oct. 14, 1940 to Oct. 1945; Chairman from October 1945 to July 1951; Delegate to the Council from July 1936 to July 1951; Trustee, 1937 to 1939.

Vice-President of Southern California District Council of Laborers, 1937-1938; President, 1941-1942; Member of the Executive Board from November 20, 1948 to 1950; Delegate since 1937; Charter Member.

Delegate to the Metal Trades Council, Los Angeles, 1942-1943.

Vice-President of State Building and Construction Trades Council of California since November, 1949.

**Public Activities**

Voluntary Member War Manpower Commission, Santa Ana, 1942 to expiration of Commission.

Voluntary Advisory Member, Local Selective Service Board, 1942 to 1945.

Secretary, Government Office of Civilian Defense Transportation, Santa Ana, 1942 to expiration date.

Executive Board Member of the Office of Price Administration, Santa Ana, 1942 to expiration date.

War Manpower Commission, Authorized Referral Agent, Orange County, Feb. 1, 1943, to expiration date.

Authorized Certifying Agent, Office of Price Administration, Gasoline Rationing Division, June 13, 1944 to expiration date.

Member of the Santa Ana Civic Improvement Commission.

Office of the Housing Expediter, appointed by Governor Warren on March 23, 1949.

Chairman of the Local Apprenticeship Committee, Orange County.

Coordinating Apprenticeship Committee since November 1946.

Boy Scouts, Santa Ana, Executive Board Member since May, 1950.

\* \* \*

Continued on Page 187

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# Who's Who—

## H. L. JONES

### San Joaquin County

District vice-president of the State Council for the San Joaquin County area is H. L. Jones, another live-wire representative helping forge a strong state-wide organization. Bro. Jones, active in the labor movement for many years, gives much time to the council's affairs in his district. He gives the following report on current conditions:

During the past year the Council has been in fine condition with all local construction locals affiliated.

Work in this district has been good with the exception of the winter months when we had considerable unemployment, but the future looks very bright with a sizable public works program in sight.

This Council has taken a very active part in low-cost housing, which is now starting to move. We have had wonderful cooperation from all local union business representatives in organizing the mountain district where much construction is going on with practically all medium and large jobs being done by our members.

In the political field in cooperation with the Central Labor Council we are very active in putting our friends in office and while we have not done a 100 per cent job, we are gaining at each election. We also have members elected to various city and county offices. We also have members on city and county commissions.

This Council is continuously being called upon to help build Boy and Girl Scout buildings, etc. We have just finished a two-year building program for the Girl Scouts in the High Sierras. These girls now have a camp to be proud of. The Painters Union No. 1115 this spring painted the Camp Fire Girls home in thirty-two minutes.

In conclusion I wish to thank all affiliated unions for their splendid support, also the officers of the State Building and Construction Trades Council who have advised and counselled me at all times.

\* \* \*

Continued on Page 188

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1265 Shafter MIssion 7-8830

**Who's Who—****JAS. T. MANN****Santa Cruz County**

James Truman Mann of Watsonville is vice-president for Santa Cruz County for the State Building Trades Council.

Jim was born in Independence, Mo., in 1882. Yes, that's right, he was a classmate of Harry S. Truman. Other famed persons in the same classroom were Bess Wallace, now Mrs. Harry S. Truman, and Charles Ross, now the President's private secretary. The school they attended was the Ott school on North Liberty Street in Independence.

Brother Mann was married in 1903 and has one child, a daughter, Mildred, who lives with her parents in Watsonville.

He started as a carpenter when he was 17 years old, joining Carpenters Local 4 in Kansas City, Missouri. He moved with his parents and two brothers and a sister to Watsonville in 1911, where he placed his card in Carpenters Local 771 in 1911 and has been in continuous good standing since that date.

He was appointed 36 years ago as business agent for Local 771 and has served continuously in that capacity, ably assisted by his good wife, Maye, who is popularly known as the "assistant business agent" by labor folks in the Watsonville area.

He was elected a delegate to the State Building Trades Council when P. H. McCarthy was president and Frank C. MacDonald was business representative. Brother MacDonald later became president, serving until his death three years ago.

Jim served on the draft board during the recent war and assisted in civic affairs in many ways. He has recently been active in an effort to secure an iron lung for the county hospital. He is proud of his association with the state council and highly commends its present leaders, extending them the very best wishes for continued success.

He has served for 10 years on the local apprenticeship program, helping to turn out many new journeymen. He has assisted the state apprentice council on several occasions.

He has been a delegate and trustee of the Watsonville Central

Continued on Page 189

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**Who's Who—**

Labor Council ever since it was organized and has been active on all committees.

\* \* \*

**LOUIS F. MEHL**

San Diego

With a firm belief in Unionism, Louis F. Mehl has devoted his life to the cause of Union Labor.

As a youth, before child labor laws were in effect, he toiled 12 to 14 hours a day under disgraceful working conditions. As a hod carrier, he mixed 30 sacks of plaster by hand each day, and carried it in a hod as high as three stories on a ladder. His own bitter experiences caused him to realize the great need for unity and strength among the workers, in order that their working conditions and wages might be improved. He has spent the remainder of his life toward this one goal.

Brother Mehl has been a member of organized labor since 1900, and spent years working as a hod carrier for \$2.50 and \$3.00 per day in many parts of the country. In 1915 he settled in San Diego and organized a group of hod carriers and laborers, and sent for a charter from the International Hod Carriers, Building and Common Laborers Union of America. There was bitter struggle for many years to keep Local 89 progressing. His sacrifices were great, and many times Brother Mehl was without food during the early years of Local 89's history. However, under his dynamic leadership, Local 89 grew and prospered, and during World War II, the membership numbered nearly 10,000.

Brother Mehl has always spearheaded the cause of Unionism in San Diego, not only for his Local, but for Labor as a whole. Through his efforts, he improved the wages and working conditions of all union men in California, to make San Diego regarded as one of the most progressive union cities in the country. A bitter foe of violence, and a great believer in fairness to all, Brother Mehl has an enviable record of peaceful achievement through the past 35 years. The California State Building Trades has been proud to claim this great leader as a Vice-President.

In contemplating his retirement, Brother Mehl can glance at the

Continued on Page 190

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ARCHITECT**

305 Grant Ave. Phone YUkon 6-1842

# Who's Who—

charter from his International Office, dated September 14, 1915, and look back upon many years well spent in faithful service to his fellow workers.

\* \* \*



## A. J. LUND

**Sacramento-Yolo Counties**

Andrew J. Lund is vice-president for the Sacramento area and has served from this area since the latter part of 1948, at which time he replaced Brother Frank A. Lawrence, who was elected General President of the State Council.

For a period of approximately fifteen years he has been a member of Chauffeurs, Teamsters and Helpers Local Union No. 150, Sacramento, and at the present time is delegate of this organization to Sacramento Building Trades Council.

Prior to becoming an assistant business agent for Teamsters Local No. 150 in 1938, he was employed as a truck driver for a local draying company. At the time he became an assistant business agent he was also serving as president of Local 150.

After working directly for Local 150 for approximately a year, he was recommended to fill a newly created job; that of organizer for the Highway Drivers Council of California, which position he holds at the present time.

He has been a delegate to the Sacramento Labor Council for several years and served as a delegate

Continued on Page 191

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## Who's Who—

to the Sacramento-Yolo Building  
Trades Council off and on for ap-  
proximately twelve years.

He has worked with many union  
representatives throughout North-  
ern California and Nevada, thereby  
being able to recognize and appre-  
ciate the many benefits gained for  
our workers over a period of years.

Brother Lund points out that the  
Sacramento-Yolo Counties Building  
and Construction Trades Council  
will celebrate its Golden Anniversary  
on February 10, 1951, and many  
preliminary plans are being made to  
make this a memorable occasion.

The Council has been a contin-  
uous member of the State Building  
and Construction Trades Council of  
California since the State Council  
was first chartered.

There are 28 affiliated local  
unions, all under agreement. Some  
are working under a Northern Cali-  
fornia-wide agreement, and others  
are under local agreements. All con-  
tractors other than those affiliated  
with the Associated General Con-  
tractors sign a Building Trades  
Council agreement.

Friendly relationship with the  
employers in the area prevail.  
Working conditions are very good.

Many construction projects, as  
well as housing, are under way at  
this time, with work on proposed  
Federal, State and County buildings  
expected to be started during this  
year.

"At the present time we have two  
major projects under way in this  
area—the Folsom Dam job, which  
is beginning to show much progress,  
and also the Sacramento-Yolo Deep  
Water Channel, which is well on  
the way to becoming a reality, after  
so many years of hard and unceas-  
ing work on the part of our Sacra-  
mento and Yolo Counties citizens.  
Mr. W. G. Stone of Sacramento is  
our Port Director, and I am happy  
to say that he has worked hand in  
hand with organized labor on all  
phases of the work done on this  
project to date," Lund reports.

As a whole, the present outlook  
for our construction workers in Sac-  
ramento is very favorable, and with  
so much new work contemplated for  
this area, prospects of keeping our  
skilled craftsmen quite steadily em-  
ployed are good. As in many other  
areas, the first part of 1950 found

Continued on Page 192

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Beer and Wine  
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### FRANK H. WEYENETH

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Anniversary Greetings, Organized Labor

### COURTESY COFFEE SHOP LEE POY

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San Francisco, Calif.

# Men of Labor

**M. FENTON**Business Representative of Struc-  
tural Iron Workers Local 377.**JIMMY NEWSOM**Secretary, San Francisco Building  
Trades Temple.

# Who's Who—

Continued from Page 191

quite a few construction workers  
among the unemployed in the area.

"I appreciate the privilege of being elected to serve as a vice-president of the State Building and Construction Trades Council and also as a member of the State Council's General Executive Board. I will continue to work in this capacity to the best of my ability and will do all in my power to assist our General President in making our State Building and Construction Trades Council the great body that it should be," Lund concludes.

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## Copper's Our Dish

Continued from Page 164

Union in the early days of this century and E. M. O'Donnell once was secretary of the old Coppersmiths Union and still preserves his Withdrawal Card and Union Button of 50 years ago.

Even the shipyards like the Union Iron Works, the present Bethlehem Steel Corporation, in the year 1895 had a crew of 25 to 30 coppersmiths and six apprentices employed in their well established coppershop. Some of the oldtimers are still with us or have their own business in this trade. They still remember the start of the general strike of the metal workers on the waterfront in 1901-1902. The coppersmiths were one of the first to go out and hit the bricks; that affected the strike on the whole West Coast. The outcome for our men was an increase in wages of 50c - \$1.00 a day more and a graduated reduction of the working hours from 9-hour day to the 8-hour day, which was accomplished in 3 years.

In the year 1903 some copper-smiths came from Chicago to San Francisco and one of them was Carl Scherr, well known among the older members. He was a good organizer, president and for many years financial secretary of the Coppersmiths Local.

The coppersmithing industry with their highly skilled crew flourished with the wine, distilling and brewing industry on the West Coast. You will find some stills at the Christian Brothers Winery, Sonoma and many other wineries up and down the valley that have been manufactured and installed by members of this Coppersmiths Union. The old established breweries in San Francisco, Sacramento, etc., started out with brewkettles of 100 - 150 barrels capacity, sufficient for the thirst of the people at the beginning of this century. The brewkettles with all the necessary copper pipes, vents, tanks and filters were made and installed by our craft.

As the time marched on, the population of San Francisco and California grew bigger and bigger. The brewkettles also grew. The largest one installed on the West Coast at present was for the Regal Amber with a capacity of 530 barrels and two others made out of stainless steel holding 450 barrels, fabricated and installed at the Burgermeister Brewery in San Francisco.

Since the early days of San Francisco in 1849 the Coppersmiths of this Bay Area have turned out a

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The present officers of the Coppersmiths Union Local No. 438 are Brian Thompson, President; Robert E. Mogel, Financial Secretary and Business Representative. The Local is affiliated with the Sheet Metal Workers International Association, Bay Cities Metal Trades Council, San Francisco and State Building Trades Councils and California State Federation of Labor.



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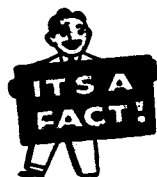
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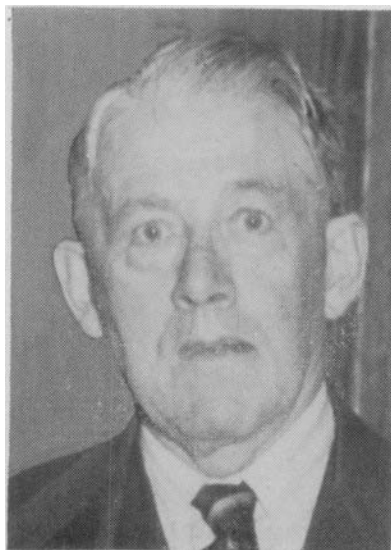
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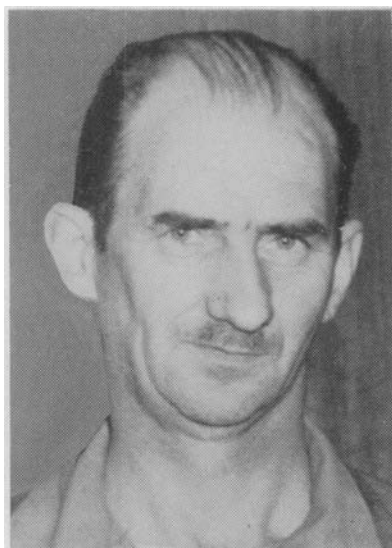
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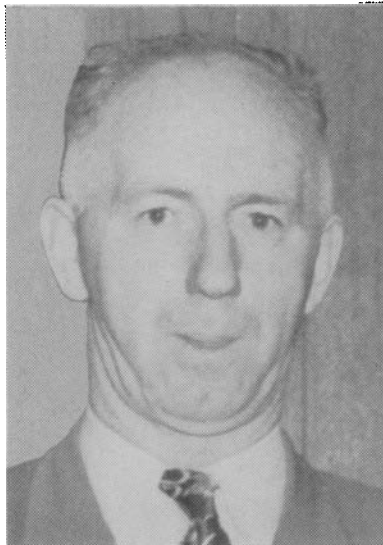
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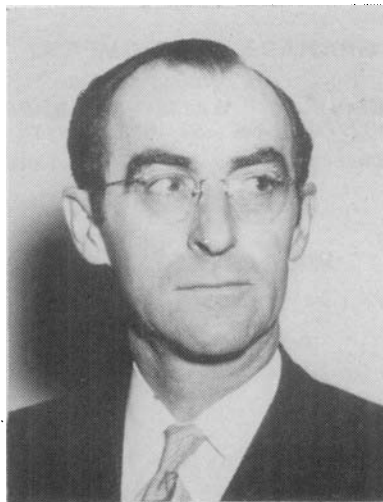
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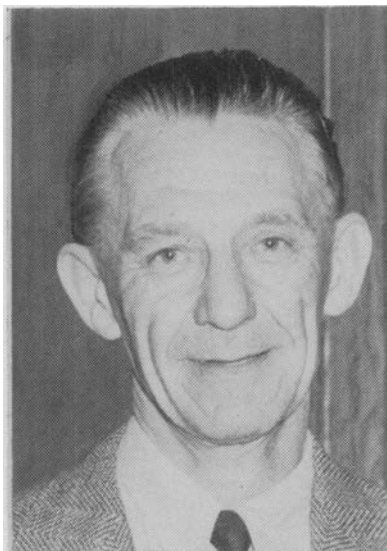
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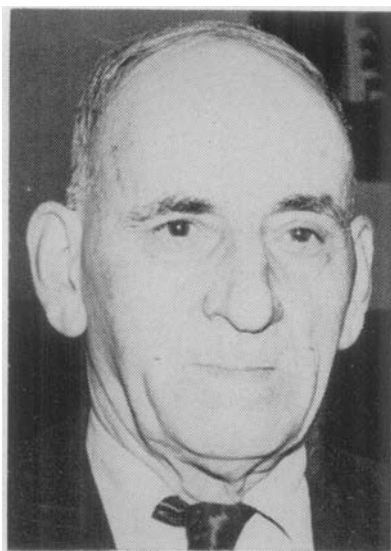
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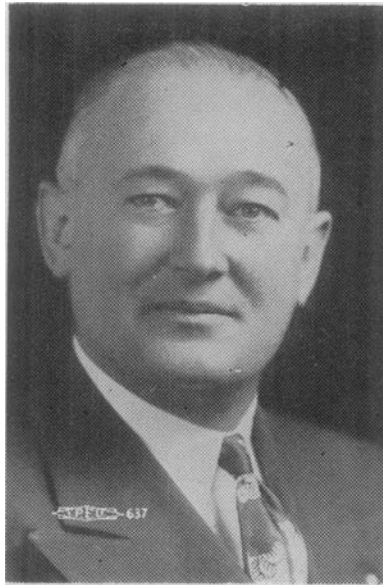
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IBEW General Executive Board  
Member and Business Manager of  
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Financial Secretary of Electrical  
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100% BUTTER COOKIES, \$1.00 lb.

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Greetings to the AFL on its Golden  
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Greetings to the AFL on its  
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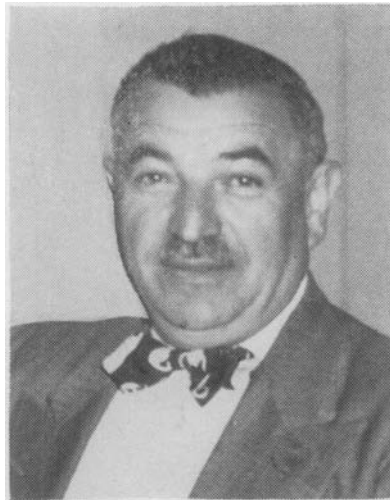
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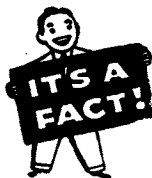
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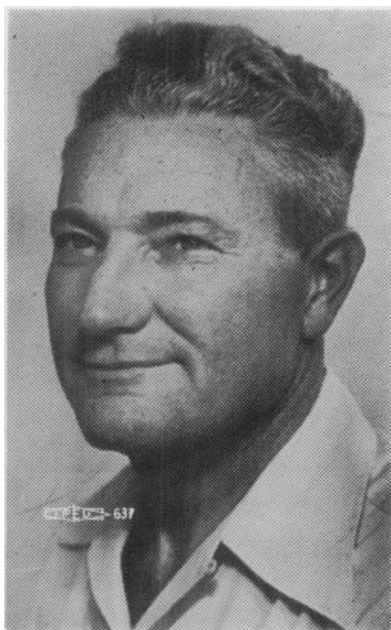
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Business Representative of Tile Set-  
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ON ITS  
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50th Anniversary

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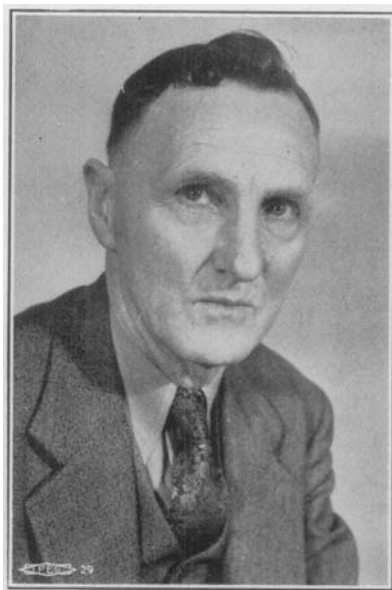
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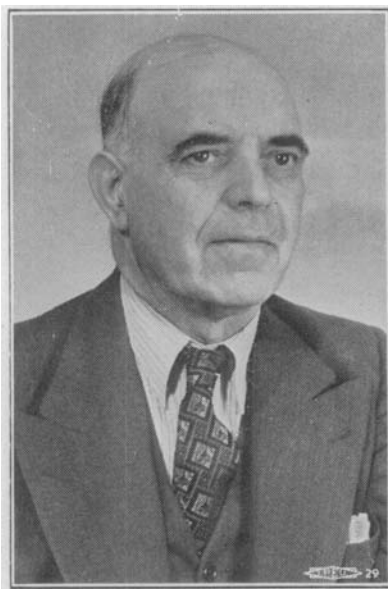
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Throughout the world the American construction industry is known for its amazing ability to accomplish huge undertakings with a minimum of time, effort and expense. Where it has taken local governments or native operators possibly years to attain a construction goal, with one delay and obstacle after the other, the American contractor and his Operating Engineers move in and as if by magic the project is completed.

Most important basic reasons for this world reputation we have attained are:

1. KNOW-HOW
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KNOW-HOW in construction game is complete, from the lowest man on the staff to the top brains. Practical, effective TEAM-WORK runs through the entire personnel, from the top brass down to the grease monkey. Both of them are traditional. In back of them stands organization. Both management and operators are organized for the purpose of doing business with each other in the American way, with mutual respect, fairness and confidence.



William E. Maloney

The emblem of the Operating Engineers represents a fraternity of engineers and builders that is unequalled anywhere in the world in size, in the integrity and fellowship of its participants, and in the enormity and skill of its accomplishments. The highly co-ordinated brain, brawn, and engineering ability of these men operate the powerful, intricate machines of industry, construction, and public service. They are joined together in a typical democratic American labor union.

General President of the International Union of Operating Engineers is William E. Maloney, whose headquarters are located in Washington, D.C. President Maloney typifies the ability and spirit of the army of construction engineers making up the large membership of this A. F. of L. union.

Operating Engineers' Local Union No. 3 is the largest local in the International Union of Operating Engineers. It has jurisdiction over northern California, northern Nevada, the state of Utah, and the Pacific Islands. Its members are employed by contractors throughout all of this area and they are also at work on projects in Afghanistan, Arabia, Greece, and other points around the globe.

Headquarters of Local No. 3 are at 474 Valencia Street, San Francisco, where, it may be said with pardonable pride, a local union through careful husbanding of its resources erected one of the finest union headquarters in the country for the use of its officers, the maintenance of its records, and the servicing of

its membership, as well as furnishing suitable offices for other A. F. of L. unions who also make their home there.



Victor S. Swanson

In addition, Local No. 3 maintains permanent local offices in every major city throughout its jurisdiction, with full-time Business Representatives working out of these offices to police the vast areas serviced by this Union. Regular meetings are conducted in all of the local centers as well as at the headquarters in San Francisco. The Union publishes its own monthly newspaper, "The Engineers' News," providing the most complete job information available to any class of workers holding membership in the American Federation of Labor.

Local Union Manager and also International Vice-President is Victor S. Swanson. It has been under his able and impartial directorship that Local No. 3, in ten short years, has become the largest local of the International, and its members enjoy over-all working conditions and wages equivalent to those anywhere in the U. S. A.