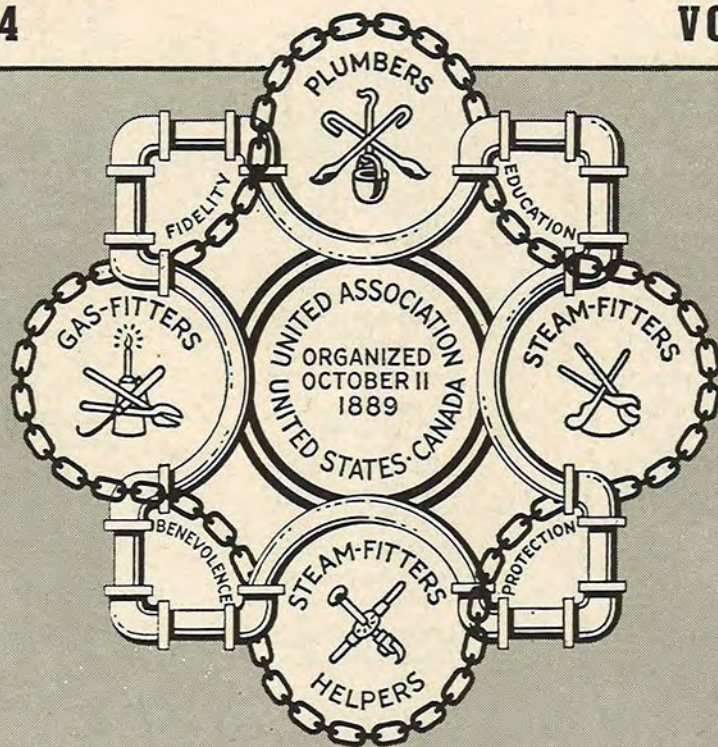


JOURNEYMEN PLUMBERS & STEAMFITTERS

APRIL 1944

VOL. LIX, NO. 4



Official Organ

UNITED ASSOCIATION OF JOURNEYMEN PLUMBERS
AND STEAM FITTERS OF THE UNITED STATES
AND CANADA

Service Honor Roll

Dedicated

*to those members of Our Association who have
given their lives to assure Freedom*

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United States Army
Local 519

JOSEPH WINICHEK
United States Army
Local 2

FRANCIS DEVINE
United States Army
Local 121

HERMAN DETELS, JR.
United States Navy
Local 2

JAMES NEWMAN
United States Army
Local 163

MICHAEL F. COLLINS
United States Navy
Local 5

HAROLD A. SAWTELLE
United States Navy
Local 5

DANIEL P. FARLEY
United States Army
Local 172

GEORGE B. MORRIS
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Local 597

GUY F. HENDRICKS
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Local 53

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United States Army
Local 590

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United States Air Corps
Local 142

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Local 143

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United States Navy
Local 464

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United States Army
Local 27

JOHN L. CAMOTTA
United States Army
Local 590

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United States Army
Local 24

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Local 478

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Local 55

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United States Army
Local 32

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United States Navy
Local 98

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Journal

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YOUR WORD IS YOUR BOND

THE United Association joined with the other organized labor groups in America over two years ago in pledging its word that it would not strike during the war. Although the end of the war is apparently not in sight, nevertheless it is time that we take stock of how good our word is.

SINCE THAT DAY IN DECEMBER 1941 WHEN THE AFFILIATED ORGANIZATIONS OF THE AMERICAN FEDERATION OF LABOR PROMISED TO AID ALL OUT PRODUCTION BY NOT STRIKING, THE UNITED ASSOCIATION OF PLUMBERS AND STEAM FITTERS HAS NOT HAD A WORK STOPPAGE THAT HAS LASTED MORE THAN EIGHT HOURS.

This record has been made in the face of numerous difficulties which the union men of this nation should not have been subjected to—least of all in time of war. Nevertheless, the labor-baiters, the anti-labor politicians and the professional patrioteers are continuously looking for ways and means of attacking organized labor with one hand while they wave the flag with the other. To them, work stoppages are *always* caused by "those damned unions."

War or no war, the usual fringe of employers who are hunting for ways and means to wriggle out of their contracts has continued to operate. Some of these people have gone far out of their way to misinterpret their labor agreements or to attempt to break down labor practices of many years standing. Often they have jeeringly reminded the members of the United Association that the no-strike pledge was in force. All along the line those

employers who are not genuinely convinced that unionism means sound and stable labor relations have been more than willing to press the men because there was a no-strike pledge.

At this point, the officers of the Association have been compelled to re-

Editorial

turn the men to work to maintain the integrity of the United Association. The promise not to strike was given to the American people. America needed uninterrupted production to withstand the sneak attack of the Japanese and the swift declaration of war by the Germans. Production has not been halted; the United Association of Plumbers and Steam Fitters has adhered to its no-strike pledge.

Maintenance of this pledge by the officers has been possible only because the members have stood shoulder to shoulder with them against "welching" on their promise—no matter what the provocation has been. This support has lightened immeasurably the burden of maintaining discipline. It has enabled the leadership to steel themselves when there was a clash between their hearts and their heads. In their hearts, often, they too felt the same resentment that led some of their brothers to stop work. In their heads, however, they had to recognize the heavy obligations which they had assumed for the war period.

The leaders have not been aided by the newspapers of the country. The smallest stoppage has received head-

lines. Strike items have been placed together on the same part of the page to create the illusion of widespread labor unrest. Editorial columns have placed the entire blame for all stoppages upon workers.

Congressional "leaders" have been unrelenting in their attempts to impose discriminatory regulations by law upon organized workers. Federal agencies dealing with labor have multiplied to the point where no one is quite sure just who has jurisdiction. Delays and red tape have been inescapable.

Despite these difficulties and these impediments, the truth is that production has moved ahead at a pace that has upset the enemy and surprised the leaders of our nation.

At each step of the program to arm America the members of our Association have done their share and more. We contributed to the building of the cantonments which housed the green, untrained members of the armed forces. Our men helped to build the ships that carried the trained men to battlefields all over the world. Our men have helped construct oil lines that have spanned the nation. The all important supply of artificial rubber has been made possible by our efforts.

Nor have our men hesitated to leave their homes and their friends to do their jobs in distant parts of the country. Living under trying conditions, forced to pay astronomical prices for the elementary needs of daily existence, our members have "carried on." But our contribution to the war effort has not been limited to the production front. When the "Sea-

(Continued on page 29)

WAGE BRACKETS

By **George T. Brown**
Executive Assistant
of the
A.F. of L. Members of N.W.L.B.

ONE of the least clearly understood wage principles under which the National War Labor Board functions is that of wage "inequities." The very term "inequities" is rather vague; it became a wage principle as a result of a change in the powers of the Board to regulate wages. As it will be shown, the elimination of wage inequities has led to the introduction and use of wage "brackets" for all occupations *except the building trades.*

BACKGROUND

To understand clearly the "bracket system" in use by the War Labor Board, it is necessary to keep in mind certain developments in the Board's over-all wage policy.

Wage regulation was voluntarily instituted by the National War Labor Board several months before any executive order of the President made such action legally necessary. The "Little Steel Formula" was developed in July 1942 to assist the members of the Board in shaping up an intelligent and practical method of handling wage disputes. Some pattern or wage policy had to be adopted in order to be certain that when disputes over wages were settled in one case, the solution would be somewhat similar to decisions in other cases.

This wage pattern had four outstanding cornerstones:

1. Elimination of the differences or "maladjustments" between the average straight time hourly rates paid workers and the increase in the cost of living, since January 1941.
2. Elimination of "inequalities" between wage rates paid in the same wage area for identical or similar work.
3. Elimination of substandards in living conditions by the determination of minimum wage rates.
4. Elimination of obstacles to the more effective prosecution of the war by granting wage increases which did not fall into the three classes above.

When the National War Labor Board was formally recognized as the agency which would regulate wages by Executive Order No. 9250 of President Roosevelt on October 2, 1942, these were the principles under which it operated.

WAGE RATE INEQUALITIES

Of the four cornerstones of the Board's wage program, the "inequalities" principle is of immediate interest, since from it has come the idea of wage rate "inequities" and the entire method of "wage brackets."

The foundation of the "inequalities concept" is quite clear. When an employer paid a machinist 95¢ per hour in his plant and the employer across the street paid only 85¢ per hour for a machinist doing the same kind of work, then clearly there was a "wage rate inequality." To eliminate such inequalities and to maintain industrial harmony during the war, the War Labor Board would—under Executive Order No. 9250—grant a 10¢ per hour increase to equalize the wage rates of these men.

INEQUALITIES v. INEQUITIES

In time, the whole idea of equalizing wage rates for similar work was attacked, first by employers and then by Economic Stabilization Director Byrnes. The objection arose because, it was alleged, wage rates could not be successfully "regulated" by equalization. For example, wage rates in Company C would be brought up to those in Company B. Then rates in Company B would be hiked up to wage rates in Company A. Immediately, Company C would demand another increase in rates—equal to the new and higher rate of Company B. The outcome, it was alleged, would be that all rates in an area would eventually be raised to the highest rate in the labor market. In other words, the wage rates would be "stabilized" at the highest rate paid. Should the highest rate be increased for any reason, then all the other rates paid in the area would follow and a new cycle of increases would be in order.

The entire idea of eliminating wage rate inequalities was abolished by Executive Order No. 9328 issued by President Roosevelt on April 8, 1943. Led by the Labor Members, the National War Labor Board pointed out to the President and Director Byrnes that the exclusion of any recognition of wage rate inequalities was unworkable and artificial. As a consequence, Executive Order No. 9328 was somewhat relaxed by a modification issued by Mr. Byrnes on May 12, 1943. The language of this statement on inequalities is as follows:

"In order to provide clear-cut guides and definite limits . . . as a basis for permitting the Board to make within the existing price structure and within existing levels of production costs, minimum and non-inflationary adjustments which are deemed necessary to aid in the effective prosecution of the war to correct gross inequities' within the meaning of Section 1 of the Act of October 2, 1942, the Board is authorized to establish as rapidly as possible, by occupational groups and labor market areas, the wage-rate brackets embracing all those various rates found to be sound and tested going rates. All the rates within these brackets are to be regarded as stabilized rates, not subject to change save as permitted by the Little Steel formula. Except in rare and unusual cases in which the critical needs of war production require the setting of a wage at some point above the minimum of the going wage bracket, the minimum of the going rates within the brackets will be the point beyond which the adjustments mentioned above may not be made. The careful application of these wage-rate brackets to concrete cases within the informed judgment of the War Labor Board will strengthen and reinforce the stabilization line to be held."

A fact to note is that the word "inequalities" is not present in the May 12 statement. In its place has appeared the term "inequities." But the change in the power of the National War Labor Board over wage rate inequalities was more than a mere substitution of one word for another.

WAGE RATE "INEQUITIES"

The significance of the use of the term "inequities" for "inequalities" does not lie in the meaning of the words. The two words are related in meaning. The true significance of the change in words was that a new technique of eliminating differences in wage rates for similar work was introduced by the National War Labor Board upon direction from the President.

No longer were wage rate inequalities to be eliminated by equalizing wages for a particular job in an area. A more drastic policy was introduced. Differences in wage rates would now be eliminated by comparing any allegedly "inequitable" rate with the

"minimum of sound and tested rates" for that particular occupation in the labor market area.

The rate paid a machinist in Company C would not be compared to a rate paid to a machinist in Company B. In fact, the former idea of comparing rates between two companies was entirely abolished. All comparisons were to be made between the rates paid by one company and a minimum "sound and tested rate" for a particular job in the area. The minimum rate was not the rate paid by some specific company. Just how that minimum rate was determined led to the introduction of the wage bracket idea or technique.

THE WAGE BRACKET METHOD

The purpose of a wage bracket is to determine the sound and tested minimum rate paid for a particular job in a labor market. Any worker whose wage rate is less than that minimum may have his rate brought up to it.

The construction of a wage bracket consists of three steps:

1. Description of the job for which a minimum rate is to be set.
2. Description of the labor market or area to which that minimum rate is to apply.
3. Determination of the minimum rate.

Each step will be considered in turn.

DESCRIPTION OF THE JOB

Of the three steps mentioned above, no one is most important. Each step is equally important. Too much emphasis cannot be placed upon the necessity of this simple fact.

The importance of describing accurately the job for which a minimum rate is to be determined is self-evident. Unless strict attention is paid to the job classification, rates for different jobs will be jumbled together and the whole bracket will be meaningless. To use a homely example, if the cook is careless in the preparation of an apple dessert, the customer may get a fruit salad instead. More accurately speaking, to call a tool and die maker simply a "machinist" and to determine a minimum rate for "machinists" is a hopeless hodge-podge that is certain to cause trouble. Every worker should be sure that the wage bracket set for his job is not a "fruit salad." How he can check his wage bracket will be indicated later in this article.

In summary, therefore, an accurate description of the job is necessary in the construction of a bracket because only then can you be certain *what* rates are to be considered.

DESCRIPTION OF THE LABOR MARKET AREA

Whose rates shall be included in a wage bracket is determined by the "labor market area." By this term is meant the usual or customary source of the labor supply; in other words, the place in which the workers live who normally are employed in the local plants. The labor market area for a large industrial center like Detroit is probably as sharply drawn as possible. On the other hand, the proper area from which to compile rates in a dominant industry or few-industries town is not so simple. Just what the "proper" labor market area is becomes a rather elastic concept in practice, despite the fact that the idea is simple to describe.

Unless the area is determined clearly and fairly, the resulting minimum wage rate may be an unpleasant surprise to the workers in the bracket.

DETERMINATION OF THE MINIMUM RATE

Only after the job has been accurately described and the area from which wage rates are to be drawn has been defined does the determination of the minimum rate become significant.

COLLECTION OF WAGE RATES

The first step in determining the minimum rate is the collection of "sound and tested rates." The determination of such rates is a matter of judgment. In essence, the "going rates" of all the well established employers—both union and non-union—in the area are to be included. The sources of this information are existing labor agreements, the records of employer associations, and information collected for the National War Labor Board by the Bureau of Labor Statistics.

USING THE WAGE DATA

A. The Rule of Thumb Method

After the wage rates have been collected the next step is to determine the minimum of all these sound and tested rates. The method followed most frequently is to calculate a weighted average of the rates. Then 10 per cent is added to the average to fix the top of the bracket and 10 per cent is subtracted from the average to indicate the minimum rate. The maximum rate and the minimum rate are the two extremes of the bracket.

B. The Cluster Method

Another method of reaching the upper and lower points of the bracket

is to select those points by determining which high rate and which low rate are paid by the largest number of employers. This procedure is called the "cluster method" because most employers pay these two rates; hence, most of the employees "cluster" around these two rates.

TRI-PARTITE APPROVAL

All wage brackets are subject to approval by the tripartite Regional Board. Too much stress cannot be laid upon the fact that all wage brackets are set by Regional Boards only. The National Board in Washington does not set wage brackets. Wage brackets are the responsibility of the Regional Boards.

Since wage brackets are set for the key jobs in the major industries found in the area under the jurisdiction of each Regional Board, a tremendous responsibility rests upon the Labor Members of each Regional Board to contact the representatives of organized labor in those industries. Rarely, if ever, can the Labor Members depend solely upon their own knowledge of the industries to enable them to pass upon wage brackets intelligently or fairly. In turn, the unions in the industries are obligated to contact the Labor Members of the Regional Board in order to assist them in every way possible.

In several Regional Boards—Boston, New York and Kansas City—public hearings are conducted so that both Labor and Industry representatives may participate directly in the setting of the wage brackets. In others, public hearings are held after the brackets have tentatively been set in order to check the results. In all instances, brackets are considered to be temporary until sufficient time has elapsed to enable all parties to criticize them.

HOW TO OBTAIN FAIR WAGE BRACKETS

The wage bracket system of eliminating wage rate inequities is a definite part of the wage pattern of the National War Labor Board. We must live with it. The only logical action which can be followed is to participate actively in the determination of brackets. Most workers have obtained the 15 per cent maladjustment allowance; substandard rates of pay are not found among the skilled workers; increases "to aid in the more effective prosecution of the war" are reserved for rare and unusual cases. FROM NOW ON—UNDER THE PRESENT WAGE PATTERN OF THE NATIONAL WAR LABOR BOARD—THE ONLY AVENUE OF WAGE

Report of GENERAL

REPORT OF GENERAL ORGANIZER JOHN W. BRUCE

The conditions within our shipyards are still of considerable concern and this caused me to make a return trip to Windsor, to meet with the management respecting the application of the directive of the National War Labor Board, and I was not able to make much progress. I met with the executive of Local Union 552 and discussed the conditions prevailing and also dealt with some local problems, and then returned to Toronto, and held a meeting of the members of Local Union 379, Sprinkler Fitters, and disposed of a number of questions that were worrying them, and while here I also visited some of the firms in connection with these matters and secured some promises of adjustment.

I attended a meeting of the International Officers, at which were present the Minister of Labor, Mr. Daley, and the Deputy Minister, Mr. Marsh, and we were able to discuss with them many of the matters that were to come before the legislature affecting the interests of the workers. I also had a conference with the Commissioner of Compensation regarding the cases of several of our members and received a satisfactory adjustment.

Returning to Windsor, I had another consultation with the management respecting the application of the directive of the National War Labor Board, and while clearing up a number of questions I was unable to have them agree to an upward adjustment of our rates. I had a meeting with the executive of Local Union 552 and reported on my actions in which they concurred.

Returning to Toronto I attended a meeting of the apprenticeship council, where there was a good attendance, and the success attending the work is worthy of commendation and it is anticipated that greater progress will now be made since the extension of the regulations.

Leaving for Ottawa, I had a conference with the officials of the National War Labor Board respecting the application of the shipyard directive and have attempted to have adjusted a number of matters that are of serious concern to our membership, but was unable to secure a meeting with the board. I also made arrangements by which I would be able to appear before the Board in connection

with the appeals of Local Union 170, Vancouver, and Local Union 527, Kitchener, and also discussed the question of the position of our pipe fitter welders in connection with the award.

I then visited Montreal and attended a meeting of our members employed in the shipyards and discussed our position and also the question of holidays with pay plan and arrived at decision to cooperate with the other trades and secure a more satisfactory plan for the application of the holidays at convenient time suitable to our men. I also had a consultation with President Craig of Division No. 4, R. E. D., respecting the presentation of our case to the National War Labor Board for an increase in wages and found things going satisfactory but considerable discontent at the delay because of the action of the railroad companies holding up the hearings, but the board had promised an early hearing.

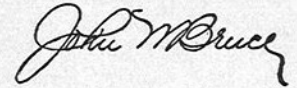
With Vice President Guerard we visited Sorel to see if anything could be done to revive interest in the work of Local Union 186, Sorel, but it is regrettable to report that the company through its power of intimidation had created such a condition that it was useless to make any attempt to have the local union function, so after discussing the matters with those interested we decided to withdraw our charter and brought away the supplies.

I then proceeded to Dalhousie, N. B., and met the members of our Local Union 465 as we have been having a little internal trouble. I also had an interview with the management and the company were concerned about the action of our members and desired that the situation be adjusted. We held a meeting and went into the conditions that were causing discontent, and the members agreed to mutually adjust the situation, and get things back in good working shape, and I will return at a later date and hold an election of officers.

I then left for St. John's, where we had made an effective attempt at reorganization of Local Union 217. Through the activities of several of our members considerable progress had been made and I made an audit of the books and adjusted the affairs of the local and put them on a new start. We had a fairly well attended meeting of the local and there appears to be a new degree of enthusiasm that augurs well for the future and

I look for more encouraging results than we have had for some years, and in cooperation with the other trades, I am of the opinion that our local will make a record for itself.

I am now returning to Dalhousie in the interest of Local Union 465, and my next report will be from there.



On instructions from General Secretary Brother Hillock of the United

REPORT OF GENERAL ORGANIZER E. B. FITZGERALD

Association, I went to Great Falls, Mont., as Secretary Kline, Plumbers' and Steam Fitters' Local Union No. 139, requested my services. Upon arrival there I got in touch with Secretary Kline and we visited the East Airfield where we met with Superintendent Brother Raue, who is employed by the Boyer Plumbing and Heating Company of Dillon, Mont. Also met with Superintendent Watson, who was in charge of erecting a second-hand Babcox and Wilcox boiler, and after making a personal survey of the plans it was decided that our members would install all of the work that properly comes under the jurisdiction of the United Association, and we used the jurisdictional plan as outlined in the December Journal in the clarification of Article 21, par. 2, of our Joint Agreement with the Boilermakers' Association.

While at Great Falls, I had the extreme pleasure of seeing Mr. Boyer, the owner of this progressive shop. I also attended a special meeting of the executive board of Local Union No. 139, at which time we discussed the work in reference to the erection of this boiler and also in reference to the installation of refrigeration. I may say that Local Union No. 139 is to be commended on having all of this work controlled.

During our visit to the East Airport we visited with Brother Secretary Howarth, of Local Union No. 139, who is also a member of the executive board. He is also the pipe superintendent on the East Airfield production gang, and he has five members of Local Union No. 139 employed. Also met with Mr. Pinski, one of our loyal employers of Great Falls.

My next stop was at Helena, Mont.,

ORGANIZERS

where I got in touch with Secretary French of Local Union No. 266, and later attended an executive board meeting, at which time we discussed the conditions existing in the jurisdiction of this local union. We also discussed the possibility of entering into a State agreement with the Montana Power Company.

My next stop was Butte, where I got in touch with President Hicks of Pipe Fitters' Local Union No. 316, and this local union is to be complimented in preparing its members in the art of acetylene and arc welding. This class is being conducted at the Cleveland School. The writer was a visitor to this school on a Monday night and met with Mr. Davis, the vocational instructor, and also met with Brother Hanley, of Local Union No. 41, who is the welding instructor.

Later, I met with Treasurer Eva, of Local Union No. 41, and discussed with him several situations of importance to the membership of his local union. I suggested to him that he make an effort to secure some members of Local Union No. 41 to be enrolled in the welding class at the Cleveland School. My purpose in visiting Butte was to be in attendance at a committee meeting of Local Union No. 693, of Anaconda. The personnel of the committee was composed of the following Brothers: Lake (Pee Wee) Reardon and Schrapps. We met with the committee representing the Montana Power Company composed of Messrs. Buck, Todd, Manion and Latham, and were successful in negotiating an agreement for the membership of Local Union No. 693.

I next went to Ogden, Utah, where I got in touch with Business Representative Niphausen of Local Union No. 415. This gave me an opportunity of discussing several situations with Brother Niphausen with reference to the future welfare of the membership of his local union.

On instructions from General President Durkin of the United Association I returned to Denver to attend a meeting of the Non-ferrous Metals Commission regarding a controversy with the Phelps-Dodge Corporation at Ajo, Bisbee, Douglas, Clarksdale and Jerome, Ariz. The Metal Trades Council was represented by A. F. of L. Organizer Peterson, also National Representative Shackelford of the Electrical Workers and the following Brothers: McNeecees, of the Miners; McDowell and Taylor, of the Boilermakers; Mc-

Mahon and Organizer Jordan, of the Machinists, and the writer. The Phelps-Dodge Corporation was represented by Attorney Riley and Mr. Uren. The committee representing the Metal Trades Council put up a very convincing argument as to why the Commission should grant all of its members those necessary improved conditions and increases in wage scales, and we are hoping that when the decision is made, it will be beneficial to those that we represented.

Also, in accordance with President Durkin's request that I be in attendance at the conference of the Colorado State Federation of Labor, at Denver, Colo., and the Workers' Educational Bureau of America, I attended this two-day session where an address of welcome was made by Dean Edward J. Allen of Denver University and President George W. Brayfield, of the Colorado State Federation of Labor. There were also addresses made by Mr. John D. Connors, Director of the Workers' Educational Bureau of America, and discussion of world affairs by Dr. Roy E. Brown, Director of Government Center and Government Management, Denver University. There were addresses by Mr. Frank B. Morley, Editor in Chief, Harcourt Brace and Company. Also addresses by Mr. Arthur Wauters, member of Belgian Labor Party. His topic was "Labor in Occupied Countries." Addresses were made by the following: Boris Shishkin, Chief Economist, American Federation of Labor; Allen T. Flint, Secretary, Colorado Manufacturers' Association; Fred Stong, substituted for James C. Patton, President, National Farmers' Union; Dr. Howe, who substituted for Dr. Herbert Harper, the director of Social Security Board. I am sure this was a very instructive and interesting meeting for all of the delegates in attendance and we are hoping it will do much good for the labor movement.

Visited at Pueblo and the Colorado Fuel and Iron Company job in order that I may meet with Mr. Kirker, the erecting superintendent for Koppers and Company. Business Representative Graves desired that I meet with Mr. Kirker in order that we may peruse the plans and determine the work that properly came under the jurisdiction of the United Association. I complied with this request and all of this work that properly comes under the jurisdiction of the United Association was settled in accordance with the

decisions of the Building and Construction Trades Department which also included the rigging and the placing of assembled tanks which are an integral part of our jurisdiction. In making this survey, we found that there was some pre-fabricated pipe shipped to this job, also some 30-inch pipe brackets and supports, also some other pre-fabricated pipe, and we learned where this pipe was fabricated, and owing to the fact that the general offices of the Koppers Company are located at Pittsburgh, Pa., I wired to Fifth Vice President Green to contact the officers of Koppers Company and inquire if this fabrication was done by members of the United Association. The firms in question were McJunkin of Charleston, W. Va., and Miles P. Brown, of Franklin, Pa.

I next went to Denver where I got in touch with Business Representative Donner of Local Union No. 208. We called on Mr. Roy Hinderman, director vocational training, also Mr. Verne Miller, principal of Apprenticeship Training at Opportunity School, regarding a class for service fitters, and we were informed that this class will start in the near future. While at Denver, I received a communication from our office notifying me that the sprinkler fitters of Local Union No. 669 had received an increase of from \$1.50 to \$1.58 per hour and the helpers from 87½ to 95 cents per hour. This increase became effective February 9, 1944, and I informed the sprinkler contractors who employ the membership of Local Union No. 669.

E. B. Fitzgerald

At the request of Waterbury, Conn., Local Union No. 22, a visit was made to that city where in

REPORT OF GENERAL ORGANIZER A. A. GILLIS

to the company of Business Agent Brother Jim Donahue conferences were held with representatives of the general and piping contractors, and later with the attorney representing the Chase Metal Company, for whom building construction is under way in connection with the company's production as part of the war effort. In connection with the matter involved, namely, whether or not the work in question comes within the Stabilization Agree-

ment or Executive Order 9240, a meeting was held with the officers of the local and the large number of members employed on the operation, and it was explained to them that the work in question comes within Executive Order 9240, which provides for an overtime rate of double time for the seventh consecutive day, with time and one-half for overtime worked after the regular eight-hour day period or the 40-hour week.

A notified meeting of Norwich, Conn., Local Union No. 267, was attended and the matter of the territory to be controlled by this local was discussed in detail with the members. The local appointed a committee to investigate the matter of territory it will petition the General Office for including the requirement that adjacent locals be interviewed and understandings reached concerning bordering territory in which the other locals may be interested.

A visit was made to Willimantic, Conn., where opportunity was afforded to meet with President-Agent Brother John R. McCarthy of Local Union No. 345, with whom was taken up several matters pertaining to work prospects and other welfare matters concerning the interests of the members of this local.

In Providence, R. I., meetings have been held with Business Agents Brothers Jim Birmingham of Plumber's Local Union No. 28 and Bill O'Brien of Steam Fitters' Local Union No. 476, with whom matters were taken up concerning the members of these locals. A meeting was also held with an out-of-town employer and the business agents of the Providence locals, and the agents were instructed concerning the general policy of headquarters with which they agreed, and an understanding was reached with the employer satisfactory to all concerned.

During my visit with Business Agent Brother Walter Horn of Portland, Maine, Local Union No. 217, several matters pertaining to the interests and welfare of the members of this local were gone into, including the matter of this local obtaining official control over certain sections of the state for the purpose of furnishing employment to the members. My recommendations concerning the matter of extending territorial control over the sections requested have been submitted to the General Office for action.

A joint meeting of the officers of Boston, Mass., Plumbers' Local Union No. 12, and Steam Fitters' Local Union No. 537, was attended and the matter of proposals suggested by the General Executive Board in connection with the extension of territory including the

merging of the locals within metropolitan Boston were gone into in detail. The locals are to submit to General President Durkin and General Secretary Hillock a detailed statement concerning the joint approach of the Boston locals toward controlling the territory.

Meetings have been held with Business Agents Brothers Tim Callahan of Local Union No. 12 and Tom Kelly of Local Union No. 537, at which times information and instructions were given these officers in the interest of their members.

A meeting of the Shipyards Organizing Committee was attended and the matter of making refunds to the several organizations that had contributed to the financing of the Hingham-Bethlehem membership election campaign was considered, and the secretary was instructed to make the payments as due.

At the request of Fitchburg, Mass., Local Union No. 92, a visit was made to this city, where in the company of Business Agent Brother Harold Corkum a conference was held with Mr. P. T. McKittrick, treasurer of Parks Cramer Company, concerning the local's requirement that this company shall be a party to its agreement, as are other employers, if this company is to be furnished with members of the local. It is expected that after consideration by the board of directors of the company the agreement will be signed.

On an invitation extended by the Massachusetts State Federation of Labor to meet with representatives of the National Manpower Commission at the regional office in Boston was accepted. Brother Frank P. Fenton, Director of Organization of the American Federation of Labor and member of the National Manpower Labor-Management Committee, with Messrs. Nelson P. Cruikshank, special representative of the NMC, and Joseph Smith, Regional Director of the MPC. I addressed the gathering of International and local representatives of the A. F. of L. affiliates. The addresses and questions with discussion concerned many of the new regulations being developed and put into operation by the Commission, and as many of the requirements are exacting, it was thought advisable to have the labor representatives fully informed on the new regulations, particularly on the part pertaining to "Developing Employment Stabilization Programs Conforming to Regulation No. 7," that includes such matters as: the elimination of wasteful labor turnover in essential activities, reduction of unnecessary labor migration, direction of the flow of scarce labor where most

needed in the war program, and the maximum utilization of manpower resources.

During my visit to Springfield, Mass., conferences were held with Business Agents Brothers Tom Egan of Plumbers' Local Union No. 89 and Bill Morris of Steam Fitters' Local Union No. 603, with whom was taken up matters concerning the interests of the members of these locals. At the request of these officers a meeting of the Board of Business Agents of the Springfield Building and Construction Trades Council was attended in the company of International Vice President Brother Ray Britton of the Bricklayers, Masons and Plasterers International Union, when the matter of the policy of the council and its application to certain work was discussed, and the officers advised as to what should be done to preserve the best interests of all of the affiliated trades.

At the request of Northampton, Mass., Local Union No. 64, a meeting was attended, when several questions in which the members are interested were discussed in detail, including the requirements of the Stabilization Agreement and Executive Order 9240. Advice was given the members concerning these important matters.

By request of the Boston Navy Yard Pipe Trades Local Union No. 829, a meeting of the officers was attended, and consideration given to the request that an extension of the charter fee rate be granted to prospective members for a further period of time, which has been granted. Other matters were taken up and advice given that will no doubt be helpful to the officers in their effort to advance the interest and welfare of our members employed in this yard.

A. F. Gillin

General President Martin P. Durkin arranged a meeting of the business managers of local unions of the United Association in the Port of New York, as well as those nearby to New York City. The writer was assigned to attend this meeting to have the recent addition to our General Organizing staff, John J. Regan, meet the several representatives of the United Association prior to his assuming his duties as organizer in the district formerly policed by General Organizer Edward Leonard. Brother Regan in his introductory re-

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marks to those present made a very favorable impression and from the general discussion that had taken place, we believe that the United Association can look forward to greater things in the Port of New York.

On the following night we attended a meeting of the Marine Workers' District Council and from the writer's observation, every local union in the United Association in the Port of New York was represented with their full quota of delegates—that being a sure sign that some good had come out of the meeting held the previous day. The writer during the meeting had introduced General Organizer Regan to the Metal Trades District Council officials and several organizers of the other crafts in attendance, as well as the Director of Organization, Frank Fenton, and his associate in the New York District, William Collins, and Secretary-Treasurer Joseph McDonagh of the Metal Trades Department of the American Federation of Labor. Presiding at this meeting was one of the several representatives of the United Association, namely, Dan J. McVarish of Local Union No. 1 of Brooklyn, N. Y., who has given a great deal of his time in furthering the organization campaign that is being started for all trades in the Port of New York.

Upon receipt of a request by the officers and members of our Local Union No. 707, Journeymen Plumbers and Steam Fitters in Cortland, N. Y., that they were requesting an increase in their hourly wage rates, we explained in detail just what would be required of them to have the Wage Board take into consideration their request. This information brought forth the necessary data for increase in wages and same was presented by the writer to the Wage Adjustment Board for decision.

President Durkin received a communication from B. J. Frozina, secretary, Local Union No. 367, Anchorage, Alaska, relative to the stabilizing of the wage rate in the entire Alaskan Territory, which was referred to the writer for adjustment. It was necessary to make a visit to the Corps of Engineers, who had under way a number of projects in Alaska and in the course of the discussion with Major William A. Mowery, Executive Officer, Labor Relations, Industrial Personnel Branch, he advised that a meeting had been arranged to be held in Seattle, Wash., between representatives of the Army, Navy and representatives of the Personnel Branch, Labor Relations and officials of the trades in the construction industry, in which General Organizer O'Neill was assigned to represent the United Association. A rep-

resentative of the Davis-Bacon Division, United States Department of Labor, was delegated to preside at the meeting and this meeting was to bring about a general wage understanding for the Alaska territory. We notified Brother Frozina that such a meeting was to be held and no doubt we will receive a complete report and our local union will be advised of same.

Business Manager Robert L. Henley of our Local Union No. 100, Dallas, Texas, made complaint to the General Office in regard to the Bureau of Yards and Docks, reducing wages of journeymen employed under Civil Service, which was referred to the writer for investigation. It was necessary to arrange an appointment with Lt. Charles Pennbaker, Labor Relations official for the Bureau, and the writer submitted a copy of this complaint and it was agreed that an investigation would be made and we would be advised as to the result of same.

Secretary-Treasurer Edward J. Hillock received a letter from Recording Secretary Schmidt of Local Union No. 404 of Sturgeon Bay, Wis., requesting assistance from the General Office in regard to travel time. The matter was referred to the writer, who interviewed the officials of the Metal Trades Department as the work in question is located at the ship yard in Kewanee, Wis. We forwarded information to Brother Schmidt as to what should be done through the local Metal Trades Council and the Peterson Shipbuilding Company.

A communication was received at the General Office from Business Manager Walsh of Local Union No. 190, Ann Arbor, Mich., relative to travel expense, etc. The writer had discussed the contention raised by Brother Walsh with the Davis-Bacon Division of the United States Department of Labor. We advised the local how far they could go in regard to collecting travel expenses from some of the contractors who had completed their contracts prior to the time the Resolution on Travel Expenses was passed by the Wage Adjustment Board.

Secretary-Treasurer Hillock received a letter from Business Manager Forslund of Local Union No. 573, Astoria, Ore., requesting information as to the wage rates for marine fitters and helpers. The letter was referred to the writer for investigation and we notified Brother Forslund that a contact was made with the shipbuilding officials and the information received from these officials was forwarded to our Local Union No. 573.

The General Office received a communication from Local Union No. 810, Williamsport, Pa., signed by Sec-

retary Heiser in reference to the Towanda project, which was about to be started. The complaint was due to the predetermining of wage rates below the scale for the Williamsport area. The writer by appointment with the attorney in charge of that area for the Davis-Bacon Division, U. S. Department of Labor, went into the question at some length and we were advised that the reason for this predetermination being made was because of the rates taken from our local union located in Scranton, Pa., these rates being \$1.37½ per hour, and Scranton, Pa., being miles closer to Towanda than Williamsport.

The writer did preside at a number of special arranged meetings of the Wage Adjustment Board. The purpose of these meetings was to iron out proposals presented by "open shop" contractors. Most of the trades are involved in these disputes because of the difference in wage rates. While no decision was rendered by the Wage Adjustment Board they did, however, believe that the situation should require some study and a committee was appointed to draft such resolutions that would receive the approval of those concerned and also be helpful in removing these contentions which come to the Board.

The writer called on the Conciliation Division of the U. S. Department of Labor and had taken up complaints with both Commissioners Howard Colvin and Frank Sheehan, relative to a disputes case on wages which threatened a stoppage of work. They advised the writer that they would dispatch a conciliator to the cities for investigation and give them the proper advice to avoid any stoppage of work because of being unable to arrive at a collective bargaining agreement.

M. F. Garrett

Ventura, Calif. I attended the monthly meeting of the Southern California Council of the United Association, Brother Mike Fonck, presiding. Here the representation discussed several important matters, including the main topic of having the Wage Adjustment Board approve the Southern California blanket agreement.

With Brother Business Manager Wickland and Ray Treece, I attended a meeting of the executive board of Local 78, and most of the evening was taken up with discussions of pre-

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paring data to present to the Wage Adjustment Board for the purpose of increasing the wage rate of members of Local 78. With Brothers Wickland, Trece, and Secretary Bilderbeck, of the California Pipe Trades Council, I attended a meeting with Mr. L. Breer, Loy Johnston and Fred Reed, all large plumbing and heating contractors. This meeting was held for the purpose of having the employers agree to changes in the working agreement before said agreement is sent to the Wage Adjustment Board for approval.

While in Ventura, I met with Brother Secretary H. P. Crandell, and with him, I visited the Pacific Naval Air Base job to complete an investigation of an erroneous charge made against the members of Local 484. While on the project I met with Brother O'Donnell, superintendent in charge for the P. N. A. B. Co.

Wilmington, Calif. In Wilmington, I met with Brothers Business Manager Jim Bridger and Secretary Mayfield, of Local 599. With Brother Bridger, I visited the Consolidated Shipyard, where Brother Bridger was adjusting a dispute on pipe installation; later I met with the recently elected executive board of Local Union 599 and conferred with them on the policy the local officers intend to follow for the welfare of the local union.

I visited the office of Local Union 250, where I met Brother Secretary Flood, and also attended the regular meeting of the executive board of Local 250, at which meeting considerable discussion was entered into over rigging and pipe hangers, several contractors are trying to use other than U. A. members to erect. With Brothers Business Representatives Harry Willis and Arthur Mulcahy, I met with Colonel Lober and Mr. Prussing, director of Construction District No. 5, of the Petroleum Administration Board. A visit was made to the main office of the General Petroleum Company where we conferred with Mr. Dickey, president of the General Petroleum Co., and General Manager Sperry and Production Manager Wheeler. This conference was held for the purpose of avoiding any work stoppage by members of Local 250 because the General Petroleum Co. was about to use maintenance men on a part of the project about to be put on stream and it has been the custom in the past to have this work done through a piping contractor that installed the original job.

I attended a meeting in the Los Angeles Building Trades office with Secretary Mashburn, and Assistant

Secretary Boyd of the Council and Brothers Willis, Mulcahy, McKinley and Casagrand, of Local Union 250, and Francis McKenney of Local 508, at which time we reviewed the job classifications set up by the Goodyear synthetic rubber plant which, at this time, is employing members of Local 250 on maintenance work.

With Brothers Willis and Mulcahy, I visited the General Petroleum job where we met with Mr. Edward Hayden and Mr. Hughes, of the Lummus Co., and discussed a section in the working agreement pertaining to shop stewards. Later we called at the Richfield job where we again met Mr. Edward Hayden and Mr. Nash, superintendent in charge of piping for the Lummus Co., and again discussed the question of maintenance men doing construction work.

A visit was made to the Union Oil job with Brother Business Representative Mulcahy, where we met with Mr. Dick Hulesbock, of the Lummus Co. This was in reference to a dispute on rigging of cooling coils. Mr. Hulesbock was informed the work in question is work of members of the United Association.

With Brother Mulcahy, I visited the Shell Chemical plant, which is about completed, and met with Mr. Steve Reynolds, of the Kellogg Company. I also visited the office of the Richfield Oil Co., with Brother Mulcahy, and conferred with Mr. McKay, General Manager, and Mr. Fontana, refinery engineer. This conference was held on the advice of the executive board of Local 250, over the question of maintenance men in the refinery, doing construction work. Mr. McKay agreed to have the work in question installed by a contractor employing members of Local 250.

With Brother Mulcahy, I visited the office of McIsaac and Menkie, at which meeting I met Mr. A. L. Hershey, president, and A. A. Roetzer, chief engineer of the Cardox Western, Inc., a subsidiary of Cardox Corporation. Most of the Cardox installations have been sublet by the Cardox Western, Inc., to McIsaac and Menkie, installing the work in question with the U. A. men.

Pomona, Calif. At the request of Secretary C. D. Bates, of Local Union 398, I visited Pomona, Calif., and attended the regular meeting of the local union where I found our members working direct for the Chemical Construction Co. on the addition to the American Cyanamid plant in Azusa, Calif. Here I met Brother George Thompson, and a small group of lead burners employed by the Kelly Company (a firm from the At-

lantic coast). The lead burners informed me the Kelly Company paid their transportation to the job but the men were paying their board and lodging themselves.

With Brother Thompson, I called on Mr. Naylor, manager for the Chemical Construction Co., and informed him that I would expect an adjustment to be made on the board and lodging for the lead burners. Mr. Naylor stated he had let the work out by contract to the Kelly Co., and it would be up to them to make any adjustment. I informed Mr. Naylor that it is not our policy to supply journeymen plumbers and steam fitters to general contractors and advised him to let the piping work to a contractor engaged in the piping industry.

I again visited the project at the request of the U. S. Engineers and met with Mr. Shaw and Captain Wyath, and again advised that in order to get sufficient plumbers and steam fitters it would be necessary to get them through a fair piping contractor.

The Hiram Walker Co. recently purchased a winery in San Benito county. With Brother Business Representative Dan McDonald, of Local 393, I visited the office of the Hiram Walker Co., in San Francisco, for the purpose of securing information pertaining to using union labor on the contemplated alterations and additions to the winery. We were informed the company's practice is to use union labor on their construction work.

I visited the office of Local 590, where I met with Brother Secretary Jack Maloney, and took up several questions referred to me by General Secretary Hillock. I also visited one of the Kaiser Shipyards in Richmond, Calif., where I met with Brother Business Manager Bob Druhan, Brother Business Representative Tom Moore, and Luther Morris. With them, I met with Labor Coordinator Clyde Jackson and K. C. Apperson, representing I. A. of M., at which meeting we tried to reach an understanding on jurisdiction of work between both organizations. Later with Brother Druhan and Business Representative Katsarsky and Dempsey, of Local 590, I visited the Hunters Point Navy project, where Local 590 is having some difficulty with the Pacific Bridge Co., using machinists to install pipe work on floating dry docks.

Vallejo, Calif. I met with Brother Sid Connors, Business Manager of Local 343, and conferred with him on several problems pertaining to the local union. I also attended the reg-

ular meeting of the local union at which considerable consideration was given to the committee report on changing the working rules of the local union.

In Richmond, Calif., several barracks buildings, housing war workers have been partly destroyed by fire. These fires are a serious threat to life and property and are causing the U. A. local unions in the San Francisco Bay area some concern. I conferred with Brothers Business Representatives L. French, of Local 342; Jack Field, Local 509; Jim Matheson, of Local 159; Jack Allen, of Sprinkler Fitters Auxiliary, and later I conferred with Don Hayes, vice president of the Heating and Piping Contractors National Association, and arrangements are being made that representatives of the U. A. and the Employers Associations take proper steps to eliminate the fire hazards by installing a sprinkler system or a central heating plant in all barracks buildings housing workers.

Brothers Business Representatives L. French and Jim Sanders of Local 473, and Sam Donohue, business representative of Local 444, were requesting contractors employing members of both local unions to pay transportation expenses as per the working rules of both locals to men employed on Camp Parks, Pleasanton, Calif. In an effort to have this question settled, a meeting was held with the employers in question in San Francisco. Later it was necessary to visit Camp Parks with the business representatives of both local unions where we met with Lieutenant Commander H. R. Montgomery. As no decision was reached, the representatives of Locals 342 and 444 have filed briefs through General President Durkin, with the Wage Adjustment Board.

With Brothers L. French and Jim Sanders I visited the office of the W. A. Bechtel Co., where we met with Mr. Robert Allen and discussed several matters pertaining to signing the pipe line agreement. Brothers French and Sanders are requesting conditions that are not now incorporated in the present agreement, and other meetings will have to be held in the near future and to try to reach an understanding.

A dispute arose over the installation of a 36-inch welded water main in Richmond, Calif. Here I met Brothers French and Sanders, and Mr. McGuire, of the McGuire and Hester Co., and chief inspector for the Bay Counties Water Co. As our members had left the job in question, the dispute was settled to the satisfaction of the representatives of Local 342.

Brother Jim Matheson, business rep-

resentative of Local Union 159, requested my service on several matters including protesting to the Labor Relations' representative of the Kaiser Shipyards on the question of using maintenance men at \$1.34 per hour to install additional facilities which should be installed at the building trades' rate of \$1.70 per hour. While in Contra Costa county, I also attended the regular meeting of Local Union 159.

Lead burners, members of Local Union 512, employed on construction projects in the Pacific Coast States having received \$2.00 and \$2.20 per hour since 1940, including transportation and traveling time plus \$4.00 per day board and lodging, it was necessary to meet with Brother Secretary Mill McNamara and Jack Lundberg, of Local 512, and with Brother McNamara, I visited four firms in the San Francisco area who specialize in large lead installations and secured letters from them stating they have paid \$2.00 per hour, transportation, and \$4.00 per day for board and lodging since 1940, when employing lead burners of Local 512.

I also met with Mr. Lewis Berman representing the Wage Adjustment Board in Los Angeles and later in Seattle, and discussed several questions pertaining to a wage adjustment for the lead burners on the Pacific coast. A short brief on this question has been forwarded to General President Durkin.

Wm E. O'Neill

Receiving instructions from the General Office, I left for Eau Claire, Wis.

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where I met the executive board and Business Representative Bartingale of Local Union No. 385, and Business Representative McFarland, of the Eau Claire Building Trades Council. Accompanied by the latter two, I called at the plant of the Gillette Rubber Company and met Mr. Champray, of the Riggs Distler Company, "who have the contract for the pipe work on this job," in regard to furnishing men.

In Milwaukee, I attended the Annual State Conference on plumbing apprentice training. Many of our local unions throughout the State were represented along with many employers and officials of the State Board of Health, the Industrial Commission, and the Vocational Board. Plans were made for the postwar period.

While in Milwaukee, I attended

the Annual Convention of the Wisconsin Master Plumbers' Association and met many of the employers from throughout the State. The convention was well attended and many fraternal delegates were present from the surrounding States. General Vice President Schoemann was one of the principal speakers.

I called at the Froeming Shipyards regarding a dispute over some work and rendered a decision after discussing the case with the general superintendent.

Regarding several disputes, I went to the Twin Cities where I met with the employers in the stoker industry and after a lengthy discussion, I felt that there was a lack of sincerity on the part of many of these employers and so informed them, as these negotiations had been carried on for a year with no results. With Business Representative Ed Fleming, I called on Mr. John A. Goldie, one of the outstanding attorneys on labor matters in that locality, and instructed him to draw the necessary papers to comply with the State Labor Law, and compel these people to recognize our rights. I also called to the attention of the legal representatives of the Minneapolis Gas Light Company a matter affecting our members and was assured that it would be taken care of.

With Business Representative Jack Dempsey of Local Union No. 34, St. Paul, I called at the ordnance plant at Rosemount concerning a dispute we were having with the laborers over the dismantling of the pipe installation. As this pipe was to be used again and not sold for scrap, the work belonged to the United Association. This case was discussed with the general contractor and Captain Thorgelson, of the U. S. Engineers. We were then informed that some of the other skilled trades were involved and a decision was being awaited from the Building Trades Department which I feel will be satisfactory to us. I also held a meeting with the business representatives of the Minneapolis and St. Paul locals regarding some misunderstandings they were having. I had a meeting with Brother William Cannon, secretary of the Plumbers' License Board, and Secretary Ed Berent, of the Minnesota State Pipe Trades Association, regarding some legislation in which they were interested.

Receiving a call from General President Martin Durkin, I left for Chicago and was able to take up many matters of importance. With General President Durkin, I attended a meeting of the officers of Local Union No. 130. This meeting was called for the purpose of meeting some of the prob-

lems confronting the United Association in the Chicago area. While in Chicago, my attention was called to some work being done on their plant in Litchfield, Ill., by the American Radiator Company. The manager insisted that Business Representative Chas. Carey, of Local Union No. 137, furnish men for this job.

We have no agreement with the American Radiator Company, and they are not in the plumbing and piping business, and we refused to work for anyone unless we had an agreement with them. The company was demanding that our members take a physical examination—something we refuse to do, unless it is for a Civil Service job with the Government. This case took considerable time on my part while in Chicago and General Vice President Green, who was in Chicago at the time, agreed to lend his assistance at the main office in Pittsburgh. At this writing, it looks as if the case may be settled and the work let to a contractor.

Accompanied by Business Representative Art Todd, of Local Union No. 130, I attended the meeting of the Northern Illinois District Council, where many postwar matters were discussed. President Harry Shaw, of the Illinois Pipe Trades Association, called the attention of those present to many problems facing us in the near future. I had an opportunity to discuss the American Radiator case with Secretary Bill Smith, of the Illinois Pipe Trades Association, and he assured me that if necessary he would notify the locals throughout the State of their action. After the meeting, Local Union No. 612 was host to those present at a fine dinner which was enjoyed by the delegates and their wives.

From DeKalb to Eau Claire, where I met some of the officers of Local Union No. 385 and the superintendent for the Riggs Distler Company, regarding the wage to be paid on the U. S. Rubber plant in that city. Also had a meeting with Mr. Ruben Anderson, who has the contract for all the pipe work on the Western Electric job.

In Chicago I attended the safety meeting called by the United States Maritime Commission and the U. S. Navy. This conference pertained to the Great Lakes zone and brought home to those present the importance of a safety program in the shipyards.

In East St. Louis, I met Business Representatives Art Fischer and Jim Shawen, of Local Unions No. 360 and No. 439, on a dispute over some work on the Key job.

Receiving word from the General Office that Local Union No. 553 was

having trouble with the Shell Oil Company on the question of overtime on Saturdays, I attended the regular meeting of Local Union No. 553 and explained to the members that this case was covered by an Executive Order and they voted to accept the recommendation of the General Organizer and work while appealing the case.

In Jacksonville, I met the officers of Local Union No. 116 and called on the National Enamel and Stamping Company regarding the use of maintenance men. Later I attended the regular meeting of Local Union No. 116 and had the privilege of addressing the members.

Thos E. Cunningham

While in Toledo, I met with Brother Stern, representative for the A. F. of L., in relation to the organization of the pipe fitters in the shipyards in the Toledo district. I informed him as to the policy of the United Association in an organization program. The Ohio State Association of Master Plumbers meeting in Toledo, I attended their sessions and addressed them as the representative of the United Association.

Next, to Fremont, Ohio, where I met with executive board of Local 857 and discussed with them certain financial transactions of their officers and advised them as to the proper method of procedure.

Acting under instructions of our General Office I proceeded to Roanoke, Va., where I met with General Organizer Drew and with the representatives of a number of local unions in Virginia and West Virginia, to discuss the allocation of certain territorial jurisdictions. All parties concerned were given an opportunity for a hearing and Organizer Drew and the writer made a joint report on the problems involved.

Next, to Charleston, W. Va., where I discussed with the members of our local unions in that city, some of their problems and have subsequently recommended that the Charleston local unions have jurisdiction over Mont Coal, W. Va., and also made a decision on separation of work between the plumber and steam fitter at a project at Institute, W. Va.

To Huntington, W. Va., where I contacted Business Representative Duncan, with whom I discussed a number of problems that had to do with the welfare of our Huntington local union.

To Ashland, Ky., where I contacted Business Representative Mulvaney with whom I discussed complaints regarding the activity of that local union. I have since made a report to our office regarding these problems and making a copy available to our Ashland local union.

Next, to Lexington, Ky., where I contacted Business Representative Fitzgerald of Local 452 and with him and in company with representatives of other building trade unions I called on the representative of the pipe line company that was doing a pipe line installation in that district. We were unable to reach a satisfactory understanding, but I am sure that that meeting was influential in developing other meetings in relation to this problem, which have since been held.

Having a number of applications for territorial jurisdiction that involved our local unions in Louisville, Ky., I proceeded to that city and met the committee who were negotiating with their employers on the renewal of an agreement. I gave them certain advice which is being followed by these committees. With the representatives of Locals 522 and 107 of Louisville, I went to Owensboro, Ky., where we met with Brother Maddox, representative of Local 663, to discuss territorial jurisdiction. My decision and report have been made on this subject and made available to the local unions involved.

Returning to Louisville, I was privileged to meet with Secretary O'Brien and Secretary Hammond of Locals 107 and 522.

Next, to Cincinnati, where, upon my arrival, I was instructed by our General Office that it was necessary for me to attend a meeting at Lorain, Ohio. Because of that fact, I was unable to contact our representatives in Cincinnati, and left to attend the meeting at Lorain, Ohio, which involved the well being of our Marine pipe fitters. I attended this meeting in company with representatives of all crafts and feel that a better understanding was reached because of the frank discussion that prevailed at this meeting.

A. Ferguson



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In Detroit, Mich., to investigate various matters that were referred to me by the General Office. Accompanied by Brother T. McNamara, business representative of the Steam Fitters' Local Union No. 636, United Association of Detroit, we visited the plant of the Claude B. Schneible Company. This company is engaged in the designing and manufacturing of dust collecting and fume washing equipment and in most cases they have been in the practice of controlling and supervising the installation of their equipment.

Mr. Herman of this company had previously contacted our General Office, requesting the privilege of entering into and signing a Standard National Form of Agreement, in order that they might be able to procure the services of United Association journeymen for their jobs.

Upon making a survey of the Claude B. Schneible Company's manufacturing shop and interviewing Mr. Herman I learned that the shop was not organized under the American Federation of Labor and that the majority of their installation work was contracted to contractors who do not employ members of the United Association and furthermore that they were only desirous of procuring United Association journeymen to install the water piping in connection with their dust collecting and fume piping systems. It was pointed out to Mr. Herman that certain fume piping systems along with dust collecting piping systems came under the jurisdiction of the United Association regardless of the material that the pipe might be manufactured from. It was also explained to Mr. Herman that it would be impossible to consider or recommend his firm as being eligible to enter into a National Agreement with the United Association as a piping contractor, inasmuch as they could offer nothing in the way of contributing to the continuity of employment of United Association journeymen or training of apprentices to the trade and in no way at all did they maintain a key organization of United Association journeymen to carry on their work, with the result that it would be necessary for them to more or less pirate on the organization of a regular piping contractor in whose locality they might have an occasional job. A report and recommendation have been rendered our General Office on this matter.

Brother McNamara and myself later called at the Detroit office of the

Deepfreeze Division, Motor Products Corporation, for the purpose of inquiring into their labor policy on the installation and servicing of their deepfreeze cabinet.

This company is engaged in the manufacturing, installing and servicing of a storage refrigerator for foods to be used in the average home or farm house. The Detroit representatives whom we met with referred us to the main plant of this company located in North Chicago, Ill., where it is possible to meet with the general sales manager, who decides what the labor policy shall be.

A visit was also made to investigate and inquire into the conditions under which the Murray W. Sales and Company operate their pipe fabrication shop. This particular shop, I was informed, did not employ members of the United Association and the company has refused Business Representative T. McNamara's persistent attempts which have been made to have this shop manned with United Association members. Brother McNamara further informed me that members of his local union do not install any of the pre-fabricated material coming from this shop; however, they do insist that all fabrication and welding of piping must be done on the site of job or in the shop of contractor employing journeymen at the prevailing Building Trades rate of wages.

Upon my return to Chicago from Detroit I handled a matter of a controversy with Brother Leo A. Green, secretary of Local Union No. 449, of Pittsburgh, Pa., and officials of the United Engineers Company over the electricians laying claim to the operation of pre-heating and stress relieving equipment used for pipe welding on this company's job in the Pittsburgh area.

I am pleased to report, at this writing, that General President Durkin has been able to prevail on the president of the Building Trades Department in having a proper decision rendered in favor of the United Association on this class of work. These job decisions incidentally are in keeping with a national decision as rendered April 28, 1920, and Dr. J. A. Lapp's decision as rendered October 25, 1937.

During my stay in Chicago meetings were held with officials of the Johnson Service Company, the Powers Regulator Company and the Graver Tank and Manufacturing Company, for the purpose of discussing the entering into and signing of the Standard National Form of Agreement.

As a matter of information to the membership, a Standard National

Form of Agreement was consummated between the United Association and the Graver Tank and Manufacturing Company covering their construction division. This company's construction division is engaged in the building of oil refineries, booster pumping stations, tank farms, chemical and industrial plants, etc.

A meeting with officials of this company was held at a later date at which time General President Durkin happened to be in Chicago, and they presented a proposition and a plan whereby if properly worked out will prove of great benefit to the United Association and the pipe fitting industry, along with other trades normally engaged in industrial work.

Meetings between the Pipe Fabricating Institute and the United Association Industrial Relations Committees were held in the Stevens Hotel in Chicago on February 10 and 11. General President Durkin presided at these meetings.

Members of the United Association Committee in attendance at these meetings were: General Vice President Leo A. Green of Pittsburgh, Business Manager Robert F. Lynch of Local Union No. 274, United Association of Jersey City, N. J., and myself, who acted in the capacity of secretary.

Others of the United Association who sat in on these meetings were: General Organizer Thomas E. Cunningham, General Organizer Leslie E. Dilg, Brother A. Olsen, Business Representative, State Building Trades Association of Wisconsin, and Brother Wilson Frankland, president of Local Union No. 597, United Association of Chicago.

The committee who represented the Pipe Fabricating Institute was composed of combination *Fabricator-Erecting-Contractors*.

The main topic discussed in the meeting covered the field erection work of these contractors and an agreement was arrived at whereby these said contractors will sign the revised Standard National Form of Agreement which was decided on at these meetings. The particular revision in the agreement covers "Article IX Erection" and in substance reads:

"It is understood by the Parties of this Agreement that the pre-fabrication of welded pipe formations two and one-half inches and over in diameter, all lap joint work and re-facing of flanges may be performed at the site of the job or in the plant of the employer, employing journeymen of the United Association at the prevailing Building Construction wage rates in effect wherever the employers plant may be located."

It was also agreed upon by the committees that the men now employed in the contractor's fabrication shop, who are now doing the above class of work shall be re-classified and become journeymen under the proper Building Construction rate of wages.

Other matters discussed were the working out and setting up of uniform wages, uniform classifications and uniform working conditions to govern the other shop employees who might be employed by these companies. This is to be done in each locality by the local union officers, who will make a study of the shops in their own locality and then make a report on their findings to the General Office.

A paragraph was also added to Article IV covering "Apprentices" and reads as follows:

"It shall be the intent and purposes of the Parties to this Agreement to provide full opportunity to former service men to become apprentices under the provisions of this agreement."

Copies of the revised agreements are now being forwarded to the *Fabricator-Erecting-Contractor* for his signature and when the same has been consummated and put into effect the membership will be duly notified.

While on this subject of pre-fabrication and bending of pipework, I desire to point out the importance of the United Association local unions insisting at all times that this class of work be performed by United Association journeymen receiving the Building Construction rate of wages.

Left Chicago for Ponca City, Okla., to handle matters as referred to me by the General Office.

Meetings were held with officials of different companies to discuss their particular maintenance set-up and their labor policies. Meetings also were held with Brother G. W. Taylor, business representative of Local Union No. 767, of Ponca City, and a committee of workmen employed on maintenance pipe fitting. General Organizer Edward Switalski was also present with me at these meetings.

After thoroughly investigating conditions in the Ponca City, Okla., territory involving the unorganized condition of certain work which rightfully comes under the jurisdiction of the United Association, General Organizer Switalski and myself were in accord on the proper set-up, which we arrived at together, and will recommend to our General Officers to put into effect.

General Organizer Switalski is to follow this particular matter further, with a view to being able to fully organize this particular district.

Also while in Ponca City a ques-

tion over the proper payment of wages to our journeymen employed on the Lummus Company job was brought up, which involved the proper setting up of uniform shifts and the setting up of appropriate shift units. Meetings were held with the local officials of the D. P. C. and the Lummus Company, and later an official from the Washington office of the D. P. C. came into this city to make an adjustment and properly instruct those concerned.

The understanding arrived at, before my leaving this city, was that the men employed on general work covering the entire unit were either on shift time wherein both shifts were to receive the premium pay on the half-hour allowed or that the night shift would be on an entirely overtime basis with the day shift being considered only as a single shift.

Returned to Chicago where I handled necessary correspondence for the month along with various other matters such as controversies referred to me by the General Office involving different local unions.

One particular controversy, which I feel is worth mentioning for the guidance of the membership, involved one of our local unions with another trade and was brought about because through an oversight and some negligence due to shortage of local United Association journeymen to do pipe welding in a particular shipyard, the other trade was allowed to man this pipe welding job on an oral understanding and then when United Association journeymen were available and could have procured employment on this particular job, the other trade refused to relinquish the work to them and even went so far that when a lay-off became necessary they insisted with the management that United Association journeymen be transferred to a different class of work paying a lower rate of wages, while they continued on United Association work. When the United Association journeymen refused such a transfer they were then locked out. A partial settlement of this case has been made by the management, placing these United Association journeymen back on the pipe welding.

My purpose in bringing this matter to the attention of the membership is that you must always be on the alert for happenings such as above illustrated and further, that if all of our local unions would properly train their journeymen members to do all phases of pipe fitting work, in order to have sufficient available men to man their jobs, I am sure it would not

be necessary to ask the assistance of another trade.

I am now preparing to leave for Cincinnati, Washington and New York to handle various matters as assigned me by the General Office.

John J. McCarter

At the close of my last report I departed Camden, N. J., to visit Philadelphia where, in

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company with Alvin Mehl, business agent of Steam Fitters' Local Union No. 420, Business Agents Frank Lyons and John McDermott of

Plumbers' Local Union No. 690, we visited the Baldwin Locomotive Company, General Electric Company and Philadelphia Navy Yards. The two factories visited was regarding jurisdiction of work.

The work involved at the locomotive plant being somewhat complex, I made the following recommendations regarding a water purification system: If the system is to purify the water going direct to the boilers and generators—steam fitters shall do the work. If the system is to purify the water and is to be connected to an all purpose line that has been in use for years, plumbers shall do the work. If the system is to purify the water that will run to boilers and generators and connected to all purpose line then the work shall be done jointly by plumbers and steam fitters. Because of war regulations Agents McDermott, Lyons, Mehl and the writer could not be admitted to the plant. Agents McDermott and Mehl were to determine through reliable source the purpose of the purification system.

My next port of call was Altoona, Pa., where I met Leslie Keefer, business agent of Local Union No. 260, and a conference was held between engineers' and contractors' representatives on the Penn Edison power house at Williamsburg, Pa., resulting in our members manning and operating all stress-relieving machinery. In this controversy the electricians claimed the maintaining of the automatic machine and the Asbestos Workers claimed the wrapping of the asbestos stripings.

My next assignment brought me to Harrisburg, Pa., to attend the State Association convention. Earl C. Bohr, secretary-treasurer of the Pennsylvania Federation of Labor, addressed the convention and pointed in particular to the legislative work being done for

the workers of Pennsylvania. He invites all locals to join the State Federation, where their moral and financial support is needed to carry on the work delegated to this progressive organization. President Edward Dwyer introduced the writer to the convention at which time opportunity was afforded me to stress the progress of our International Association and especially with regard to national agreements. Our national committee, General President, Secretary-Treasurer and Organizer McCartin are to be commended.

Through the medium of this report I urge all locals in my district to police and watch all projects with regard to prefabricated materials—and report immediately to General Office if materials have not been fabricated in those shops which have signed the National Agreement.

My next assignment brought me to Allentown, Pa., where Business Agent Clyde Miller and myself talked to Plumbing Contractor Glass Brothers and adjusted a grievance regarding foreman, Business Agent Miller, the writer, and Glass Brothers agreeing on two foremen to take care of Glass Brothers' interests on the four projects contracted for, one foreman for the work in Bethlehem and one foreman for the work in Allentown.

My next assignment brought me to Local Union No. 302 of Charleroi, Pa. I was disappointed not meeting Henry Lafferty. However, I did meet and talk to the recently elected officers: President Eugene Covers, Joseph Donovan and Business Agent Behrendt on the Canonsburg job. Many problems were discussed and I sincerely trust my counsel will prove helpful, with the cooperation of the membership. I look forward to these men doing a fine job for the members of Local Union No. 302. While at Canonsburg, Pa., I met and talked to Leo McNamara, business agent of Local Union No. 530 of Johnstown, Pa., regarding jurisdiction and policing of Saxon and Cresson, Pa. McNamara, a most cooperative person, agreed to the wishes of Local Union No. 260 of Altoona, Pa., who shall continue to safeguard the interest of our membership in the aforementioned towns.

Next at the request of General Secretary Hillock I, by appointment, met and talked to Business Agent Neil McLaughlin of Local Union No. 333 in Erie, Pa., who requested President Durkin for the jurisdiction of a hospital job to be erected in the jurisdiction of Local Union No. 580 of Warren, Pa. After conferring with Business Agent Carl Bosin of Local Union No. 580, it was agreed Local

Union No. 333 shall police and take jurisdiction of this job, with the understanding Local Union No. 580 unemployed members shall be given preference of work and no assessment shall be paid to Local Union No. 333 by Local Union No. 580 men.

My next call was to Butler, Pa., Local Union No. 356. It is with deep regret I report the death of Brother Charles E. Connell, secretary-treasurer of Local Union No. 356, who passed to his eternal reward the night before my arrival. I visited with his bereaved family and extended condolence and sympathy from General President Durkin and General Secretary-Treasurer Hillock. While at Butler I visited the Deshon Government Hospital job and met and talked to Superintendent of Plumbing Richard Schneider of Pittsburgh, Local Union No. 27, and Superintendent of Fitters Roland Larson, a member of our Jamestown local, also Business Agent Ralph Heaton of Local Union No. 356.

Next I went to Philadelphia, Pa., where in company with Business Agent Mehl, a visit was made to the Atlantic oil refinery. By appointment Business Agent Mehl and I met President McDonald of the Iron Workers. The purpose of this conference was to have the iron workers turn over to the steam fitters, members of Local Union No. 420, the installation of hangers and pipe supports in accordance with the decision made by Acting President Richard J. Gray of the Building and Construction Trades Department of the A. F. of L. President McDonald removed the iron workers from the work, and it is now being installed by members of Local Union No. 420.

My next assignment brought me to Newark, N. J., where a conference was held with Business Agent John Lee, Financial Secretary Robert Murphy, and members of the executive board of Local Union No. 24, in which it was agreed that Local Union No. 24 would organize the unorganized plumbers in their jurisdiction. A plan was adopted to organize the non-union men in the area and if properly applied will bring about the result of complete organization of the men engaged at the plumbing trade.

At the close of this report I am in Passaic, N. J., where I am attending a joint meeting of Local Union No. 124 and Local Union No. 765's executive boards, where matters of jurisdiction were discussed and amicably agreed upon. This was a most interesting meeting with both boards agreeing to help and assist one another with regard to employment of United As-

sociation members of Local Unions No. 124 and No. 765.

Wilton McDonald

On the request of Local 572, of Nashville, Tenn., in regard to an addition to Camp Campbell at Clarksville, Tenn., manned by non-union men, this addition is a refrigeration plant. The contract was awarded to Hussman-Legionair

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Company of St. Louis. They sub-let job to Duke and Company also of St. Louis, who sub-let job to a Mr. Horrell Company of Nashville, a non-union contractor who refused to see our representatives. It was necessary to call Mr. Dan O'Connor, Federal Housing Authority Conciliator, to secure an interview. A committee from Building Trades Council, including our Business Agents, Mr. O'Connor and I, met with Mr. Horrell, who refused to hire our men. Mr. O'Connor got in touch with original contractors in St. Louis. They removed Mr. Horrell Company from the scene. Job is being completed by members of our local. In passing, I wish to thank Mr. O'Connor for the way he handled this situation.

On receipt of request for assistance went to Roanoke, Va.

Business Agent Cooper of Local 491 had a meeting arranged with a Mr. Donahue of Mason Hanger who wishes to hire our men. Mr. Donahue was called out of town.

I advised Business Agent Cooper to inform the Mason Hanger Co. that we would not supply them with men because we had no agreement with them and that they would have to hire a contractor with whom we have an agreement in order to hire United Association members.

While at Memphis, Tenn., I called at the office of Local 614, Steam Fitters, of that city and during my visit with Business Agent Brother E. E. Barnum, Jr., he asked my advice about a Brother L. B. Barksdale, Card No. 327110, who died recently owing a reinstatement stamp back in 1942.

I agreed to take the question up with the General Office, and I did so.

Business Agent Barnum of Local 614 of Memphis desired some information regarding new cross country gas line, and I showed him letters from Organizers John McCartin and Edward Fitzgerald regarding this line which I know will be beneficial to him.

On my arrival at High Point, N. C., arranged a meeting with a committee of Local 676 which included Secretary George B. Nelson and I. R. Cross, Business Agent. The present needs of High Point were gone into, and a dinner meeting was arranged and union and non-union employees were invited to attend. This meeting was held Thursday, February 3, at a local restaurant and was well attended. Also present were 50 per cent of the employees of High Point, men with whom we have no agreement. Every man at the dinner had entered into the discussion.

I was also privileged to address the gathering and pointed out that plumbing and heating being a health measure, it was our responsibility to see that the installation of our work was done in a proper manner, so that the best results were obtainable; that it was our duty to educate the general public as to the dangers of improper installations and to insist on expert supervision.

Also stressed the value of getting together more often—that whether or not they agreed with our policies, it was well to be friendly because only good could accrue from cooperation. Every one seemed satisfied and so expressed themselves.

There is not a great deal of difference here, and believe that everything will be amicably adjusted.

While at High Point, N. C., received two telephone calls from Nashville, Tenn. One from Business Agent Hart of 656, Marine Pipe Fitters of Nashville, and the other from J. Gallagher, an old-line plumbing and heating contractor, who has hired our men for thirty years.

The members of our Marine local have been working for the National Bridge Company, a shipyard at Nashville, but a short time ago the Gallagher Company received a contract for eight boats.

The men have been dissatisfied for a long time, because promises have been made and broken as to a raise in pay to the level of the Maritime Agreement. The men in this yard receiving \$1.12 per hour, and when the National Bridge Company relinquished their pipe work, or it may have been taken away from them, and the Gallagher firm received the contract, the men thought this was another way to keep them from getting the \$1.20 per hour, and they took a vote as to whether or not they would go to work for the new firm, and by a vote of 23 to 19 voted not to go to work. This was Thursday, February 3, 1944. I had made commitments up to Tuesday, February 8, including Vir-

ginia State Association of United Association conference. However, after my telephone conversation with the General President I canceled all engagements and proceeded to Nashville, but before leaving I was in touch with Business Agent Hart of Marine Fitters, and advised him to call a meeting of the local for Sunday, February 6, with which he complied.

I addressed this meeting and explained everything from the beginning, including the difficulty experienced by everyone to get things started. I requested them to let their hair down and not to be afraid to state just what was on their mind, and they certainly did.

I had an appointment with the contractor for 7.30 Monday morning, and stated to the meeting that if agreeable their President and Business Agent would attend and we would present their requests and ask for an answer.

They agreed unanimously to go to work.

Monday morning I attended meeting in J. Gallagher shop with the committee and everything was discussed and ironed out, and agreed that if any misunderstanding arose men would take same to committee who would in turn bring to the attention of firm of J. Gallagher and no one else. I am hoping for favorable results.

I wish to call attention to the fact that the yard is now 100 per cent in our local, and want to thank Organizer John J. McCartin because it was with his help that this was made possible.

Local 102 of Knoxville accepted the judgment of the general executive board on the assessment and also promised to send a communication to that effect to the General Office.

I explained this to Business Agent Faucette of 538 of Johnson City, so that he might know that 100 of the membership of 538 were enjoying an assessment of one dollar a month as per the general executive board, this after receiving telegram concerning the complaints of numerous outside members.

However, I arranged to be at the meeting of Local 538 on Thursday, February 10, at which time I explained the entire question and they also agreed to charge one dollar a month assessment and not to demand a clearance card.

After telephone conversation with General President Durkin in regard to an agreement with the Reynolds Metals Co., Inc., brought to his attention by Business Agent Joinville of Local 10 of Richmond, Va., I went to Richmond and in the company of

Business Agent Joinville visited Labor Temple, and have now in my possession copies of agreement between the Electrical Workers and Machinists and Reynolds Metals Company; also the names of the men to see in Louisville, Ky., in regard to an agreement with the United Association.

This question will be gone into as soon as appointment can be made.

As per instructions from General Office, I proceeded to Johnson City, Tenn., and contacted Business Agent Faucette of Local 538 about the number of men given union cards.

On Thursday night, February 17, I attended a meeting of their executive board and told them the same as stated above, and that there were enough men in the local now for all their needs. They said they were trying to clean up a bad condition, some of these new members having worked here for over two years and paid assessments and initiation fees, while still working on permit cards.

I told them any application sent to the General Office without being properly filled out with the necessary affidavits would not be accepted. They will not take in any more members except apprentices who have served the required time in Johnson City.

While in Johnson City I contacted Business Agent A. T. Romaine of Local 416, lead burners of Johnson City, in regard to sending helpers out of town with journeymen as referred to me by Organizer Garrett.

He said he thought that as long as they were members of the United Association it was all right. He agreed to correct this practice in the future.

Received wire to meet with representatives of Local 491 of Roanoke, Va., and Locals 625, 651 and 789, of West Virginia, at the Patrick Henry Hotel on Monday, February 14, 1944.

Attending the meeting were Business Agent Webb of Local 789, also Business Agent Callaway and Business Agent Kirkland of Locals 625 and 651 of Charleston, W. Va., and Business Agent Cooper of 491, Roanoke, Va. Also a committee from 491, Organizer Ferguson and the writer.

The subject matter was thoroughly gone into and report sent to General Office.

After a reinvestigation and hearing with representatives of Locals 237 of Texarkana and Local 706, El Dorado, for jurisdiction of Lewisville, Ark., I recommended that temporary jurisdiction be given to Local 706 of El Dorado.

Local 706 has agreed to man the job with men from both Locals 237 and 706 as far as possible.

(Continued on page 19)

TECHNICAL INFORMATION

These Technical Articles are printed in the center four pages of the Journal so they can be removed and placed in a loose-leaf ring binder for permanent safe-keeping. Continuous numbers are placed in the lower corner of these pages.

Material on Principles of Refrigeration Prepared by W. C. Bodinus, Carrier Corporation.

Principles of Refrigeration (Second Instalment)

THE journeyman should be familiar with some of the general characteristics of refrigerants since their physical and chemical properties may at times determine certain details of installation, and a knowledge of the properties of gases is necessary in the service and operation of a system. A brief explanation of the most common refrigerants is given in this discussion.

The fluid used in the refrigerating cycle is called a refrigerant and is commonly referred to as a gas. Specifically, it should be defined as a vapor, which is a form of gas that can easily be compressed and condensed to a liquid. In other words, a refrigerant is a fluid which can be changed from a liquid to a vapor when heat is added and changed from a vapor to a liquid when heat is extracted. The pressure of the several different kinds of refrigerants is not the same for like temperatures of operation, since the pressure-temperature characteristics are different for each of the gases used in the cycle. The pressures corresponding to the temperatures for the different refrigerants is given in the curves of the various refrigerants.

"Freon-12" or "F12"

Freon is chemically known as dichlorodifluoromethane and has the chemical symbol CF_2Cl_2 . The name "Freon-12" or "F12", is a trade name, and it is generally referred to as "Freon" in the industry. It is shipped in high pressure cylinders, the largest standard one containing 145 lbs. of gas. It is non-flammable, non-toxic, and non-poisonous, and it will evaporate in an open container (at atmospheric pressure) at $-21^\circ F$. It is a heavy liquid with a weight of 78 pounds at 100° and the vapor is likewise heavy with a volume of .32 cubic feet for each pound at 100° . It mixes with oil in all proportions, therefore, every effort must be made in equipment design, as well as piping installation, to consider the circulation of oil in the system and its consequence upon the equipment.

"Freon-12" is odorless, therefore, a careless piping installation or improperly fitted connection on the equipment, will result in gas leakage, thus, extreme care must be observed in every joint where sweated, screwed, flanged or welded. Freon acts as a cleaning fluid and a very good one, therefore, any impurities, grease, oil, flux, graphite, etc., will be loosened and circulated by the liquid and vapor into the working parts of compressors, expansion valves, etc., controls with serious consequences. Pipes must be cleaned inside, and fittings and tubing reamed and cleaned like the inside of a gun barrel and only a minimum amount of flux is to be used and all joints made carefully. Welded joints must be made cleanly and in separate sections whenever possible and then cleaned out before final assembly. Manifolds and distribution headers should be fabricated with open ends and then cleaned out. Freon leaks are detected with the Halide Leak Detector.

Methyl Chloride

Methyl Chloride as it is most commonly known, is sometimes called Artic, and has the chemical symbol CH_3Cl . It is shipped in high pressure cylinders, the largest standard having 150 pounds of liquid. It has a sweet smelling odor and leaks are difficult to detect.

Methyl Chloride is used in commercial refrigeration systems, such as butcher boxes, counters, water coolers, etc., in limited quantities. It is not recommended for comfort cooling as direct expansion in the part of the air supplied to conditioned spaces, because it is toxic and flammable. It is similar in refrigeration character to Freon in that it is soluble in oil and its operation in the cycle is quite the same as Freon; as a matter of fact, it can be used with almost any standard Freon Compressor with almost the same refrigeration capacity. It has been used commercially for many years in

small systems and the same installation care and details of piping installation, to prevent leaks and dirt troubles due to the cleaning action of the refrigerant, must be taken as are with Freon. Leaks are detected with a Halide Leak Detector.

Carrene

Carrene is used in centrifugal refrigerating machines usually in sizes of fifty tons and larger. Two kinds of Carrene are used, called Carrene No. 1 which boils at 105° and Carrene No. 2 which boils at 72° (Atmospheric Pressure). Carrene No. 1 used in the older refrigerating machines installed prior to 1933 is chemically known as Dichloro-Carrene No. 2 is used in the modern centrifugal machines and is chemically known as Trichloromonofluoromethane with the chemical symbol $CFCl_3$. Both of these refrigerants are called low pressure gases, since they operate under a vacuum of 16" to 24" on the suction side. Carrene No. 1 also operates under a vacuum on the discharge side, thus we have in the operation Carrene No. 1 a refrigerant which is actually operating under a vacuum on both suction and discharge.

Carrene No. 2 is also known to the trade as "Freon-11", or "F11", since chemically it is in the family of "Freon" refrigerants and its physical characteristics outside of pressure and volume are very similar to "Freon-12". It is colorless, odorless, non-toxic, non-flammable and a perfectly safe refrigerant. It is shipped in low pressure drums, much like a heavy duty 30 gallon oil drum, each containing a weight of 200 pounds of liquid refrigerant. It is poured into the refrigerating machine by elevating the drum and allowing it to drain into the centrifugal refrigerating machine evaporator. The same precautions of piping and installation must be taken as with Freon-12 to insure a tight clean installation, and leaks are detected by putting the system under pressure

of a few pounds and testing with a Halide Leak Detector.

Sulphur Dioxide

Sulphur Dioxide, SO_2 , has a pungent suffocating odor and an evaporating temperature of plus 14° at atmospheric pressure. It is a heavy gas with a density of 2.264 compared to air and was used most extensively for household refrigerators over a period of some 20 years because of its relatively large displacement per ton of refrigeration and comparatively low operating pressures. The usual operating pressures in a household system are 6" to 8" of vacuum on the suction side and 70 to 80 lbs. on the discharge for air-cooled machines. It is used in small quantities with the ordinary household refrigerator containing two to four pounds of SO_2 and small commercial with as much as 25 pounds. Leaks are detected by wetting a cloth with aquas ammonia (washing ammonia) or by opening the bottle and holding near the leak, a white cloud or fog appears.

Ammonia

Ammonia or NH_3 , has a pungent suffocating odor with an evaporating temperature of -28° at atmospheric pressure. It is a light gas compared to air with a density of .596, and is one of the oldest and most extensively used refrigerants, its usefulness having been determined by Faraday in 1824. However, it was only applied extensively to refrigerating compressors by Linde in 1872 and until 1925 was used almost universally for industrial refrigeration. The only other refrigerant which was used to any extent, in larger machines, was Carbon-Dioxide. The usual operating pressures of industrial Ammonia cold storage and other similar systems are from 0 to 20 lbs. on the suction side and 175 to 200 lbs. on the discharge side. Packing plants, breweries, large commercial wholesale meat and food distributors, as well as other low temperature industrial applications, have used Ammonia very extensively and with very satisfactory results for years. Ammonia cannot be used for air conditioning installation on account of its obnoxious characteristics, as well as the fact that it is flammable and explosive in certain concentrations of air and oil vapors. Ammonia cannot be used with brass, copper or other similar non-ferrous metals since its action on these metals in the presence of water is very corrosive; hence all ammonia refrigeration systems are constructed of black steel pipe, usually welded construction. Leaks are detected by burning

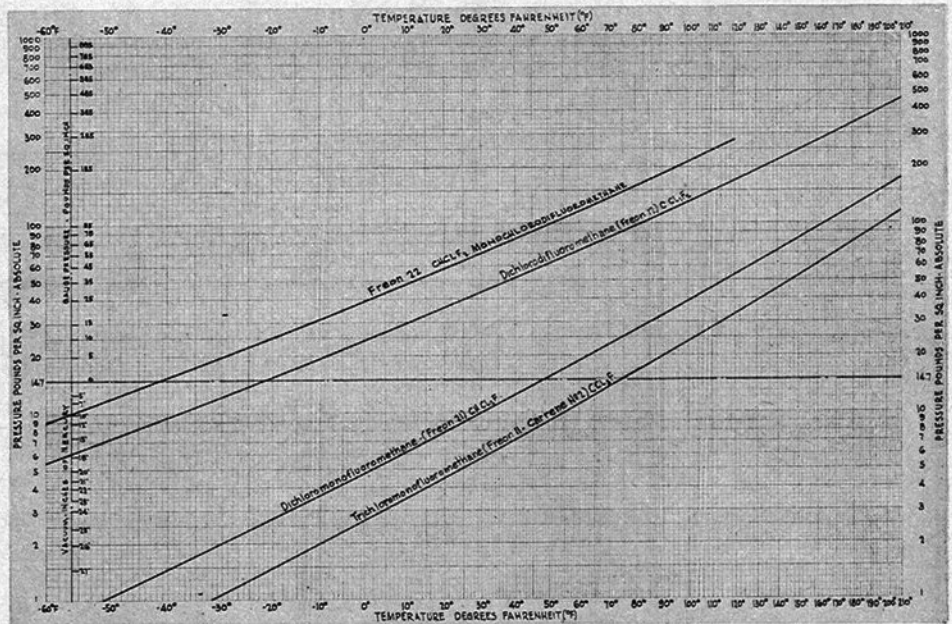


Chart Showing Pressure Pounds and Temperature Degrees of Gases

a small piece of sulphur, or a sulphur candle or stick, and holding near the leak. The SO_2 formed in burning unites with the ammonia to form air opaque white cloud or fog.

Carbon-Dioxide

Carbon - Dioxide, CO_2 , is a high pressure refrigerant that was used very extensively for comfort cooling installations and commercial applications in hotels, hospitals, etc. Carbon-Dioxide is a safe refrigerant since it is odorless, non-toxic, non-poisonous and non-flammable. Its operating pressures are approximately 1,200 lbs. on the discharge side and 300 lbs. on the suction side. Since its critical temperature is 88° (temperature above which it cannot be liquefied), the efficiency of operation is very low, although its efficiency does improve rapidly as the condensing temperature drops to 70° or below. Hence, it found extensive application in northern climates where well water at 50° or 55° is available or where large quantities of 60° or 65° lake water was available. Due to its safety features, it was used extensively on board ship, the usual installation being three machines, one only being required to operate in northern climates, while two or three machines were needed to produce the same refrigeration effect in equatorial waters.

Since Carbon-Dioxide is a high density gas, it was more suitable in larger machines, say 25 tons and larger, for industrial work and comfort cooling. The installations were made with extra heavy and double extra heavy steel pipe, using specially forged steel Carbon-Dioxide fittings.

After the development of the "Freon" group of refrigerants, Carbon-Dioxide refrigerating machines were rapidly displaced by the more efficient lower pressure Freon refrigerants, and no more machines are now being manufactured except on special order, although there are many installations in theaters and public places still operating with Carbon-Dioxide machines. Leaks are detected by wiping joints, etc., with soap suds although sometimes a few drops of peppermint oil are used and added to the gas to discover leaks in remote places.

Miscellaneous Refrigerants

Most any volatile fluid can be used as a refrigerant; however, the obnoxious, poisonous, flammable, and explosive characteristics of many common gases rule out their practical application. Many of the gases produced in refining oil are very satisfactory refrigerants; such as, Propane, Isobutane, Ethylene, Butane, and others, and since these are naturally present in the refining process, they are used extensively for refrigeration by the oil refineries, the necessary precautions being taken against fire and explosion.

Other materials; such as Ethyl-Chloride, Ethane, and Ethyl-Ether have been used for special applications at some time or another, but for toxic or other reasons are not considered practical refrigerants for general commercial or domestic use.

Since most of the modern refrigerants used commercially today are chemicals containing hydro-carbons

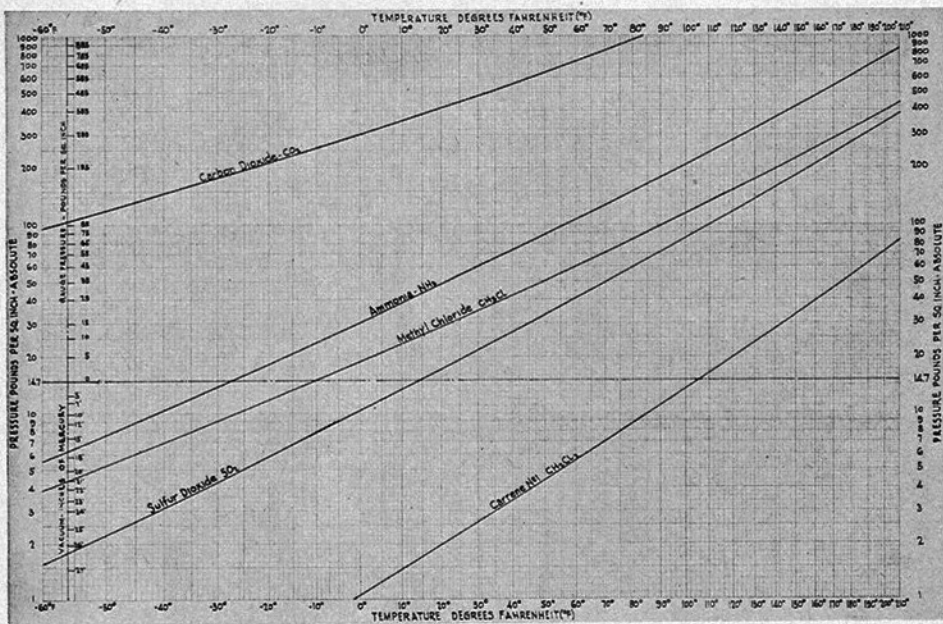


Chart Showing Pressure Pounds and Temperature Degrees of Gases

and one of the Halogens, the method of detecting leaks of these refrigerants universally used, is by means of the Halide Leak Detector.

The Halogens are a group of four elements that associate themselves in the same general chemical family and are Fluorine, Chlorine, Bromine and Iodine. The first two, Fluorine and Chlorine, are most often used in refrigerants because of their more suitable characteristics as safer refrigerants, since their toxicity and undesirable characteristics in chemical combustion are much lower than that of Bromine and Iodine. When one of the gases or refrigerants containing Chlorine and Fluorine is broken down by means of heat, and the Chlorine or Fluorine is brought in contact with copper, a green colored chemical vapor is formed which changes the color of the blow torch flame from transparent blue to pea green. A small size blow torch is used similar to the regular gasoline blow torch with wood alcohol as the fuel, which produces a colorless or light blue flame and if a small portion of one of the halogenated refrigerants, like "Freon-12" or Methyl Chloride or Carrene, is in combination with the air supplied to the torch (equipped with a small copper screw in combustion chamber) the blue flame turns to green, or purple if heavy concentrations of gas are present. A small rubber hose as a sampling tube supplies air to the combustion chamber direct from the source of leakage so if the open end of the hose is passed around joints, flanges, valves, strainers, etc., or anywhere a leak might be expected to occur, the sup-

ply of air with traces of refrigerant is taken into the combustion chamber.

Pressure

One of the most confusing instruments with which we have to work, both in the initial installation, as well as the operation and servicing, is the ordinary pressure gauge. It is so constructed, by years of usage, as to change the unit of measure as soon as the pressure is less than atmospheric, since it indicates pounds pressure per square inch above atmospheric pressure, and inches of vacuum below atmospheric pressure. There is no good reason for doing this since approximately two inches of mercury are equal to one pound pressure.

Two pressure gauges are required for the refrigeration cycle, one on the discharge of the compressor, which is called the high pressure gauge, and usually has a scale of pressure from 0 to 200 lbs., and a second gauge on the suction side of the compressor which is called the low pressure gauge or compound gauge, with a pressure scale usually reading from 0 to 60 lbs. and a vacuum scale of 0 to 30" of vacuum. These gauges primarily perform two functions, the first of which is in the actual operation of the cycle, since the high pressure gauge indicates the pressure and likewise the corresponding temperature of the refrigerant, as it condenses inside the condenser. The discharge pressure is always a little higher than the actual pressure at the point of condensation, usually by one to two pounds because of the friction loss in the discharge pipe and

condenser. Actually it is the only device furnished on the standard refrigeration cycle that tells the operator the temperature of liquid refrigerant as it is being condensed. Similarly the suction pressure gauge indicates the pressure and likewise the temperature at which the refrigerant is evaporated inside the cooling coils (unless a back pressure valve is used in which case a pressure gauge must be installed on the evaporator side of the back pressure valve) and the compound suction gauge usually reads from 0 to 100 pounds pressure and backwards from 0 to 30" of vacuum to indicate a pressure below atmospheric and the sketch shows the relative operating pressures at 40° and 100° for the various refrigerants. By reading the suction and discharge pressure gauges and then referring to the tables or curve (knowing the kind of refrigerant used) the corresponding temperatures can easily be determined.

Temperature and Pressure

Any change in the temperature which surrounds a vessel containing a liquid refrigerant will change the pressure inside that vessel. Increasing the temperature around it will raise the pressure and conversely, lowering the temperature around it will lower the pressure. Since the boiling point of any liquid is determined by the pressure under which the liquid is confined, any change in pressure on the liquid will change its boiling point. The temperature pressure relation of the several refrigerants is illustrated graphically in the curves. To illustrate the principle involved if liquid "Freon-12" is confined in the cylinder and placed in an air temperature of 60° F for some time so as to equalize the temperature, the gauge pressure of this cylinder will read 58 lbs. If the cylinder is placed into 100° F, air temperature and allowed to remain in that temperature for some time, the cylinder and refrigerant will warm up to 100° F. By referring to 100° F on the curve, we find that the gauge pressure in the cylinder will rise to 117 lbs. which pressure corresponds to 100° F. liquid. The reason that the pressure on the cylinder increased from 58 lbs. to 117 lbs. is; when the cylinder was left in the 60° air, the boiling point of the liquid was 60° and when placed in the 100° air, a temperature difference of 40° was established between the 100° air and the 60° liquid. The transfer of heat from the air to the liquid starts the liquid to boil causing some of the liquid to change to a gas in the cylinder con-

fining it, thus the pressure continued to rise above 58 lbs. and at the same time raising the boiling point as it increased in temperature. This action continued until the pressure reached 117 lbs., and the liquid at 100° F. At this point the heat transfer stops since there is no longer a temperature difference and therefore boiling of the liquid stops. The pressure above the liquid refrigerant balances at a point corresponding to the 100° liquid.

If the cylinder valve was opened and the pressure above the liquid reduced to 0 lbs., gauge or atmospheric pressure, the boiling point, and therefore the temperature of the liquid would correspond to 0 lbs. gauge as shown on the curve which is -21°. The air surrounding the cylinder being 100° F and the liquid temperature in the cylinder of -21° F, causes a temperature difference of 121° between the air and liquid in the cylinder thus causing it to boil or vaporize rapidly until all the liquid changes into a vapor. As long as the cylinder valve is open to the atmosphere, the boiling point and therefore the temperature, will remain at -21° until all of the liquid has changed to a vapor.

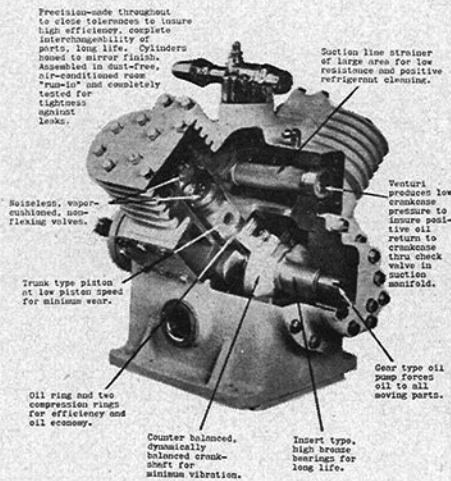
Saturated Refrigerant Vapor

When the temperature of a refrigerant vapor or gas is at the "same" temperature as the boiling point of the refrigerant liquid corresponding to its pressure, the vapor or gas is known as saturated vapor or gas. The temperature of any saturated refrigerant vapor is therefore the same temperature as the boiling point which varies as the pressure varies, and the refrigerant vapor in immediate contact with the still liquid is most always in a saturated state. Refrigerant vapor cannot exist at lower temperature than its saturation temperature because the removal of heat from the saturated vapor will result in lowering of both temperature and pressure and condensation of liquid from the vapor takes place. Therefore, it will remain at the saturation temperature corresponding to the pressure.

Superheated Refrigerant Vapor

When the temperature of refrigerant vapor is above the boiling point of the refrigerant liquid corresponding to its pressure, the refrigerant vapor is known as

"Superheated" vapor. "Superheat" in a refrigerant vapor is due to the sensible heat added, to raise the temperature of the vapor above its saturation temperature. Superheat is usually expressed in degrees rather than heat



Typical Freon Compressor

units. The amount of heat expressed in BTU's to raise the temperature of one pound of the vapor one degree, will depend upon the specific heat of that particular refrigerant vapor. In refrigeration work, the "degrees superheat" in a refrigerant vapor is important since it affects the capacity of the evaporator, so is the means of controlling the liquid flow through thermostatic expansion valves. Superheat is also used for sub-cooling warm liquid by use of a heat exchanger in the suction line, and affects the capacity of the compressor as well as the efficiency of coils and condensers.

Superheated Liquid

In a refrigerating system, the superheating of the liquid is possible in an evaporator and is usually caused by a mixture of oil with the refrigerant liquid or a heavy blanket of oil on top of the liquid or by a static head of liquid. The amount of superheating expressed in degrees, depends upon the oil concentration in the evaporator, and the result of such a condition is a lowering of the efficiency of the system.

Wet Refrigerant

When the vapor refrigerant passes through a pipe line which is exposed to a temperature lower than that corresponding to the pressure of the vapor small drops of liquid will condense out of the vapor. This will cause a wet condition of the liquid and which will affect the performance of the compressor and if the vapor returns too wet, excessive ebullition of oil in the crankcase will result and possible damage to the compressor valves, pistons, heads, etc.

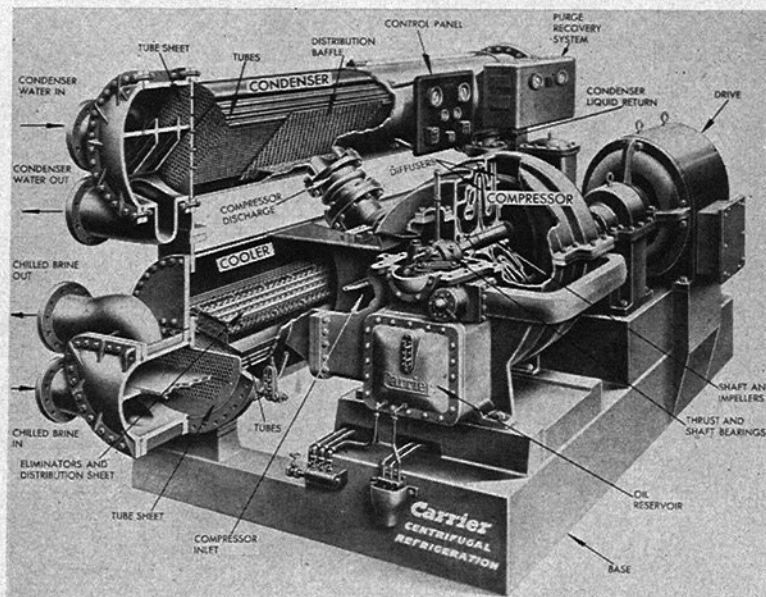
Conclusion

In general, the application of refrigerants at the present time for new installations, is almost exclusively in the Freon group, particularly F12 for smaller installations, and F11 for larger installations.

Household refrigerators, in general, are using F12 although some of the more special types of Freon are now being used in some household cases.

Ammonia still finds favor in the packing plants, breweries, and other large industrials, and the manufacture and installation of this type of equipment continues to be quite extensive.

The installation of the "Freon" group of refrigerants is best made by the use of copper tubing and streamline fittings for the smaller plants, and steel pipe welded for the larger installations. Special Freon fittings and adapters from copper to steel are now available, making the installation problem materially simplified, and more details of piping, valves and fittings for the installation of the refrigeration cycle will be given in one of the succeeding discussions.



Typical Carrene Compressor Unit

REPORT OF GENERAL ORGANIZERS

(Continued from page 14)

While at Johnson City received telegram, February 17, 1944, to proceed to Memphis where there was some trouble on the Firestone Rubber job and Ford Motor job.

When I arrived at Memphis I found considerable dissension between the employer, plumbers and steam fitters. This was of a jurisdictional nature but other reasons were advanced.

I held a meeting with both Business Agents and heard their story about the job and arranged a meeting Saturday night, February 19, with the Steam Fitters executive board, also arranged to meet the Plumbers executive board, Sunday, February 20. Then in company with B. A. Barnum of Steam Fitters I went to the Firestone job, the source of trouble, and interviewed the boss, Mr. Lancaster, with B. A. Barnum present.

Later I went over to Labor Temple to attend the executive board of the Steam Fitters. At the Steam Fitters executive board meeting we talked the whole matter over for considerable time, and I informed them that the United Association would not be a party to demanding money for waiting time and would not agree to putting a man on the unfair list while he was hiring our men and was not unfair in the General Office, and the United Association had agreed to no stoppage of work, and would insist on this being carried out by our locals and our members.

The board asked if I had any suggestions to make as to how we could proceed with the job. I told them I had been to the job, seen the plans, had in mind that they did not want to work under a plumber foreman, or the understanding under which they had been working, and if they would accept my judgment I would try to have the employer reinstate the superintendent and the four men. My proposal was agreed to by Local 614 Steam Fitters executive board.

I then appeared before the executive board of Local 17, Plumbers, and went through the same procedure and they agreed to accept my proposal.

Then the Business Agents and I went out to the job Sunday afternoon at 4.30 and the boss, Mr. Lancaster, agreed to accept my judgment and placed the superintendent and men back on the job.

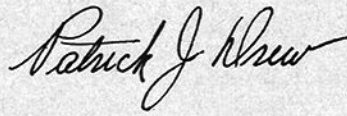
We reduced to writing the understanding arrived at and agreed to by all concerned and B. A. Barnum signed for Local 614; B. A. Loring

signed for Local 17 and I signed representing the United Association.

The understanding agreed to was temporary pending the final settlement under Section 143 of the United Association constitution covering jurisdiction.

I arrived back in Memphis on Friday, February 25, and the job is going along all right and both locals are preparing to carry out the understanding.

Business Agents Barnum and Loring wanted the job to proceed and did everything they could to help straighten out the controversy.



From Omaha I proceeded to St. Louis, where the affairs of Local Union

REPORT OF GENERAL ORGANIZER LESLIE E. DILG

No. 562 were demanding my attention. This local union had voted to give each member a \$500 War Bond as a gift. This procedure is entirely opposite to the policy of the United Association and of the A. F. of L., and it was necessary to take steps to see that all these bonds be returned to the local union and placed in its treasury. This was quite a problem as some of them were as far away as California, and with the cooperation of the members and the officers the work was completed and all the bonds returned to the local union in a remarkably short time.

An election was held in the No. 3 plant of the Mid-west Piping and Supply Company by the National Labor Relations Board to determine the proper bargaining agent for the employees of this plant. Due to the adverse publicity received by Local Union No. 562 and upon which the campaign was waged by the C. I. O., the election was lost by the Fabricators' Auxiliary of the local union. Due also to a ruling of the NLRB, which exempted lead men and foremen who are members of the Fabricators' Auxiliary, they were not allowed to vote; a procedure which was protested by our representatives. The No. 3 plant is engaged in the manufacture of bomb cases for the War Department, and while large pipe is used in the manufacturing of the casing, the entire procedure is foreign to the normal function of our membership in general.

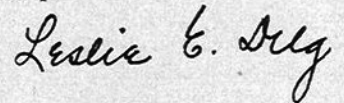
The work of plants 1 and 2 is more in keeping with our jurisdiction, especially plant 1, which is engaged almost wholly in the fabrication of pipe. C. I. O. is now petitioning for an election in plants 1 and 2 and a hearing has been scheduled for a later date to decide whether or not an election is necessary. The officers of Local Union No. 562 and I hope to be able to prove to the NLRB that the United Association is the true representative of the employees, and if an election is held that it will only demonstrate our contention.

To Chicago to meet General President Durkin, and to receive instructions on some problems affecting my district. While in Chicago I attended meetings of the committees representing the Fabricating Institute and the United Association. These meetings were very interesting and the decisions and understandings which were reached will, I am sure, be of great benefit to the entire membership.

Back to St. Louis and with Brothers Frank Tighe of Local Union No. 562 and Ray Lawler of Local Union No. 35, went to Owensville, Mo., to check on a job near that point. The General Office has awarded jurisdiction of this job to the St. Louis local unions upon my recommendation.

By telephone I contacted Business Agent Hines of Local Union No. 363 of Hutchinson, Kans., upon instructions of General Secretary-Treasurer Hillock. It will be necessary to make a visit to Hutchinson at a later date.

By telephone, also, I was able to advise Brother F. M. Staats of Local Union No. 88 of Lincoln, Nebr., relative to a maintenance agreement which is in process of being consummated in that city with several large companies. I am sure that the officers of Local Union No. 88 will see that everything possible is secured and an equitable agreement is reached for its membership.



Violation of his voluntary obligation by refusing to deliver property of the local union

REPORT OF GENERAL ORGANIZER SWITALSKI

committed to his charge, necessitated instituting replevin proceedings against Solon Myers, assistant business agent of former Local Union No. 214 of Houston, Texas.

While in Houston conferences have been held with our attorneys on many legal matters pertaining to the recent restraining order brought by former Local Union No. 214.

Conferences have been held with Business Agents D. W. Maxwell, Plumbers' Local Union No. 68, and N. C. Reed, Marine Fitters' Local Union No. 682, Houston, at which time advice and instructions were given them concerning certain problems connected with the arrangements for the employment of their members, and other matters of importance to the future welfare of these locals.

In the company of Business Agents Evans and Hite, Local Union No. 195 of Houston and Beaumont, a visit was made to the Stearns Rogers job at Katy, Texas, and matters were taken up concerning the employing of the members of this local.

With Business Manager Quinn, Local Union No. 195, visits have been made to the shops of the South West Fabricating Company and the Houston Pipe and Steel Company and matters were taken up concerning uniform standards for fabricating shops.

A conference was held with Mr. McAndrews, Rubber Director's Office; Mr. Van Doren, representative of the War Production Board; International Organizer Brignac, Iron Workers, and Business Manager Quinn, Local Union No. 195, concerning the decision of Acting President Gray of the Building and Construction Trades Department, on pipe hangers and supports. All were informed that the United Association would abide by the decision rendered.

A meeting of the executive board and officers of Local Union No. 146, Fort Worth, was attended. Assessments and other matters of interest to the members of the local were considered and advice given concerning same.

With Vice President Lahey, a visit was made to Dallas. Many matters concerning the membership in this vicinity were discussed with Business Agent Robert Henley and Financial Secretary Jacob Boll of Local Union No. 100.

During my visit to Dallas, a meeting was arranged with Mr. J. T. Beckman of the War Production Board where many matters were discussed pertaining to the interests of the members of the United Association on several projects located in Oklahoma and Texas.

In Fort Worth, with William Parks, general organizer of the A. F. of L., Vice President Lahey and William Burkett, business agent, Local Union No. 195, a hearing was attended before the National Labor Relations Board

pertaining to petitioning for an election for the exclusive bargaining rights in plants of the General Tire and Rubber Company, Baytown, Texas, and the Goodyear Rubber Company, Houston, Texas.

During my visit to Waco, Texas, a meeting was arranged to meet with Vice President Joseph Lahey and Brother Herhall Dunn, business agent, Local Union No. 529 and Secretary, Texas State Association, with whom was taken up matters concerning the interests and welfare of the Texas State Association.

In the company of Vice President Lahey and Business Agent Dunn, Local Union No. 529, a visit was made to Austin, Texas, to meet with Business Representative Louis Bradshaw, Local Union No. 286, where the legislative program outlined by the Legislative Committee of the Texas State Associations was discussed.

By request of General President Durkin, Business Agent C. H. Gardenhire, of Local Union No. 251, Galveston, Texas, was contacted, concerning a threatened walk-out of the laborers in the Galveston shipyards, which would affect the members of Local No. 251. By complying with advice given there was no stoppage of work in this yard.

On my visit to Oklahoma City, a meeting of the Executive Board and officers of Local Union No. 344 was attended and I was afforded the privilege to talk with its members concerning the organizing of the Oil Field Fitters and Drillers, and other matters beneficial to the membership of this local union.

In Oklahoma City a meeting was arranged with Business Agents Fred Bishop, Plumbers Local No. 369, and Jack Campbell, Steam Fitters Local No. 344, regarding the two locals soliciting maintenance men in a local plant in that city. A definite understanding was reached whereby Local No. 369 is to petition the National Labor Relations Board to represent the Pipe Fitters.

With Business Agents Campbell, Local No. 344, and Bishop, Local No. 369, a visit was made to the Douglas plant, where matters concerning the Sprinkler Fitters on this project was adjusted satisfactorily.

At Ponca City, Okla., with General Organizer McCartin and Business Agent G. N. Taylor, Local Union No. 767, a visit was made to Continental Oil Refinery plant, where we met with the contractors and D. P. D. officials, concerning overtime pay on shift work, which was adjusted satisfactorily to all concerned.

In Tulsa, Okla., a meeting was ar-

anged with Business Agents George Werthe, Local Union No. 176, and Jack Campbell, Local No. 344; Fred Bishop, Local Union No. 369; Frank Boydston, Local Union No. 351; G. N. Taylor, Local No. 767, and Joe McCullough, Local Union No. 658. Many matters of importance pertaining to the good and welfare of the United Association in the State of Oklahoma, were discussed, and many progressive plans were formulated and suggestions offered which will be beneficial in bettering the condition in the state.

While in Tulsa a meeting of the Executive Board and Officers of Local Union No. 176 was attended and matters that this local requested information on were advised accordingly.

With Business Agent Jack Campbell, Local No. 344, and Secretary Baldwin, Local No. 739, visits had been made to Champlin Refining Company plant, Enid, Okla. A conference was held with Mr. Dewey of the Max B. Miller Company, contractors, when an understanding was reached concerning sanitary conditions to be applied to the job. The arrangements as made were acceptable to all.

At Port Arthur, Texas, a meeting of the Executive Board of Local No. 617 was attended, and the officers were informed on matters concerning the welfare of the members of this local union, and many problems that the members were interested in were discussed in detail with them.

Ed Switatoski

I am submitting a report for the month of February, 1944. Was requested by Secretary Hillock to contact the officers and members of Local No. 323, of Columbus, Ga., with reference to case of A. O. Bartee, member of Local No. 323. February 1, attended regular meeting of the above local and with the Executive Board discussed and reached a satisfactory solution in the case of Brother A. O. Bartee. Agreement satisfactory to all concerned and general office notified by Secretary Coppedge. Brother Garrett, former president and business agent of this local union, and who is now in the Seabees, was home and attended the above meeting. His remarks to the local were very interesting. He urged the

**REPORT OF
GENERAL
ORGANIZER
SAMUEL E. ROPER**

membership to continue to work in the interest of the war effort.

From Columbus, Ga., proceeded to Tampa, Fla., with reference to a case involving Local No. 624, affecting Marine Fitters Local No. 766, concerning a member from Local No. 374, Brooklyn, N. Y. Advised the officers and members of the local union the procedure to follow in this matter, which was satisfactory to all concerned. The General Office was notified.

Members of Local No. 624, Tampa, Fla., were allowing a condition to exist which was in violation of the constitution of the U. A. I advised the local union the proper procedure with reference to the present Secretary and Business Agent, and also instructed them in the matter of working with apprentices and helpers. With Contract Committee of Local No. 624 met with Master Plumbers Committee concerning proposed new agreement, at which time I advised them that the constitution of the U. A. would have to be complied with in reference to apprentices and helpers working with journeymen members of Local No. 624.

From Tampa, I went to West Palm Beach, Fla., at the request of President Durkin and attended annual meeting of Florida State Association and addressed same. General Secretary Hillock was present at this convention and advised with the members of the various local unions in the State of Florida concerning many important questions in which they were interested.

Local Union No. 630, West Palm Beach, and Local Union No. 179 were joint hosts and entertained the delegates attending this annual convention. A dinner party was arranged for Saturday night at one of the exclusive clubs. Dinner composed of frog legs and chicken was enjoyed by all, including General Secretary Hillock. Brother Chas. Simonin, Business Manager of Local 630, acted as chairman of the entertainment committee. Everything was done to show the visiting delegates a good time. The wives of a number of the delegates were present. All enjoyed the hospitality of the local unions. The convention was an outstanding success.

Was then instructed to attend the 45th anniversary of Local No. 188, Savannah, Ga. There were present some four hundred or more members of Local No. 188, Plumbers and Steam Fitters and Marine Fitters of Savannah, their wives and invited guests, who represented the three shipyards and some of the employers in the city

of Savannah. A banquet was served by the members, after which a dance was held. It was a very enjoyable occasion.

February 9, left for Birmingham, Ala., on the way to Sheffield, Ala., to assist Local Union No. 760 in clearing up a local situation. The question affecting members of No. 760 was the assigning of journeymen plumbers and fitters to work under the supervision of aerial foremen who were members of other crafts. After a discussion and several conferences, management agreed to place a member of the United Association over the plumbers and fitters employed by Reynolds Metals Company in the production division, maintenance work. Another question referred to me by Secretary Hillock concerned a member of Local No. 760 who was also a member of No. 498, Gadsden. This matter was cleared up to the satisfaction of both local unions and the brother remained a member of No. 760, Sheffield, Ala. At the request of the General Office, went to Pensacola, Fla. Met with Business Agent Fred A. Banfell, officers and executive board of Local Union No. 366. Advised with them in reference to some matters affecting their local union, which were worked out satisfactorily to all concerned.

Visited Panama City, Fla., as requested by Secretary Hillock and delegates from Panama Local Union No. 299 who were in attendance at the State Conference in West Palm Beach recently. With B. A. Falk met with General Manager Daniel Batman of the J. E. Jones, shipbuilding division, at Panama City, with reference to welders performing work coming within the jurisdiction of the United Association. The question of a joint program between management and the U. A. local concerning welders performing steam fitters work and steam fitters performing welders work was agreed upon. Question of jurisdiction of plumbing and fitting in the Panama City area being granted to Local No. 299 was also discussed with the officers and executive board members of said local. The officers were advised to make their request for jurisdiction to the General Office. I find three housing projects in the Panama City area. Work being performed by contractors employing members of our association.

Returned to Montgomery, Ala. Met with Business Agent J. H. Graydon, with reference to local condition.

Left for Gadsden, Ala., by assignment given by General Office concerning jurisdiction of local union over work at Huntsville, Ala. Met in

regular meeting with Local No. 498 of the U. A. Discussed with Business Agent and officers the possibility of a local union in Huntsville, Ala., to take care of the interest of the U. A. in the arsenal plant.

Went to Huntsville, Ala. Met with employees employed by Redstone Arsenal and the Huntsville Arsenal with reference to pipe work being performed and their request for a local union.

Left Huntsville for Baton Rouge, La., by assignment from General Office.

On arrival at Baton Rouge, I met with Business Agent Walter Cerdas of Plumbers Local No. 198 and his executive board with reference to working out an agreement between Local No. 198 and No. 807 of Baton Rouge. Met with executive board of both local unions and reached a joint agreement which was agreed to by both local unions and submitted to the General Office.

On assignment from the General Office went to Lake Charles area. Met with Business Agent Roach of Local No. 106 with reference to complaints of out of town members against officers of Local No. 106 regarding working assessments. Found, as per letter given by the officers of Local No. 106, charges untrue and that the local was complying with the executive board's decision of recent date.

Assignment by General Office to New Orleans, Local No. 574, Marine Fitters, reference to jurisdiction dispute between Marine Fitters local and Machinists in the Higgins shipyard. Met with officers of Local No. 574 and International Representative Charles Poe of the Machinists and worked out a satisfactory agreement with reference to the jurisdiction of the work which was submitted to the General Office.

Left New Orleans returning to Birmingham, Ala., stopped at Gulfport, Miss., and Mobile, Ala. Discussed with Business Agent Savarese of Gulfport two questions referred to me from General Office concerning Local No. 568, which were worked out satisfactorily to the local union. Report on same made to the General Office.

Talked with Business Agent Stevens of Mobile, Local No. 119, with reference to complaint concerning local not complying with decision of the executive board with reference to assessment charged members of the U. A. from out of town.

Business Agent Stevens is complying with the decision of the general executive board.

In Birmingham, met with Secre-

tary Ernest Buchi of Local No. 91, with reference to a number of questions affecting the local. Also met with Business Agent Charlie Scruggs with reference to proposed agreement with du Pont Company at Childersburg, Ala.

Conclusion of this report leaves me in Birmingham, Ala.

Samuel E. Roper.

After receiving instructions from General President Martin P. Durkin and General Secretary - Treasurer Edward J. Hillock in Washington, D. C., I left for Schenectady, N. Y., to visit the home of General Organizer Edward J.

Leonard. I had the pleasure of meeting Mrs. Leonard and their lovely family. Mrs. Leonard prepared a delicious dinner for me, which I most certainly enjoyed and appreciated.

Organizer Leonard and I had a lengthy talk on conditions prevailing in the District. He turned over several letters to me that he had received from various locals, that needed further investigation. It was a pleasure for me to have met and associated with such a fine type of man and to learn his methods of being such a successful organizer.

At the request of General President Martin P. Durkin, I conferred with Business Agent Keith W. Rockwell of Local Union No. 128, Schenectady, N. Y., in reference to an increase in wages for the members of Local 128, employed by the General Electric Co., which has been referred to the Regional War Labor Board in New York City.

Organizer Garrett and I conferred with Regional Director H. R. Caldwell of the U. S. Conciliation Service, and Regional Representative Jeremiah Doherty of the War Labor Board, at New York City. We were informed that Mr. Knowlton has been appointed the Hearing Officer, and the hearing is to be held March 14 in Schenectady, N. Y., with Representatives of the General Electric Company.

At Albany, N. Y., I called at the office of Local Union No. 7, where I met Business Agent Fred Whitmore and discussed with him the conditions in Albany. He informed me of their 50th Anniversary Banquet to be held March 1 and invited me to attend. It was my intention to attend this

banquet in order to meet the officers and members of this local, but unfortunately, I was unable to do so as I was in Washington on that date, attending a conference at the General Office.

At New York City, Organizer Garrett and I attended a meeting of the officers of the locals in and around New York City. After being introduced by Organizer Garrett as the new organizer of the District, I conveyed to them the intentions of General President Durkin with reference to organizing all workers in the pipe trades industry in shipyards and industrial plants in and around the Port of New York. I requested all those present, upon their return to their respective locals, to convey to their members our desires in this campaign to organize all workers in the pipe industry. The officers of the many locals assured me that I would receive 100 per cent cooperation from their members in every way possible. I was happy to have had the opportunity of meeting the officers personally before I went into their local union meetings.

General Vice President William McLaughlin was present as were also the following officers:

Daniel J. McVarish, William Levine, Fred Graf, Joseph Greenberg, Local Union No. 1; Saul Heisler, M. M. Margarita, Sam Schwartz, William T. Dodd, Local Union No. 2; George Grimm, Local Union No. 86; John A. Walsh, Otto F. Nelson, Edward Barker, E. B. Sennett, Local Union No. 209; John Mahoney, Local Union No. 299; Charles E. Sealey, Harry Michaels, Fred J. Bauer, Local Union No. 457; William McGeary, Thomas Webber, James McGahnen, Local Union No. 543; Peter Bradley, Fred J. Kerns, John Tracey, John Killeen, Martin A. McCue, Harry Donahue, Thomas McGlynn, John Donnelly, Local Union No. 638; Thomas P. McLinskey, William J. Redican, Raymond Robertson, Local Union No. 639.

Accompanied by Organizer Garrett I attended a very large meeting of the Marine Workers Metal Trades, District Council, Port of New York and vicinity, at the McAlpin Hotel, in New York City.

Present at the meeting were Secretary-Treasurer J. McDonagh, Director of Organization of the A. F. of L.; Brother Frank Fenton; Organizer McKinnon of the A. F. of L.; President Daniel J. McVarish, and Business Agent of Local Union No. 1; also many other officers of the United Association unions around New York; also International Representatives af-

filiated with the Metal Trades Council. I informed them that the U. A. had appointed a Special Organizer in the person of Brother Arthur Olsen to work throughout the Port of New York, with National and International Unions in organizing all workers under the banner of the A. F. of L. I asked that a meeting of International Organizers be held the following week. Special Organizer Olsen and I attended this meeting, where we made plans for organizing all shipyards within the area.

Buffalo, N. Y.—At the request of General President Durkin I left New York City for Buffalo, where I attended a meeting of Lead Burners working in the industrial plants in Buffalo and Niagara. The meeting had been arranged by Martin J. Jepson, member of the Joint Executive Board of Lead Burners and Brother Donald E. Moffatt of Local No. 596; also Brother John Gahles of Local No. 532. I gave them instructions in reference to information pertaining to obtaining a charter for a Lead Burners' local. The prospective members showed enthusiasm for organization and are looking forward to receiving their charter, and I am recommending to the General Office that a charter be issued to these men at an early date.

While in Buffalo I had a conference with Business Agent C. J. Rosenberger, Steam Fitters Local 395, and Business Agent Leo Redmond of Plumbers' Local No. 36 regarding conditions existing in their jurisdiction. After a lengthy discussion, both agents agreed to work together in organizing all workers in the pipe industry at the Curtis Wright Plant.

Business Agent Rosenberger was kind enough to drive me to Niagara Falls to meet Business Agent William Edwards of Local 129 and he informed me of conditions existing in Niagara Falls. I also had the pleasure of meeting Business Agent A. G. Fischer of the Sprinkler Fitters No. 669 and found all Sprinkler Fitters working.

At the request of General President Durkin I left for Washington to attend a conference with him, General Secretary-Treasurer Hillock, and Special Organizer Olsen.

General President Durkin emphatically stressed the point of organizing all workers in the pipe industry in shipyards and industrial plants in and around the Port of New York. Organizer Olsen and I then left for New York City.

At Suffern, N. Y.—My next assignment from the General President, Martin P. Durkin—I met Business

A. F. L. Presses Attack on *Little Steel Formula*

EARLY in March the American Federation of Labor petitioned the National War Labor Board to request President Roosevelt to modify "realistically" the 15 per cent allowance of the Little Steel Formula. That petition was denied by the majority of the War Labor Board. Several days later, the Congress of Industrial Organizations made its bid to crack the Formula by means of a dispute case between the major steel companies and the United Steelworkers of America.

The problem which arose immediately was whether or not the War Labor Board could accept jurisdiction over a case in which the wage demands were admittedly more than the Board could grant. The Steelworkers had received the full wage rate increases permissible under the Board's existing powers.

One fact was clear. In simple justice, the War Labor Board could not hear a case which had been set up to break the Formula after the Board had denied the A. F. L. petition just several days previously. If the Board permitted the steel cases to be heard on all issues, then the petition of the American Federation of Labor had to be considered. Confronted with this fact, the majority of the Board adopted these three resolutions:

Resolved that the dispute in the Steel case will be handled like all other disputes. Accordingly, as provided in the Board's rules of procedure, evidence may be received and arguments heard by the Steel panel relating to all the demands and issues in dispute, including the demand for a 17-cent an hour wage increase, and the Panel's report shall contain findings of fact in accordance with the normal practice of the Board.

Resolved that the Board will appoint a panel to hear publicly and to summarize and make public the evidence which the American Federation of Labor wishes to submit in support of its request that the Board seek authority to modify the Little Steel formula. Upon receipt of the report, and after considering such other evidence as is then available to the Board, the Board will decide

whether or not it would be warranted in carrying the investigation further. If the Board should decide to conduct such an investigation, it will at that time determine and announce the procedure to be followed and full opportunity will be given to all interested parties and groups to appear and submit data at public hearings before the Board or a duly authorized agency thereof.

Resolved that since the Board is required by Executive Order 9328 to apply the Little Steel formula in the way in which it has been defined in the past, the Board itself cannot change the formula. The Board can only recommend a change if, in its judgment, the formula is operating to create gross inequities, and if the Board is satisfied that changes could be made in the formula which would be consistent with the stabilization needs of the country and with the provisions of the Act of October 2, 1942. The fact that the Board is prepared to consider evidence submitted to the panels on demands which would involve a modification of the Little Steel formula, should not be taken as an indication of any present decision on the part of the Board as to whether it will or will not eventually seek a change in the Little Steel formula.

A careful reading of these resolutions brings to light some very significant facts. In the first place, *the National War Labor Board does not promise that it will or will not attempt to change the Little Steel Formula.* In other words, the Board has simply granted the A. F. of L. and the C. I. O. an opportunity to present the facts on the alleged inadequacy of the Little Steel Formula. The Board is obliged to do nothing beyond considering the evidence. Any belief that the Formula has been cracked or that it unquestionably will be changed is not sound.

But both the A. F. of L. and the C. I. O. will bear the responsibility of massing all the relevant facts which indicate that the 15 per cent allowance is too meagre.

Another fact to be noted is that if the War Labor Board—as a result of evidence placed before it—decides that the entire question should be investi-

gated, then *all* interested parties are to be given an opportunity to place in the record their positions on the change in wage policy.

The position of the employer members on the War Labor Board is clear:

The Industry Members insist that as far as wage matters are concerned the National War Labor Board is an administrative body, acting under definite restrictions of authority, and that it is not the correct agency to conduct investigations to determine whether the stabilization policies imposed on it should be changed. It would still be powerless to act no matter how completely convinced it might be of the necessity for change.

The Industry Members readily conceded that no plan or policy set up as a guide for the present emergency should remain sacred from criticism or review. When labor claims that injustice is being done in the continued acceptance of the principles of the established stabilization program they have a right to say so and by all means their views should be listened to and they should have their opportunity in a proper form.

The issue is vital not only to labor but to every segment of our national life.

The Industry Members feel, therefore, that the matter is one for Congress to consider. Congress has the power and the command of resources which make possible the efficient gathering of essential data from sources not open to the War Labor Board in what would be for it a gratuitous effort.

Congress is even now exercising its functions in the hearings being conducted before the Senate Banking Committee. Labor's case for change in the law should be presented there.

The stage is now set. The burden of proof is on the A. F. of L. and the C. I. O. It is our day in court and every effort must be made to place all the facts before the War Labor Board. The facts—and the facts alone—must be enough to support the claim of American workers that the wage policy of the board is unfair. We believe that the facts will establish our case. Just what does happen will be recorded in the Journal.

LOCAL UNION

News and Views

The Golden Anniversary of Local No. 118, of the U. A., Racine, Wis.

BACK in 1894, Local 118 came into being. A day's wages amounted to the huge sum of \$2.00 per day and plumbers carried their tools in horse-drawn wagons.

Among the original members of that pioneer group were Brothers Billy Bowman, Louis Schoenleben, James Smollen, W. R. Pugh and M. D. Pendell. Brother James Smollen was one of the original officers of the local. Brother Billy Bowman is still active in the local and as a mark of appreciation for his long service he received a \$50 bill.

The celebration of the anniversary was marked also by the installation of new officers for the local. General Organizer T. E. Cunningham officiated. The newly elected president was Brother George Murphy; the vice-president, Brother John Lenz; the recording secretary, Brother Len Pugh; business agent, Arnold Blom; financial secretary, Brother Reider Hansen; treasurer, Brother Robert Reader; inner guard, Brother Russell Brown; trustees, Brother Lester Rasmussen, Brother Peter Thielen and Brother Art Sell.

In the address of General Organizer Cunningham prominence was given



General Organizer Cunningham Installing New Officers

to the sacrifices and contribution of the wives of the men in the local. Only by their willingness to undergo the hardships of strikes were the men able to improve the wages and working conditions. The wives who attended the ceremony were happy to

receive recognition of their contribution to the success of the local.

Brother Schoeman also addressed the group and traced the growth of the local. His description of the outstanding events in the long history of the union was warmly received.

A Fighting Son of the United Association

SEVERAL weeks ago the Nation honored Lieutenant Hugh J. McCarthy by bestowing upon him an Oak Leaf Cluster to be added to his Air Medal for "meritorious achievement" in aerial combat. The award was made by Major Joseph K. Gemmill, Squadron Commander. Only a short while ago Lieutenant McCarthy received the Air Medal. At the same time he was cited for gallantry in action and unusual ability by representatives of the R. A. F. The awards were all made for his performances in air raids over Nazi Germany.

Lieutenant McCarthy enlisted in the Air Force in June, 1942. He received his basic training in the 52nd Bombardment Squadron at Gowan Field at Boise, Idaho. Today he is a member of the Eighth AAF Flying Squadron and a veteran of over twenty-five forays over enemy territory.



Lieutenant McCarthy receiving citation from Major Gemmill.

Recently, Lieutenant McCarthy participated in a radio broadcast from England and described the achievements of his fellow fliers from every state in the Union. Many of the men whose accomplishments he described were also members of the United Association.

Lieutenant McCarthy is the son of our old veteran member of the United Association, Brother Hugh J. McCarthy, Sr., of Local 12, United Association of Plumbers and Gas Fitters of Boston, Mass.

The entire Association wishes to extend to Lieutenant McCarthy and his entire family our congratulations. To those of us who are forced to stay behind, each of Lieutenant McCarthy's achievements is something we wish we could do. We want him to know that we too shall be doing our best to keep alive the America he left behind. (Photo from Boston Herald)

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Peace Time Role of Construction

By RAY C. KIRKPATRICK

Director Labor Relations, Federal Works Agency

AN enormous potential job faces the construction industry after the war. Millions of our fellow citizens need new homes, States and counties need new highways, towns and cities need new schools, hospitals and other public buildings; obsolete water and sewage disposal systems need enlargement, extension, or outright replacement.

The need will be all the greater because all but the most essential war-connected building is being postponed, and even ordinary maintenance work has had to be deferred in many instances because of the scarcity of materials.

The need for the products of construction will be so great, that some economists estimate a fifteen-billion-dollar job for the industry in the first year after the war.

Ordinarily, public works construction accounts for about a third of the total annual construction volume. It can, however, be made to play a much larger role immediately after the war if large-scale unemployment should develop, and if private business should hesitate to speed up its reconversion in order to produce consumer goods, and to employ in the process all the war veterans and the millions of workers who will be displaced when government war contracts dry up.

We must be careful to distinguish between mere need and economic demand, however. While it is true that a vast number of new structures are needed, it does not necessarily follow that we are going to get them. During the depression the American people needed all sorts of things—jobs, good homes, clothing, more and better food, electric refrigerators, new radios and furnishings of all kinds, but very few got them.

No one at the present time can measure the extent of the private economic demand for construction that will develop immediately after the war. No one knows, for instance, how many new office buildings will be built, how many new factories, how many new moving picture theaters, or how many homes. Since, during the war, the Federal government has invested about 15 billion dollars in factory construction, it would seem that we already have about all the indus-

trial capacity we are likely to need for some time, although many plants undoubtedly will have to be altered, repaired or reconditioned. Nor do we know how many families will build new homes. Thousands have saved enough in War Bonds to make a down payment, but we do not know whether or not they will cash in their bonds for that purpose. It seems more probable that most of them will prefer to wait and see what develops. A man who fears that he may be out of a job when the war ends might naturally hesitate about building a new house. He may consider it more prudent to hang on to the bonds until he knows that he isn't going to need them as a cushion against unemployment.

If any large number of business men or potential home owners were certain that they are going to build immediately after the war, they would right now be employing the architects and engineers to produce the blueprints and specifications. Few are doing this. Their "plans" amount to little more than a vague and highly qualified intention. If the war should end tomorrow morning very little private building could start at once, simply because there are no plans for it. Months would elapse before plans could be produced.

There is no reason, however, why the various agencies of government—Federal, State and local—should hesitate. They know what their needs are going to be. Federal and State officials are thoroughly cognizant of the need for new and better highways, airports, flight strips; reclamation, irrigation and flood control works. The mayor and city council of your city know what streets need paving, what new schools, police and fire stations will be needed, and if the city hospital needs enlargement or replacement.

The Federal Government is trying now to put its plans for highways and buildings into shape so that they will be ready when the war ends. Many needed Federal projects, however, still lack authorization and funds. By contrast, counties and cities generally are doing very little to get their projects ready for the contractor.

Day by day, you read in the newspapers that this city or that has developed a vast post-war building program, and you may get the impression

that a huge reservoir of public work is all ready to go. The facts are quite otherwise. When these so-called city "plans" are examined they are found to consist of little beyond some pretty pictures and high-flown rhetoric upon which a sort of "horseback" estimate of cost has been superimposed. Except in a few cities, such as New York, the engineers and draftsmen have not yet been put to work.

I do not need to argue the importance of careful advance planning among plumbers and steam fitters. The general public seems to imagine that all you have to do is get an appropriation from Congress or the city council, after which construction jobs will follow instantly and automatically. Actually the time required for advance planning may be greater than for actual construction, and this is especially true of most kinds of public work. Legislative approval must be obtained. Sites or rights of way must be secured. In many instances it is necessary to hold referendums before bonds can be issued to pay construction costs. Working drawings have to be prepared and reduced to blueprints. Specifications must be written and contract documents drawn up. All these things must be done before the first shovelful of earth can be turned, and even then it may be weeks later before the first steam fitter or plumber can go to work. Consequently, there cannot be much employment on public works until all these preliminaries are out of the way.

That's why I have urged that labor should assume some of the responsibility of seeing that the detailed planning is begun at once. This it can do by using its influence with public officials.

I leave out of the argument for the moment the question of how actual construction is to be paid for. The important thing now is to get the planning started. Major General Philip B. Fleming, Federal Works Administrator, has advocated some kind of Federal stimulation of planning by States and local communities. The stimulus might be in the form of a grant to help pay the cost of plan preparation, or it might be in the form of a loan to be repaid when funds for construction become available, from whatever

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POST-WAR PLANNING BY AFL

NATIONAL reorganization for our post-war economy must reverse the controls by which we achieved war mobilization and plan for production and plan for production that will sustain national income at present levels and thus provide abundant employment. The main war controls are Government contracts, materials control, selective service and manpower agencies, Government ownership of plants, machinery and output, price control and rationing, foreign commerce control, limitation of civilian production. Such a large proportion of production facilities are under these controls that upon the manner of their release will result progress toward expansion of civilian production or chaos precipitating widespread idleness of machines and men, low national income and a rapid trend of depression.

Orderly planning to reverse war controls so that free enterprise can take over requires experience, skill and sure determination, of policies and action. In order to have coordination of planning and time of demobilization of manpower from the armed forces and war industries as well as cancellation of war contracts and disposal of the Government's war property, with reconversion of production facilities to production for peace, Congress should establish a Reconstruction Commission with full authority to determine the over-all policies to be followed by all agencies concerned with reconstruction. The legislation should require the Commission to make quarterly reports to Congress and should provide a joint committee of the Senate and House to receive and review these reports, hold public hearings and make recommendations to the House and Senate.

In order that the Commission shall be representative of the chief groups concerned in reconversion, it should consist of representatives appointed by the President from nominations submitted by the organizations representing employers, labor and farmers, and a chairman appointed by the President. These appointments should be confirmed by the Senate. In order that the Reconstruction Commission may have the information and experience accumulated by the WPB and the permanent governmental departments, representatives of these agencies should be designated to serve as consultants to the Commission.

The over-all Commission should be a policy-making agency only. Over-all policies should stem from general

agreement that we want a civilian economy which will provide all citizens with opportunity to earn a comfortable living and with a national income that will sustain the highest standards of living our production will provide. Reconversion policies should facilitate progress toward that goal. Policies approved by the Commission should be put into effect by the administrative agencies with responsibility for reconversion. The proposed legislation should contain these provisions:

1. There shall be a coordinator of contract cancellation responsible for integrating the application of over-all policies to contract cancellations by the procurement agencies. He shall have an advisory committee to aid him with the specific problems of his jurisdiction—the principles to be followed in contract cancellation by the various procurement agencies. He shall also assure himself that policies are followed. This coordinator shall submit progress reports to the commission.

2. One or more coordinators, as the Commission shall determine, charged with seeing that over-all policies are followed in determining the disposition of Government property, production facilities and stockpiles, including machinery. Decision must be made whether Government shall sell or retain specific property. Coordinators are directed to create and consult with advisory civilian committees selected from groups affected by decisions made.

3. There shall be a coordinator charged with integrating the application of over-all policies with respect to manpower problems in reconversion — demobilization of the armed forces, change-overs in production, closing down of Government plants, changes in agriculture, etc. He shall also be authorized to establish and directed to consult with an advisory committee representative of industry, labor and farmers.

4. The WPB is the logical agency to secure the cooperation of industrial managements for reconversion in accord with over-all policies. By reversing its controls over materials distribution and production limitation, it will assure return of production facilities to civilian production. It should be made responsible for aiding them to reach production levels that will sustain

abundant employment as quickly as possible in line with the controlling policies of the Reconstruction Administration.

5. Price control and rationing of scarce commodities must be continued until stability is attained and should be geared to plans of the Reconstruction Commission.

6. A national employment service, organized for rapid, efficient action is essential for directing displaced workers and demobilized soldiers to suitable employment opportunities as reconversion plans develop. Transportation expenses should be assured when workers must move to new areas. Every effort should be made to time civilian employment with demobilization of the armed forces and the release of workers from war production.

7. Provisions should be made to tide workers and industries over financial difficulties: (a) for workers, the enactment of the Wagner-Murray-Dingell bill, which provides for both displaced workers and demobilized soldiers; (b) for industries, quick settlement of war contracts, speedy removal of Government property, and loans through the Federal Reserve banks or other agencies.

The shift from a wartime economy to that of peace is of far greater proportions and infinitely more complex than it was after the last war. To achieve this shift without widespread unemployment, starvation and misery, disruption of the delicate, complex interrelated business system, and economic chaos, will need the most careful timing and planning by the best brains we have in the country. It needs cooperation between the administration and legislative branches of Government. It needs legislative action to establish administrative policy control and to restore and preserve democracy and freedom of enterprise.

The objective toward which the Reconstruction Administration should direct its policies, plans and efforts is the production of material things to make possible comfortable standards of living for all citizens, and a national income large enough to sustain maximum production. Maintenance of maximum and abundant employment in this country is essential to the rehabilitation of bombed and occupied countries and the restoration of international trade and good will.

(Quoted from Report of the A. F. of L. Committee on Post-War Planning.)

Jurisdiction

Recent Important Decisions Released by the Building and Construction Trades Department

In the jurisdictional dispute between the Iron Workers and members of the United Association of Journeymen Plumbers and Steam Fitters over the installation of pipe railing at the Fisk Job, Chicopee Falls, Massachusetts, you will be advised that the decision of the National Board for jurisdictional Awards dated March 11, 1920, shall be your guide.

This decision appears on Page 68 of the Proceedings of the Department's 1943 Convention and a copy is enclosed for your immediate reference. (See below)

Fraternally yours,
RICHARD J. GRAY,
 Acting President.

Pipe Railing or Guards for Enclosures, Stairways, Hatches, Etc.

(Subject of dispute between the Bridge and Structural Iron Workers' International Association and the United Association of Plumbers and Steam Fitters. Claimed by the Iron Workers entirely except when not used as a conduit for fluids or vapors; claimed by the Plumbers and Steam Fitters when of standard-sized cut and threaded pipe.)

Decision Rendered March 11, 1920

Pipe railing consisting of standard-sized cut and threaded pipe, not used in connection with structural or ornamental iron work, is awarded to Plumbers and Steam Fitters.

Interpretation Rendered September 15, 1920

"Iron pipe railing consisting of a preponderance of slip-joints made rigid with or without set-screws, pinions or rivets, supported by a threaded joint and flange at base or walls, is the work of the Iron Workers. Where, however, the preponderance of joints is the standard-sized cut and threaded iron pipe it belongs to the Plumbers and Steam Fitters."

In the jurisdictional dispute between the Iron Workers and members of the United Association over the fabricating and installing of pipe handrailings, all joints of which are welded, on the Magnesium Plant, Mead, Washington, the following decision is rendered:

DECISION

The erection of pipe railing or guards, all joints of which are welded, shall be the work of the members of the United Association of Journeymen Plumbers and Steam Fitters.

This decision shall apply to the above-mentioned project only, and your Council will be guided accordingly.

Fraternally yours,
RICHARD J. GRAY,
 Acting President.

In the jurisdictional dispute between Iron Workers and members of the United Association of Plumbers and Steam Fitters over handling and installation of gas lines and its branches on Pittsburgh Steel Project, Monessen, Pennsylvania, the following decision is rendered:

DECISION

The unloading of Plumbers and Steam Fitters materials when power equipment is used shall be the work of the members of the International Association of Bridge, Structural & Ornamental Iron Workers under the following conditions:

The Iron Workers shall unload any Plumbers and Steam Fitters materials necessary to be unloaded with power equipment at the original point of delivery on the job site; when this is done, the Iron Workers have no further right in the handling of such materials.

The unloading of any Plumbers and Steam Fitters materials by hand at the original point of delivery when no power equipment is involved shall be the work of the members of the International Hod Carriers, Building and Common Laborers' Union.

The handling of all Plumbers and Steam Fitters materials from the original point of delivery on the job site shall be done by members of the United Association of Journeymen Plumbers and Steam Fitters.

The operation of any power equipment used in connection with the handling of Plumbers and Steam Fitters supplies shall be the work of the members of the International Union of Operating Engineers.

The installation of the gas lines and its branches involved in this par-

ticular dispute shall be done by the members of the United Association of Journeymen Plumbers and Steam Fitters.

This decision shall apply to the above mentioned project only, and your Council will be guided accordingly.

Fraternally yours,
RICHARD J. GRAY,
 Acting President.

In the jurisdictional dispute between the Laborers and members of the United Association of Journeymen Plumbers and Steam Fitters over the installation of tile sewer pipe between each of two hundred and twenty houses and cesspools, each house having a separate and individual cesspool requiring from twenty to thirty feet of pipe for the connection, at the housing project, Wellesley and Belt Streets, Spokane, Washington, the following decision is rendered:

DECISION

The work in dispute shall be done by members of the United Association of Journeymen Plumbers and Steam Fitters.

This decision shall apply on the above mentioned project only and your Council will be guided accordingly.

Fraternally yours,
RICHARD J. GRAY,
 Acting President.

In the jurisdictional dispute between the Laborers and members of the United Association of Journeymen Plumbers and Steam Fitters over the laying of 7,000 feet of transite pipe, fourteen inches in diameter, from reservoir to factory at Columbia Chemical Company, Akron, Ohio, the following decision is rendered:

DECISION

The work in dispute shall be done by members of the United Association of Journeymen Plumbers and Steam Fitters.

This decision shall apply on the above mentioned project only and your Council will be guided accordingly.

Fraternally yours,
RICHARD J. GRAY,
 Acting President.

REPORT OF GENERAL ORGANIZERS

(Continued from page 22)

Agent James McCormick of Local No. 373, and with him visited the Lederle Laboratories, Inc., Pearl River, N. Y., where we discussed with the General Superintendent of Construction, Mr. Dymock, the question of Laborers laying sewers and piping, all within the property lines of the Lederle Laboratories, Inc. I informed the General Superintendent that this work came under the jurisdiction of the United Association and not the Laborers. I showed him a copy of the agreement existing between the two organizations, made on January 23, 1941, to substantiate my statement. He wished to be informed by the Building and Construction Trades Department and advised that he would then abide by their decision. Business Agent Mc-

Cormick had informed the Building and Construction Trades Department as to the dispute in question.

Later, I attended an executive board meeting of Local No. 373 and had an opportunity to talk with its officers and members on several matters concerning the welfare of this local.

At Nyack, N. Y.—On instruction from the General Office I attended a meeting of Local No. 409 of Nyack, N. Y., and had the pleasure of installing the newly elected officers, and advised the officers and members on important business pertaining to their local union, stressing the need of organizing the unorganized plumbing and heating shops, also industrial plants in their jurisdiction.

During my travels throughout the State of New York, and meeting with officers and members of the several locals, and employers, the question has inevitably been "How is Ed. Leonard?" and then some incident is referred to in which they have expressed praise for the fair and intelligent manner in which he handled so many important problems. I have been asked to convey to Brother Leonard the high regard in which he is held throughout the District, by both officers and members of local unions, as well as by employers.

John F. Regan

Peace Time Role of Construction

(Continued from page 25)

source. On the average, the cost of plan preparation is about 4 per cent of the construction cost. The war is now costing us about \$300,000,000 a day. If that much money were made available, to be matched 50-50 by participating communities, the total would be sufficient to plan about 15 billion dollars worth of construction.

All the plans might not be needed at once, but their mere existence would be a valuable form of insurance against mass unemployment. If the optimists are right in their expectation that private business, unaided, will provide all the jobs needed immediately after the war, we could simply keep our public works plans on the shelf until a greater need for them arises. In some places it might be wise to initiate at once a large-scale public works program; in others, where private business seems to be able to provide all the jobs needed, it might be desirable to hold back on public works in order that government may not compete with private business for men and materials. If we project only useful and needed public works, we will know that our plans will be needed eventually and nothing will be lost. Only if we have a well-integrated national public works program will it be possible to manage it in such a way

as to enable it to make its maximum contribution to our whole economy.

Of course, I am thinking about construction let by contract and jobs at prevailing wages under proper labor standards. I most decidedly am not talking about another WPA with its "means test" and its bare subsistence wage. However, if we do not plan something better you can be sure that there will be another WPA, or something very much like it, as an alternative to actual want.

I hope we will not be frightened by the cost of plan preparation. For it isn't preparation against unemployment that is expensive in the long run. It is another depression that we really cannot afford. The last one is estimated to have cost the American people 200 billion dollars. That is merely the value of the goods and services that would have been produced if we had had full employment instead of 15 or 16 million people out of work. It

does not include the cost of direct or work relief. It doesn't include the cost of WPA. Who can doubt that if we had spent back in the late 20's a small fraction of what the depression cost us in planning to avert it, it would have been the wisest investment we would possibly have made.

I do not contend that a big public works program alone can stabilize the whole economy. But the construction industry can make so large a contribution to that end that it would be worse than folly not to utilize it to the full.

I was struck by a sentence in an editorial in the January issue of the Journeyman Plumbers and Steam Fitters' Journal: "America can afford to pay the price of fighting a war to preserve democracy; America can afford to keep its citizens alive during economic depressions." To that I say, Amen. And I would add that America also can afford to see that depressions do not occur.

A REQUEST

The United Association would be pleased to receive the names of its members who are now serving in the armed forces of the United States. It is the desire of the Association to keep its members informed concerning just what is taking place back home. Furthermore, the Association wishes to reassure its members that we who are at home are doing our best to preserve for them the kind of world they left behind. We know that they are fighting to keep this world intact.

Benefits PAID

DEATH BENEFITS PAID IN FEBRUARY, 1944

Name	Init.	L. U.	Cause of Death	Age	Date of Death	Place of Death	L. U. Amt.	To Whom Paid
Farry, Frank	5- 8-19	772	Coro. Occlusion	56	1-12-44	Brooklyn, N. Y.	1 \$400	Mary Farry
Re-Init.								
Karus, Henry, Sr.	1-11-22	498	Natural Causes	63	2- 5-44	New York, N. Y.	2 400	Margaret Karus
Cassidy, Wm.	10-24-41	7	Cereneal Vertebra	62	2- 2-44	Albany, N. Y.	7 150	Mrs. Wm. Cassidy
Edmondson, T. C.	2-27-42	9	Coro. Thrombosis	55	12-27-43	Liberal, Kans.	9 150	Mrs. T. C. Edmondson
Cripps, Lawrence	11-13-28	13	Influenza	36	1-25-44	Rochester, N. Y.	13 300	Mrs. Josephine Cripps
Lyons, John J.	12-10-42	14	Pneumonia	62	1-17-44	Jersey City, N. J.	14 150	Mrs. Josephine Lyons
Wallace, Wm.	7-24-41	14	Killed in Action		12- 9-43	In Service	14 150	Daniel Wallace
Re-Init.								
Carling, Joel	1-21-43	15	Cortical Abcess	64	11-26-43	Hanford, Wash.	15 150	Olga Carling
Norblom, Walter	6-19-41	15	Tuberculosis	53	1-18-44	Glen Lake, Minn.	15 150	Cora L. Norblom
Re-Init.								
Robbins, Jas. W.	7-27-39	16	Pneumonia	72	1-13-44	Omaha, Nebr.	16 150	Grace I. Robbins
Westfall, O. C.	10- 3-42	175	Accident	58	2- 3-44	Provo, Utah	19 150	Helen H. Westfall
McPartland, Chas.	8-14-22	24	Heart Attack	47	1-24-44	Newark, N. J.	24 400	R. J. Murphy, Sec.
Fawcett, Fred	8- 6-07	27	Pneumonia	73	1- 5-44	Pittsburgh, Pa.	27 700	J. F. McCaffrey, F. S.
Reagen, B. J.	2- 8-16	27	Carditis	64	1-21-44	Pittsburgh, Pa.	27 500	Anna Reagen
Urbank, J. J.	11-10-08	27	Pneumonia	57	2-11-44	Pittsburgh, Pa.	27 700	Mrs. J. J. Urbank
Re-Init.								
Hennessey, Chas. J.	2-21-41	28	Tuberculosis	46	1- 5-44	East Providence, R. I.	28 150	Mary Carney
Re-Init.								
Jackson, Wm.	5-31-36	33	Pneumonia	59	1-27-44	Des Moines, Iowa	33 200	Mrs. Wm. Jackson
Siedhoff, Harry	3-31-39	35	Heart Disease	68	1-26-44	St. Louis, Mo.	35 700	Mrs. B. Siedhoff
Re-Init.								
Ellis, Bert	6-11-43	44	Natural Causes	59	2-11-44	Spokane, Wash.	44 150	L. Wadehul
Re-Init.								
Bendinger, Fred C.	3-19-42	18	Hypertension	51	1-23-44	Walla Walla	44 150	R. L. Bendinger
Re-Init.								
Klopp, Otto	9- 1-37	46	Pneumonia	72	1-16-44	Toronto, Can.	46 200	Sec. Local No. 46
Ringer, Edmund	1-16-06	54	Chronic Myocarditis	75	2-11-44	Syracuse, N. Y.	54 700	Mary L. Ringer
Van Atta, Geo. E.	9- 1-06	78	Carcinoma	78	1-20-44	Los Angeles, Calif.	78 700	L. M. Wickland, Sec.
Bridges, Hugh W.	10-31-42	82	Heart Attack	61	1-15-44	Tacoma, Wash.	82 150	Irene E. Bridges
Morgan, John V.	10- 9-42	90	Coro. Thrombosis	53	12-18-43	Taylor, Pa.	90 150	Mrs. J. V. Morgan
Re-Init.								
Campbell, Wm. E.	2-28-41	91	Heart Attack	66	1-24-44	Eden, Ala.	91 150	W. W. Stevens
Maffeo, Jas. A.	3-25-42	92	Heart Attack	39	1-19-44	Fitchburg, Mass.	92 150	Vivian Maffeo
Berens, Edw. J.	2-19-42	98	Tropical Fever	25	1- 1-44	In Service	98 150	J. J. Berens
Cullen, F. J.	4-21-00	98	Coro. Thrombosis	74	2- 3-44	Detroit, Mich.	98 700	E. A. Cullen
Byron, Patrick	10-20-42	129	Heart Trouble	65	1-16-44	Niagara Falls, N. Y.	129 150	Local Union No. 129
Re-Init.								
Collins, Patrick J.	5-13-36	130	Carci. of Stomach	70	1-16-44	Chicago, Ill.	130 200	Mrs. Ella C. Collins
Cunningham, F. J.	7-30-20	130	Chro. Endocarditis	54	2-13-44	Chicago, Ill.	130 400	Ellen Cunningham
Re-Init.								
Ryan, Thos. G.	2-14-37	328	Myocarditis	36	2-17-44	Peoria, Ill.	137 200	Evelyn M. Ryan
Re-Init.								
George, Lewis W.	11- 9-36	417	Eureka ? Calif.	54	12- 4-43	Richmond, Calif.	159 200	Mrs. Margaret George
Re-Init.								
O'Leary, John J.	6-10-38	442	Carci. of Larynx	60	12- 9-43	San Francisco, Calif.	159 200	W. F. Wilson
Thompson, Wilton	12-10-40	280	Coro. Occlusion	59	12-27-43	Pasadena, Calif.	159 150	Grace Thompson
Schmitz, Karl	10- 6-22	167	Coro. Occlusion	48	1-24-44	Madison, Wis.	167 400	Mrs. Karl Schmitz
McCalpin, Jack	6- 9-43	170	Cancer	38	1-18-44	Vancouver, B. C., Can.	170 150	Wm. McCalpin
Delaney, Harold E.	12-15-23	233	Myocarditis	41	1-17-44	Holyoke, Mass.	233 400	Mrs. H. E. Delaney
Boylan, Joe H.	10- 1-42	235	Myocarditis	53	12- 3-43	Vancouver, Wash.	235 150	J. Gillard, Sec.
Ralls, Wm. A.	1-16-42	235	Pneumonia	43	1-27-44	Portland, Ore.	235 150	J. Gillard, Sec.
Soesbe, Harold L.	1- 2-42	235	Heart Attack	44	2- 9-44	Portland, Ore.	235 150	J. Gillard, Sec.
Neil, R. C.	8-12-19	254	Pneumonia	81	1-23-44	Winnipeg, Can.	254 400	Mrs. Mary Thompson
Afdem, John	12-31-20	265	Coro. Thrombosis	61	2- 2-44	Everett, Wash.	265 400	Hattie Afdem
McConnell, Edw.	8-18-10	268	Heart Attack	57	1-26-44	St. Louis, Mo.	268 600	M. F. Crafey
Watson, Arthur	8-26-20	274	Gastric Ulcer	59	12-12-43	Naval Base Hospital	274 400	Mrs. Ethel Watson
Re-Init.								
Ball, Ed. Martin	4-11-41	230	Coro. Sclerosis	61	1-18-44	Pasadena, Calif.	280 150	Marie Ball
Cousineau, J.	7-17-36	292	Heart Disease	57	2- 4-44	Montreal, Can.	292 200	Charlotte Cousineau
Re-Init.								
Mack, Perry L.	3-13-18	315	Heart Disease	82	12-21-43	Marshalltown, Iowa	315 100	Sec. Local No. 315
Newton, George	9-11-38	492	Hemorrhage	42	1- 7-44	Oakland, Calif.	342 300	Mrs. M. F. Newton
Godfrey, Alvan	11-27-42	347	Cancer	61	1- 1-44	Salem, Ore.	347 150	Mrs. A. L. Godfrey
Flagge, Henry K.	1-13-03	349	Heart Failure	63	12-19-43	New Haven, Conn.	349 700	Mrs. C. Flagge
Ford, Chas.	8-19-26	352	Tuberculosis	50	2-14-44	Nashville, Tenn.	352 300	Mrs. Chas. Ford
Re-Init.								
Lawton, Clarence	9-13-16	387	Heart Disease	57	2- 6-44	Davenport, Iowa	387 500	Alvina Lawton
Worcester, V. K.	9-19-03	45	Hemorrhage	72	1-11-44	Pomona, Calif.	398 700	Arlie B. Keller
Re-Init.								
Ottignon, Henry	9-10-25	409	Heart Failure	66	1- 1-44	Hackensack, N. J.	409 300	Mrs. E. Ottignon
Re-Init.								
Sanford, R. P.	5-28-42	411	Coro. Thrombosis	55	2-12-44	Dixon, Ill.	411 150	Mrs. Fannie Sanford
Lynch, George	8- 6-07	442	Hemorrhage	57	12-30-43	San Francisco, Calif.	442 700	J. L. Spalding
Re-Init.								
Ahrens, Wm. J.	8-12-41	342	Heart	66	1-14-44	Auburn, Calif.	447 150	Mrs. M. A. Park
Coffman, Jack	3-24-42	724	Accident	22	12-24-43	Jonesboro, Ark.	466 150	Mrs. O. Coffman
Re-Init.								
Woodley, Chas. T.	10-27-39	272	Influenza	62	12- 6-43	Charleston, S. C.	470 150	Estate
Harner, Jack A.	3-13-43	473	Heart Failure	51	1-17-44	Seattle, Wash.	473 150	Geo. F. Baum
Mocabee, Roy F.	4-23-41	508	Myocarditis	40	1- 1-44	Los Angeles, Calif.	508 150	Fannie Mocabee
Re-Init.								
Boyce, John W.	4-25-41	230	Heart Failure	60	1-28-44	Cottondale, Fla.	519 150	Sec. Local No. 519
Palmer, Grover	1-15-42	539	Pneumonia	53	1-22-44	Minneapolis, Minn.	539 150	Margaret Palmer
Travis, Talmadge	10- 3-42	572	Heart Failure	37	1-15-44	Nashville, Tenn.	572 150	Mrs. L. Travis
Brichnac, Joseph	11-12-42	212	Accident	34	10-26-43	San Pablo, Calif.	590 150	Sec. Local No. 590
Re-Init.								
Foley, Charles	5- 2-41	590	Meningitis	45	1- 2-44	Richmond, Calif.	590 150	Sec. Local No. 590
Maxwell, Claude	9- 1-42	590	Rupture	51	2- 6-44	Richmond, Calif.	590 150	Sec. Local No. 590
Stewart, John B.	1-22-43	590	Hemorrhage	41	1-27-44	Oakland, Calif.	590 150	Sec. Local No. 590
Conoway, Alva	1-10-38	597	Coro. Sclerosis	42	1-24-44	Chicago, Ill.	597 200	Sec. Local No. 597
Martens, Theo.	4-27-01	250	Pneumonia	83	1-20-44	Chicago, Ill.	597 700	Sec. Local No. 597
Quinn, Wm.	2- 6-13	597	Myocarditis	69	1-22-44	Chicago, Ill.	597 600	Sec. Local No. 597

Official

NOTICE

Local Union No. 250, will strictly enforce Section 171 of the U. A. Constitution.

RESOLUTION BY LOCAL UNION NO. 50

Whereas God in His infinite wisdom and mercy, has seen fit to call from our midst our beloved Brother, Edward Nowicki, plumber; therefore be it

Resolved, That we, the members of Local Union No. 50, of Toledo, Ohio, extend our heartfelt sympathy to the members of his family; and be it further

Resolved, That a copy of these resolutions be sent to the family and a copy spread on the minutes of Local Union No. 50, and that our charter be draped for a period of 30 days in tribute to his memory.

*John Mihalko,
Steven Suchora,
Resolutions Committee.*

RESOLUTION BY LOCAL UNION NO. 319

It is with deepest regrets that we, the members of Plumbers' and Steam Fitters' Local Union No. 319, of Aurora, Ill., report the unexpected death of Brother Theron Walters; therefore be it

Resolved, That the members of Local Union No. 319 extend their deepest sympathy to the bereaved family; and be it further

Resolved, That our charter be draped in mourning for a period of 30 days, that a copy of these resolutions be sent to the General Office for publication, and a copy be spread upon the minutes of our local union.

*Paul Deutsch,
Recording Secretary.*

RESOLUTION BY LOCAL UNION NO. 760

Local Union No. 760 regrets to report the death of Brother Enoch Woody.

We wish to extend our deepest sympathy to his wife and family.

*E. H. Buettner,
Secretary-Treasurer.*

RESOLUTION BY LOCAL UNION NO. 129

Whereas God in His mercy has seen fit to call from our midst Brother Patrick J. Ryan; therefore be it

Resolved, That the membership of Local Union No. 129 extend their deepest sympathy to the family of our late Brother; and be it further

Resolved, That our charter be draped for a period of 30 days, a copy of this resolution spread on the minutes of Local Union No. 129, a copy sent to the bereaved family, and a copy sent to the General Office for publication in our Journal.

*John S. Robinson,
Secretary.*

RESOLUTION BY LOCAL UNION NO. 214

It is with the deepest regret that the Steam Fitters and Apprentices Local Union No. 214, of Houston, Texas, report the death of Brother William Bailey on October 20, 1943.

His untimely death will be keenly felt by all who knew him; therefore be it

Resolved, That the members of Local Union No. 214 extend to the bereaved family our sincere sympathy in time of sorrow; and be it further

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

*V. D. Kelly, Sr.,
Floyd Nash,
A. M. Crosswell,
Committee.*

RESOLUTION BY LOCAL UNION NO. 129

Whereas God in His mercy has seen fit to call from our midst Brother Frank L. Weiler; therefore be it

Resolved, That the membership of Local Union No. 129 extend their deepest sympathy to the family of our late Brother; and be it further

Resolved, That our charter be draped for a period of 30 days, a copy of this resolution spread on the minutes of Local Union No. 129, a copy sent to the bereaved family, and a copy sent to the General Office for publication in our Journal.

*John S. Robinson,
Secretary.*

NOTICE

Local No. 275, of Quincy, Mass., will strictly enforce Section 171, of the U. A. Constitution.

RESOLUTION BY LOCAL UNION NO. 672

Whereas our Heavenly Father in His infinite wisdom and mercy has seen fit to call from this life our esteemed Brother, Charles Dahlberg; and

Whereas the removal from our midst of Brother Dahlberg, as he was affectionately known by his associates and members of our local union, is deeply felt; therefore be it

Resolved, That the members of United Association Local Union No. 672 do extend to the family and relatives their most sincere and heartfelt sympathy for the loss of one so dear to them; and be it further

Resolved, That a copy of these resolutions be forwarded to the members of the bereaved family, a copy placed upon the minutes of our local union, and our charter be draped in mourning for a period of 30 days.

*John F. Haegen,
T. Charles Kunan,
Grant E. Wilbur,
Committee on Resolutions.*

RESOLUTION BY LOCAL UNION NO. 5

Whereas it has pleased the Supreme Ruler of the Universe to call to his eternal home our Brother Frank C. Williams, who was a faithful member of our organization and was well liked by all his fellow workers; be it

Resolved, That the officers and members of Plumbers' Local Union No. 5 extend to the family of our departed Brother their sincerest sympathy in their hour of sorrow; and be it further

Resolved, That the charter be draped for a period of 30 days, a copy of these resolutions be placed upon the minutes of this meeting, a copy sent to the family of our departed Brother, and a copy sent to the General Office for insertion in the Journal.

*Mark M. Moran,
John A. McDonald,
Donald C. Dow,
Committee.*

WAR FUND

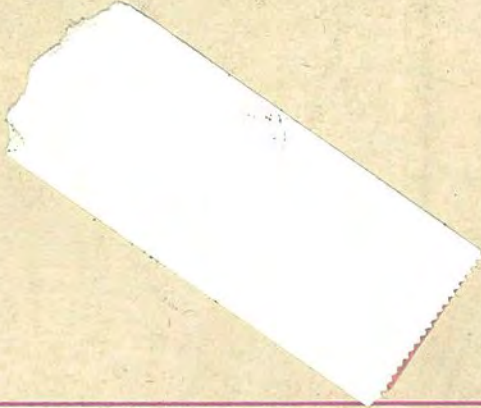


Your **RED CROSS** is at his side

UNITED ASSOCIATION OF JOURNEYMEN PLUMBERS AND STEAM FITTERS

Publication Office

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FEDERAL RESERVE BOARD

The office building for the Board of Governors of the Federal Reserve System. Its members are appointed by the President to supervise the Federal Reserve Banks. While these are privately owned by local banks that are members of the System, the nation's credit is so bound up in it that Government control is essential. The building, designed by Paul Cret, is notable for lavish use of fine marble and bronze and for the restrained impressiveness of the Governors' offices and the Board Room.

BUY EXTRA WAR BONDS