A History of the United Cement, Lime and Gypsum Workers International Union

John Martin Heneghan

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A HISTORY OF THE UNITED CEMENT, LIME AND GYPSUM WORKERS INTERNATIONAL UNION

by

John Martin Heneghan

A Thesis Submitted to the Faculty of the Institute of Social and Industrial Relations of Loyola University in Partial Fulfillment of the Requirements for the Degree of Master of Social and Industrial Relations

June
1957
LIFE

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He was graduated from All Hallows Institute, New York, New York, June 1945 and from Iona College, New Rochelle, New York, June 1951, with the degree of Bachelor of Arts.

In 1951 he came to the Chicago office of the Bureau of Labor Statistics as an economist. In September 1952, he was employed by the United Cement, Lime and Gypsum Workers International Union as an economist, the position he now holds.

He has taken various graduate business administration courses at New York University and the University of Chicago. In June 1955 he began his graduate studies at Loyola University.
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CHAPTER I

INTRODUCTION

The history we are about to relate is that of the United Cement, Lime and Gypsum Workers International Union (UCLGWIU) affiliated with the American Federation of Labor and Congress of Industrial Organizations. The UCLGWIU has jurisdiction over the workers who produce cement, lime, gypsum and allied products. It does not concern itself with the workers who use these products in the construction industry. Since many readers are probably unfamiliar with these industries it would be well for us to briefly explain the nature of these industries.

Cement

Cement is a combination of two types of raw material, calcium and silica. Limestone, cement rock, marl, oyster shells, chalks and caustic soda waste are most commonly used for the calcareous element and clay, shale, blast furnace slag or slate may be used for the silica or argillaceous materials. These materials are found throughout the whole country. Plants are

1The material in this section was developed primarily from "Productivity in the Portland-Cement Industry", Monthly Labor Review, 53 (October 1941) pp. 862-874, and Cement and Concrete Reference Book 1954 (Portland Cement Association).
located in places where these materials are in abundant supply.

The cement manufacturing process begins with the quarrying of the raw materials which is then reduced in giant crushers and pulverized in grinding mills. Various components are blended before or after the grinding process. The materials are then fed to rotary kilns which are sometimes 450 feet in length and 12 feet in diameter. The materials travel through the kiln and reach a temperature of about 2700°F.

The material is thus partially fused into small glassy clinkers. The clinkers can be stored or transported but they are usually pulverized into finished cement and stored for packing and shipping.

A cement plant producing 1,500,000 barrels\(^2\) of cement annually would employ 175-200 men. The cost of building such a plant in 1956 would run between 12 and 14 million dollars.\(^3\)

Seven companies operating 85 plants account for 55% of capacity.\(^4\)

Less than 25% of the plants are operated by single plant companies.

Of the approximately 170 operating plants in the United States and Canada, 138 are organized by the United Cement, Lime and Gypsum Workers International Union. Only seven are nonunion

\(^2\)A barrel is 376 lbs. or four 94 lb. bags.

\(^3\)Pit and Quarry, (January 1957) pp. 150-155.

\(^4\)Standard and Poor, Building and Industrial Survey (October 25, 1956) Sec. 2.
and the others are organized by nine other unions principally the Steelworkers (7) and the Stone and Allied Products Workers (7). In 1956, 51% of the UCLGWIU agreements were with cement companies.

(See Table I, p. 4, for employment and production data.)

Lime

Lime is another product produced from stone and the quarrying operations are therefore similar to those of cement. The stone must be burned to drive off impurities. The burning process is accomplished in kilns that are not as elaborate as cement kilns.

About 60% of all lime produced is used by the chemical, steel, sugar refining and other industries. Many of these industrial users own or control their own lime operations. These are then organized or unorganized according to the industry using the material.

Only 10% of the UCLGWIU agreements cover lime plants.

Gypsum

Gypsum processing begins in much the same manner as cement and lime. The burning process in gypsum is commonly called calcining and its purpose is to drive off moisture. This is

7Much of this material has been adapted from "Labor Requirements for Gypsum Wall Plaster and Board", Monthly Labor Review, 65, No. 4 (October 1947) pp. 453-459.
TABLE I

PRODUCTION AND EMPLOYMENT IN HYDRAULIC CEMENT FOR SELECTED YEARS 1929 - 1956

<table>
<thead>
<tr>
<th>Year</th>
<th>Production&lt;sup&gt;a&lt;/sup&gt; 1000's bbls.</th>
<th>Production&lt;sup&gt;b&lt;/sup&gt; Worker Employment</th>
</tr>
</thead>
<tbody>
<tr>
<td>1929</td>
<td>173,000&lt;sup&gt;c&lt;/sup&gt;</td>
<td>32,400&lt;sup&gt;d&lt;/sup&gt;</td>
</tr>
<tr>
<td>1932</td>
<td>77,500&lt;sup&gt;c&lt;/sup&gt;</td>
<td>15,900&lt;sup&gt;d&lt;/sup&gt;</td>
</tr>
<tr>
<td>1937</td>
<td>118,183</td>
<td>25,400&lt;sup&gt;d&lt;/sup&gt;</td>
</tr>
<tr>
<td>1942</td>
<td>185,342</td>
<td>31,400&lt;sup&gt;e&lt;/sup&gt;</td>
</tr>
<tr>
<td>1944</td>
<td>92,146</td>
<td>20,700&lt;sup&gt;e&lt;/sup&gt;</td>
</tr>
<tr>
<td>1948</td>
<td>208,889</td>
<td>35,000</td>
</tr>
<tr>
<td>1950</td>
<td>230,272</td>
<td>34,100&lt;sup&gt;;&lt;/sup&gt;</td>
</tr>
<tr>
<td>1952</td>
<td>252,658</td>
<td>33,800</td>
</tr>
<tr>
<td>1954</td>
<td>271,277</td>
<td>34,700</td>
</tr>
<tr>
<td>1956&lt;sup&gt;e&lt;/sup&gt;</td>
<td>318,000</td>
<td>36,800</td>
</tr>
</tbody>
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<sup>a</sup>Bureau of Mines.  
<sup>b</sup>Bureau of Labor Statistics.  
<sup>c</sup>Estimates.  
<sup>d</sup>Prepared from index numbers.  
<sup>e</sup>Not strictly comparable to rest of series.
usually accomplished in kettles and in some instances, rotary kilns.

The pulverized gypsum from the kettles is marketable as plaster of paris or stucco but only a small portion of production goes into this. Wall plaster is made by adding binders and retarders at this point. The bulk of gypsum finds its way into wallboard and plasterboard or lath.

The manufacturing of the wallboard is accomplished on long moving belts where gypsum is sandwiched by layers of paper and put through rollers and driers.

One company (U.S. Gypsum) accounts for about 50% of the gypsum industry's output. National Gypsum Co. and Bestwall Gypsum Co. account for most of the rest. Only 12% of the UCLGWIU agreements cover gypsum operations.

Allied

Allied is a catch-all phrase and because of this it was never officially included within the jurisdiction of the UCLGWIU. The author has observed that it is applied primarily to production processes that are similar to cement, lime or gypsum operations. This would cover quarrying operations of limestone or other stone, the recovery of kaolin or other clays and similar operations. It would also include the processing of wallboard other than gypsum and the processing of roofing and siding materials. Cement asbestos products are also included.

Allied includes a block and tackle operation owned by a
cement company and a dry ice plant owned by a cement company. Allied never includes a plant within the clear jurisdiction of another union without that union's consent.

Allied agreements make up 27% of the union's total of 272 agreements.

**TABLE II**

**DISTRIBUTION OF AGREEMENTS BY INDUSTRY UNITED CEMENT LIME AND GYPSUM WORKERS INTERNATIONAL UNION (1956)**

<table>
<thead>
<tr>
<th>Industry</th>
<th>Percent</th>
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<tbody>
<tr>
<td>Cement</td>
<td>51</td>
</tr>
<tr>
<td>Lime</td>
<td>10</td>
</tr>
<tr>
<td>Gypsum</td>
<td>12</td>
</tr>
<tr>
<td>Allied</td>
<td>27</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
</tr>
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**Special Terms**

The author has for the most part avoided using special or uncommon terms or terms not universally used in the trade union movement. The following are special terms used and their definitions:

**Unemployment club**—an organization of workers formed to aid one another during frequent and prolonged periods of unemployment. These clubs may or may not be sponsored by companies. Funds are raised by small monthly dues and maybe a company contribution. Such clubs are generally formed by men unfamiliar with the union movement and away from trade union centers.
Ten-cent union—an organization similar to the unemployment club and more than likely not sponsored by the company. The monthly dues are ten cents. The term is sometimes used to describe any loosely organized group not connected with the regular trade union movement.

Supplemental Income Plan—a plan developed by the UGLGWIU similar to the glass industry's employee security benefit plan. Under this plan a sum of five or ten cents per hour worked is credited to an employee's account. Funds can be drawn from this account during periods of unemployment or sickness. All funds remain the property of the employee and are turned over to him at retirement or termination. Under SIP there is no ceiling to the amount held in an account.
CHAPTER II

THE SEEDS OF ORGANIZATION

The period of time covered in this history extends from 1932 to 1957. By limiting the history to this period the author does not wish to convey the idea that organization in the cement, lime, gypsum or allied industries did not exist prior to 1932. It is, however, the author's opinion that earlier organizational efforts did not influence the founding or growth of the present union but a word about these efforts might be of interest.

Early Organizational Efforts

Information on earlier organizational activities concerns only the cement industry. This information is gleaned primarily from the Proceedings of the American Federation of Labor conventions and notes prepared by the Research Department of the AFL.

Apparenty cement mill workers were organized into federal labor unions as early as 1905. In 1938, Frank Morrison, Secretary of the AFL, reported that:

The records of the American Federation of Labor show that between 1911 and 1923, twenty local unions of cement workers were organized and affiliated with the American Federation of Labor. During that period

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1 The information under this heading is from the files of the UCLGWIU.
the peak membership, upon which these locals paid tax was 2,183. These locals had spasmodic existence and their activity ceased with 1923.2

The files also indicate that an organization called the American Brotherhood of Cement Workers existed in the AFL from 1903 to 1915. This organization primarily concerned itself with cement finishers but at one time claimed jurisdiction over cement mill workers.

LaSalle-Oglesby Area

An interesting file in the international office of the UCLGWIU concerns a nine-month strike of workers in the three cement mills of the LaSalle-Oglesby, Illinois area. This strike occurred in 1916 and was marked with violence. The matter was reported in detail in the 1916 Proceedings of the Illinois State Federation of Labor and the whole state was called upon to aid these workers. The governor and the state militia were brought into the situation.

The files contain a record of arbitration proceedings conducted by the commanding officer of the militia. The record shows that the workers worked seven days a week. The shifts were 11 hours in the daytime and 13 hours at night. The labor rate for day work was 17 cents an hour and for night work, 15 cents an hour. The matter was settled peacefully with the workers dropping their demand for unionism.

There is little need to describe the economic conditions of the United States in 1932. Few, if any, segments of our economy escaped the evil effects of the depression. Production worker employment in the cement industry dropped from 32,400 in 1929 to 15,900 in 1932. Cement production dropped from approximately 157 million barrels in 1928 to 67 million barrels in 1932.

Cement mills operated 3 to 9 months of the year. During shutdowns only a skeleton maintenance crew took care of the equipment. In many instances those given the preference for work were the men who kept in good standing with the foreman. There was little chance for other work since most of the cement mills are located in small communities having little or no other industry.

With idle time on their hands the men began to congregate to discuss their plight. In some communities these gatherings led to the formation of "unemployment clubs" or "ten-cent unions." They were primarily formed to relieve the sufferings and hardships caused by unemployment.

Trade-unionism meant little to these workers who were iso-

3Calculated by the author from the Bureau of Labor Statistics indexes.

4Bureau of Mines Cement Production Series.

lapsed from the main streams of the labor movement. In some instances you would find a maintenance man who formerly belonged to one of the craft unions or a railroad union. There were also former mine workers to be found in the cement mills but few of these former trade-unionists were effective in bringing about a formal organization among cement workers.

The American Federation of Labor

Under such conditions it would seem that the American Federation of Labor should have stepped into the picture to give these people the direction they were seeking, but up until 1932 the Federation did not play an important role in the organizing of workers.6 This was a role reserved to international unions. In 1932 there were only 18 full-time organizers on the Federation's payroll.7

No one international union could claim jurisdiction over cement mill workers, therefore, no international union made any efforts to organize these workers. Undoubtedly the leadership of these unions misjudged the situation, but their error was due to previous experience in dealing with semiskilled production workers.8 The Quarry Workers International Union did have a direct interest in a large number of cement mill workers but this organ-

7American Federation of Labor, Proceedings, 1932, p. 47.
8Taft, p. 420.
ization was having financial troubles. They were forced in 1933 to present a resolution admitting their financial plight and requesting that the Federation aid in organizing quarry workers. Their few attempts at organizing cement workers ended in failure.10

The New Deal

The organized labor movement was shaken from its lethargy in 1933. That year saw the beginning of the New Deal. One of the first acts of the New Deal was the National Industrial Recovery Act passed in June, 1933. Of vital significance to labor was Section 7a of the Act, which specifies that "employees shall have the right to organize and bargain collectively through representatives of their own choosing."11

The American Federation of Labor was quick to respond. "Millions of workers throughout the nation," William Green declared, stood up for the first time in their lives to receive the charter of industrial freedom."12

There was still the problem of jurisdiction, but this was by-passed temporarily by the practice of issuing federal labor union charters whereby local groups of workers would become

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9American Federation of Labor, Proceedings, 1933, p. 268.
directly affiliated with the American Federation of Labor.

In his report to the 1933 convention, William Green, then President of the Federation, noted that: "More charters per day since July 1, have been granted to federal labor unions than at any previous time for which we have records." Among those charters were six issued to cement mill employees. The first issued on July 12, 1933, went to employees of the Signal Mountain Portland Cement Company at Chattanooga, Tennessee. The second was issued to the Lehigh Portland Cement Company employees at Birmingham, Alabama, and the third to this same company's employees at Oglesby, Illinois. These groups of workers now are represented by locals 1, 2 and 3 respectively of the United Cement, Lime and Gypsum Workers International Union.

The other three charters were issued to cement mill workers in Pennsylvania's Lehigh Valley and in Zanesville, Ohio. In each instance there was some form of organization in existence. The Federation's representatives had merely to advise the workers on how to apply for the charters and on how to operate their locals. It was common at that time for the organizers to fail to keep up with the demands for charters.14

13 American Federation of Labor, Proceedings, 1933, p. 70.
Problems of Jurisdiction

The AFL began adding organizers to its staff so that at the time of the 1933 AFL convention there were 33 organizers. Among those new organizers was one William Schoenberg, a long-time-active member of the International Association of Machinists. He was appointed early in 1933 to direct the AFL organizing activities in the Great Lakes area with headquarters in Chicago, Illinois.

Here was a man steeped in the tradition of the craft organization. He was not long in his job as an organizer before he could see the problems involved in organizing industrial workers. In a speech to the Indiana State Federation of Labor in September, 1933 he outlined some of his solutions to the problem. If a group of workers were clearly in the jurisdiction of an international union, he would place them in that organization. If the jurisdiction was disputed he would give the disputing unions five days to come to an agreement; if no agreement was reached the workers would be put into a federal labor union as a matter of convenience. He could not see that workers should be denied the right of organization because no present international had clear jurisdiction. Schoenberg also struck at the rigidity of rules within many international unions. He was particularly perturbed about the financial requirements of high initiation fees and high dues required even

15American Federation of Labor, Proceedings, 1933, p. 31.
16Indiana State Federation of Labor, Proceedings, 1933, pp. 61-62.
when men were out of work.

He was not alone in his complaints. The next month the Federation met in convention and the issue was brought to the floor. John P. Frey of the Metal Trades Department was in favor of breaking up the federal labor unions and placing the various workers in their proper international union. Howard of the Typographers argued for an industrial type union for those groups of workers containing no substantial number of craftsmen or those groups of workers located in small communities. This matter was referred to the Executive Council for action.

The Executive Council side-stepped the question of jurisdiction by merely endorsing the organizing methods used throughout 1933. The whole question of jurisdiction was to plague the labor movement for years to come.

Problems arose for the future cement workers union since some cement mill workers were placed in the Mine, Mill and Smelter Workers International Union by AFL representatives anxious to see all federal labor unions placed within an international union.

Organizing efforts continued in the cement industry so that by the 1934 convention the Executive Council was able to report a


19From an interview with Reuben Roe, First General Vice-President.
total of 30 cement federal labor unions holding charters.\textsuperscript{20} These
locals were located in Oklahoma, Texas, Georgia, Iowa, Missouri
and Pennsylvania. They were in small enough communities so as not
to attract the attention of the craft organizations and the number
of craftsmen was too small to raise much of a problem at that time.

\textbf{Self Reliance}

In keeping with the traditions of the American Federation of
Labor, these cement workers began to help themselves. The spirit
of self-reliance was instilled in the local leaders by their
Federation organizers and advisors. The workers in the Oglesby
local pooled their funds to raise money to send men to St. Louis
or into Indiana for organizing purposes.\textsuperscript{21} The locals in the
Lehigh Valley (9 in 1934) formed a conference group and sought to
bring organization to the 21 cement plants in the area.

All these efforts got cement workers in the various sections
of the country to thinking about the formation of an international
union of cement workers. Some of this thinking may have been gen-
erated by the action of the AFL Executive Council in August, 1934
in rejecting the jurisdictional claim of the International Union of
Hod Carriers and Building Laborers over cement mill workers.\textsuperscript{22}

\begin{footnotes}
\item[21] From an interview with Toney Gallo, General Secretary-
Treasurer.
\item[22] National Council of United Cement Workers, \textit{Proceedings},
1937, p. 18.
\end{footnotes}
Correspondence was started between the local unions in the various sections of the country. The enthusiasm of the local leaders was exceeded only by their lack of knowledge of the inner workings of the Federation.

The Industrial Resolution

The 1934 Convention of the American Federation of Labor was an important one to industrial unionists. Despite the talk of forming a national organization of cement workers, only the Birmingham local was represented at the San Francisco convention. A lack of funds, which was to plague cement workers for years to come, prevented the other locals from being represented. Cement workers were not forgotten since the leaders of the state federations of Illinois and Pennsylvania were well aware of these locals in their states.

Fourteen resolutions concerning industrial unionism were introduced at this convention.23 The compromise resolution finally adopted (a) reiterated the doctrine of craft interests, (b) conceded, however, the need of a new basis of organization in some segments of industry, (c) directed the Executive Council to issue charters for national unions in the automotive, cement, aluminum and other mass-production industries and (d) declared that in order to protect and safeguard the interests of members of the newly chartered national and international unions, the American Federa-

ation of Labor should provisionally direct the policies, administer the business, and designate the administrative and financial officers of such organizations. 24

This resolution seemed to satisfy everybody, particularly the cement workers, for it was the first indication that they were thought of nationally. The reasons for naming cement specifically in the resolution are not clear to the author.

Two men on the Resolutions Committee, John L. Lewis and John Frey, had become familiar with the industry and the union activity of the cement workers early in 1934, through their positions on boards connected with the National Recovery Administration. Victor Orlander, Secretary of the Illinois Federation of Labor, was also a long-time Secretary of the Resolutions Committee. He was a good friend of the Oglesby cement workers and was reappointed as secretary to the committee in 1934. While he was not able to attend the convention, his influence may have been felt. 25

Renewed Efforts

Organizing efforts picked up but the resistance of the companies was soon felt. Those groups of cement workers who had spontaneously organized earlier were now chartered by the AFL. Full-fledged organizing campaigns were needed to bring new unions

24 Millis and Montgomery, p. 206.
25 Interview with Toney Gallo.
into the ranks of organized labor.

Organizers like Schoenberg in Chicago and Adolph Hirchberg in Philadelphia paid particular attention to the cement workers in their territory but they had other large industries to cope with. Schoenberg was vitally concerned with the steel industry just south of Chicago.

The local unions continued on their own. Correspondence was the only thing that kept the various locals in the cement industry together. With the long shutdowns in the industry the men were able to visit locals in their own vicinity. The lack of funds was the only thing keeping them close to home. The shutdowns hampered their organizing efforts since the unorganized plants were usually shutdown at the same time as the organized. The net result was the addition of only three new cement locals in 1935.26

The Split

The American Federation of Labor Convention met in 1935 in Atlantic City, New Jersey. Six of the cement local unions were represented at this convention.27 The issue of industrial unionism again came to the fore. The forces of the craft organizations were fearful of the encroachments of the federal labor unions. The industrial unionists were sorely disappointed that

26 Interview with Money Gallo.

27 American Federation of Labor, Proceedings, 1935, p. XVI.
more industrial charters were not issued.\textsuperscript{28} The industrial unionists were beaten by a decisive vote in this dispute. There is no record of the reaction of the cement workers to this vote.

The reaction of the other industrial unionists soon became apparent. Late in November, 1935, the leading proponents of industrial unionism met to form a Committee for Industrial Organization. This committee claimed to be interested only in fostering the cause of industrial unionism within the American Federation of Labor but the leadership of the Federation looked upon the group as fostering dualism and rebellion.\textsuperscript{29}

There was apparently no attraction for the cement workers to associate with the Committee for Industrial Organization. The advisors of the cement workers throughout the country were staunch adherents of the Federation. Large numbers of cement workers never met together and their sole contact in the labor movement was with their friends and advisors of the AFL. There were apparently no overtures from the CIO to cement workers at this time.

\textbf{The National Council}

Whatever the effects of the split in the labor movement,

\footnote{\textsuperscript{28}For a fuller discussion of this dispute see Millis and Montgomery, pp. 208-210 and Taft, pp. 422-423. See also Philip Taft, "The Problem of Structure in American Labor", American Economic Review, March 1937, pp. 4-16.}

\footnote{\textsuperscript{29}Millis and Montgomery, p. 211.}
there was a renewed effort at organizing cement workers. Twelve local unions were chartered in 1936 including three in the state of Washington. More important was the fact that the cement workers in the Lehigh Valley of Pennsylvania put one of their members, Harold Williamson, on a part-time position as an organizer. He organized seven of the twelve locals in 1936, all in the Lehigh Valley.30

Apparantly the cement workers were undaunted by the set-back industrial unionism received in the 1935 convention. The workers in Pennsylvania and Illinois made plans to call a conference of all cement workers in 1936. Noting this interest in a conference, William Green, President of the AFL, authorized William Schoenberg to organize a National Council of Cement Workers Federal Labor Unions.31 This was in keeping with the Industrial Resolution of San Francisco. Schoenberg, in turn, looked to the able man he knew in Oglesby, Illinois. He appointed John R. Taucher as Secretary and Toney Gallo as Business Manager of the coming conference. They handled the arrangements, issued the call and conducted the necessary correspondence.

One of the first problems that became apparent was the lack of funds. Few Locals could stand the expense of sending delegates

30 Correspondence from Williamson to Taucher (8/10/36).
to a conference, Schoenberg offered to have the AFL underwrite one-half the expense of one delegate from each local that could not afford to send a delegate. The meeting was to be held in St. Louis since that city was centrally located for many delegates and close to the headquarters of the arrangements committee.

There was apparently some friction that this conference was being handled by the Oglesby group instead of the Lehigh Valley group. While the bulk of the organized cement workers were in the Lehigh Valley, they were comparative strangers to Schoenberg. He was given the assignment by Green because of his interest in industrial organization. He, in turn, looked to the cement workers he knew for assistance. The misunderstanding was cleared up but it was indicative of similar misunderstandings that were to persist throughout the years.

The Constitutional Convention

On Monday morning August 31, 1936, the Constitutional Convention of the National Council of United Cement Workers met in St. Louis, Missouri. There were 21 delegates present representing 23 local unions and 27 cement plants. Despite the offer of Schoenberg to pay half of the expenses, 5 local unions were unable to send delegates.

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32 Correspondence between Schoenberg and Taucher.
33 Correspondence between Taucher and Williamson.
34 NCUCW, Proceedings, 1936, p. 6.
This convention was important only inasmuch as it brought cement workers from various sections together for the first time. For most of the delegates it was their first experience with a national convention. Under the able leadership of William Schoenberg the delegates learned how to operate such a meeting. Committees were appointed and reports were made. A constitution was prepared and adopted in the three day period. 35

The election of officers was also a fateful event. William Schoenberg was elected President by acclamation, an event that was to be repeated many times in the future. Toney Gallo was named Secretary-Treasurer under similar circumstances. Other officers elected were Harold Williamson, First Vice-President; Reuben Roe (Iowa), Second Vice-President; and William Welch (Illinois), Ed. Dillon (Oklahoma) Arthur Strunk (Pennsylvania), William Pritchett (Alabama) and Ed. Hammer (Missouri) as Executive Officers. 36 These men comprised the Executive Board.

The problem of money did not escape the delegates to this convention. Imagination and planning got the men to St. Louis in the cheapest manner possible. Hotel arrangements and meals were planned with low funds in mind. Despite this planning, one delegate found himself without funds to return to his home.

35 Ibid.
36 Ibid., p. 16.
A collection by other delegates helped him in his plight.  

\[37\text{From an interview with Toney Gallo.}\]
CHAPTER III

THE NATIONAL COUNCIL

With the adjournment of the first convention of cement workers, a new spirit was enkindled. The delegates could vision an international union not far in the offing. The spirit of the Industrial Resolution of 1934 far outweighed the setback of 1935. William Schoenberg helped enkindle this spirit when he said:

When President William Green of the American Federation of Labor requested me to take charge, build and supervise the National Council of United Cement Workers, he did not do so because of my knowledge of the cement industry . . . but for one reason only, to guide the unorganized cement workers in their efforts to organize with the American Federation of Labor and to weld the organized cement workers into a national council, with the ultimate object of building a great, healthy and autonomous national or international union affiliated with the American Federation of Labor.1

1936-1937

In the period between the constitutional convention and the first annual convention, organizing efforts were intensified. The first step taken was to ask the American Federation of Labor to use its influence to see to it that only union-made cement be used in construction work. This was in the form of a resolution

and endorsed by the AFL Convention in Tampa, Florida. 2

Efforts were started in reorganizing locals that had dis-
banded because of employer pressure or lack of leadership in the
period 1934-1936. 3 Attention was given to those organized plants
that did not have 100 percent membership. 4 Members of the Execu-
tive Board began taking time away from their jobs in the plants
(being paid by the National Council) to work on particular organ-
izing campaigns. 5

Two cement workers, Harold Williamson and J. Earl Kocher,
both of Pennsylvania, were placed on the staff of the AFL as
full-time organizers to work exclusively in the cement industry.
Several part-time organizers were underwritten by the AFL. 6

The activities of the National Council seemed to be pro-
gressing so well that on June 21, 1937, William Green authorized
the group to issue certificates of affiliation to federal labor
unions in the lime industry. 7 There were only two such organ-
izations at that time, one in Tennessee and one in Pennsylvania. 8

2 American Federation of Labor, Proceedings, 1936, p. 408.
3 Voice, I, No. 1 (December 1937) p. 3 and National Council of
4 NCUCW, Ibid.
5 Ibid., p. 39.
6 Ibid., p. 31.
7 Ibid., p. 37.
8 Ibid.
1937 Convention

Membership in the National Council jumped from 3,225 in October, 1936 to 6,124 in June, 1937. There were 41 delegates representing 32 local unions at the First Annual Convention of the National Council, which was held in Pittsburgh, Pennsylvania, from August 16 through 20, 1937.

Fourteen federal labor unions of cement workers, primarily in Washington and California, were not affiliated with the National Council. Steps were taken at the convention to bring these locals into affiliation and to prevent them from being absorbed by the International Union of Hod Carriers and Building Laborers.

A conflict over jurisdiction with an international union was not an isolated case. Trouble had developed in a St. Louis cement plant over rehabilitation work being done by cement workers. This caused the local at St. Louis to submit resolution No. 6, which contained a condemnation of the craft unions for insisting on doing work in a cement plant while cement workers were unemployed.

The Resolutions Committee of this first National Council

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9 Ibid., p. 39.
10 Ibid., p. 9.
11 Ibid., p. 36.
12 Ibid., p. 18.
13 Ibid., p. 51.
Convention did not concur in the resolution but turned the subject matter over to the Executive Board. A special committee was then selected to study the subject. The debate that ensued when this subject came back to the floor was a rehash of the debate of the 1934 convention of the AFL on the subject. The policies and practices of the AFL were reaffirmed by the delegates.14

In the election of officers, Schoenberg and Gallo were re-elected unanimously. Seven vice-presidents were elected. In numerical order, these offices were filled by Wm. Pritchett, Ed Hammer, Reuben Roe, A. J. Strunk, J. D. Bradford, W. Menning and H. Williamson.15 It should be noted that Bradford was a lime worker from Tennessee and the second southerner (Pritchett, Ala.) on the Executive Board.

1937-1938

Organizing efforts continued as they had in the previous period. The AFL assigned an additional full-time organizer to look after the interests of cement workers. This was Samuel Diskan, a painter from Philadelphia.16 Other part-time organizers from the AFL and the National Council were used from time to time. The National Council increased its expenditures for organizing activities.17

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14 Ibid., 59-62.
15 Ibid., 62.
16 NCUCW, Proceedings, 1938, p. 11.
17 Ibid., 23.
Efforts to have cement workers on the west coast affiliate with the National Council were successful. By March, 1938, seven locals in the State of Washington, four in California, and one in Idaho, had affiliated so that a total of 55 federal labor unions were affiliated at that time.18

Another advance was made by the National Council in March. William Green authorized the National Council to accept requests for affiliation from local unions of gypsum workers.19 The National Council officers were quick to respond and new efforts were made to organize the gypsum industry.

By June of 1938, the membership had grown to 9,272 members organized into 64 local unions.20 This increase in membership renewed the demand of the membership for an international charter. William Schoenberg was obliged to reply to this demand and he did in the June, 1938 issue of the Voice:

I am glad to know that (an international charter) is one of the paramount issues in the minds of our active members ... after all cement workers have organized ... with a definite understanding that as soon as possible and when all necessary requirements have been complied with, an international union will be established. (The first requirement) is absolute loyalty to the parent body of the American Trade Union Movement - the American Federation of Labor. ... No convention or executive board meeting of officers of the National Council of United Cement

18Voice, I, No. 4 (March 1938) p. 4.
19Voice, I, No. 5 (April 1938) p. 4.
20NCUCW, Proceedings, 1938, p. 22.
Workers had to waste any time with either C. I. O.ism or any others isms.

... No cement union affiliated with the National Council has deserved the A. F. L. for the C. I. O. ... The second requirement is to function in a healthy financial manner.

Schoenberg then went on to explain that the contemplated union would need at least ten full-time representatives. The salaries and expenses of these men could not be handled by the National Council at that time. He also explained that it took time to develop capable representatives.

**Jurisdiction Again**

He then touched on an important subject:

May I touch now on one more very important question, perhaps the most delicate one usually given serious consideration by the Executive Council of the American Federation of Labor, the body which has the sole authority to grant a national or international charter or decline and refuse it. This involves the jurisdiction to be given the new union. The cement workers will have to be sensible in this respect. A few of our local unions became involved in unnecessary jurisdictional controversies over new construction work, which commonly and rightfully comes under the jurisdiction of the respective Building Trades Unions affiliated with the American Federation of Labor. It will have to be definitely understood and agreed to, that any new building or new erection or construction work must remain a part of the unions having been granted such jurisdiction many years ago. After all, our very name and title indicates our jurisdiction. ... We do not expect to permit the Building and Common Laborers to retain one or two cement workers unions they now have. ... We expect to safeguard our interests, but while we take a determined position for what we expect to be our jurisdiction, we desire to respect the jurisdiction of the others.21

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1938 Convention

The Second National Council convention was held in Birmingham, Alabama, from August 15 to 19, 1938. There were 51 delegates, representing 48 local unions present. A report on affiliated local unions showed 58 cement, 4 lime and 2 gypsum locals were in the National Council. There were 8 cement, 1 lime and 9 gypsum federal labor unions not affiliated.

Three resolutions were offered at this convention on the subject of an international charter. A substitute resolution was finally adopted after several hours of debate, instructing the executive officers to proceed to make application "for an International Charter for Cement, Lime, Gypsum and Allied Industries Workers of the United States and Canada."

In the elections held on the last day of the convention, Schoenberg and Gallo were elected unanimously. The vice-presidents were elected in the following order: Ed Hammer, Reuben Roé, W. Menning, W. Pritchett, A.J. Strunk, Melvin Ferron (Wash.) and Quint Chiappini (Pa.). Among the candidates were Orval Webber, George Hassett (Calif.) and Felix C. Jones (Ga.). The latter two were attending their first convention.

22 NCUCW, Proceedings, 1938, p. 29.

23 Ibid., 18.

24 Ibid., 39-42.

25 Ibid., 67.
Jurisdiction Again

After the convention but before the AFL convention of 1938, the Building and Construction Trades Department of the AFL met in convention. Resolution 22 at this convention can be summarized as follows: (a) the Industrial Resolution of the AFL called for the organizing of mass-production workers, (b) the AFL then organized cement workers, (c) so did the various trade organizations, (d) the National Council of these cement workers are now looking for a charter, (e) such a charter would infringe on existing jurisdictions, (f) the products of these workers are "handled and used exclusively by mechanics and laborers that are part of already existing militant trade organizations," (g) cement workers would be better off in the trade organizations, (h) therefore, protests should be made to the AFL about chartering cement workers, and (i) cement workers should be transferred to their respective trade organizations.26

This resolution was unanimously adopted by the Department and introduced to the AFL convention where it became Resolution 91.27 This was four years after the Industrial Resolution and three years since the formation of the C. I. O.

The AFL Convention

The Executive Council of the AFL gave a glowing account of

27Ibid., 2.
the activities of cement workers and their National Council in their report to the 1938 convention. This report was adopted unanimously. It is interesting to note that only cement workers were mentioned in this report. Under the heading "miscellaneous organizing activities", mention is made of gypsum workers.

The resolution introduced by the Building and Construction Trades Department was referred to the Executive Council and therefore, as a matter of parliamentary procedure, no debate was permitted on the matter.

The Executive Council

The petition for an international charter from the National Council of United Cement Workers was reviewed by the Executive Council of the AFL on February 8, 1939. Here is the way William Schoenberg reported the event:

Your Council was represented by ... Toney Gallo, ... W. A. Pritchett of Birmingham, Alabama, and your President. Each of our three representatives in their own particular way contributed materially in the presentation of our charter application. Particularly Vice-President Pritchett, a practical boilermaker by trade, who has spent years in railroad shops and is now working in a cement plant, which he has been doing for the last fifteen years, was able to advise the Council why cement workers should be organized along industrial lines. Secretary Gallo, also a practical cement worker, in fact, born in a family of cement workers, rendered yeoman services

29 Ibid., 297.
30 Ibid., 428 - 429
at the most psychological time.\textsuperscript{31}

Apparently the members of the Executive Council were friendly to the representatives of the National Council. Schoenberg was particularly impressed with the attitude of William Green and Daniel Tobin of the Teamsters.\textsuperscript{32} In the same report, Schoenberg noted that most members of the Building and Construction Trades Department on the Executive Council, outside of Tobin, had little or nothing to say about the charter application.

The report went on to say:

The only attack, which from the very beginning was vicious and personal, came from the President of the Hod Carriers, Building and Common Laborers, Joseph V. Moreschi, who asked that the cement unions, Council and all, be turned over to his international union. He stooped to the extent of calling your president, ... a Communist, ... However, I shall forgive Moreschi, for I believe in the old adage that "Whom the Gods would destroy, they first make mad."\textsuperscript{33}

After a long discussion on the matter, the Executive Council "laid over" the application for a charter to its May meeting.\textsuperscript{34} One problem holding up the approval was the inclusion of gypsum

\textsuperscript{31}Voice, II, No. 3 (March 1939) p. 1.

\textsuperscript{32}Ibid. The author was impressed with the references made in several interviews to the Teamsters in aiding in numerous organizing activities in various sections of the country. Apparently the cement locals reciprocated.

\textsuperscript{33}Ibid.

\textsuperscript{34}Voice, II, No. 5 (May 1939) p. 1. Reprint of letter to Wm. Schoenberg from Wm. Green.
in the jurisdiction of the new international union.35

In May the National Council held its Executive Board meeting in Washington, to coincide with the Executive Council meeting of the AFL. Schoenberg, Gallo and Pritchett again pleaded the cause of the cement workers to the council on May 16. They were encouraged by the attitude of the council.36

35Ibid.
36Voice, II, No. 6 (June 1939) p. 1.
CHAPTER IV

AN INTERNATIONAL CHARTER

The letter from William Green came at last. Dated May 26, 1939, it was addressed to William Schoenberg and it quoted the decision of the Executive Council:

That pursuant to the action of the San Francisco Convention that the charter be granted to cover the workers engaged in the manufacturing, production and processing of cement, lime and gypsum.¹

Preparations to hold a constitutional convention were started immediately. The choice of location for the constitutional convention was the same as the first meeting of the National Council - the Hotel Statler in St. Louis. There were 114 delegates representing 70 local unions present when the constitutional convention opened on September 11, 1939.²

Schoenberg pointed out that the name of the new international was to be: United Cement, Lime and Gypsum Workers International Union. This name was recommended by the AFL Executive Council when it approved the application for a charter.³ The title

¹ Voice, II, No. 6 (June 1939) p. 2.
³ Ibid., 19.
clearly indicated the jurisdiction of the new organization in the industries named.

The prime order of business was the drawing up of a constitution for the new organization. With a few exceptions, this constitution was drawn up without much disagreement.\textsuperscript{4} Since its adoption, the constitution has been amended from time to time, but it has remained substantially the same.

\textbf{William Green}

Among the speakers at the convention was William Green, President of the AFL, who presented the charter. He opened his remarks with the following statement:

\begin{quote}
This meeting represents the climax of several years of hard, earnest and sincere effort. After you established an economic organization among those employed in the cement, lime and gypsum manufacturing plants of the United States, it is to be remembered as a singular and historical meeting because it will mark the beginning of a great organization.\textsuperscript{5}
\end{quote}

\textbf{Mathew Woll}

Mathew Woll, Third Vice-President of the AFL, was an unexpected guest. In his talk he pointed out that he was somewhat responsible for the formation of this new international union because of his position as chairman of the Resolutions Committee in the 1934 AFL convention.\textsuperscript{6} That was the committee which pre-


\textsuperscript{5}\textit{Ibid.}, 63.

\textsuperscript{6}\textit{Ibid.}, 46.
pared the Industrial Resolution. He also reviewed the recent unity talks with the CIO and was particularly critical of John L. Lewis "who would Hitlerize the labor movement." 7

**Local Numbers**

All the local unions had federal labor union numbers up to this time. One of the questions raised concerned the issuance of local charters and numbers by the new international union. The Resolutions Committee proposed that

... the first International Charter numbers be issued to those Local Unions participating in the first Convention when the National Council was formed here in St. Louis, Missouri, August, 1936. Such charters shall be granted in accordance with the order of their issuance by the American Federation of Labor. Local Unions not participating in the above Convention shall be granted charter numbers in accordance with the order of their affiliation with the National Council. 8

**Election of Officers**

Under the new constitution, there had been a question of Schoenberg's eligibility to run for office since he was not employed in the industries or by the International Union. 9 Several delegates pointed out that he was made an honorary member of their locals but the future Local Union No. 1 had made him an active member. 10 He maintains his membership in that organ-

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7 Ibid., 48.
8 Ibid., 114.
9 Ibid., 90. See Chapter VI, p. 59 for qualifications.
10 Ibid.
ization today. At the time of the convention, Schoenberg was still a full-time representative of the AFL.

In spite of the technicality, William Schoenberg was unanimously elected General President of the new organization. Toney Gallo was unanimously elected General Secretary-Treasurer. The General Vice-Presidents were elected in the following order: Arthur Strunk, William Pritchett, Reuben Roe, Edward Hammer, Melvin Ferron, Sam Diskan and George Hassett.\textsuperscript{11}

\textbf{Jurisdiction Again}

The 1939 convention of the AFL followed the convention of the new international union. The Executive Council of the AFL reported on the fine progress made by the workers in the cement, lime and gypsum industries. It also welcomed the new international into the ranks of the AFL.\textsuperscript{12}

A discordant note was sounded when the Committee on Executive Council's Report recommended

\ldots that this entire subject matter be again referred to the Council to insure that the jurisdiction set forth in this new charter does not abrogate or infringe upon the jurisdiction of existing unions engaged in quarrying and mining or in the construction of plants, machinery, operation, installation or maintenance of machinery or buildings.\textsuperscript{13}

On top of this, Moreschi of the Hod Carriers, Building and

\textsuperscript{11}\textit{Ibid.}, 151-156.

\textsuperscript{12}\textit{AFL, Proceedings}, 1939, pp. 46-47.

\textsuperscript{13}\textit{Ibid.}, 394.
Common Laborers, announced that his organization opposed that portion of the report "dealing with the granting of a charter to the Cement Workers."\textsuperscript{14}

In spite of these protests, it is interesting to note that Schoenberg applied to the Building and Construction Trades Department for the affiliation of the new International Union. This application was referred to the department's executive council and there it was held in abeyance pending the AFL Executive Council Report.\textsuperscript{15}

**Executive Council**

The Executive Council of the AFL heard the complaints against the jurisdiction of the new international union on February 5, 1940. Schoenberg, Gallo and Strunk appeared to defend the jurisdiction granted. Their case centered primarily on the similarities in the industries and the relationship between them. As a result of the hearings, the Executive Council did not change the jurisdiction, but William Green promised to call a conference of all interested parties to bring about an adjustment of differences.\textsuperscript{16}

Needless to say the application to the Building and Construction Trades Department was not accepted.

\textsuperscript{14} Ibid., 631.

\textsuperscript{15} *Voice*, II, No. 11 (November 1939) p. 6.

\textsuperscript{16} *Voice*, III, No. 3 (March 1940) p. 7.
Headquarters

It should be remembered that practically all the financial and bookkeeping dealings with the local unions and the membership had been handled through the AFL. After the convention, these locals were transferred to the International. A General Office was established in Chicago and before a year had passed it was an efficiently functioning part of the organization.\(^{17}\)

Schoenberg continued in his capacity as General Representative of the American Federation of Labor for several months until the International could afford his salary. The other elected officers went on salary gradually.\(^ {18}\)

Organizing

The new International stepped up its organizing drives in that first year and succeeded in chartering twenty-four new locals.\(^ {19}\) Several General Organizers were added to the staff and eight district councils had full-time representatives.\(^ {20}\)

In its second year of operation, forty new locals were added to the International.\(^ {21}\) Efforts were also instituted to bring organization to Canadian cement, lime, gypsum and allied

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\(^{17}\) UCLGWIU, Proceedings, 1941, p. 17.

\(^{18}\) Ibid., 18.

\(^{19}\) Ibid., 21.

\(^{20}\) Ibid., 24-25.

\(^{21}\) Ibid., 50-51.
plants. A bank account was opened in Canada and the services of a representative were obtained. These efforts proved fruitless but lasting contacts were made among the AFL organizers in Canada. These organizers were aware of the existence and of the interests of the International in Canada.

Attitudes

It would be well for us to pause here a moment and review some of the attitudes the leadership of the UCLGWIU maintained to both the members and the employers. It would be a difficult task to study these attitudes completely. The author will, therefore, only discuss two which he feels will reveal the basic attitudes of the leaders. While these attitudes may have been manifested at a later date, the author feels they were ever present and accounted for this union's future growth.

The Members

Within the UCLGWIU there is a large number of members who belong to minority groups. Probably the two largest groups are Negroes, especially in the south, and Mexican-Americans in the southwest. No information is kept on the number in a particular minority group since the constitution of the UCLGWIU states that:

Regardless of creed, color or nationality, every worker employed in Cement, Lime, Gypsum and Allied Industry plants must become an integral part of the International Union. To this end we propose to educate our members against the practice of

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Ibid., 41.
discrimination. 23

In 1946, Schoenberg reported:

From the very inception of our International Union we have advocated, and insisted to our employers, that Negro workers be given the same consideration as is extended to white workers. At no time did we permit any difference in pay or in working conditions between white and colored. 24

This attitude still prevails in the estimation of the author.

The Employers

It may be questionable to subhead this section with the term "employer". The idea that the author wishes to convey is that the union fully realized that the welfare of the workers depended on the well being of the industry. In the days of the National Council the union loudly protested the importation of foreign cement and called for higher tariffs on these imports. 25

It is interesting to note that the industry did not take as strong a stand as the union. 26 In these days the union was extremely interested in more road programs and in seeing to it that concrete was the prime material used. 27

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23 UCLGWIU, Proceedings, 1939, p. 89.
25 Voice, I, No. 7 (June 1938) p. 3.
26 Ibid.
27 Voice, I, No. 2 (January 1938) p. 3.
The union's attitude toward the industry was perhaps best demonstrated during and after the "second cement case". This case began in 1937 when the Federal Trade Commission issued a complaint against the Cement Institute and seventy-four cement companies. The complaint involved the multiple basing point price system of the cement industry and after years of proceedings a cease-and-desist order was issued in 1943.

In 1946, the Circuit Court of Appeals, on a petition for review by the Cement Institute, set aside the order of the FTC. The matter then went to the Supreme Court where the Federal Trade Commission's order was upheld. The issues involved were: (1) unfair competition in violation of the Federal Trade Commission Act and (2) systematic price discrimination injurious to competition in violation of the Clayton Act.

Throughout the case the union sided with the industry. A special resolution adopted in the 1948 convention urged the leadership to "do everything humanly possible in the direction

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28 For a brief history of the cement industry's pricing practices, the Cement Institute and the cement cases, see Fritz Machlup, The Basing Point System, (Philadelphia, 1949) pp. 73-83.


31 Machlup, p. 81.
of obtaining prompt Congressional action to unmake the ill effects ... wrought by the Supreme Court's recent ruling."32 To that end Schoenberg accepted an appointment to the Advisory Council to the Senate Trade Policies Subcommittee.33 In a statement to that subcommittee, Schoenberg said:

At the outset, I wish to state that is has never been, and is not now the policy of our organization at anytime, in any shape, manner or form, to interfere with the prerogative of management to establish their marketing systems and determine their marketing areas so as to safeguard the best interests of the capital investors in the industry; ... .34

Schoenberg went on to point out that the effect of the Court's ruling would be to seriously dislocate the industry and give advantage to those cement plants close to the major markets. It was felt that without a price equalizing system, many plants in small communities, without any other industry, would be forced out of business. This would then mean a loss of jobs to UCLGWIU members and a loss of homes since these men would have to leave their communities to find employment.35

Schoenberg continued to take an active interest in the

33Study of Pricing Methods, Hearings Before a Subcommittee of the Committee on Interstate and Foreign Commerce, United States Senate, Eightieth Congress, Second Session, Pursuant to S. Res. 241, November and December 1948, p. 485.
34Ibid., 20.
35Ibid., 1148-1159.
pricing problems of the industry. He served as a member of the Council for Clarification of Pricing Practices and actively supported legislation that would allow "freight absorption" as a means of getting around the FTC ruling.\textsuperscript{36} While the AFL did not take an official stand on the legislation, it was opposed by the CIO and liberals in Congress and finally vetoed by President Truman.\textsuperscript{37}

\textsuperscript{36}UCLGWIU, \textit{Proceedings}, 1950, p. 46.

\textsuperscript{37}\textit{Ibid.} and \textit{Voice}, XIII, No. 3 (March 1950) p. 61.
CHAPTER V

GROWING UP

Our history up to this point has been one of a struggling young organization trying to get established. Once established, the United Cement, Lime and Gypsum Workers International Union began to grow. This growth involves not only physical size but also growth in maturity, responsibility and ability.

Columbus Convention

The First International Convention of the UCLGWIU convened in Columbus, Ohio, on September 8, 1941. William Schoenberg, in his opening address to the convention, proudly announced that since the last convention, the International had doubled its membership, doubled the number of plants organized, and doubled the number of agreements it had.1

There were 193 delegates present at that convention representing 100 local unions.2 Each delegate was given a committee assignment. Perhaps the busiest committees of all were those on law and organizing.3 The new union had many organizing problems

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1 UCLGWIU, Proceedings, 1941, pp. 6-7.
2 Ibid., 153.
3 Ibid., 317.
to face and it also found that the new constitution needed clarification in the light of all the problems arising in the first two years of operation as an International Union.

The business of the convention was concluded in an orderly manner. Indicative of the spirit of the organization was the fact that all incumbent officers were reelected.4

World War II

The delegates to this convention probably did not realize that within a few months the country would be involved in a war. After the declaration of war, the UCLGWIU was quick to respond. It joined with the other unions of the AFL in pledging its cooperation in the war effort and endorsed the AFL no-strike policy.5

Organizing activities continued throughout the war years so that in the five-year period 1942-1946 a total of 87 charters were issued or reissued but the net increase in charters amounted to only 25 in all.6 This came about since a number of building material operations were curtailed during mobilization. Total membership during the war dropped to 18,717 in 1945 from a high of 23,120 in 1942.7 The resulting decline in per capita

4Ibid., 273.
5Voice, V, No.2 (Feb. 1942) 1.
6UCLGWIU, Proceedings, 1946, 93.
7Ibid.
payments brought about some decline in the union's activities.

**Convention Postponement**

The first referendum of the UCLGWIU was conducted during the war. The constitution called for biennial conventions and therefore, a convention was due in 1943 but wartime restrictions on travel were instituted. The matter of postponing the convention and retaining the present officers was submitted to a referendum. It was approved by a large majority.9

Throughout the war years, the General Executive Board met frequently.10 The various district councils held their conventions regularly so that communication throughout the international union was not badly disturbed.11

**War Restrictions**

Wartime wage-increase restrictions of the federal and state governments hampered the union's collective bargaining activities but some advances were made in the area of fringes.12 These things were accepted in good grace except when an occasional employer took advantage of the restrictions to hamper the union's activities. Taking cases before the War Labor Board

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8Ibid., 78-79.
11Ibid., p. 120.
12Ibid.
proved to be a time consuming process.\textsuperscript{13}

With the end of the war, the outlook for the building materials industries improved. The plants, mills and quarries began humming with activity by early 1946. Membership jumped from a low of 13,717 on July 31, 1945 to 26,619 a year later.\textsuperscript{14}

\textbf{1946 Convention}

Plans were laid early in 1946 to hold a convention after a lapse of 5 years. The convention met in Salt Lake City, Utah, on September 9, 1946. There were 186 delegates representing 103 local unions present.\textsuperscript{15}

There were two unique addresses given at this convention. One was given by Melvin Baker, President of the National Gypsum Co. and the other by W. A. Wecker, President of the Marquette Cement Manufacturing Co. Both men spoke highly of the UCLGWIU and its leadership.\textsuperscript{16}

In the elections at the end of the convention, Ed Hammer declined the nomination for Fourth General Vice-President and Orval Webber was elected for this position. All other incumbents were reelected.\textsuperscript{17}

\begin{footnotesize}
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\item[15] \textit{Ibid.}, p. 359.
\item[16] \textit{Ibid.}, pp. 157-166 and pp. 231-237.
\item[17] \textit{Ibid.}, pp. 346-354.
\end{footnotes}
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Throughout the period 1946-1948, organizing activities were stepped up. Forty new locals were organized and four of these were Canadian locals.¹⁸ That doubled the number of locals in Canada and gave the UCLGWIU a substantial interest in its Canadian activities.

This period also saw the passage of the Taft-Hartley Act. The UCLGWIU was as concerned about this legislation as any other organization and through the Voice it announced its feelings.¹⁹

On November 1, 1947, the International moved its headquarters from Chicago's loop to the west side of Chicago, where it has purchased a building.²⁰ This move was one of economy but it was hailed as a "memorable event, and one that will prove a noteworthy achievement in the annals of our international union."

By late 1947, Schoenberg felt the pressure of duties of the growing organization that were compounded by the many provisions of the Taft-Hartley Act. He requested and received permission from the General Executive Board to take on an assistant. Into that post came Felix C. Jones, a member of Local Union No. 23, Clinchfield, Georgia, and the business

¹⁸UCLGWIU, Proceedings, 1948, pp. 8-10.
manager of District Council No. 5 for eight years. 21

1948 Convention

The 1948 convention of the UCLGWIU met in Atlantic City, N.J., on September 13. There were 294 delegates present, representing 124 of the union's 207 locals. 22 The General Secretary-Treasurer was able to report that the union's membership was 33,166 as of June 30, 1948. 23 The business of the convention was concluded in good order and all incumbent officers were reelected. 24

1948-1950

Taft-Hartley caught up with the UCLGWIU in 1949. The provisions of the law permitting craft severance NLRA, [9(b)(2)] were soon felt, for in various sections of the country craft unions began raiding the jurisdiction of UCLGWIU. The leadership of the union had this question to ask:

Doesn't it seem strange and obviously deceptive for the craft unions to now interfere with a healthy and established organization - an international union which was nurtured, developed and chartered by the A.F. of L.? 25

The occasion of this question was a public pronouncement of the General Executive Board condemning craft carving and reiterating the necessity of an unrestricted industrial unit in cement.

21Voice, XI, No. 2 (February 1947) 27.
23Ibid., 91.
24Ibid., 273-282.
25Voice, XII, No. 7 (July 1949) p. 146.
lime and gypsum and allied industry plants. The organizing work of the UCLGWIU suffered because of the raids since organizers had to be diverted to meet the situations as they arose.

In June, 1950, the organization suffered a great loss in the untimely passing of Sixth General Vice-President Samuel Diskan. He was an experienced trade-unionist who had done much to promote the growth of the UCLGWIU, particularly in the East.

1950 Convention

Despite the craft raids, the membership of the organization increased to 34,717 by mid-1950. The convention in that year met at the Hotel Statler in St. Louis, Mo., on September 11. There were 303 delegates representing 136 local unions.

Up to this point the leadership of the union functioned with a minimum of personal conflict. As a matter of practice, the decisions of the General Executive Board were treated as unanimous decisions. In 1950, Vice-President Strunk began making decisions in his territory that were contrary to the Board's policy (on the matter of strikes, organizing, etc.). He left St. Louis on the day the convention opened sending the following message to Schoenberg:

From what I have been told from the G.E.B. and the meetings of the International Policy Committee,

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26 Ibid.
27 Voice, XIII, No. 7 (July 1950) p. 146.
29 Ibid., 229.
as well as from other sources since coming to St. Louis, it is apparent that I should leave in order to avert causing greater confusion in the convention by attempting to defend my actions during my tenure in office recently.30

This left two openings on the G.E.B. The other incumbent officers were reelected and the new members were Joseph Knapik and Lawrence Taub.31 These men were both long standing members of the union and both had served as General Organizers for a number of years. Knapik had come from a lime plant and Taub from an allied plant.32

1950-1952

The period 1950-1952 was one of continued growth but the UCLGWUU was bogged down by raids from other unions. In that period seven locals were lost to other organizations.33 In another instance a local union was reestablished at the state-owned cement plant in South Dakota but the company's officials would not deal with the union. Much money, time and effort were expended in this situation which never was successful.34

1952 Convention

The 1952 convention of the UCLGWUU met in Long Beach, Calif.,

30Ibid., 129.
31Ibid., 326-336.
32Ibid.
34Melvin Ferron, "State Socialism in the Cement Industry", Voice, XIV, No. 7 (July 1951) pp. 147-149.
on October 24. There were only 197 delegates, representing 99 of
the union's 219 local unions, present. The location of the con-
vention was considered responsible for the low attendance.
Despite the organizing problems of the preceding period, the
General Secretary-Treasurer was able to report a membership of
37,316 compared to 31,717 two years earlier.

In the 1950 convention a recommendation was made that the
General Executive Board develop a health, welfare and pension plan
for employees of the UCLGWIU. This plan was instituted shortly
after the convention. The 1952 convention ratified the plan after
some debate.

All incumbent officers were reelected in this convention.

1954 Convention

Despite the organizing activities between conventions there
was only a small gain by 1954. The General Secretary-Treasurer
reported a membership of 38,098 compared to the 37,316 reported
previously. When the Seventh International Convention met in
New Orleans, La. on October 18, 1954, there were 282 delegates
representing 130 of the union's 222 locals.

36Ibid., 86.
37Ibid., 305-323.
38Ibid., 351-358.
40Ibid., 365.
William Schoenberg, who was approaching his 75th birthday, confirmed his previously announced plans for retirement. By unanimous action the convention named him General President Emeritus of the UCLGWIU. A logical choice for Schoenberg's successor was Felix C. Jones, his assistant for more than six years. Jones was unanimously elected to the post and all other incumbents were returned to office.

1954-1956

In the period 1954-1956 Jones stepped up organizing activities so that by mid-1956 there were 40,749 members, an increase of almost 2,700 in two years. There were 238 active charters in mid-1956 compared with 220 in mid-1954. This period also witnessed the merger in the labor movement (See Chapter IX) and the UCLGWIU's active participation in the merger move.

1956 Convention

The Eighth International Convention met in Buffalo, N.Y. on October 15, 1956. It was the largest convention of the UCLGWIU with 321 delegates from 140 local unions present.

The retirement of William Pritchett, another pioneer in the union, was announced at this convention. A resolution making him

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41 Ibid., 123.
42 Ibid., 131-133.
43 Ibid., 309-316.
44 UCLGWIU, Proceedings, 1956, p. 75.
General Vice-President Emeritus was unanimously adopted. The convention approved a resolution increasing the number of vice-presidents from seven to eight. All incumbent officers were reelected along with J.D. Bradford and Victor Thomas. Bradford was a District Representative for District Council 5 for more than eight years and he served as an organizer prior to that. Thomas was the District Representative for District Council 1 for 17 years.\textsuperscript{46}

\textsuperscript{46}Voice, XX, No. 1 (January 1957) p. 5.
CHAPTER VI

ORGANIZATIONAL STRUCTURE

One would gather from his reading to this point that the United Cement, Lime and Gypsum Workers International Union is a democratic organization governed by a constitution and by-laws. A closer look at the structure of this organization will give us some insight to its government. In this chapter we will also review the financial status of this organization.

The General Office

Article 1, Section 3 of the Constitution of the UCLGWIU states that the government and superintendence of all district councils shall be vested in the general office as the supreme head of all such groups under its jurisdiction. Despite this broad statement the author has observed that the district councils and local unions enjoy a great deal of local autonomy.

In fact the General Office is merely a designation of the international office where the General President and General Secretary-Treasurer conduct their affairs. The powers noted in

1Unless otherwise noted the references in this Chapter are to the Constitution and By-Laws of the UCLGWIU, effective as of January 1, 1957. A copy of this document can be found in the Appendix.
Section 3 are not specifically assigned to either of these resident officers.

General Executive Board

Article 1, Section 2 enumerates the international officers, i.e., the General President, Eight General Vice-Presidents and a General Secretary-Treasurer. Article 3, Section 1 states that these men shall constitute the General Executive Board. That same section provides that:

... they shall have the power to grant charters for the purpose of organizing workers in cement, lime, gypsum and allied industries plants; the power to supervise, control and generally direct District Councils and local unions within its jurisdiction.

A meeting of the General Executive Board can be called by the General President or by the majority of the members thereof.

Article 3, Section 2 provides that the term of office shall be two years and Section 3 spells out the qualifications. These qualifications are (a) good standing membership in the International Union for at least five years, (b) employment in the cement, lime, gypsum and allied industries or by the union, (c) freedom from delinquency to the International, district or local, and (d) membership in a local union that had discharged its obligations to the International Union.

Section 3 provides that these officers are to be elected by secret ballot on the day previous to the last day of the biennial convention.
General President

Article 4 deals with the General President's duties. They are (1) preside at conventions, (2) chairman and member of the General Executive Board, (3) preserve order and cast deciding votes in the event of tie votes at conventions or board meetings, (4) enforce the laws of the International Union, (5) decide all questions of order and all constitutional questions, subject, however, to appeal to the General Executive Board, (6) conduct official correspondence, (7) act as editor of the official monthly publication, (8) act as chief organizer and have full control of all General Vice-Presidents and of all General Representatives, (9) appoint all convention committees, (10) act as official representative of the International Union in conventions of the AFL-CIO and (11) appoint additional delegates to these conventions as required.

General Vice-Presidents

Article 5 sets out the duties of the vice-presidents. These officers supervise the affairs of the international union in an assigned geographical region. The boundaries of these regions may or may not coincide with district council boundaries. Assignments are made by the General President and the General Executive Board. The author has observed a tendency for district councils to consider vice-presidents as being responsible only to a district council. On several occasions the subject of election of vice-presidents by district council has come up in the conven-
Vice-presidents supervise organizing campaigns, negotiate agreements, handle grievances and perform other related work.

**General Secretary-Treasurer**

The duties of the General Secretary-Treasurer are set out in Article 6. They include keeping records of Board meetings and International Conventions, publishing the proceedings of conventions and Board meetings, conducting correspondence not the responsibility of the General President, receiving all funds and keeping financial accounts. More about these duties will be developed under Finances.

**General Representatives**

The constitution mentions General Representatives under Article 4, Section 2. This section concerns the duties of the General President as organizer. The General Representatives are organizers but on occasion service local unions. They are appointed by the General President, with the approval of the General Executive Board, and are responsible to him. In practice, they work under vice-presidents in the field.

**International Convention**

The International Convention is the governing body of this organization but this is not specifically stated. It is the only body that can permanently alter or change the constitution.

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(Article 8, Section 2) and it is the highest agency for hearing appeals (Article 17, Section 13). Conventions are held biennially on the third Monday in October (Article 8, Section 1). No convention was held during World War II.

Each affiliated local union is entitled to two delegates for the first one hundred members or major fraction thereof, (Article 8, Section 3).

The author has observed that conventions are carefully planned and arranged. A report of the General Executive Officers (G.E.B. members) is prepared and submitted to the delegates for their approval or disapproval. Through his research the author has found that practically all important events have been covered in these reports. They make up the first part of the formal Proceedings.

The author has observed that all delegates are given committee assignments. These assignments are carefully planned with consideration given to experience, interests, section of country. If special controversial issues are involved, men of varying viewpoints are assigned. These practices were established by William Schoenberg in the conventions of the National Council.

Charges, Trials and Appeals

As in any social organization men will stray from the established or accepted norms of conduct. Depending on the offense, some form of punishment must be visited on the strayer. Articles 17, 18 and 19 deal with this problem.
Elaborate procedures in trying a person have been established. These procedures incorporate the usual constitutional guarantees of a fair and impartial trial, the right to face one’s accusers, etc. Appeals can be made from the local to the General President to the General Executive Board and finally the International Convention.

The offense of advocating or inaugurating secession from the union or advocating a dual movement can bring about immediate suspension or expulsion by the General President and General Executive Board (Article 19, Section 3).

**Finances**

Financial status is a determinant of the characteristics and activities of any organization. Article 9, Section 1 of the constitution states that the revenues of the union shall be derived from the sale of local supplies, collection of a per capita tax, initiation fees, reinstatement fees, fines, fees for Charters issued to District Councils or local unions, premium on bonds for all financial officers of District Councils or local unions, the income from the official monthly publication, interest on investments, and such special assessments as may be levied from time to time.

Very little income is derived from the monthly publication. No funds have ever been raised by special assessment. District Council and local union charters carry a fee of $25. (Article 11, Section 2 and Article 12, Section 1). Article 14, Section 2 pro-
vides for an initiation fee of $5. during an organizing campaign and a fee of not less than $10, nor more than $25, at other times. The minimum monthly dues are $3. and the per capita tax to the international is $1.25 (15 cents is earmarked for the welfare and pension plan for international employees). Other fees are also specified in the constitution.

Financial Reports

The books and accounts of the U.LGWIU have always been open to inspection. A policy of issuing monthly reports was instituted by Toney Gallo in 1937. The following statement appeared in his annual report:

Although our National Council constitution provides for making reports to the Executive Board only, monthly financial reports have been mailed to all affiliated unions, in order that they may check with this report, as to its correctness, and also for what purposes its funds are being spent.3

In that first financial report of 1937, receipts were shown as $4,918.68 while disbursements were only $1,890.64.4 The attitude of Gallo toward expenditures was reflected in remarks made at that convention. A motion was made that the delegates adjourn early on the second day to get to a ball game. Gallo objected since he felt the locals would object to spending their money in such a manner. The motion was amended to say that the

4Ibid.
delegates go at their own expense.\[^5\]

\**Financial Growth**

The International Union came into existence with only \$3,997.79.\[^6\] A per capita tax of 75 cents was adopted in 1939.\[^7\] In the 1956 convention the per capita was raised to \$1.25 (1948 - 87 cents, 1952 - \$1.10). The cash balance as of June 30, 1956 was \$263,317.79, and there were investments in government bonds amounting to \$210,000.\[^8\] In addition the International owns its own office building.

\**Salaries**

The 1939 convention established the following salaries:

- General President - \$4,800 per year
- General Secretary-Treasurer - \$4,200 per year
- General Vice-Presidents - \$3000 per year.\[^9\]

In 1956 these salaries were \$11,500, \$10,540 and \$8,630 respectively.

Salaries are set by the constitution in Article 4, Section 7; Article 5, Section 3; and Article 6, Section 7.

The author has found throughout his readings of convention proceedings that the report of the Committee on Ways and Means always arouses much debate. There has always been resistance to

\[^5\]Ibid., 13.
\[^7\]Ibid., 116.
per capita tax increases and salary increases.

**Strike Benefits**

The union's prime weapon in collective bargaining is the strike. Membership morale is a prime determinant of a union's strike power but strikes are not fought with morale alone. They must also be financed.\(^{10}\) The problem of financing strikes has been a matter of concern to the UCLGWIU throughout its history.

The first strike expenses were incurred in 1937 by the National Council.\(^{11}\) This amounted to $790.75 and it came from the general fund. The first constitution of the UCLGWIU provided for the payment of strike benefits from the general fund at the discretion of the General Executive Board.\(^{12}\) In the first two years of operation strike expenses amounted to $14,904.32 or 5.28\% of expenditures.\(^{13}\)

In the two-year period ending June 30, 1941, $102,047 was paid in strike benefits or 11\% of expenditures. These benefits were paid at the rate of $7.00 per week, and soon caused pressures to be exerted to seek to finance strikes by some other means.

The first steps toward a separate strike fund were taken in 1941. A resolution at the convention was passed calling for the

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\(^{13}\) *Ibid.*, 1941, 68.
establishment of a separate and voluntary strike fund. The United States' entrance into World War II and the union's subsequent no-strike policy pushed the issue of a strike fund into the background.

**Strike Fund**

The issue of a strike fund again came to the fore in the 1950 convention. Attempts to create a special strike fund were defeated. In the 1952 convention the issue came up again. A special night session was called to handle the subject. After much heated debate the whole matter was referred to the General Executive Board and a referendum of the membership.

Proposals for a strike fund were defeated in the referendum. The issue of establishing a strike fund again received much prominence in the 1954 convention. A Special Committee on International Strike Fund was established to handle the twelve resolutions on the subject. The issue was again side-stepped by the delegates for the substitute resolution finally adopted recommended another referendum. A recount of the vote showed 122 in

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14 Ibid., 215.
17 Ibid., 1952, 397-417.
18 Ibid., 1954, 60-66.
19 Ibid., 339-362.
favor and 119 against the resolution.

The referendum that followed defeated the plan to establish a strike fund. In 1956 a special voluntary strike fund was authorized by the General Executive Board. This fund helped finance some of the 1956 strikes and pointed the way toward a permanent strike fund.

The 1956 convention established a plan for a Permanent Voluntary Strike Fund to be financed by an initial payment of $4. per man plus $1. per month until a fund of $2,000,000 is built. Payments then stop and are resumed when the fund drops to $1,000,000. Participation is voluntary and participants only will benefit from the fund.

Death Benefits

Until health and insurance benefits were provided for in labor agreements, it was common for unions to provide death benefits for their members. These benefits are as old as the labor movement itself. In the first convention of the UGLWIU a resolution calling for death benefits was introduced.

Nothing came of this initial request but the demands for

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\[20\text{Ibid.}, 1956, 24-27.\]
\[21\text{Ibid.}, 15-18.\]
\[22\text{Ibid.}, 306-307.\]
\[23\text{Barbash, p. 146.}\]
\[24\text{UCLGWIU, Proceedings, 1939, p. 34.}\]
death benefits grew. In 1941 three resolutions on the subject were submitted. The matter was referred to the General Executive Board for study.25

Toney Gallo undertook a study of death benefits in other unions and submitted the results to the 1946 convention.26 The report showed that death benefits created more problems than the union could handle. The report was adopted.27 Future resolutions on the subject were not given serious consideration.

25 Ibid., 1941, 201-284.
26 Ibid., 1946, 101-110.
27 Ibid., 209.
CHAPTER VII

DISTRICT COUNCILS

Within the United Cement, Lime and Gypsum Workers International Union, there are sub-groups known as district councils. The by-laws concerning these district councils are contained in Article 11 of the International Constitution. The jurisdiction of district councils is determined and defined by the General Executive Board.\(^1\)

The councils formed naturally and spontaneously. The Eastern Conference Board was formed before the National Council. This was a natural gathering of local unions in the Lehigh Valley.\(^2\) This get-together was not formed as a governing body but it did give these inexperienced unionists a chance to exchange views and plan organizing drives among their neighbors.

The term "district council" was introduced to cement workers by William Schoenberg and was taken from the term used by the Carpenters' union.\(^3\)

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\(^1\)International Constitution and By-Laws, Art. 11, Sec. 3.


\(^3\)Interview with Felix C. Jones.
Functions

The functions of the district council are not set out in the international constitution. The author has observed that the primary function of the district council is to provide service to the local unions within a specific geographic area. This service is performed by a district representative who is elected by the delegates to district council conventions. This is more clearly brought out in a report of the Committee on Organizing in the Fifth International Convention:

Our International Union just cannot afford to maintain general representatives to service local unions on our present per capita tax. In other International Unions, local and district representatives take care of negotiations and grievances; organizers are maintained to organize the unorganized. This International Union is going to have to do the same if we expect to make any real headway in organizing new plants. 4

While servicing may be a prime function, Article 11, Section 5 of the International Constitution, provides that district representatives "organize unorganized cement, lime, gypsum and allied industry workers within their own territory."

Four of the district councils maintain offices that are used by the General Vice-Presidents in the territory. The International Union renders some financial assistance to those districts for the use of the office. 5 In earlier years, especially when the districts were being formed, financial aid from the

5 Ibid., 1956, p. 65.
International was common. The funds of the district are raised by per capita taxes that vary from district to district.

The following is a brief account of the origins, territories, representation and other pertinent information about the district councils.

**District Council No. 1**

District Council No. 1 was first formed in 1933 as the Conference Board of Cement Mill Employees of the American Federation of Labor. In February, 1938, the name was changed to Eastern Conference Board of United Cement Workers Affiliated with the American Federation of Labor. In 1939, it became the Eastern District Council of United Cement Workers and finally District Council No. 1 after the formation of the International Union.6

It covers a territory that includes the eastern part of Pennsylvania, New Jersey, New York City, Delaware and Maryland.7 The district maintains an office in Easton, Pennsylvania. Its staff includes a district representative and an executive-secretary-treasurer. At the end of 1956, this district had 28 affiliated locals and 6,521 members.8 One General Vice-President

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6 Thomas, pp. 4-5.

7 UCLGWIU, Proceedings, 1946, p. 22.

8 This and other membership data on district councils is from a special report in the files of the International Union. See map on p. 80 for geographical distribution of membership.
is assigned to this territory.

**District Council No. 2**

District Council No. 2 was founded in 1937. One of four locals in the state of Washington sent two of its members visiting the other cement locals. These efforts ended in a general meeting in Everett, Washington, on June 27, 1937. The activities of this group were confined to the state of Washington. It went under the name Washington State Council.

This state council type organization functioned well in the early days of the organization. Under a tripartite financial arrangement between the local unions, the National Council and the AFL, a full-time organizer could be maintained. The first such organizer was Mel Ferron from the local at Grotto, Washington. In May 1939, this group changed its name to the Northwestern District Council so that it could extend its activities to other states.

When this district became District Council No. 2, its territory involved only the states of Washington and Oregon. It now includes these states and Idaho, Utah, Montana, Wyoming.

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9 J. C. Forrest, "District Council No. 2", *Voice*, III, No. 9 (September 1940) p. 3.


11 Ibid.


and Colorado. It maintains a district office in Seattle, Washington, and has a staff of one district representative. In mid-1956, this district consisted of nineteen affiliated locals and 1,944 members.

**District Council No. 3**

District Council No. 3 started its existence as the California State Council in early 1938. One of its earliest objectives was a state-wide agreement in the cement industry. This district now covers California, Arizona and Nevada. It is composed of twenty-three locals and 3,940 members. One General Vice-President has supervision over the territory and the district employs one District Representative.

**District Council No. 4**

District Council No. 4 had its origin in Texas in early 1938. These locals were conscious of the benefits of cooperation in 1936, but, unfortunately, three of six locals were in the CIO. These locals came back into the AFL and they all got together in 1938 to form the Texas State Council of Cement Mill Workers and Allied Industries.

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16 James Thorp, "History of District Council No. 4", Voice, III, No. 11 (November 1940) p. 5. This article points out that a Texas local first wrote Wm. Green about a cement workers council in 1935. Thorp was first to retire under the International's pension.
It is interesting to note that the Texas locals, with the exception of the El Paso local, did not affiliate with the National Council until late 1938. They affiliated with the National Council only after William Schoenberg visited the leadership of these locals in conjunction with his attendance at the 1938 AFL convention held in Houston. After affiliation, the Texas Council became known the the Southwest District Council of Cement, Lime, Gypsum and Allied Industries.

This district now covers Texas, Arkansas, and Oklahoma (with the exception of the area around Bartlesville). The Vice-President of this territory supervises the southern area of District Council No. 7. This district has one representative and is composed of seventeen locals and 2,310 members.

**District Council No. 5**

District Council No. 5 had its foundations in 1936 when six local unions assembled in Birmingham, Alabama to form a Southeastern Conference Board. This first effort brought no lasting organization but after the National Council Convention of 1938 in Birmingham, a new interest was generated in the

18 Tharp, p. 5.
19 Several of the original Texas locals went over to the Stone and Allied Product Workers CIO and the El Paso local #10 went to the Mine, Mill and Smelter Workers.
southern locals. They got together again in March, 1939, and formed the Southeastern District Council. 21 Felix C. Jones was the first president of this group and in January 1940 he became a full-time representative of this district. William Pritchett, the long-time General Vice-President in charge of this territory, received his salary from this district prior to the formation of the International Union. 22

This district now covers the states of Alabama, Georgia, Florida, Tennessee, Louisiana, Mississippi, North Carolina and South Carolina. It maintains a staff of two district representatives and is supervised by one General Vice-President. There is an office in Birmingham, Alabama. Membership in mid-1956 was thirty-four locals and 5,960 members.

District Council No. 6

It may be surprising to note that District Council 6 was not formed until May, 1939. This group may not have been interested in a regional organization because, as Ray Williams suggests, they were so closely tied to the National Council. 23 Originally it was organized as the Mid-west District Council.

Today the district covers the states of Illinois, Iowa,


22 Ibid.

23 Ray Williams, "History of District Council No. 6", Voice, III, No. 12 (December 1940)
Indiana, Wisconsin, Minnesota, the upper peninsula of Michigan and the area around St. Louis, Missouri. This district has no office, but employs two full-time men, a district representative and an executive secretary-treasurer. The General Vice-President of this territory also has supervision over half the locals of District 7. Its membership comprises twenty-seven local unions and 6,467 members.

**District Council No. 7**

District Council No. 7 was the first to be formed after the international charter was issued. The first meeting of this group was held in Fredonia, Kansas, on April 2, 1940.

The area covered by this district includes states of Kansas, Nebraska, Missouri (except the St. Louis area) and the Bartlesville area of Oklahoma. It has one district representative and two General Vice-Presidents share in its supervision. The membership of this district consists of sixteen locals and 2,470 members.

**District Council No. 8**

District Council No. 8 was formed in September, 1940, in Catskill, New York. A preliminary meeting was held in May to lay plans for the new district council.

This district has an office in Catskill, N. Y., and employs

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24 *Voice*, III, No. 5 (May 1940) p. 3.
25 *Voice*, III, No. 10 (October 1940) p. 4.
one district representative. A General Vice-President shares his time in supervision between District Council No. 10 and this district. The territory of this district covers the New England states and New York (except New York City). The membership was comprised of twenty-three locals and 3,266 members in 1956.

**District Council No. 9**

District Council No. 9 was founded in June, 1942, at a convention in Columbus, Ohio. The area covered by this district includes the states of Ohio, West Virginia, western Pennsylvania, Kentucky and Michigan (except the upper Peninsula). The late start in forming this district coincides with the late start in organizing this area. Michigan, Ohio and western Pennsylvania were considered CIO strongholds by the time the International was chartered.

Organizing efforts in this area proved successful so that by mid-1956, the district had thirty-two locals and 5,081 members. The first Kentucky local was established in late 1956 with the organization of the last nonunion portland cement plant east of the Mississippi River. The district has no office but employs a district representative and an executive secretary-treasurer. It is under the supervision of one General Vice-President.

26 *Voice*, V, No. 7 (July 1942) p. 163.

27 Interview with Toney Gallo.

District Council No. 10

District Council No. 10 which covers the eastern part of Canada was chartered in June, 1949. A preliminary meeting of eastern Canadian locals was held a year earlier to prepare for the formation of this district.29 By mid-1956, its membership consisted of eighteen local unions and 2,338 members.

This district is under the supervision of a General Vice-President who also has supervision of District Council No. 8. It has a district representative and to maintain him, the International lends considerable financial assistance ($3,306 from 7/1/55 to 6/30/56).30

District Council No. 11

District Council No. 11 covers the territory of western Canada and was chartered in December of 1956. Because of a lack of membership, this district operated as the Western Canada Organizing Committee for two and one-half years.31 At its chartering, it was composed of seven local unions and 1,080 members. It is supervised by one district representative and the General Vice-President having supervision over District Council No. 2.

29UCLGWIU, Proceedings, 1950, pp. 31-32.
30Ibid., 1956, p. 65.
NEW MEMBER PACKET INSTRUCTIONS

"New Member Packets" are to be distributed by the local president in conjunction with the obligation and initiation of the new members.

The financial secretary should follow these instructions when preparing "New Member Packets:"

(1) Fill in information required on back of blue folder.
(2) Fold blue folder along the center crease.
(3) Insert in pockets the following:
   (a) Brief History
   (b) International Constitution and By-Laws
   (c) A More Abundant Life (leaflet)
   (d) Union Structure (leaflet)
   (e) Where Your Money Goes (leaflet)
(4) From the local union files add:
   (a) Copy of Labor Agreement
   (b) Local Union Constitution

---------------------------------------------------------------
(fill in, tear off, and mail)

ORDER BLANK

Felix C. Jones, General President
United Cement, Lime and Gypsum Workers International Union
3329 W. Washington Blvd.
Chicago 24, Illinois

Dear Sir and Brother:

Please send ___ sets of the "New Member Packet" to:

Name ___________________________________________ Local No. ___

Address ____________________________________________

City ___________________________ State ______________

Signature and title
UNITED STATES

EXPLANATION
BLACK = STATE DATA
RED = DISTRICT DATA
X = RESIDENCE OF REPRESENTATIVE
O = OFFICE

UNION DISTRIBUTION OF LOCALS AND MEMBERSHIP
12/31/56

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MAP NO. 119
CHAPTER VIII

ECONOMIC ADVANCES

Up to this point, we have discussed only the physical growth of United Cement, Lime and Gypsum Workers International Union. This organization would not have fared well if it had not accomplished something for its members. This chapter will be devoted to the activities that advanced the general welfare of the workers.

Before the National Council

In the period of time before the formation of the National Council, the various locals took steps to improve the conditions of their members. Of prime importance were the activities in hearings of the National Recovery Administration. Local 1824 sent James Pryde to Washington, D. C. to present the case of the cement workers in hearings on amendments to the code of fair competition for the cement industry. He had the help of John Frey of the Labor Advisory Board and W. C. Holden of the AFL Research Staff.

1 Much of this information was developed from interviews with the individuals involved.

These hearings were useful in establishing minimum rates and standard hours throughout the whole industry. While only a small minority of cement workers were organized, all cement workers were represented in these hearings and they had the backing of the AFL and its research facilities.

From January, 1933 to January, 1935, average hourly earnings were increased 32.7%, average weekly hours declined 9.8% and per capita weekly earnings were up 14%. The hearings resulted in a minimum wage of 40 cents per hour (30 cents in the south) and a normal work week of 36 hours.

While the industry fought efforts to raise wages or working standards, they were susceptible to the subtle pressures that organized labor could exert in the "New Deal" administration. Cement's prime market in this period of recovery was the large public works programs promoted and financed by the Federal Government.

Collective Bargaining

The first local unions organized began to bargain collectively with their plant officials at the outset. There was little opposition to the bargaining procedure since the companies operated under the NRA code. While a number of understandings were reached, no signed agreements resulted.

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4NRA Cement Code.
The first signed agreement is accredited to the present Local Union 24 (FLU #16457) at Zanesville, Ohio. This agreement consisted of an exchange of correspondence between the local union and the management of the Columbia Cement Division of the Pittsburgh Plate Glass Co. The correspondence outlined certain working conditions acceptable to both parties and was posted on the bulletin board of the plant on June 2, 1934. Local Union 23 is credited with the signing of the first formal agreement on March 6, 1935. Among the signatories was Felix C. Jones.

Under the National Council

By the time the National Council was formed, the economic status of the cement worker had risen greatly. In 1933, average weekly hours were 34.1, average hourly earnings were 46.7 cents and average weekly earnings were $16.55. In 1936, the hours were 38.5, hourly earnings 57.9 cents and weekly earnings $22.27. By 1937, thirty of the forty-four federal labor unions of cement workers had signed agreements with their employers.

In 1938, the Bureau of Labor Statistics made an analysis of the 47 cement agreements in its files. This survey showed

5H. P. Fisher, "History of Local No. 24", Voice, VII, No. 4 (April 1944) p. 84.
that only 11 agreements provided for the union shop and 13 provided for the checkoff. A grievance procedure was outlined in a majority of the agreements with 35 providing for arbitration. Only 14 agreements provided for final and binding arbitration.

**Seniority**

All but one of the 47 agreements provided for some seniority provisions. These provisions varied as to whether the seniority was plant-wide or departmental. Seniority was stringently adhered to in layoffs and rehiring and was relied upon in promotions. From his experiences, the author has found that there is often a great difference between contract provisions and actual practices. In practice, seniority is all important and the local unions preserve the stringent applications developed by custom even though the agreement provisions on seniority may be loosely formulated.

The subject of discharge was taken up in only 11 agreements and in each of these the company agreed to show reasonable cause.

**Hours and Overtime**

The eight-hour day and the forty-hour week prevailed in all agreements. Exceptions were noted in nine agreements. In three, the 48-hour week was allowed, and in six, the six-hour day and 36-hour week was permitted.

The overtime rate of time and one-half was standard in all agreements. There were double time provisions in some agreements. Layoffs to equalize overtime were not permitted in 31
agreements. Call-out pay, usually three hours, was provided in every agreement.

Other Provisions

Over 70 percent of the agreements provided for at least one week's vacation with pay. In thirty of the agreements, the union and employer agreed that all work customarily performed by the company in its own plant with its own employees shall continue to be performed by the company unless, in the judgment of the company, it could be performed more economically or more expeditiously otherwise. In each case, the contractor had to conform to the terms of the agreement.

Walsh-Healey Act

The Walsh-Healey Act provides that certain representations and stipulations shall be included in contracts let by the federal government. Some of these stipulations concern wages and hours. Labor has been a staunch supporter of this legislation.\(^\text{10}\) The UCLGWIU has been no exception.

In the early days of the National Council, the organization was very active in promoting the economic welfare of the workers through this legislation. The government throughout the late 1930's was letting a large number of contracts to supply cement

\(^9\)The Public Contracts Act, 41 USC 35-46. For a discussion of this law and text, see the BNA Labor Relations Expediter, LRX 241f and LRX 8301f.

\(^{10}\)Barbash, p. 249.
for dams and other public projects. The union by its appearance at hearings sought to have the best minimum wage prevail. It was instrumental in obtaining union standards in nonunion plants.11

Since 1939

In 1939, the average hourly rate of the cement worker was 70 cents and his average weekly earnings were $26.07.12 This compared to the average in all manufacturing of 64.4 cents and $24.50 respectively.13 In November of 1956, cement rates were averaging $2.08 hourly and $86.32 weekly, while all manufacturing averaged $2.03 hourly and $82.42 weekly.14

Similar data are not available for gypsum, lime and allied workers. Generally speaking, the author has found that wage increases in these industries are more influenced by local settlements rather than the cement settlements, but if cement settles at a high rate this has a tendency to raise settlements in other locals of the union. On the average, the rates in lime, gypsum and allied plants are lower than cement rates. Some organized limestone operations are still affected by minimum wage legislation.

11 Interviews with Felix C. Jones and Toney Gallo.


13 Ibid.

14 Employment and Earnings, III, No. 7 (January 1957) Table C-1. See Table III, p. 37 for historic development of hours and earnings in the cement industry.
<table>
<thead>
<tr>
<th>Year</th>
<th>Avg. wkly. earnings</th>
<th>Avg. wkly. hours</th>
<th>Avg. hrly. earnings</th>
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</thead>
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<tr>
<td>1932</td>
<td>$18.44</td>
<td>39.8</td>
<td>$0.44</td>
</tr>
<tr>
<td>1934</td>
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<td>1936</td>
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<td>1938</td>
<td>25.47</td>
<td>37.1</td>
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<td>1940</td>
<td>27.34</td>
<td>38.5</td>
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<td>1942</td>
<td>33.76</td>
<td>40.7</td>
<td>0.83</td>
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<tr>
<td>1944</td>
<td>41.19</td>
<td>44.8</td>
<td>0.92</td>
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<tr>
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<td>44.24</td>
<td>42.3</td>
<td>1.05</td>
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<tr>
<td>1948</td>
<td>51.76</td>
<td>41.9</td>
<td>1.31</td>
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<td>60.13</td>
<td>41.7</td>
<td>1.44</td>
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<td>67.72</td>
<td>41.8</td>
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<tr>
<td>1953</td>
<td>73.39</td>
<td>41.7</td>
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<td>75.71</td>
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<td>1.82</td>
</tr>
<tr>
<td>1955</td>
<td>78.85</td>
<td>41.5</td>
<td>1.90</td>
</tr>
<tr>
<td>1956</td>
<td>84.04</td>
<td>41.4</td>
<td>2.03</td>
</tr>
</tbody>
</table>

1Source: Bureau of Labor Statistics.
Throughout most local agreements of the organization, you will now find seven paid holidays, vacations with pay (one week for 1, 2 or 3 years of service, 2 weeks up to 15 years, and 3 weeks thereafter), health and welfare plans, pensions, overtime for sixth and seventh days of work as such, 2½ pay for holidays worked, strict seniority provisions, call-out pay (3 or 4 hours at time and a half), reporting pay (4 hours) and numerous other provisions to protect the security and tenure of the workers. ¹⁵

**Annual Wages**

The matter of guaranteed annual wages occupied the thinking of this union for many years. The author has come across penciled notes concerning bargaining matters that contained demands for a guaranteed annual wage. The notes predated the National Council.

In his report to the convention in 1946, Schoenberg made a special mention of this subject. ¹⁶ He made reference to the Latimer Report. ¹⁷ From that time on interest continued in the subject of guaranteed annual wages.

The author's first project on joining the staff of this union was to prepare a report on guaranteed annual wages. As

¹⁵ From the author's review of the contract files.
a result of this report, the International Policy Committee recommended that the matter not be made an immediate goal of the union but that the report should be published to let the employers know the thinking of the union. 18

**Strikes**

In order to achieve its economic goals, this union has had to resort to strikes on numerous occasions. Since its earliest days, the strike has been advocated only under grave circumstances. The author has found this attitude toward the strike to prevail throughout his research.

The method of declaring strikes is elaborately laid out in the International Constitution. 19 This is contained in Article 16, Section 2, and it has not substantially changed throughout the years. The method of declaring a strike may be summarized as follows:

(a) The local union votes to accept or reject the company's proposals.

(b) If rejected, the local can vote to strike.

(c) The strike vote is conducted by secret ballot and a three-quarter majority is required to carry the question.

(d) The issue involved must be discussed with the

19 Ibid., 1939, p. 145.
company again.

(e) The issue and all the details involved are then written up for review of the General President.

(f) Through a deputy he tries to bring about agreement.

(g) The issue is then submitted to the General Executive Board for a vote.

(h) Strike approval is then given if a majority of the Board votes for it.20

This procedure is condensed since in many instances a Board member is involved in negotiations and his recommendations for strike approval are submitted at the time the local requests sanction. Since the local is so vitally involved in this matter, there has been no industry-wide strike.

**Attitude Toward Strike**

Attitudes toward the strike vary from local to local and from district to district. In reading the various debates on developing a strike fund, the author has found that both extremes exist.21 Some locals are considered strike happy while others would rarely consider a strike. The report of the General President to the Seventh International Convention (1954) contains these remarks:

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20 *International Constitution*, Art. 16, Sec. 2.

21 See Chapter VI, pp. 67-68.
Some strikes are apparently unavoidable. A strike for any purpose more often involves great sacrifices and hardship to the workers and their families. Strikes generally occur as a result of serious tension in the employer-employee relationship, which has usually developed over a period of time. ... These kinds of situations require special and diligent attention ... it is our responsibility as ... leaders to apply ... all the facilities at our command to reach a settlement without the need of a strike. This almost invariably must be done afterward to settle a strike, for once a strike is on, regardless of its duration and cost in human misery, there is seldom complete abdication by either management or labor in the final adjustment. Thus, I believe, we should always exert ourselves to find an honest and just basis of settlement before, rather than after the strike occurs.22

Negotiations

One unique aspect in the collective bargaining procedures of this union, is the lack of company-wide, or industry-wide or area-wide bargaining.23 With the exception of one cement company bargaining is carried out on a plant by plant basis. One of the prime objectives of the union is to raise the scope of bargaining from the plant to the company.24

This situation has persisted because the companies involved have resisted bargaining on other than a local basis. The situation appears irrational at times since the locals meet in


23On the west coast a form of area-wide bargaining is practiced (Southern California and Washington).

joint conferences, and management is usually represented by the same individual in all negotiations.

In effect, bargaining becomes industry-wide, especially in the cement industry, since the major settlements are made on the basis of the pattern developed in one local settlement.

**Policy Determination**

The determining of issues for collective bargaining was a matter of local discretion during the early days of the federal labor unions. A Committee on Contracts was established in the 1937 convention of the National Council. This committee made recommendations concerning the uniformity of provisions in the labor agreements throughout the country.  

These efforts were permissive as is witnessed by this remark in a committee report:

> Your committee does agree that harmonious relationship with the companies having signed agreements ... is important in gaining uniform agreements. Your committee feels that we should, for the present, try not to disrupt this relationship by trying to force something that might possible prevent our future gain; ... .

It is the author's belief that this remark reflected a feeling of insecurity in the National Council's relationship in the AFL. A showdown with the companies may have jeopardized the

Council's application for a charter as an international union.

Regardless of the reasons, this permissive attitude continued. The need for broader cooperation was satisfied at the district level. The 1939 Committee on Agreements recommended a state-wide or regional approach to achieve certain contract terms.28

**International Policy Committee**

By 1946, there was much agitation for a more formal policy determination procedure. Eight resolutions were presented at the convention and half of these sought determination on the district level.29 The committee assigned these resolutions recommended that district policy boards and an international policy board be set up to determine collective bargaining issues.30

The General Executive Board met after the convention and set up a temporary committee along the lines recommended.31 It consisted of the Board Members and the business representatives of each district council. Policy determinations were made for the 1947 negotiations. Within the next year, several district councils set up policy committees.

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29 Ibid., 1946, pp. 364-368.
30 Ibid., 368.
31 The details of this transition are outlined in UCLGWIU, Proceedings, 1948, pp. 158-170.
Rules were established and approved by the 1948 convention.\footnote{Ibid.}

In general, these rules stated that the General President was to be chairman of the International Policy Committee, the IPC was to consist of the General Executive Board, and one district representative from each district. The District Policy Committee was to be made up of one representative from each local with the district representative as chairman. Matters decided at the district level were then brought before the IPC.

This was still a permissive organization. In 1950, District Council No. 1 did not participate in the IPC and at the 1950 convention, this district explained its lack of participation.\footnote{UCLGWIU, Proceedings, 1950, pp. 176-177.}

It was felt that the IPC would be ineffective since it had no means of enforcing policy. Despite the debate on this issue, the convention endorsed the activities of the IPC.\footnote{Ibid., 177.}

This convention also endorsed the IPC rule providing that one rank-and-file member from each district be represented on the IPC.\footnote{Ibid., 168.}

The IPC, its rules, procedure and existence, came up for serious debate in the 1952 and 1954 conventions. Debate on whether the policies of the IPC should be compulsory was hot in 1954.

Led by the delegates of the District Council No. 1, the question
of expelling locals for not conforming to policy was the main bone of contention. The advocates of this action lost out.

The author has observed, that without substantially changing the law or the rules of the IPC, bargaining procedures have been strengthened. The IPC has given the General Executive Board the right to make final determinations. The Board, in turn, has given the General President broad authority to direct negotiations. The General President then seeks a voluntary pledge of cooperation from the local unions. The response to this pledge has been excellent and the locals have already expressed a great deal of satisfaction with the procedure. This satisfaction may have come from the first settlement made under the procedure. In 1956, the cement industry granted 18 cents general wage increase and 3.5 cents per hour in fringes.

Goals

The goals of the UCLGWIU are numerous and include the usual trade union objectives such as the improvement and expansion of the objectives already achieved. The union shop is not included in many agreements and is consistently among the union's proposals. Supplemental Unemployment Benefits were studied and the union has adopted a plan, similar to the glass industry's, called a Supplemental Income Plan. This is among the 1957

37 Ibid., 1956, pp. 20-22.
proposals of the union.

The UCLGWIU is also seeking company-wide bargaining with the employers it deals with. The 1957 proposals contain a plan to rationalize wage structures throughout the industries it deals with. This rationalization calls for the bracketing of rates into approximately fifteen brackets with equal increments between the brackets. This rationalization also calls for the elimination of area differentials.

In 1958 the union will seek to improve its pension program. The average plan now pays a maximum of $63 a month. It is not tied in with Social Security and is based on a set amount per month for each year of service.
CHAPTER IX

A PART OF A WHOLE

Up to this point, it should be obvious to the reader that the United Cement, Lime and Gypsum Workers International Union maintained a close tie with the American Federation of Labor. Its relationship with other segments of the AFL and the labor movement in general were influenced by the relationship with the parent federation. It is the purpose of this chapter to review these relationships.

The AFL

The attitude of the UCLGWIU to the AFL is best expressed in this statement of William Schoenberg:

The paternal relationship holds good in our Trade Union Movement where we universally appreciate and cherish the good, old American Federation of Labor - the parent body of organized workers on the North American continent. It is only because the younger generation in our unions may not know and because the older ones may have forgotten, that we are endeavoring to relate the really great parental responsibility that the American Federation of Labor displayed in organizing, founding, guiding, safeguarding and building our great Movement.

He concluded with this remark:

As dutiful offspring, we cannot be too over zealous in manifesting our most loyal appreciation for the everlasting guidance and cooperation extended
by our good parent - the American Federation of Labor.\footnote{1}

This concept did not mean that the UCLGWIU assumed a subservient attitude to the parent body. If the leadership of the International felt that the policies of the AFL did not serve the best interests of the UCLGWIU membership, then these policies were not followed. Such conflicts arose in the matter of tariffs and basing point prices.\footnote{2} These were not basic issues and many other unions disagreed with the AFL policy on these matters.

\textbf{Other AFL Unions}

The attitude of cooperation developed toward the AFL applied also to other International Unions. At the first convention of the UCLGWIU, Schoenberg established the union's position on this matter. He reported that the new International was willing to enter "into an offensive and defensive agreement" with the pulp Sulphite Workers concerning overlapping jurisdiction.\footnote{3} This offer was at the same time extended to other international unions.

The policy of not getting involved in jurisdictional controversies with other AFL unions was established early in 1940

\footnote{1}{William Schoenberg, "The American Federation of Labor", \textit{Voice}, III, No. 9 (September 1940) pp. 1-3.}
\footnote{2}{See Chapter IV for union's policy.}
\footnote{3}{UCLGWIU, Proceedings, 1939, p. 20.}
by the General Executive Board.\(^4\) In 1941, the convention gave
the General President the full authority to handle relations
with other international unions.\(^5\) This practice was endorsed
since several local unions had left themselves open to raids
by flirting with other organizations.\(^6\)

Despite the efforts of cooperation, Schoenberg would vent
his wrath upon any union attempting to raid the UCLGWIU.\(^7\) In
1954, he reiterated the union's position with these remarks:

> I cannot help but strongly emphasize the con­tinuous need on the part of our officers and members, for eternal vigilance of our industrial jurisdiction. If we permit the dissipation or even the partition of this right, our union will eventually be eliminated.\(^8\)

By the same token, it was this union's policy to respect
other unions' jurisdictions and to refuse opportunities for
organizing other jurisdictions if they arose.\(^9\)

**City and State Organizations**

Within the organized labor movement, there are state and
local bodies directly affiliated with the national federation.\(^10\)

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\(^4\) *Voice*, III, No. 4 (April 1940) p. 5.
\(^6\) Ibid.
\(^7\) Ibid., pp. 311-314.
\(^9\) Interview with Felix C. Jones.
\(^10\) Barbash, pp. 53-55.
These organizations serve to bring local unions of various internationals together to discuss and solve local problems. At the state level, they are particularly concerned with state legislation. At the city or county level, these bodies are useful in solving local jurisdictional disputes, and in aiding serious strike situations.

The UCLGWIU, recognizing the usefulness of these bodies, included a provision in its constitution and by-laws (Art. 12, Sec. 15) that stated:

It shall be the duty of all local unions to affiliate with State Federations of Labor and Central Labor Unions where such bodies exist.

This matter was constantly brought to the attention of the local unions since many of them were lax in fulfilling this obligation.

The CIO

The Congress of Industrial Organizations found a sure enemy in the leadership of the UCLGWIU, particularly in its early years of formation. This early attitude was summarized in an article that appeared in the September, 1946 issue of the Voice. The article opened with the following statement:

There is no chapter in the history of the CIO

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11 Ibid.
dual labor movement more reprehensible than its vicious wrecking tactics. ... When the CIO just started on its infamous career, it sought to justify its actions in loud-mouthed syllables. ... 14

The article went on to review the history of interferences and raids by the CIO on the organized plants of the UCLGWIU. The Mine, Mill and Smelter Workers were singled out in particular. 15

This early attitude gradually toned down so that the UCLGWIU welcomed unity efforts and voiced its approval of these efforts. Schoenberg was even mildly critical of those union leaders who were not willing to cooperate in these efforts. 16

Unity

On June 9, 1954, the UCLGWIU was among the sixty-four AFL unions and twenty-nine CIO unions that signed the AFL-CIO No-Raiding Agreement. 17 The officers of the international union hailed the pact as the first step toward unity. 18

In 1955, Felix C. Jones, as General President, continued to cooperate in unity efforts. When the unity committees of the AFL and CIO came to agreement, Jones reported in this manner to

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14voice, IX, No. 10 (September 1946) pp. 283.
15Ibid.
16Voice, XVII, No. 7 (July 1954) p. 4.
18Ibid.
the membership: "... this great step toward the end of disunity in the American labor movement deserves full acclaim by our organization." 19

The organization followed its work with actions. On March 19, 1955, the officers of the UCLGWIU met with the officers of the United Stone and Allied Products Workers, the union in the CIO having some similar jurisdiction to the UCLGWIU. 20 The meeting was for purposes of discussing mutual problems of organizing and also to plan for cooperation in collective bargaining.

**The Merger**

The actual merger was hailed by the officers of the UCLGWIU with as much enthusiasm as were the preliminary steps. 21 The International was among the first to affiliate with the newly formed Industrial Union Department of the AFL-CIO. 22 The union became active in the activities of the IUD at the outset. Toney Gallo, a member of the IUD Executive Board, was appointed to a committee of this department to work out jurisdictional problems with the Building Trades Department. 23

Merger discussions were also begun with the Stone and Allied

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19 *Voice*, XVIII, No. 3 (March 1955) p. 3.
22 *Ibid*.
Products Workers. Despite the obvious benefits of such a merger to both organizations and especially to the much smaller SAPW, and despite the liberal concessions of the UCLGWIU, the merger discussions did not advance far. The subject matter is still open as far as the UCLGWIU is concerned.

Canada

Relationships with organized labor in Canada have always been good. Close cooperation was maintained between the UCLGWIU and other AFL unions in Canada since the first local was established in Canada. In early 1947 the UCLGWIU affiliated itself with the Trades and Labour Congress of Canada.

As the merger of the trade-union movement in the United States progressed, a similar move was being made in Canada between the TLC and the Canadian Congress of Labour. The UCLGWIU participated in these steps for a merger and continues its affiliation with the Canadian Labour Congress as the new organization is called.

Mexico

Late in 1953 correspondence was started with Sindicato de Trabajadores de la Industria del Cemento y Similares de la

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25 Interview with Felix C. Jones.
Republica Mexicana, the Mexican counterpart of the UCLGWIU. This correspondence was initiated through the efforts of Serin- fino Romualdi, the AFL Representative for Latin America. There was a mutual exchange of information, agreements and other documents with this union.

In 1954 and 1956 a representative of the Mexican organization was seated in the convention of the UCLGWIU as an accredited delegate. At the 1954 convention, J. Refugio Avelar, the General Secretary of the Mexican Union announced that his organization had changed its title to include the words lime and gypsum. He stated that it was done to bring the jurisdiction more in line with its northern neighbor.

In January 1956, Toney Gallo attended the convention of the Mexican union held in Mexico City. As a result of this visit a Pact of Friendship and Mutual Purpose was entered into by both organizations. While language is still a barrier, this relationship is expected to grow.

The Rest of the World

Whenever called upon the UCLGWIU was always willing to act as host to foreign trade-unionists visiting the United

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29 Ibid.
States.\textsuperscript{32} The interest in the trade-union movement of the world was emphasized in the General President's report to the 1948 convention.\textsuperscript{33} In that report Schoenberg noted that he hesitated in affiliating with the International Federation of General Factory Workers until the AFL clarified its policies on international affiliations but he did carry on a correspondence with the leadership of the organization.\textsuperscript{34}

When the AFL joined the International Confederation of Free Trade-Unions, the UCLGWIU affiliated with the General Factory Workers. This affiliation was discontinued in late 1953 since the UCLGWIU felt it could make its contribution to European workers through the AFL.\textsuperscript{35}

\textsuperscript{32}Interview with Felix C. Jones.

\textsuperscript{33}UCLGWIU, Proceedings, 1948, pp. 44-46.

\textsuperscript{34}Ibid.

\textsuperscript{35}General Executive Board action, October, 1953.
CHAPTER X

SPECIAL SERVICES

Up to this point, we have discussed the line functions of the union. While these may be the primary ends of the union, they are by no means the only activity of an organization. The UCLGWIU is no exception. Among the secondary activities of this union that assume some importance are the preparation of a monthly publication, the Voice of the Cement, Lime, Gypsum and Allied Workers; an education program; a research program; some political education and union label promotion.

The Voice

The monthly publication of the union is generally referred to simply as the Voice. The constitution of the organization provides that the International Union will publish an official monthly publication.1 The General President is designated as editor and he has sole responsibility for its publication.

Prior to the Voice, there was a publication put out by the National Council of Cement Workers. This was called the Cement Duster and only two issues appeared (January 20, 1937 and

1UCLGWIU Constitution and By-Laws, Article 7.
May 10, 1937). Both these issues were prepared by Toney Gallo, the Secretary-Treasurer of the Council.  

The first issue of the present magazine appeared in December, 1937 and was called the Voice of the United Cement Worker. It later became known as the Voice of the Union Cement, Lime, Gypsum and Allied Worker. In the years that followed, the publication grew in size and improved in format under the editorship of William Schoenberg. These efforts for improvement brought recognition from the labor press. The November, 1952 issue of the Voice was selected as the second award winner in class 2-a (best front cover, artistic excellence and magazine format) by the International Labor Press of America.  

Under its present editor, Felix C. Jones, the Voice has kept the basic format developed by William Schoenberg. He has added new features including a series of feature articles on the history of the labor movement. This series won an award from the International Labor Press Association, i. e., a first award for "Best Feature Article."  

3Ibid., 8.  
4Voice, XVI, No. 10 (October 1953), inside front cover.  
While the General President is the editor and fully responsible for the publication, the magazine is reviewed by the Committee on Voice established at each convention. This committee reviews past issues of the publication and makes recommendations concerning future publications.

Education

While the UCLGWIU had passively agreed with the educational activities within the labor movement, it did not take an active interest in these activities until 1948. The only interest shown that year was the appointment of a committee on Legislation and Education. This committee made no recommendations concerning education.

In 1952, the General Executive Board gave serious consideration to the matter of training local union officers and stewards as well as other labor education programs. This matter was brought to the attention of the membership in the Board's report to the convention. To highlight the Board's attitude, a committee was appointed at the convention to deal solely on matters of education.

This committee called for (1) measures to strengthen the steward system, (2) training of local officers and stewards

7See UCLGWIU, Proceedings, 1941-1956.
8UCLGWIU, Proceedings, 1948, p. 123.
9Ibid., 1952, p. 59.
and (3) supplying of new members with basic data on the union. The development of necessary programs was generally left in the hands of the General President.

Schoenberg turned over the responsibilities to his assistant, Jones, who immediately began to develop a program. The General Executive Board cooperated on the project, especially Ferron, who had a great interest in educational activities. By October, 1953, a complete program was developed. This program consisted of three phases:

1) **The New Member Packet** - This is a folder with appropriate printing on the outside and two pockets on the inside. The pockets are used to carry useful leaflets and booklets that will aid the new member. It is given to the member when he is initiated into the union.

2) **A Manual for Use of Local Union Officers and Stewards** - This is a booklet based on the usual steward's manual, but designed to fit this union's needs.

3) **The Steward Training Program** - This is a formal eight lesson program adapted from the program

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10 Ibid.

11 For more details on this program, see *Voice*, XII, Nos. 7, 8 and 9 (July, August and September 1953) and *UCLGWIU, Proceedings*, 1954, pp. 44-50. A copy of items 1 and 2 can be found in the Appendix.
of the Pulp, Sulphite and Paper Mill Workers and
the International Brotherhood of Paper Makers.12

These programs have been well received within the Interna-
tional Union as well as within the labor movement and outside
of the labor movement. While the programs have been revised,
they have undergone no substantial change since their inception.

Research

The research activities of the union were limited prior to
the time that Felix Jones became Assistant to the General
President in 1948. The interest for research materials was
always present, and the union leaned heavily on the AFL Research
Department for material to be used in collective bargaining
and in hearings before government bodies.

In 1944, the General Executive Board did commission a pri-
vate research organization, National Labor Bureau, to prepare
a detailed survey on the Portland cement industry. This report
aided in the future negotiations with the industry. Schoenberg
also gathered financial information on the companies by sub-
scribing to Moody's Industrials and occasionally picking up
a Dun and Bradstreet Report.

When Jones became Schoenberg's assistant, he began active
work on several research projects. It must be remembered that

12George W. Brooks and Russell Allen, "Union Training Pro-
gram of the AFL Paper Unions", Monthly Labor Review, 74, No. 4
Jones' job in the cement plant was that of a laboratory worker. No doubt this training gave him the proclivity for research. One of his first projects was an analysis of wage and contract data.  

To aid in research and training matters, the author was employed by the union in September, 1952. Files are maintained on contracts, industry data, prices, health and welfare plans, pensions, industrial relations matters as well as other useful information.

In 1956, a Field Manual was developed for the field staff. This manual is prepared in loose leaf form and contains research material of use to men in the field. Revisions and additions are made periodically.

**Political Education**

The political education program of this union has been limited throughout its history. By political education, the author refers only to partisan politics. In the chapters on Economic Advances and Miscellaneous Policy, there are numerous indications that this organization has been actively interested in legislative matters particularly those matters directly affecting its membership.

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14Ibid., 20.
15UCLGWIU, Proceedings, 1956, p. 3.
In reading the Voice, speeches of the leaders, proceedings of conventions and in private conversations, the author finds a strong trend toward the Democratic Party. The thinking of the leadership is summed up in this statement of George Meany, "We find that we get support for the things we are interested in more from the Democrats than we do from the Republicans." 16

A show of partisanship appeared in the Voice on the October, 1940 issue. The front page of that issue carried a picture of F. D. Roosevelt and a sub-heading announcing that William Schoenberg urged the re-election of F. D. Roosevelt. 17

The article on the first page opened with this paragraph:

For the first time since this monthly mouthpiece of the cement, lime and gypsum workers was issued your General President and Editor will transgress upon an important political subject matter. Although fully adhering in political matters to the wise, non-partisan policies of the American Federation of Labor, we are also in accord with the Federation's policy of "rewarding your friends and defeating your enemies." 18

Actually that was the first and last time the Voice carried such an article. Since that time, political material in the Voice has consisted primarily of releases by Labor's League for Political Education and subsequent to the merger, the Committee on Political Education (COPE).

17 Voice, III, No. 10 (October 1940) p. 1.
18 Ibid.
The public utterances of the leaders are not the only indications of political interest. In the 1948, 1952 and 1956 conventions of the organization, the Democratic candidates for the Presidency and Vice-Presidency were unanimously endorsed by the delegates present.\(^{19}\)

The political interests of the union were thoroughly aroused with the passage of the Taft-Hartley Act in 1947. The General President's report to the 1948, 1950, 1952 and 1954 conventions made a special issue of Taft-Hartley with particular emphasis on the political implications behind the law.\(^{20}\)

This union has cooperated in many ways with LLPE and COPE. This cooperation involves the preparation of local union mailing lists, invitations to speakers, publishing of articles in the Voice and the publicizing of appeals for funds. These activities are only one indication of this union's whole attitude of cooperation with other segments of the labor movement.

**The Union Label**

Early in its history, the UCLGWIU affiliated with the Union Label Trades Department of the AFL.\(^{21}\) The union was vitally interested in getting the union label on the products it produced.


especially since the users of these products were primarily members of the building trades' unions. The companies did not appear interested in this matter and in 1941 there were only nine union label agreements in effect. 22

While the union's interest in union label activities continued, the demand for the label on the products of the UCLGWIU did not increase. An attempt was made in 1952 to have the Union Label Trades Department step up its promotional activities. Since the request brought no action, the General Executive Board decided to pay a per capita tax to the Department on the membership producing union labeled products. 23

This subject remains in a similar status today. There were fifteen union label agreements in effect at the end of 1956 and the majority of these were in the Pacific Northwest. 24 The organization pays a per capita tax on its full Canadian membership to the label department of the Canadian Labour Congress. 25

22 Ibid.
25 Ibid.
CHAPTER XI

CONCLUSION

The history of the United Cement, Lime and Gypsum Workers is interesting in many respects. We have seen how groups of workers spontaneously organized under the pressures created by prolonged unemployment. These first organizations preceded the union encouraging legislation of the New Deal.

Unfortunately, these first groups had little or no knowledge of the techniques of organization and the American Federation of Labor was not equipped to step into the picture. Fortunately, there were many individual leaders in the AFL who had the foresight to encourage these early organizational attempts.

The situation of the cement workers was not unique. There were many other workers in other industries wanting to become part of the organized labor movement. The schism that developed in the movement as a result of these pressures had little or no effect on the cement workers since the close friends and advisors of the organized cement workers stood staunchly behind the majority decisions of the AFL.

The split in the labor movement did indirectly give some impetus to organizing efforts of cement workers. The National Council was organized to satisfy the desires of the cement
workers and at the same time satisfy the opponents of a cement workers industrial union in the AFL.

The encouragement of the top leadership of the AFL was noted in the assignment of organizers and the extension of the jurisdiction of the National Council. By 1939, the National Council proved itself to be a self sustaining organization to the satisfaction of the AFL's Executive Council. As a result an unrestricted industrial charter was issued to the new international union.

The organizing progress of the international union is unique in many ways. Plants, especially those of the cement industry, are scattered throughout the North American continent particularly in small communities. These plants employ an average of 175 to 200 workers and despite these relatively small units a vast majority are organized. To a great extent, the district council system of the union aided in this growth.

The international union has also concerned itself with the economic status and working conditions of its members. Throughout the years it has achieved wage gains, holidays, vacations, pensions, insurance plans, a strict seniority system, etc. While these gains were not achieved without strikes, there never has been an industry-wide strike. The reason for this may be that bargaining is carried out, for the most part, on a local basis.

Structurally the organization is solidly built on democratic
principles. Membership is open to all workers in the jurisdiction of the union. The convention is the governing body and it meets biennially. In the interim the organization is governed by the General Executive Board. Members are protected by a system of trials and appeals.

Throughout its history the union acted as a part of a whole and was usually anxious to cooperate with the other segments of the labor movement. A bitter feeling existed toward the CIO but this gradually died down so that the union was a strong supporter for unity in the labor movement.

In general, the union followed a business-like and pragmatic course of action throughout its history. It supported the employers in the face of opposition from "friends" when it felt that support would be good for the membership. While interested in education, it would not undertake an educational program until it was wise to do so financially. The education program adopted was one concerned with immediate union problems.

This business-like attitude is probably responsible for the solid, stable and strong organization that exists in 1957. Despite its size the United Cement, Lime and Gypsum Workers International Union has won the respect of those who deal with it in and out of the labor movement.
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IV. OTHER


You have joined the only International Union exclusively composed of Cement, Lime, Gypsum and Allied Industries Workers.
Regular Meetings of Local ............... are held:

<table>
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<th>Dates:</th>
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Principal Local Union Officers are:

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<td>Vice-Pres.:</td>
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<td>Department Steward:</td>
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<td>Grievance Com. Chairman:</td>
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**Attend Local Union Meetings Regularly!**

*Study Your Working Agreement*

*Read “VOICE” Every Month*

*Study the International Constitution and Your Local By-Laws*

**Be Loyal To Your Union • It Is Your Most Valuable Investment and Advocate**

*Take Up Questions About the Union With An Officer or the Steward of Your Local*

*Contact Your Steward About Any Questions Arising From the Working Agreement*
NEW MEMBER PACKET INSTRUCTIONS

"New Member Packets" are to be distributed by the local president in conjunction with the obligation and initiation of the new members.

The financial secretary should follow these instructions when preparing "New Member Packets:"

(1) Fill in information required on back of blue folder.
(2) Fold blue folder along the center crease.
(3) Insert in pockets the following:
   (a) Brief History
   (b) International Constitution and By-Laws
   (c) A More Abundant Life (leaflet)
   (d) Union Structure (leaflet)
   (e) Where Your Money Goes (leaflet)
(4) From the local union files add:
   (a) Copy of Labor Agreement
   (b) Local Union Constitution

ORDER BLANK

Felix C. Jones, General President
United Cement, Lime and Gypsum Workers International Union
3329 W. Washington Blvd.
Chicago 24, Illinois

Dear Sir and Brother:

Please send ____ sets of the "New Member Packet" to:

Name ___________________________________________ Local No.____
Address __________________________________________
City ___________________________ State _____________

Signature and title
CONSTITUTION and BY-LAWS of the
United Cement, Lime and Gypsum Workers International Union

Affiliated with the American Federation of Labor and Congress of Industrial Organizations
Canadian Labour Congress

Revised and Adopted Eighth International Convention
Effective January 1, 1957
PREAMBLE

Believing that the rights of those who are dependent upon employers of labor for their economic existence can be safeguarded only by united efforts through voluntary organizations which make possible greater equality in bargaining strength and believing that such workers should exercise their rights of citizenship intelligently, acting along cooperative, economic and social lines, and

Believing that natural resources and means of production and distribution should serve the general welfare of society, by providing opportunities for all members of society, to serve under conditions that are conducive to happiness and security, permitting the individual to exercise his rights as a citizen, his duties as a member of the community in which he lives and his privileges as a free man, and

Believing that the best interests of the workers can be better served by collective action and expression on all matters concerning industry, economics and society;

The United Cement, Lime and Gypsum Workers International Union does, therefore, pledge itself to labor unitedly in behalf of the principles herein set forth, to perpetuate our organization on the basis of solidarity and justice, to expound its objects, to labor for the general adoption of its principles, and to consistently endeavor to bring about a higher standard of living for the members of our organization.
CONSTITUTION
of the
UNITED CEMENT, LIME AND GYPSUM WORKERS INTERNATIONAL UNION

ARTICLE 1—GENERAL OFFICE

Section 1—Name and Location

This organization shall be known by the title and name of the United Cement, Lime and Gypsum Workers International Union, and its principal office and headquarters shall be permanently located in the City of Chicago, Illinois.

Section 2—International Officers

The International Officers shall consist of a General President, First General Vice President, Second General Vice President, Third General Vice President, Fourth General Vice President, Fifth General Vice President, Sixth General Vice President, Seventh General Vice President, Eighth General Vice President and a General Secretary-Treasurer.

Section 3—Government

The government and superintendence of all district councils and local unions shall be vested in the general office as the supreme head of all such district councils and local unions under its jurisdiction. To it shall belong the authority to determine the customs and usage in regard to all matters relating to
CONSTITUTION
of the
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the workers in the cement, lime, gypsum and allied industries.

Note: Throughout this Constitution and By-Laws, the abbreviated form (A) International Union; (B) District Councils stands for; (a) United Cement, Lime & Gypsum Workers International Union; (b) State or Territorial Councils.

ARTICLE 2—OBJECT

Section 1—Organizing

With the Preamble as our declaration and as our watchword, we will strive to organize all workers employed in the cement, lime, gypsum and allied industries of the North American Continent. We will penetrate every territory hitherto unorganized wherever such workers are and we will proceed to wage a militant campaign for our rights in these basic industries.

Section 2—Equality

Regardless of creed, color, nationality or sex, every worker employed in cement, lime, gypsum and allied industry plants must become an integral part of the International Union. To this end we propose to educate our members against the practice of discrimination. Our organization will render its support and show its solidarity with all workers in their endeavor to organize other industries.

Section 3—Legislation

To secure equitable old-age pensions, workmen’s unemployment insurance and health insurance, and to amend and improve legislation in the present workmen’s compensation laws, and to amend and enact such other legislation as will be beneficial to our members and other labor organizations.

Section 4—Wages and Hours

To increase the wages of individual classes and improve the working conditions of our members; strive for a uniform agreement, the establishment of the six hour day and five day week by legislation and by true collective bargaining.

ARTICLE 3—ELECTIVE OFFICERS

Section 1—General Executive Board

Elective officers of the International Union shall consist of a General President, First General Vice President, Second General Vice President, Third General Vice President, Fourth General Vice President, Fifth General Vice President, Sixth General Vice President, Seventh General Vice President, Eighth General Vice President and a General Secretary-Treasurer, who shall constitute the General Executive Board, and they shall have the power to grant charters for the purpose of organizing workers in cement, lime, gypsum and allied industries plants; the power to supervise, control and generally direct District Councils and local unions within its jurisdiction.

A meeting of the General Executive Board can be called by the General President or by the majority of the members thereof.

Section 2—Term of Office

The term of office for the International Officers shall be for two years, and they shall
Art. 3

take office on January 1st following the close of the International Convention.

Section 3—Qualifications

The qualifications of candidates for offices in the International Union shall be: (a) Membership in good standing of the International Union for a period of at least five years and be actually employed by a local union or a combination of local unions or be actually employed in a Cement, Lime, Gypsum or Allied industry plant or by the International Union, or District Councils.

(b) Freedom from delinquency of any nature to the International Union, District Councils or to his own local union.

(c) Membership in good standing in an affiliated local union which has paid per capita tax and discharged all of its financial obligations to the International Union.

All elective officers shall be nominated and elected the day previous to the last day of the biennial convention of the International Union. These nominees shall be selected from those entitled to a seat in the International Convention and from among the elective International Officers. All elective officers shall be elected separately by secret ballot, and it shall require a majority of all votes cast to constitute an election. If more than two delegates are nominated for any one office the candidates receiving the lowest number of votes shall be withdrawn each time until an election takes place.

All officers shall be installed according to the installation ceremony contained in the Official Ritual of the International Union.

Section 4—Filling of Vacancies

In cases of vacancies occurring in any office of the International Union, the General Executive Board shall have the power to fill the unexpired term of such office.

ARTICLE 4

DUTIES OF THE GENERAL PRESIDENT

Section 1—General Duties

The General President shall preside at all Conventions. He shall serve as Chairman and as a member of the General Executive Board. He shall preserve order and in all cases where the vote is equally divided at a convention or at a meeting of the General Executive Board, he shall cast the deciding vote. He shall enforce the laws of the International Union; he shall decide all questions of order and all constitutional questions, subject, however, to appeal to the General Executive Board. He shall conduct the official correspondence pertaining to the International Union, and act as chief editor of the official monthly publication, with such assistance as he may deem necessary.

He may deputize general officers or members of the International Union in good standing to perform any of the duties of his office, except that during his absence from general headquarters he shall, if he deems it necessary, designate one of the General Vice Presidents to exercise the authority of his office.

Section 2—Chief Organizer

The General President shall be the Chief Organizer of the International Union, and shall have full control of all General Vice
Art. 4

Presidents and of all General Representatives. He shall provide suitable literature for organizing purposes, and have the authority, when conditions warrant, to appoint general representatives and assign them to such districts, territories or localities, and for such particular terms and duties as shall be for the best interest of the International Union, at a weekly salary of not more than $130.20 and hotel, traveling and other expense allowances specified by the General President and the General Executive Board; all of which, however, shall be subject to approval of the General Executive Board. Each week General Representatives shall file with the General Office a full report upon their daily activities and an itemized expense account. Copies of such weekly activity reports shall be mailed to the respective district council office or secretary thereof.

Section 3—Convention Committees

The General President, with the approval of the General Executive Board, shall appoint all convention committees.

Section 4—Visiting District Councils and Local Unions

Should any District Council or local union be involved in any trouble and in all cases where a grievance is submitted to the General Executive Board, the General President shall visit said District Council or local union in person or by deputy.

Section 5—Report to the General Executive Board

Whenever the General President submits through correspondence any question to the members of the General Executive Board for their decision, he shall notify the members of the General Executive Board and all other parties interested in the decision of the General Executive Board immediately upon receipt thereof.

Section 6—Conventions, AFL-CIO

The General President shall act as the official representative of the International Union in conventions of the AFL-CIO. By virtue of his office he shall head the International delegation. In the event the General President is unable to attend, the General Secretary-Treasurer shall be in charge of the delegation.

The General President shall appoint the additional delegates up to the required number, from the district or territory in which said convention is to be held, or from such territory that happens to be vitally affected by coming events in the Convention.

Section 7—Salary of the General President

For the faithful performance of his duties, the General President of the International Union shall receive a weekly salary of $221.15 and shall receive properly itemized weekly expenses while away from office or home.

ARTICLE 5

DUTIES OF GENERAL VICE PRESIDENTS

Section 1—Territorial Supervisors

The General Vice Presidents shall exercise supervision over all affairs of the International Union in such territories as may be decided
upon by the General President and the General Executive Board which may be for the best interest of the International Union.

Section 2—Reports and Expenses

All General Vice Presidents shall report upon their activities through the official monthly publication. Each week they shall file with the General Office a full report upon their daily activities and an itemized account of their expenses. Copies of such weekly activity reports shall be mailed to the respective district council office or secretary thereof.

Section 3—Salaries

For the faithful performance of their duties, the General Vice Presidents shall each receive a weekly salary of $165.90, and shall receive properly itemized weekly expenses while away from office or home.

ARTICLE 6
DUTIES OF GENERAL SECRETARY-TREASURER

Section 1—Record Proceedings

The General Secretary-Treasurer shall be the Secretary and keep correct records of all meetings of the General Executive Board and of all conventions of the International Union.

He shall cause the proceedings of all conventions to be published, and mail a copy thereof to each delegate and to each affiliated local union as soon as possible after adjournment.

He shall cause the proceedings of General Executive Board meetings to be published, and mail copy thereof to each affiliated local union.

He shall conduct all correspondence in the name of the General Office except correspondence dealing with the duties and responsibilities of the General President, and be subject to the direction of the General President and the General Executive Board.

Whenever necessary he may visit any District Council or local union for the purpose of instructing the officers in the performance of their duties.

He shall have general supervision of the business of his office and upon request of the General President or by the General Executive Board shall submit his books of accounts together with all papers, files, documents, etc., in his possession for inspection.

Section 2—Receive All Funds

The General Secretary-Treasurer shall receive all funds paid to the International Union from all sources. He shall keep a systematically arranged book account between the General Office and each local union, and the subscription list of the official monthly publication.

He shall publish a monthly itemized account of all receipts and expenses, and a monthly review statement showing in detail all financial transactions between the General Office and all local unions.

Section 3—Audit of Books of District Councils and Local Unions

The General Secretary-Treasurer may audit the books of any District Council or local
union either in person or through deputy whenever, in his opinion, such an audit is advisable. He may from time to time appoint, with the approval of the General President, such auditors as may be necessary to carry on this work.

Upon demand therefor, by the General Secretary-Treasurer the offices of any District Council or local union shall forthwith surrender and turn over to the General Secretary-Treasurer or his deputy whom he may designate, all books, vouchers, bills, receipts and records of such District Council or local union. Any officer of any District Council or local union who refuses to comply with the provisions of this section shall be liable to suspension by the General Executive Board.

Section 4—Deposit of Funds

All monies received by the General Secretary-Treasurer shall be deposited in a bank of sound financial standing selected by the General Executive Board, in the name of the International Union. All such deposits shall be subject to withdrawal by checks signed by the General Secretary-Treasurer, and countersigned by the General President or the representatives authorized by both General Officers in charge of the General Office.

Section 5—Office Help

The General Secretary-Treasurer shall employ such help and assistance as may be necessary to perform efficiently the work of his office, subject to the approval of the General President.

Section 6—Auditing Reports and Closing of Accounts

All financial accounts of the International Union shall be audited semi-annually by a competent Certified Public Accountant selected by the General Executive Board. The General Secretary-Treasurer shall submit a financial report to the International Convention for inspection by the Auditing Committee. All accounts of the International Union shall be closed on June 30 of each year.

Section 7—Salary

For the faithful performance of his duties, the General Secretary-Treasurer shall receive a weekly salary of $202.70, and shall receive properly itemized weekly expenses while away from office or home. He shall give bond for the faithful performance of his duties in the sum of $25,000.00 to be approved by the General Executive Board, same to be paid for by the International Union.

ARTICLE 7
OFFICIAL MONTHLY PUBLICATION

Section 1—Editor

The International Union shall publish an official monthly publication to be known as the "VOICE OF THE CEMENT, LIME, GYPSUM AND ALLIED WORKERS" which shall be edited by the General President and published at his office. The official monthly publication shall be mailed in bundle form to the officer or member designated by each affiliated
local union, and who shall be responsible to
the General Office for the proper and faithful
distribution to each member of his local union.

Section 2—Outside Subscription and Finance

Outside subscription to the official monthly
publication shall be at the rate of $3.00 per
annum, payable in advance to the General Sec­
retary-Treasurer. Any revenue received from
subscriptions, or other sources, shall be paid
to the General Secretary-Treasurer and shall
be included in the general funds of the Inter­
national Union.

Section 3—Expenditures

All expenses and bills incurred by the issu­
ing of the official monthly publication are
chargeable to the International Union and
shall be paid from the General fund by the
International Union.

Section 4—Contents

The official monthly publication shall be
edited in a manner that will promote the inter­
ests and welfare of the International Union
and the Labor movement in general.

The General President, in his capacity as
the Editor, shall be subject to the supervision
of the General Executive Board. He shall
decide upon all matters for publication in the
official monthly publication, except that no
matters that are sectarian in religion or par­
tisan in politics or discriminatory against any
local, district, section, or person shall be pub­
lished therein.

ARTICLE 8

CONVENTION AND REPRESENTATION

Section 1—Time and Place

The convention of the International Union
shall be held biennially commencing the third
Monday of October, at 10:00 A. M., at such
place as may be designated at the preceding
convention.

Section 2—Constitutional Amendments

This constitution can be amended or altered
only at a regular session in the International
Convention, or, between conventions, by refer­
endum ballot as provided in Article 20, and to
do so shall require approval by a two-thirds
majority vote.

Except as provided in Article 20, all propo­
sitions for the changing or amending of the
International Constitution and By-Laws must
originate either from the General Executive
Board or be recommended by an affiliated local
union in good standing with the International.
Such changes or amendments shall be sub­
mitted under the seal of the local union to
the General Secretary-Treasurer at least thirty
(30) days prior to the convening of the Bien­
nial Convention.

No other recommendations or suggestions
for the changing of the International Consti­
tution shall be acted upon in the convention.
All changes or alterations in the constitution
made in the Biennial Convention shall become
effective January 1st following the close of the
convention.
Section 3—Representation

Each affiliated local union shall be entitled to two (2) delegates for the first one hundred (100) members or less; and it shall be entitled to one (1) additional delegate for each additional one hundred (100) members or major fraction thereof, based upon a twelve-months’ average of actual members in good standing previous to August 1st of convention years. Representation of Local Unions organized thereafter shall be based upon the monthly average of actual members in good standing.

Local Unions shall not be entitled to representation in the convention unless their per capita tax has been paid up to and including the month of August of each convention year and free from indebtedness to the International Union.

Section 4—Vote of Delegates

If a roll-call vote is demanded by a majority of the delegates present, each local union represented in the convention shall be entitled to two (2) votes for the first one hundred (100) members or less and one (1) additional vote for each additional one hundred (100) members or major fraction thereof, based upon membership as determined in Section 3.

Section 5—Expense of Delegates

All expenses of delegates to the convention of the International Union shall be defrayed by the local unions. All other convention expenses shall be borne by the International Union.

Section 6—Convention Call and Credentials

The General Secretary-Treasurer shall on or before June 1st of convention years mail to all affiliated local unions an official Convention Call and shall furnish sufficient credentials in duplicate. The duplicate must be forwarded to the General Secretary-Treasurer and the original is to be presented to the Credentials Committee at the convention. Credentials must bear the local union seal.

Section 7—Roll of Delegates

The General Secretary-Treasurer before the convening of the convention shall prepare a roll of delegates elected, and place thereon the names of the delegates elected, as certified by the recording secretary of the affiliated local union. In case of contest, the names of the parties claiming election shall be submitted to the Credentials Committee for investigation and report to the convention.

Section 8—Eligibility of Delegates

No member of a local union shall be eligible for election as a delegate or alternate delegate unless he shall have been a member in continuous good standing in such local union for at least six (6) months; is actively employed within its jurisdiction or by the International, District Council or local union; has attended a majority of the local union meetings six (6) months previous to election (not counting day of election), and is free from delinquency of any nature to the International Union, or any district council or local union. Local Unions organized within six (6) months of the con-
Art. 8

vention may choose anyone from among their good-standing members.

Attendance requirements shall not be applicable to any full-time salaried representative of the International Union, District Council or Local Union.

Each affiliated district council shall be entitled to one (1) delegate in the International Convention. The delegate of the district council may be elected in the district council conventions or by the district council executive board. District council delegates shall have the same rights and privileges as have all the other delegates representing their respective local unions. However, on a roll-call vote they shall have one (1) vote. Further, a district council delegate shall not act as a dual delegate; he shall represent either his local union or the district council, not both.

Section 9—Alternate Delegates

At the time delegates to the International Convention are elected, local unions shall elect alternates who shall be empowered to act in case of death or inability of said elected delegates to attend.

Section 10—Union Labels

Delegates to the convention must have the union label on articles of wearing apparel whenever possible to secure the same.

Section 11—Election of Convention Delegates

At a regular or specially-called meeting in the month of July preceding the International Convention each local union shall proceed with the election of delegates and alternate delegates to the International Convention. Immediately following the election the recording secretary shall forward to the General Secretary-Treasurer duplicate credentials of the delegates elected. He shall also supply names, card numbers and addresses of alternates. Local unions chartered within six months of the convention may elect delegates and alternates as soon as possible.

Section 12—Successors of Delegates

Should any elected delegate or alternate delegate be unable to serve as such, the local union may elect his successor at any meeting prior to the convening of the convention and the secretary of such local union shall forthwith notify the General Secretary-Treasurer of the change.

Section 13—Elective Officers of the International Union Not Eligible to Serve as Convention Delegates

No elective International Officer devoting his entire time to the interests of the International Union and receiving full salary for his services shall serve as a delegate to any convention of the International Union while receiving such compensation from the International Union. All such elective International Officers, however, shall attend the convention, shall be privileged to participate in the debates of the convention and shall be permitted to act on any convention committee to which they may be appointed. They shall be eligible for nomination and election in the convention, to succeed themselves in their offices or in any other International office.
Section 14—Quorum in Convention

A quorum for the transaction of business of the International Convention shall consist of the majority of the attending delegates being present.

Section 15—Resolutions, Petitions and Memorials

Resolutions, petitions and memorials should be forwarded to the General Secretary-Treasurer thirty (30) days prior to the convening of the biennial convention. However, they may be presented up to the close of the third day's session by a two-thirds majority vote of the convention (except contemplated changes or amendments to the International Constitution and By-Laws, which are provided for in Section 2 of this Article.)

Resolutions, recommendations and proposals, relating either directly or indirectly to contract negotiations, working agreements and collective bargaining programs, must be submitted by local unions to their respective district policy committees as provided in Rule 6(c) of the Rules and Procedures to Govern International and District Policy Committees.

Section 16—Order of Business

Following shall be the order of business of the International Conventions:
1. Call to order.
3. Appointment of Regular and Special Committees.
7. Reports of Delegates.
8. Nomination and Election of International Officers.
10. Installation of International Officers.
11. Adjournment.

ARTICLE 9
REVENUES OF THE INTERNATIONAL UNION

Section 1—Receipts

The revenues of the International Union shall be derived from the sale of supplies, collection of per capita tax, initiation fees, reinstatement fees, fines, fees for charters issued to District Councils or local unions, premiums on bonds for all financial officers of District Councils or local unions, the income from the official monthly publication, interest on investments, and such special assessments as may be levied from time to time.

Section 2—Assessments

Whenever, in the opinion of the General Executive Board, additional funds over and above the regular income are necessary to carry on the work of the International Union, the General Secretary-Treasurer shall prepare a ballot and submit same through the referendum, calling for the assessment recommended by the General Executive Board. After a majority of those voting, vote in favor of the
Art. 9

assessment, then the same shall thereupon be
come and be a lawful charge against the
individual members of all local unions.

All International Union assessments shall be
due within thirty (30) days after levy. If not
paid within that time, the local union's finan-
cial secretary shall notify those in arrears, in
writing, and should they fail to make payment
within sixty (60) days from the date of such
written notice, their membership shall be can-
celled, regardless of the date to which their
monthly dues are paid.

Assessments paid shall be properly receipted
in the individual member's dues book, by the
local union financial secretary.

Monies received on an International Union
assessment shall be used only as specified on
the ballot calling for same.

ARTICLE 10

BENEFITS, STRIKE AND LOCKOUT
DONATIONS

Section 1—Donations

Members in good standing who have ceased
work on account of a grievance approved by
the General Executive Board, or who have been
victimized, and have satisfied the General Ex-
ecutive Board that by reason of this discrimina-
tion they are unable to secure employment shall
receive such donations from the International
Union as may be determined by the General
President and the General Executive Board ac-
cording to the amount of funds available for
such purposes.

No donations shall be paid unless the strike
or victimization is over a period of more than
two weeks. Thereafter, donations shall be paid
in the amount determined upon by the Gen-
eral President and the General Executive Board.

Payment of donations provided for in this
section may be denied or terminated at any
time by the General President and the General
Executive Board when in their opinion the
funds of the International Union do not war-
rant the expenditure.

Any donations paid by the International
Union shall be divided or apportioned to mem-
bers on strike or who may be victimized.

Section 2—Method of Payment of Strike
Benefits

Whenever a strike has been authorized or
approved by the General President or General
Executive Board, each local union member
affected thereby shall sign a strike record semi-
weekly. The financial secretary of the local
union shall make up a weekly payroll showing
the names of the individuals on strike or
victimized.

After the weekly strike payroll has been
approved by the signatures of the President,
Financial Secretary and Recording Secretary of
the local union, it shall be forwarded under
the seal of the local union to the General
Secretary-Treasurer who, after examination
thereof, shall return same together with a
check of the International Union covering the
amount of any donations made to such strike
payroll, which check shall be drawn payable
to the bonded officers of the local union.
affected. Such check shall be cashed only when endorsed on the back thereof by the bonded officers and local union president.

Each individual member receiving a strike donation from the International Union must personally sign receipts for same upon the duplicate strike payroll provided. After receipting, the financial secretary must return one copy of said payroll to the General Secretary-Treasurer for the files of the International Office and place one copy on file in the local union. The General Secretary-Treasurer shall NOT forward subsequent strike pay checks covering subsequent donations before the receipted strike payroll of the previous week has been received by him.

No claim for any donations under the provisions of this section shall be considered or allowed unless presented to the General Secretary-Treasurer within thirty (30) days from the date on which said strike donations were due.

No strike donations shall be paid to any individual member who refuses to do the duty assigned to him by those in charge of the strike.

DISTRICT COUNCIL BY-LAWS

of the

INTERNATIONAL UNION

ARTICLE 11

Section 1—How Formed

Where there are six or more local unions of Cement, Lime, Gypsum or Allied Industries located within one city, county, state, or several adjoining states, such local unions may request, or when in the opinion of the General Executive Board the good of the International Union requires it, a district council shall be organized.

Section 2—Council By-Laws

All District Councils shall be properly chartered by the International Union. Charter fee for such councils shall be $25.00. District Councils shall have the power to make by-laws for their own government. Such laws, however, shall not conflict with the Constitution of the International Union. No District Council By-Laws or amendments shall become effective until submitted in duplicate form and approved by the General President. A District Council shall be a delegate body made up of duly elected representatives of the affiliated local unions within its territory.

Section 3—Jurisdiction

The jurisdiction of all District Councils must be determined and defined by the General Executive Board. Each local union of the International Union located within the Juris-
Art. 11

diction of such District Council must become affiliated with such council and all local unions within that territory must be accepted to affiliation by the District Council, except in the case of newly-organized local unions who must affiliate with their respective District Council within six months from the time of organization.

Section 4—Representation and Revenue

Each District Council shall determine the method of representation of the affiliated local unions within its jurisdiction and the revenues to be collected from said local unions to effectively maintain and carry on the work of the District Council.

All such revenues shall be collected by the Financial Secretaries of the local unions and forwarded to the District Council officers authorized to receive the same. The financial secretaries and treasurers of the District Councils shall be bonded through the International Union. District Councils shall render monthly statements of receipts and disbursements to each affiliated local union. Copies of such financial statements shall also be forwarded to the General Secretary-Treasurer.

Section 5—District Representative

District Councils may establish and maintain district representatives to effectively protect the interests of the affiliated local unions and to organize unorganized cement, lime, gypsum and allied industry workers within their territory. District Representatives may be deputized by the International Union to act as General Representatives.

While on special service, District Representatives shall be paid their actual expenses for railroad fares and hotels by the International Union.

Where an office is established for the joint use of the District Representative and the General Vice-President, the International Union may assist in paying part of the expenses for maintaining such an office.

Section 6—Qualifications of District Representative

No member shall be eligible to serve as a District Representative unless he has been in continuous good standing for at least three years prior to his election and free from delinquency of any nature to the International Union, or any District Council or local union. District Representatives shall not hold any other office within the gift of their local unions or District Councils and shall devote their entire time to the interests of the organization, and shall be employed in no other capacity except as a delegate to conventions.

Section 7—Reports of District Representatives

On the last day of each week, all District Representatives shall file with the General President a report of their activities and a statement of their expenses, for the information of the General Office.

Section 8—International Control over Council Property

In cases of suspension, revocation of charter, expulsion, lapsing or disbanding of any District Council for any cause or reason whatso-
ever, it shall be the duty of the bonded officer or officers to send all funds and property belonging to such District Council to the General Secretary-Treasurer of the International Union to be held by him intact for a period of at least six (6) months. If, within that period, application is made for the reorganization of such District Council, and such application for reorganization is approved by the General Executive Board, such Council shall be reorganized and funds and property returned thereto. In the event that such District Council is not reorganized within the above-mentioned period, all funds and property shall belong to and become the property of the International Union.

Section 9—District Council Assessments

In case of emergency, District Conventions, District Council Executive Boards, or District Council meetings may take action to propose the levying of an assessment upon all members of their affiliated local unions within their respective jurisdiction.

Assessments to become legal must be approved by a two-thirds vote of all the members of the District Council in attendance and voting at summoned or special meetings of the affiliated local unions. At least a seven days’ notice of such specially-called meeting shall be served upon the membership in writing, by mail or otherwise.

In case the vote for an assessment is carried by a two-thirds vote and the date set for its collection, same shall thereupon become a lawful charge and all members of the local unions affiliated with the district council are liable for the same. All District Council assessments shall be due within thirty (30) days after levy. If not paid within that time, the local union Financial Secretary shall notify those in arrears, in writing, and should they fail to make payment within sixty (60) days from the date of such written notice, their membership shall be cancelled, regardless of the date to which their monthly dues are paid.

Assessments paid shall be properly receipted in the individual member's dues book by the local union Financial Secretary.
LOCAL UNION BY-LAWS
of the
UNITED CEMENT, LIME AND GYPSUM WORKERS INTERNATIONAL UNION

ARTICLE 12

Section 1—Charter
Fifteen or more persons employed on work covered by the general jurisdiction of the International Union may apply for a local union charter, and if there is no local union of the International Union covering its jurisdiction in existence in that locality, the General President may approve the issuing of such charter, providing the charter application be accompanied by the regular charter fee of $25.00, and one-half of the regular initiation fee of each applicant for membership in the International Union.

Section 2—Territorial Jurisdiction of Local Unions
The territorial jurisdiction of all local unions shall be determined and defined by the General President and the General Executive Board.

Section 3—Restrictions
No application for a local union charter shall be granted which proposes to separate any local union into two or more local unions, unless the charter application has been approved by a called meeting of the local union or unions in the locality mentioned in the charter application.

Section 4—By-Laws of Local Unions
Each local union may adopt its own by-laws provided that nothing is contained therein which is contrary to the provisions of the Constitution and By-Laws of the International Union. The proposed by-laws of all local unions and all amendments thereafter proposed shall be submitted in duplicate form to the General President for examination, correction and approval before being adopted.

Section 5—Meetings, Fines and Quorums
Each local union shall hold at least two regular meetings during each month and shall determine how many of its members shall constitute a quorum, providing it is not less than seven (7). Special meetings shall be called by the President upon the written request of ten (10) per cent of the members of the local union, or at times of emergencies when the local union Executive Board deems it necessary.

Local unions may, by amending their by-laws, levy a fine for nonattendance at union meetings. All such fines shall be due within the month in which they are levied. If not paid within that time, the local union Financial Secretary shall notify those in arrears, in writing, and should they fail to make payment within the allotted time specified by the local union by-laws, their membership shall be cancelled, regardless of the date to which their monthly dues are paid.

Section 6—Local Union Seal
Each local union shall procure an official seal from the General Secretary-Treasurer
which seal shall be made in accordance with the design adopted by the International Union.

The local union seal shall be and remain in the custody of the Recording Secretary and no paper, document, or communication issued by the local union shall be valid unless it bears the impression of said seal.

Any officer or member of a local union who uses the seal of such local union for any purpose without permission from the local union shall be fined, suspended, or expelled at the option of the local union of which he is a member.

Section 7—Disbanding of Local Unions

So long as at least seven members thereof remain in good standing, a local union cannot vote or otherwise decide to disband. Under no other circumstances may a local union be disbanded or dissolved without prior written consent of the General President. All funds and other assets of a local union shall be the specific property of the local union, subject to all applicable provisions of the International Constitution and By-Laws, and under no conditions may local union funds and other assets be dissipated or allotted or divided among the members thereof.

Section 8—International Union Control over Local Union Property

In cases of suspension, revocation of the charter, expulsion, lapsing, or disbanding of any local union for any cause or reason whatsoever, it shall be the duty of the bonded officers, acting in conjunction with the trustees, to send all funds and property belonging to such local union to the General Secretary-Treasurer, to be held by him intact for a period of at least six (6) months. If within that period, application is made therefor by at least fifteen (15) members in good standing with the International Union in that locality, such local union shall be re-established and the funds and property returned thereto. In the event that such local union is not re-established, all funds and property shall belong to and become the property of the International Union.

Section 9—Funds and Property of Merged Local Unions

Local unions desiring to merge shall first secure approval of the General President. Upon receipt thereof the local union surrendering its charter shall pay all accounts owed, close all book accounts and cause a final audit to be made by the Trustees. Copy of such audit shall be furnished to the succeeding local union and to the General Secretary-Treasurer. All remaining funds, records and property of the liquidating local union shall become the property of the succeeding local union.

Section 10—Officers of Local Unions

The officers of all local unions shall consist of a President, a Vice President, a Recording Secretary, a Financial Secretary and/or a Treasurer, a Guard, and three Trustees.

Section 11—Terms of Officers

Officers of newly organized local unions shall hold office until the first meeting in January following their election, and thereafter
the term of office shall be for one year, except that at the first regular election of any local union, one Trustee shall be elected for a term of one (1) year, one for a term of two (2) years, and one for a term of three (3) years, resulting in the election of one Trustee every year.

Section 12—Qualifications for Officers

Except at the first regular election, all candidates for any elective office must be members of the local union in continuous good standing for at least one year, and free from delinquency of any nature to the International Union, or any District Council or local union. Before any member is eligible to any office in his local union he must be actively employed within its jurisdiction, or be an exempted member in accordance with Article 14, Section 11, and must have an attendance of a majority of the meetings six months previous to the election.

Section 13—Nomination, Election and Installation of Local Union Officers

Each local union at its second meeting in November shall nominate a full slate of local union officers. The election of these officers shall be held at its first meeting in December. The installation of local union officers shall take place at the first meeting of the local union held in the month of January after the reporting of the Auditing Committee.

All officers shall be installed according to the installation ceremony contained in the Official Ritual of the International Union.

Section 14—Qualifications for Delegates

No member of a local union shall be eligible for election as a delegate or alternate delegate to any convention unless he shall have been a member in continuous good standing in such local union for at least six months; is free from delinquency of any nature to the International Union, District Council or Local Union; has attended a majority of the local union meetings during the six months immediately preceding the election (not counting day of election); and is actively employed within the jurisdiction of the local union, or by the International Union or a District Council, or is an exempted member in accordance with Article 14, Section 11. These qualifications shall not be required of local unions organized less than six months previous to the convention involved. Attendance requirements shall not apply to any full-time salaried representative of the International Union, District Council, or local union.

Section 15—Affiliations

It shall be the duty of all local unions to affiliate with State Federations of Labor and Central Labor Unions where such bodies exist.

Section 16—Soliciting Financial Aid

No District Council or Local Union shall be permitted to circularize District Councils or local unions for the purpose of soliciting financial aid in the name of the International Union without consent first having been obtained from the General President and General Executive Board.
Section 17—Local Union Assessments

In case of emergency local unions may levy an assessment on all members under their jurisdiction. No local union assessment can be levied until same has been approved by a two-thirds vote of the members of the local union attending a special meeting called for that specific purpose. All members of the local union shall be notified in writing, by mail or otherwise, at least seven days before the day of the special meeting. Every member present at such special meeting shall vote upon the subject, unless excused by the presiding officer, and those not voting shall be recorded as voting in favor of the assessment.

All local union assessments shall be due within thirty (30) days after levy. If not paid within that time, the local union’s Financial Secretary shall notify those in arrears, in writing, and should they fail to make payment within sixty (60) days from the date of such written notice, their membership shall be cancelled regardless of the date to which their monthly dues are paid.

ARTICLE 13
DUTIES OF LOCAL UNION OFFICERS

Section 1—Local Union President

The President shall preside at all meetings of the local union; countersign all orders properly drawn on the treasury of the local union; examine at the end of each month the day book and cash book and countersign same; he shall see that the quarterly audit of the local union accounts has been compiled and reported at a meeting held within the month following the end of the quarter; enforce all of the laws of the International Union and the by-laws applicable to local unions and members thereof; appoint all committees not otherwise provided for; and in case of a tie, except in a secret ballot or in the election of officers, he shall cast the deciding vote. He shall administer the obligation to all new members, and perform such other duties as may be required by the constitution of the International Union.

Section 2—Vice President

The Vice President shall see that all persons entering the union meeting hall are members in good standing of the International Union; he shall see that all property of the local has proper care and shall assist the local union President in maintaining order. He shall preside at all meetings in the absence of the President and in case of death, removal or resignation of the President, the Vice President shall become the President of the local union and serve as such until the next regular election and installation of his successor in office.

Section 3—Recording Secretary

The local union Recording Secretary shall conduct all the correspondence for and in the name of the local union. He shall be required to keep minutes of meetings. He shall present all communications and bills to the local union meetings and direct such bills to and for the files of the local union Financial Secretary. He shall draw all orders on the local union treasury passed by the local union and attest the
same by his signature and by attaching the seal of the local union thereto. He shall prepare and sign all credentials of delegates and alternate delegates to the biennial conventions of the International Union and forward duplicates thereof to the General Secretary-Treasurer. He shall have charge of the roll book furnished by the General Secretary-Treasurer, and enter therein a complete list of names, addresses and card numbers of the members of the local union. He shall perform such other duties as are required of him by the Constitution of the International Union and the by-laws of the local union.

Section 4—Financial Secretary

The Financial Secretary shall collect all dues, fines, assessments and all other money from any source for the local union.

He shall keep a correct record between the local union and its members and shall notify any member who has become one month in arrears.

At the end of each month he shall prepare a monthly report which shall include thereon all incoming and outgoing members during the month, and the per capita tax or out-of-work fee on every good-standing member in the local union. He shall mail the original of his report, including the amount due thereon, to the General Secretary-Treasurer, not later than the 15th day following the month reported upon.

Should said report fail to reach the General Office before expiration of the month following, the General Secretary-Treasurer shall notify the President of such local union of its arrearage and possible suspension.

The Financial Secretary shall turn over all monies received by him to the local union treasurer no later than at the close of each local union meeting.

He shall be bonded in amounts set by the local union, through the International Union with its official bonding company, same to be paid for by the local union.

Section 5—Treasurer

The Treasurer shall receive all funds of the local union, giving his receipt as evidence of the receipt thereof, and deposit same in a bank selected for this purpose by the local union; such deposits to be made at frequent intervals during the month. He shall cause to be signed and attached thereto the seal of the local union, and forward to the local union’s bank of depository, bank verification forms supplied by the General Secretary-Treasurer. The bank account, all investments, property and other assets shall be in the name of the local union.

He shall pay all orders properly drawn on him by check, which check shall be counter-signed by the President of the local union.

He shall keep a record in the cash book of all monies received and expended and shall keep on file all receipted bills. He shall give a report of receipts and disbursements before the close of local union meetings. He shall close cash book accounts with the last day of each month.

He shall be bonded in amounts set by the local union, through the International Union.
with its official bonding company, same to be
paid for by the local union.

Section 6—Guard

The local union Guard shall answer all
alarms at the door and report same to the
President; he shall admit all who are entitled
to admission. The Guard shall assist the Re-
cording Secretary in the recording of the at-
tendance.

Section 7—Trustees

The three local union Trustees shall have
charge of all property belonging to the local
union, and shall see that all of the books are
properly kept, and at the expiration of each
quarter shall act as the auditing committee in
the examination of all books and accounts of
the Financial Secretary and Treasurer. Should
the work of auditing the books of the local
unions be delayed on account of the failure of
one of the trustees to be in attendance, the
trustees shall proceed to carry on the work in
the same manner as though all of the Trustees
were present. The Trustees of each local union
shall be liable to the General President and
General Executive Board of the International
Union for all funds and other property of the
local union under their control.

Section 8—Auditors

At the last local union meeting in the
months of March, June, September and De-
cember of each year the Trustees shall arrange
to audit the books.

The Trustees shall immediately after the close
of each quarter proceed with the work of ex-
aming the books and accounts of the local
union for the preceding three months' period.
They shall call on the Financial Secretary and
Treasurer for the day book, Treasurer's cash
book, duplicate monthly financial reports,
duplicate audit reports, ledger cards and any
other books or records of the union used dur-
ing the term they are about to examine, and
Tabulate same on forms furnished by the Gen-
eral Secretary-Treasurer, which must be coun-
tersigned by the Trustees of the local union.

BY-LAWS TO GOVERN MEMBERSHIP

ARTICLE 14

Section 1—Admission of Members

Any person actually employed in any branch
of the jurisdiction of the International Union
desiring to become a member shall file his ap-
plication upon an official application blank
supplied by the General Secretary-Treasurer
with an affiliated local union located in the
territory in which he is employed.

All applications must bear the Social Secur-
ity number of the applicant.

The President of the local union receiving
such application shall appoint an investigating
committee who shall examine the eligibility of
the candidate proposed for membership and
report the results of its examination. If its
report is favorable the members of the com-
mittee shall affix their signatures to the applica-
tion. All applications for membership must
be voted upon by the local union at the first
regular meeting following the date of applica-
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Art. 14

All applicants accepted to membership shall be obligated according to the initiation ceremony contained in the official ritual of the International Union.

When objection is raised by members of a local union to the admission of a candidate, the matter shall be referred to the local union's Executive Board for investigation, and when the report of the Executive Board is submitted to a meeting of the local union it shall require a majority of the votes cast by the members present at such meetings to concur in the recommendation of the Executive Board.

If the applicant is rejected by a majority vote of the local union, his initiation fee shall be returned.

Any applicant for membership, or former member applying for reinstatement, misrepresenting the facts or giving false information regarding his former membership in any local union affiliated with the International Union, shall be subject to a fine of not less than $50.00 or more than $100.00, at the discretion of the local union to which the application is presented.

Section 2—Initiation Fees

The minimum initiation fee charged applicants for membership during the organizing period of a new local union shall be not less than $5.00, one-half of which is to be forwarded to the General Secretary-Treasurer.

In each case where the local union has succeeded in securing a definite understanding or agreement as to the working relationship with the company, the initiation fee charged applicants for membership shall be not less than $10.00, nor more than $25.00, one-half of which is to be forwarded to the General Secretary-Treasurer.

The General Secretary-Treasurer, upon receipt of application and fee, shall issue an official membership book properly registered and numbered, and return same to the local union Financial Secretary for delivery to the applicant.

Section 3—Constitution and By-Laws to Be Furnished to New Members

Immediately after the initiation, the local Financial Secretary shall enter the names and addresses of the new members on the books of the local union and furnish each member with a copy of the Constitution and By-Laws of the International Union.

Section 4—Reinstatement of Former Members

Former members who were suspended for nonpayment of dues, fines and assessments shall apply for reinstatement in the local union having jurisdiction where they are employed, and shall pay a reinstatement fee established by the said local union of not less than $25.00 nor more than $50.00, one-half of which shall be forwarded to the General Secretary-Treasurer. Any unpaid fines or assessments levied by their former local union must also be paid to the Financial Secretary, who must forward same to the former local union.

Section 5—Commencement of Membership

When a member is accepted or a former member reinstated, his initiation or reinstatement...
ment stamp shall be placed in his dues book in the square for the month in which he is accepted or reinstated, and his regular dues shall begin the month following. His good-standing membership shall begin with the date of his initiation or last reinstatement, the date of which shall be recorded in his dues book.

Section 6—Dispensations

The General President and the General Executive Board shall have the authority to grant a special dispensation reducing the regular initiation and reinstatement fee for special cases where organizing activities are in progress or are contemplated, for such periods of time as may be determined by them.

Section 7—Local Union Dues and International Per Capita Tax

The minimum monthly dues paid by each member shall be not less than $3.00, payable in advance on or before the last day of the preceding month. (This shall not prevent any local union from establishing monthly dues in excess of the $3.00 minimum.)

Any member failing to pay his current month’s dues on or before the last day of said month, automatically suspends himself from membership and can return to good-standing membership only by payment of a reinstatement fee as provided in Section 4 of this article.

A per capita tax payment of $1.25 per month shall be paid to the International Union on each good-standing member, 15c of which shall be used to defray the costs of the Pension and Welfare Plan of the International Union.

Upon payment of monthly dues, the Financial Secretary shall cancel the proper month’s square paid for in the member’s dues book with an official cancellation stamp supplied by the General Secretary-Treasurer, and shall affix his initials under the date as record of receipt.

Section 8—Exemption of Members When Out of Work

Any member who is unavoidably out of employment and who works less than five (5) days in any one calendar month and is unable to pay his monthly dues, may apply in writing on a special form provided for that purpose, to the Financial Secretary of his local union, who, after receiving such application for exemption of dues, shall report same to the local union. Upon approval by the local union, such member shall be exempted from the payment of monthly dues or current local union assessments.

Upon receipt of $0.50, one-half of this sum to be mailed to the General Secretary-Treasurer, the local union Financial Secretary shall cancel the square in the member’s dues book for the month in which he is unemployed with an official out-of-work cancellation stamp supplied by the General Secretary-Treasurer.

For a member to be entitled to receive this concession, all dues and assessments must be paid up to the beginning of such unemployment.

Section 9—Transfers

All members shall maintain their international affiliation through the local union having jurisdiction over the plant in which those members are employed. A member accepting
employment within another plant, whether it be in the same city or elsewhere, must immediately transfer his membership to the local union having jurisdiction over that particular plant.

To accomplish a legal transfer, the member shall first make application to the Financial Secretary of his local union for an official transfer.

Before such transfer is effected, a member must have dues, fines and assessments paid up to and including the month in which application is made. All local unions shall charge $1.00 for each transfer, one-half of which, together with the duplicate transfer, must be forwarded to the General Secretary-Treasurer.

Section 10—Reciprocal Transfers

Any holder of a withdrawal or transfer card from another AFL-CIO union with whom the International Union has developed a reciprocal transfer arrangement, who obtains employment within the jurisdiction of the International Union, shall be accepted on transfer provided he deposits such transfer or withdrawal card with the local union having jurisdiction over the plant where he is employed within five days after obtaining such employment. The initiation fee shall be waived and upon the payment of the current month’s dues, he shall immediately become a member in good standing.

Any holder of such a transfer or withdrawal card failing to comply with the foregoing shall then automatically become indebted for one month’s dues in advance plus his current month’s dues. Should he fail to deposit his card and pay the dues owing within thirty days after obtaining employment, said transfer or withdrawal card shall automatically become void and he shall be treated as any other new member.

Within Canada, the above shall also apply on a reciprocal basis to members of unions affiliated with the Canadian Labour Congress.

Section 11—Retiring Cards

Any member who has been appointed a general foreman or superintendent, or who obtains permanent employment outside of the jurisdiction of the International Union, may apply to his local union for a retiring card. If the local union, after due investigation, approves the application, and after all dues, assessments or fines charged against the applicant have been paid in full through the month of application, an official retiring card may be issued by the General Secretary-Treasurer.

All local unions shall charge $1.00 for each retiring card, one-half of which, together with the original application, must be forwarded to the General Secretary-Treasurer.

The issuing of a retiring card automatically terminates all accumulated good standing of the member in the union, and also terminates his accumulated seniority in the plant in which he is employed.

Any holder of a retiring card who again obtains employment within the jurisdiction of the International Union shall, within five days after obtaining such employment, deposit his retiring card with the local union having jurisdiction over the plant where he is employed, pay his current month’s dues, and thereby shall immediately become a member in good standing.
Any holder of a retiring card failing to comply with the foregoing shall be automatically fined $10.00, one-half of which shall be forwarded to the General Secretary-Treasurer. Should he fail to deposit his retiring card, pay the fine, and all dues owing, within 30 days after obtaining employment, said retiring card shall automatically become void and he shall be treated as a suspended member.

Section 12—Retired and Exempted Members

Any member of the International Union who has become permanently disabled by illness or injury and is unable to perform his assigned duties in a cement, lime, gypsum or allied industry plant, or any member who has reached retirement age and has actually retired, may be granted an exemption card excusing him from further payment of dues and assessments. Such exemption card shall not deprive a member of any rights and privileges enjoyed by a good-standing member. His right to hold any office within the gift of his local union or district council, or to serve as a delegate to a district council or international convention, shall not be impaired.

An eligible member desiring to attain exemption status may apply to his local union for an exemption card. If the local union, after due investigation, approves the application and after all dues, fines or assessments charged against the applicant have been paid in full through the month of application, an official exemption card for the remainder of the current calendar year may be issued by the General Secretary-Treasurer.

Exemption cards shall be issued only for the period of a calendar year. They may be renewed annually, in December, by the General Secretary-Treasurer, upon receipt of proper request for renewal from the Financial Secretary of the local union after the member has deposited his current card.

All local unions shall charge $1.00 for each exemption card and each renewal thereof, one-half of which, together with the original application or subsequent request for renewal, must be forwarded to the General Secretary-Treasurer.

Section 13—Loss of Good Standing and Seniority

Suspension from membership automatically terminates all accumulated good standing of a member in the union, and also terminates his accumulated seniority in the plant in which he is employed.

Section 14—Lost Dues Books

Lost dues books shall be replaced by the International Union upon receipt of $0.25 and application on forms supplied by the General Secretary-Treasurer.

ARTICLE 15

CONTRACTS AND NEGOTIATIONS

Section 1—Contracts

It shall be the established policy of the International Union to recognize the spirit, intent and the terms of all contracts developed and concluded through collective bargaining.
with the respective employers by the official representatives of the International Union, the District Councils, and the local unions, in accordance with Section 3 of this Article. All local unions and members thereof shall be required to carry out the provisions of the contracts so consummated.

Section 2—Grievances
When a grievance exists between a local union and the company, the local plant committee and the local union officers shall proceed and attempt, in accordance with the applicable provisions of the effective agreement, to adjust the grievance before calling upon outside help of either the District Representative or the General Vice-President. Whenever it becomes necessary for any representative of the International Union to intercede, the members of the plant committee of the local union involved shall participate in all conferences.

Section 3—Authority to Negotiate
Neither a local union nor the bargaining committee thereof shall have authority to modify, change, agree to or sign a collective bargaining contract with any employer without first obtaining the approval of an official representative of the International Union, an official representative of the District Council, and a majority of the members employed by such employer attending a regular or specially-called meeting. After full approval, as aforesaid, such contract shall be binding upon all members of the local union. Copies of all understandings, memorandums, contracts, agreements and wage scales must be mailed by the local union to the offices of the International Union and District Councils for their information and files.

Section 4—Uniform Agreements
It shall be the established policy of the International Union in dealing with companies having more than one plant that all local unions whose members are employed by the same employer shall always act in unison in developing and concluding collective bargaining negotiations. They shall endeavor to the best of their ability to make working and all other conditions uniform as far as possible. However, all such activities shall be carried on under the full supervision of the International Union and the respective District Councils.

Section 5—Mediation and Arbitration
It shall be the established policy of the International Union, District Councils and all affiliated local unions and the membership thereof, in case of any misunderstandings or controversies with any employers or their representatives, to always invoke the principle of voluntary mediation, conciliation and arbitration before resorting to any other methods whatsoever.

ARTICLE 16
STRIKES
Section 1—Authorization
In case of extreme emergency, such as a reduction in wages or an increase in the hours of labor where delay would seriously jeopardize the welfare of those involved, the Gen-
eral President may authorize a strike pending the submission to and securing the approval of the General Executive Board. In all other cases the grievance must be submitted to the General Executive Board and its approval received before any strike may be declared by any local union or the members thereof, and any local union or the members thereof failing to comply with the provisions of this Article shall forfeit all rights to strike donations or to other financial aid from the International Union during the entire period of the controversy.

Section 2—Method of Declaring Strikes

Whenever any difficulty arises within the territorial jurisdiction of any local union between its members and the employer or company, growing out of a reduction in wages, lengthening of hours of labor or other grievances incident to the condition of employment, or whenever any local union desires to secure for its members an increase in wages, a shorter workday or other changes in the conditions of employment, the local union whose members are involved shall call a meeting of all members to decide by secret ballot whether the proposed changes shall be accepted or rejected. A majority vote of those present and voting on the question shall decide. If a result of this decision a strike vote is decided upon, it shall require a three-quarter (¾) vote, by secret ballot, of those in attendance and qualified to vote thereon to declare a strike. Only members who have been in continuous good standing in that particular local union for at least six (6) months shall be entitled to vote on a question of declaring a strike. If it is decided to reject the proposed reduction of wages, increase in hours of labor or other changes in the condition of employment, or if it is decided to demand an increase in wages, a shorter workday or other changes in the conditions of employment, the decision shall be submitted either in writing or through a committee or the District Representative to the employer or the representative of the company, and if the employees involved are unable to reach an agreement, the Recording Secretary of the local union shall prepare a full statement and history of the matter in controversy and forward same to the General President who shall thereupon in person or by deputy visit the local union involved and with a committee of the local union investigate the controversy, and if possible effect a settlement. Upon receipt of the statement from the Recording Secretary of the local union the General President shall prepare and forward a copy thereof to each member of the General Executive Board together with a request for their vote on the question.

Upon receipt of the vote of the members of the General Executive Board, the General President shall forthwith notify the local union of the decision of the General Executive Board. No strike shall be declared by any local union or the members thereof without first obtaining consent and approval of the General President and the General Executive Board.

Section 3—Discontinuance of Grievance

Should any local union fail to receive the sanction, consent or approval of the General Executive Board, it shall hold a meeting and
declare the grievance at an end. To continue such grievance after failure to secure approval of the General Executive Board shall be considered sufficient cause for the suspension of any local union and the members thereof from all rights and privileges at the option of the General Executive Board.

Section 4—Declaring Off a Strike

Any proposal to settle or declare off an existing strike must be presented at a regular or specially-called meeting of a local union and decided by secret ballot of the members directly involved therein. A majority vote shall be the deciding factor. Whenever the General Executive Board decides that it is unwise to continue an existing strike, it may order all members of the local union who have ceased work in connection therewith to resume work and thereupon and thereafter all strike donations shall cease, except that the General President with the consent of the General Executive Board may continue relief donations in special deserving cases.

Section 5—Strike Stamps

Any member who has ceased work on account of a grievance theretofore approved by the General President and the General Executive Board is entitled to receive a strike stamp covering the period during which he is without employment by reason thereof, free of cost, upon complying with the provisions of Section 4 of this Article and conforming to such other requirements as may be instituted for the good and welfare of those involved by the local union of which he is a member.

Section 6—Violations of Stamps

Any member who violates any of the provisions of Article 16, or who obtains a strike stamp or out-of-work fee concession by any false pretense or misrepresentation of the facts, shall be subject to such fines and penalties as may be decided upon by the local union of which he is a member.

ARTICLE 17
CHARGES, TRIALS AND APPEALS

Section 1—Impartial Trial

Every officer and member of the International Union shall be entitled to a just and impartial trial for any offense of which he may be charged excepting the nonpayment of dues, fines, and assessments, and no member shall be put on trial without specific charges preferred against him in writing, clearly specifying his offense.

Section 2—Charges Against International Officers

Only the General Executive Board shall have the power to try an International Officer against whom charges have been made, and if these charges are proven, shall mete out such punishment as the evidence warrants. However, the decision of the General Executive Board is subject to appeal to the next International Convention.

Section 3—Trial by General Executive Board

Any District Council or local union of the International Union may prefer charges
against any International Officer for willful violation of the General Constitution. All charges against any International officer must be the result of action taken in a regular or special meeting of a District Council or of an affiliated local union. All such charges must be made in writing upon the official stationery of the local union, signed by the President and Recording Secretary of the local union, under the seal of said union. All such charges must be made to the General President. The General President shall immediately forward a copy of the charges to the International Officer accused and a copy to each member of the General Executive Board. Should the majority of the Executive Board consider the charges of a nature serious enough for a trial, the General President shall call a meeting of the General Executive Board as soon as possible. The International Officer accused shall be notified to appear and the General Executive Board shall proceed to try the International Officer charged.

Should the accused fail to appear, the General Executive Board shall proceed with the trial as if the accused International Officer were present.

Should charges be preferred against the General President, they shall be made to the General Secretary-Treasurer, who shall proceed in the manner provided above for the President.

Section 4—Misappropriation of Union Funds

Charges may be filed against any officer of a District Council or any officer of a local union for neglect of duty, failure to comply with the General Constitution of the International Union, or with the laws of a District Council or local union, or on account of misappropriation of union funds, or malfeasance in office.

Section 5—Conduct Unbecoming a Union Member

Charges may be preferred against any member of the International Union for any disreputable act, conduct unbecoming a union member, violation of the Constitution of the International Union or the laws of a District Council or local union, or willful failure to observe provisions of an agreement with an employer. Individual members may file such charges or officers of local unions may be instructed by a majority vote of the members present and voting at a stated meeting, called for the purpose by the union to bring charges against such member.

Section 6—Charges Must Be in Writing

Accusations for charges must be made in writing by a member of the union in good standing within thirty (30) days of the time complainant makes known the alleged offense. In all cases charges must be signed by the complainant and directed to the President of the local union within the time limit provided for in this section.

Section 7—Notification

Within five (5) days after charges have been received, the President of the local union shall, by registered mail, forward to the accused member a complete copy of the charges as filed.
Section 8—Trials

When charges are preferred against a member, such charges shall be referred to the trustees of his local union, who shall act as a trial court. They shall notify the accused to appear before them and answer said charges. Should he fail to appear at the time of the hearing, the trustees shall proceed with the investigation and trial in his absence.

The trustees shall hold a just and impartial trial at which the complainant shall be given the opportunity to enter evidence, call and examine his witnesses, and cross-examine defendant's witnesses; and the defendant shall be given an opportunity to enter evidence in his behalf, to call and examine his witnesses and to cross-examine complainant's witnesses. The trustees may question any parties making statements or testifying at the trial.

Upon completion of the trial, the trustees shall consider the evidence and testimony and shall make a report on their findings to the union, with such recommendations as they feel just.

Section 9—Attorney Must Be a Member

When a member has been charged as in the foregoing Section, he shall have the privilege to choose any member of the International Union to appear in his defense and act as his attorney.

Section 10—Report Upon Charges

When the Board of Trustees having acted as a trial court have reported, the local union shall first vote on sustaining said report as to the guilt or innocence of the accused, and if found guilty by the union, the next vote shall be on the degree of punishment to be inflicted—the vote to be by secret ballot.

The first vote shall be on reprimand. If the vote is in the negative, the next vote shall be to fine; the next to suspend; the last to expel. If, after going through the different grades of punishment, no decision is reached, a vote shall be taken until a decision is reached. A two-thirds (⅔) vote shall decide all questions under this section. No fine shall be imposed upon any member or applicant eligible for membership in the International Union in excess of $100.00, unless same is first approved by the General Executive Board. One-half of all fines levied against members shall be forwarded to the General Secretary-Treasurer on each monthly report.

Section 11—Appeals to the General President

An officer of a District Council or an officer of a local union or a member of a local union who has been convicted of an offense, who believes his conviction was irregular or unjustified, may appeal in writing to the General President, who shall render a decision. Should the individual or local union feel aggrieved with the decision of the General President, either shall have the right to appeal the decision of the General President to the General Executive Board. In order to exercise appeal under this section, such appeal must be made within thirty days after a decision is rendered.

Section 12—Rights of District Councils, Local Unions and Members During Appeal

While any District Council, local union or
a member is exercising the right of appeal, the
financial standing of either shall not be im-
paired by refusal to accept monthly dues or
per capita tax, nor shall his right to work be
questioned until after the General Executive
Board has passed upon the appeal.

Section 13—Appeals to Convention
Appeals from the decision of the General
Executive Board may be taken by an Inter-
national Officer or an officer of a District
Council or by an officer or member of a local
union to the biennial convention of the Inter-
national Union.

To entitle a member, a local union or a
District Council to the privilege of appealing
to the International Convention, the orders or
the rulings of the General Executive Board
must be complied with.

The action of the convention or its decision
shall be final and binding.

Section 14—Redress to Civil Courts
No International Officer, or an officer of a
District Council, or an officer or a member of
a local union shall have the right of redress
to the civil courts until after he has exhausted
the various appeals under the provisions of
these laws.

ARTICLE 18
DUTIES OF MEMBERS
Section 1—Union Label Goods
It shall be the policy of all District Councils,
local unions and the members thereof affiliated
with the International Union to purchase
union made goods and to promote sales and
use of goods bearing the label and for service,
patronize establishments displaying a shop
card of an International Union affiliated with
the AFL-CIO.

Section 2—Inebriety
Any person entering the meeting place of a
District Council or of a local union while
under the influence of intoxicating drinks, or
who is guilty of using indecent or profane
language shall be reprimanded, fined, suspend-
ed, or expelled, at the option of the local union
of which he is a member.

ARTICLE 19
IMPROPER CONDUCT, SECESSION,
DUAL MOVEMENT
Section 1
Any officer or member of the International
Union circulating or causing in any manner
to be circulated any false or malicious state-
ment reflecting upon the private or public con-
duct, or falsely or maliciously attacking the
character, impugning the motives or question-
ing the integrity of any officer of the Interna-
tional Union, or officer of any District Council
or a local union shall be deemed guilty of con-
duct unbecoming a member and subject to fine,
suspension or expulsion.

Section 2
Any member or members of any local union
who attempts to inaugurate or encourage se-
cession from the International Union or from
any District Council or a local union, or who
advocates, encourages or attempts to inaugurate any dual labor movement or who violates the provisions of the Constitution of the International Union or the Constitution of a District Council, or a local union, shall, upon conviction thereof, be deemed guilty of conduct unbecoming a member and subject to fine, suspension or expulsion.

Section 3

The General President and the General Executive Board shall have authority to suspend or expel any member guilty of joining or participating in any dual organization.

Section 4

It is the duty of any member of a local union who has information of willful violation of any provisions of the Constitution of the International Union or the by-laws of a District Council or a local union by any member of a local union of which he is a member, to immediately prefer charges in writing against such member by filing the same with the president of such local union. The president of the local union with whom the charges are filed shall forthwith proceed to bring the accused to trial under the provisions as set forth in Article 17, Section 8, of this Constitution.

Section 5

In the event that any local union or the members thereof fail to proceed under the provisions of Section 4 of this article or fail or refuse to punish members thereof who are guilty of violating the provisions of the Constitution of the International Union, the by-laws of a District Council or a local union, any general officer of the International Union or District Council or a local union or members thereof may prefer charges against such member or members by filing the same in writing with the General President. Upon the receipt of such charges the General President shall forward one copy thereof to the accused and one copy thereof to the President of the local union of which the accused is a member, together with an order commanding said local union to proceed to place the accused on trial under the provisions of Article 17, Section 8, hereinbefore referred to.

All officers and members having been charged under this article may appeal their case in accordance with Article 17, Sections 11 and 13.

ARTICLE 20
REFERENDUM

Section 1

Whenever a vital circumstance arises which cannot in justice or in the best interest of our organization be deferred to the next International Convention, the General Executive Board, in meeting assembled, may submit any important question so arising, including temporary modification or suspension of constitutional provisions in cases of necessity or of extreme emergency or importance, to a referendum vote of all the affiliated local unions for a vote of their individual members.

Section 2

Any submitted referendum proposal providing for the modification or suspension of any
part of the International Constitution or By-Laws, must receive a two-thirds majority vote of the total number of members voting on the referendum. Any change effectuated in the International Constitution and By-Laws by a referendum vote of the membership shall be submitted to the next following International Convention for review by the Committee on Law, and a vote of the convention delegates, before it is inserted and made a part of the printed Constitution and By-Laws of the International Union. All other submitted referendum proposals, except those providing for the modification or suspension of any part of the International Constitution and By-Laws, must receive a majority vote of the total number of members voting on the referendum.

Section 3

The referendum proposal shall be submitted to the local unions through the office of the General Secretary-Treasurer, who shall forward to each local union, a sufficient number of ballots, a detailed explanation of the matter for the referendum vote, and tally sheets for the tabulation of votes in each local union. Attested copies of the tally sheets, showing the number of members voting for and against the proposal, shall be returned to the office of the General Secretary-Treasurer.

SIMPLE PARLIAMENTARY RULES, BASED UPON ROBERTS' REVISED RULES OF ORDER, FOR USE IN GOVERNING PROCEDURE AND DEBATE AT A DISTRICT COUNCIL OR LOCAL UNION MEETING

The Presiding Officer

Rule 1. The presiding officer shall take the chair at the time appointed for the Union to meet and immediately call the members to order.

Rule 2. The presiding officer is empowered to and shall preserve order and decorum; and if any member transgresses the rules, the presiding officer shall, or any member may, call him to order, in which case the member called to order shall immediately resume his seat until the point of order has been decided by the presiding officer.

Rule 3. The presiding officer shall have the right to decide all questions of order, subject to an appeal from his decision to the Union.

Rule 4. The presiding officer shall appoint all committees unless otherwise provided for or ordered.

Members

Rule 5. No member shall leave the room during the sessions of the Union without the permission of the presiding officer.

Rule 6. Any conversation by whispering or otherwise, which is calculated to disturb a member while speaking or hinder the transac-
tion of business, shall be deemed a violation of order.

Rule 7. A member being ordered to take his seat three times by the chair without heeding shall be debarred from participating in any further business at that session.

Rule 8. Sectarian discussion shall not be permitted in the meetings under any circumstances.

Rule 9. To impugn the motives of officers, members or committees or to use reviling or degrading language towards them, or the Union, shall be considered a breach of order and punishable by such discipline as the Union may see fit to impose, under the provisions of Article 17 of the International Constitution and By-Laws.

Motions

Rule 10. All motions (if requested by the chair) or resignations must be submitted in writing.

Rule 11. A motion to be entertained by the presiding officer must be seconded, and the mover as well as the seconder must rise and be recognized by the chair.

Rule 12. Any member having made a motion can withdraw it by consent of his second; but a motion once debated cannot be withdrawn except by a majority vote.

Rule 13. A motion to amend an amendment shall be in order, but no motion to amend an amendment to an amendment shall be permitted.

Rule 14. A motion for the "order of the day" shall take precedence of all other business except a motion to adjourn or a question of privilege.

Rule 15. When a question has been decided it can be reconsidered by a majority vote of those present.

Rule 16. A motion to reconsider must be made and seconded by two members who voted with the majority. A motion to reconsider, having been put and lost, shall not be renewed.

Rule 17. No motion to amend the minutes, by striking out words or sentences shall be admissible, unless they contain some error of fact or grammar.

Rule 18. A motion to suspend the rules must receive the approval of two-thirds of the members present, and shall be decided without debate.

Rule 19. A motion for the previous question shall not be entertained unless seconded by ten members of the Union, and shall be decided without debate.

Rule 20. When so made the question shall be put in these words: "Shall the main question be now put?" and if decided in the affirmative shall preclude all further amendment and debate of the question. When there shall be pending amendments, the question shall first be taken upon amendments in their order, and then on the main question.

Rule 21. When a question is postponed indefinitely it shall not come up again except by a two-thirds vote.

Rule 22. On motion, the regular order of business may be suspended by a two-thirds vote of the meeting at any time to dispose of anything urgent.
Debate

Rule 23. A motion shall not be subject to debate until it has been stated by the chair.

Rule 24. When a member wishes to speak he shall rise and respectfully address the chair and if recognized by the chair, he shall be entitled to proceed.

Rule 25. If two or more members rise to speak at the same time the chair shall decide which is entitled to the floor.

Rule 26. Each member when speaking shall confine himself to the question under debate and avoid all personal, indecorous or sarcastic language.

Rule 27. No member shall interrupt another while speaking except to a point of order, and he shall definitely state the point, and the chair shall decide the same without debate.

Rule 28. If a member, while speaking, be called to order he shall take his seat until the point of order is decided, when, if declared in order, he may proceed.

Rule 29. If any member shall feel himself personally aggrieved by a decision of the chair, he may appeal to the body from the decision.

Rule 30. When an appeal is made from the decision of the chair the Vice President shall then act as chairman; said appeal shall then be stated by the chairman to the meeting in these words: “Shall the decision of the chair be sustained as the decision of this Union?” The member will then have the right to state the grounds of appeal, and the chair will give reasons for his decision; thereupon the members will proceed to vote on the appeal without further debate, and it shall require a majority to sustain an appeal.

Rule 31. No member shall speak more than once on the same subject until all the members desiring the floor shall have spoken, nor more than twice without unanimous consent, nor more than five minutes at any one time without consent of a two-thirds vote of all members present.

Rule 32. The presiding officer shall not speak on any subject unless he retires from the chair except on points of order.

Privileged Questions

Rule 33. When a question is before the meeting no motion shall be in order except:
1. To adjourn;
2. To lay on the table;
3. For the previous question;
4. To postpone to a given time;
5. To refer or commit;
6. To amend;
and these motions shall have precedence in the order herein arranged. The first three of these motions are not debatable.

Rule 34. If a question has been amended, the question on the amendment shall be put first; if more than one amendment has been offered the question shall then be put as follows:
1. Amendment to the amendment;
2. Amendment;
3. Original proposition.

Rule 35. A motion to adjourn shall always be in order except:
1. When a member has the floor;
2. When members are voting.
Voting

Rule 36. Every member present shall vote on a question when put, unless the Union, for special reasons assigned, shall excuse him.

Rule 37. Before putting a question to vote the presiding officer shall ask, "Are you ready for the question?" Then it shall be open for debate. If no member rises to speak, the presiding officer shall then put the question in this form: "All in favor of this motion say 'aye' and after the affirmative vote is expressed: "Those of the contrary opinion say 'no.'" After the vote is taken he shall announce the result in this manner: "It seems to be carried (or lost); it is carried (or lost) and so ordered."

Rule 38. Before the presiding officer declares the vote on a question, any member may ask for a division of the house. Then the chair is in duty bound to comply with the request, and a standing vote shall then be taken, and the secretary shall count the same.

Rule 39. The ayes and nayes shall be taken and recorded upon any question before the union upon call of fifteen members, but such call shall not preclude amendments before the main question is put.

Rule 40. While the Secretary is calling the ayes and nayes, it shall not be in order for any member to explain his vote during the call, unless unanimous consent of the Union is given.

Rule 41. All questions unless otherwise provided for shall be decided by a majority of the votes cast.

Rule 42. In case of a tie vote, except in a secret ballot or in the election of officers, the presiding officer shall cast the deciding vote.

Committee of the Whole

Rule 43. On going into the committee of the whole, the presiding officer shall name some member to act as chairman of the committee, who shall occupy the chair and conduct the business while in committee.

Rule 44. When the committee is ready to report, the chairman shall take the floor (the presiding officer resuming the chair) and make known in proper form the action or result arrived at by the committee, and the same shall be entered upon the minutes of the Union.

Committees

Rule 45. A majority of a committee shall constitute a quorum for the transaction of business.

Miscellaneous

Rule 46. All resolutions, petitions, memorials, etc., shall be referred to their appropriate committees without debate, except in cases where there is no opposition to their immediate consideration.

Rule 47. The Ritual of Common Procedure, as adopted by the Third and amended at the Fourth and Sixth International Conventions, shall be the official ritual and shall be used by affiliated local unions and district councils.

Rule 48. All questions, unless otherwise provided, shall be decided in accordance with Roberts' Revised Rules of Order.
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MANUAL

For Use of

LOCAL UNION OFFICERS AND STEWARDS

A HANDBOOK and GUIDE

Published By

UNITED CEMENT, LIME AND GYPSUM WORKERS INTERNATIONAL UNION

3329 West Washington Blvd.
Chicago 24, Illinois
INTRODUCTION

This Manual has been prepared for the purpose of aiding the officers of our affiliated local unions in the performance of their many duties. We hope that it will serve a useful purpose. Experience has taught us that the solution of many local union problems must come from the imagination and resourcefulness of those elected as leaders by the membership. Half-hearted effort and wishful thinking can never be a successful substitute for diligent and courageous leadership. We, of the United Cement, Lime and Gypsum Workers International Union, know full well that hard work, loyalty and devotion to our organization are the essential ingredients of success. Yet what we have learned, often through trial and error, can be set down in writing for the guidance and usefulness of today’s local union officer. With that thought in mind, these pages have been prepared. We trust you will find the contents of this publication helpful as each of you continue to render faithful service to the various local unions affiliated with our International Union.

Wm. Schoenberg,
General President.

1953
CONGRATULATIONS

Congratulations should be extended to you members upon becoming officers of our local unions—to you who have been re-elected, but especially to you members recently elected for the first time. We don’t mean to underestimate the importance of re-elected officers, but we feel you members have been adequately compensated by the fact if your re-election. This is an indication that your fellow workers felt that you were doing more than an adequate job and that you yourself were enjoying the honor and privilege of serving in an elected office.

We stress our congratulations to you new officers because we feel that you may not as yet realize the honor and prestige attached to holding a local union office. Your election is an indication that you are a leader of ability and integrity, capable of instilling confidence in your fellow workers. For possessing these qualities and for accepting the responsibilities of union office you are to be commended.

In order to aid you in carrying out your duties and responsibilities, we have prepared this booklet. It would do no harm, but probably would be very helpful, if each elected officer read the section dealing with the other local offices not filled by him.

A. Preside at all meetings of the union. This function of office must be carried out by the president or vice-president. It cannot be properly delegated, but there are a few rules that can make this task easier.

1. Keep cool. At times a debate from the floor may become unruly and difficult. The presiding officer should keep his wits about him at all times in order that such debate be usefully directed.

2. Be objective. Don’t let your personal feelings get the better of you when a controversial issue is being debated. Remember the chairman must leave the chair when he desires to participate in the debate.

3. Know your parliamentary rules. Simple rules are found in the back of the International Constitution and Official Ritual. It would be wise to have a detailed copy of
Robert's Revised Rules of Order in the local union files.

4. Maintain order. No group meeting can satisfactorily transact business unless order is maintained. Disorderly meetings can seriously impede the effectiveness of your local.

5. Start meetings on time. Always call meetings to order at the appointed time, provided a quorum is present. Once the members understand that the meetings will start at the regular time their punctuality will improve. Never delay the start of meetings by waiting for the late members to arrive.

B. Countersign all orders properly drawn on the treasury of the local union; examine at the end of each month the day book and cash book and countersign same; see that the quarterly audit of local union accounts has been compiled and reported at a meeting held within the month following the end of the quarter. These specific duties of the president are very important. They are primarily supervisory functions that should be handled with the greatest of care.

Because most of the financial transactions are handled by other elected officers, there is little delegation involved in this work but the utmost supervision must be exerted. Remember it is not only your right to look into local financial matters, but it is also your responsibility. The following few hints concerning your duties might be helpful:

1. Never sign blank checks or records for the convenience of any person. Such a habit may serve as an undue temptation to the most honest treasurer.

2. Set a specific time for the examination of records. Don’t put off this job or delegate it to anyone else.

3. Be scrupulous about examining financial records. Be sure you yourself are satisfied with all records.

4. Make certain that the minutes of meetings are properly and permanently recorded. Also, that a proper record of membership attendance of meetings is kept.

C. Enforce all laws of the International Union and the by-laws applicable to local unions and members thereof. This phase of the president’s duties is well suited for delegation to committees and individuals. It should be stressed at this point that the president has a dual role in the union: 1, he is an elected representative of his local union and 2, he is the local union representative of the International Union. Great discretion must be used in carrying out these roles.

The first duty of the local union president is to execute the wishes of the local union members in a responsible manner. Samuel Gompers adequately expressed this idea in the following manner “... our movement is based upon the recognition of the sovereignty of the workers; ... they require their executive officer, not to lead them, but to execute their will.”

Of equal importance is the local president’s duty to the International. International unions
were established only after individual locals found they could not go on alone. Generally it takes a critical situation to bring this fact home. Since our organization is democratically organized and decisions are made in a democratic fashion, it would be well for us to abide by the policies and decisions of the International or District Council rather than face a crisis alone.

In carrying out this latter responsibility, it becomes the duty of the president to make known to his membership the rules and decision laid down by the International Convention, the General Executive Board, the International Policy Committee and the various district council bodies. In order to do this effectively, the local president must keep himself informed of the actions of all these bodies.

D. **Appoint all committees not otherwise provided for.** This is a paramount responsibility of the local president. A local union with a few ill-chosen committees is a weak union, while a local with a number of committees properly staffed is a flourishing active union.

It often has been said that the most important quality of an executive is his ability to judge men—by that we mean picking the right man for the right job. The local president is generally well known by most of his members and in turn, he usually knows the members of the local very well. When picking committee chairmen and members, it would be well to take into account the personality, temperament, ability and interests of the men concerned.

E. **In case of a tie, except in a secret ballot or in the election of officers, he shall cast the deciding vote.** There is little to be said for this duty except that the president should use great discretion when carrying out this provision. If the president were to show extreme prejudice to any side of an issue, he might destroy the confidence of the members, especially when deciding some controversial measure. Utmost discretion must be used when invoking the right to break tie votes.

F. **He shall administer the obligation to all new members.** This phase of the president's duties cannot be overstressed. The obligation of new members is a solemn ceremony, steeped in tradition and of prime importance to our union as well as the labor movement in general. New members of a local union who are properly obligated will always remember that day in their life, thus giving more meaning to their membership in our organization.

It has been found that where the obligation is performed in an unceremonious manner, the members involved soon forget the meaning of unionism. It is the purpose of the obligation to impress upon the new member the significance of unionism.

The only way in which the obligation can be impressively administered is by having the initiation ceremonies memorized by the local president. When memorized, the president can look straight at the new member and in a clear voice recite the oath of obligation. This method greatly enhances the ceremony.
G. Perform such other duties as may be required by the Constitution of the International Union. This final duty of the local president is significant inasmuch as it again stresses the president’s responsibility to the International.

While the foundation of our organization is in the membership of our local unions, our strength exists because we are an international organization with thousands of members on the North American continent. In order to remain strong, we must always remember our role as local officer within an international union.

PROGRAM PLANNING

While the topic of planning is not specifically covered in officers’ duties in the International Constitution, it is essential to the successful and efficient operation of any local union. It becomes, therefore, a major responsibility of the local president working in conjunction with the other local officers, the executive board or committees, as the case may be.

Program planning is not an undemocratic process as some may think. We witness it in cabinet meetings of our federal government, caucuses at political conventions, board of directors’ meetings of corporations and in many other arenas in the American system.

If we were to compare a local union meeting to a stream of water, then planning would be compared to levees, dams and other factors that give direction and control to water. Without planning, our union meetings have little direction or course, and their full value is never realized.

By program planning we mean advance discussion and preparation in order to give some direction to our local union activities. Contract negotiations lends itself very nicely to an illustration of planning as it becomes most effective only after some planning. We find that without some forethought and prior discussion, many minor issues would confuse the proposals sent to employers. This causes much waste of activity and energy and takes away much of the effectiveness of negotiations. The necessary planning for negotiations applies not only on the local union level, but also to the District Policy Committee and the International Policy Committee.

Planning should enter all other phases of union activity, including local meetings, special community activities, preparations for conventions, educational programs, et cetera. Progress can only be achieved by setting goals and then working diligently and in an organized manner to achieve these goals. James Russell Lowell aptly remarked that “not failure, but low aim, is crime.” We can set our sights high and keep them there with planning and forethought.

THE VICE-PRESIDENT

The story is often told of the family with two sons, one went to sea; the other became vice-president of the United States and nothing was heard from either one since. This little story, even if told in fun, does much to belittle the office of vice-president, for this is an office which even in a local union has great potentialities.

According to the duties as spelled out in the Constitution and By-Laws of our organization, the vice-president is to assist the local union guard, care for local union property and help maintain order at meetings. He also presides at meetings in the absence of the president and acts as president for the unex-
pired term if that officer dies, is removed or resigns from office. These are but a few of the real duties of the vice-president.

In reality it is the man who makes the office. An active officer can make the job interesting and productive, while a complacent man can make the office seem honorary but insignificant. In order to give you a few ideas on how to make the office worth-while, the following outline is presented:

A. *Be a real aide to the president.*
   1. Work with, not against the president.
   2. Offer help to the president when he is overworked.
   3. Accept assignments from the president when given.

B. *Be active in all local union affairs.*
   1. Volunteer services when local has work to do.
   2. Accept some committee work.
   3. Set an example by being a first-class union man.

Remember you have some stature in your local otherwise you would not have been elected. Always conduct yourself in a manner befitting a local union officer. It is the man who makes the job of vice-president what it is and what it should be.

**THE RECORDING SECRETARY**

One of the most interesting offices in a local union is that of the recording secretary. He has first-hand knowledge of all correspondence emanating from or received by his local. He has at his fingertips the official minutes of all local meetings. All bills received and orders drawn on the local treasury pass through his hands, and he also has charge of the membership attendance records. While this office requires careful attention, accurate recording and some aptitude for writing, its duties provide sufficient interest to keep it from becoming boresome or a burden.

The following hints and suggestions will be of help:

**CORRESPONDENCE**

*Letters received:* Make certain that all letters are brought to the attention of the local at the first meeting following their receipt. If an answer is required reply promptly as directed by the local. Keep letters neatly filed for reference. Sometime inter-union communications, such as minutes of Executive Board Meetings, I.P.C. meetings and Circular Letters from the General Office may be too lengthy for complete reading. In such cases, summarize the contents of the letter, being sure to cover all important points.

*Letters written:* Always make a carbon copy for local union files of all letters written and read same to the next following meeting of the union. If it is a reply letter, attach your file copy to original letter and file. Be prompt in replying to all communications, especially those of inter-union nature. Use the union seal only on inter-union correspondence. This indicates authenticity and that the subject matter covered in the letter has received the attention of your local union. Always start an inter-union letter as follows: “Dear Sir and Brother:” and close it with: “Fraternally yours,”. Never use this form in communicating with an employer, other person or firm. In those cases, start with “Dear Mr. Brown,” “Dear Sir”
or "Gentlemen" as the case may be. Close such letters with "Yours very truly" or "Respectfully yours."

Should you write a letter to the General Office about any matter which may be of interest or eventually require attention by one of the representatives in your area, such as grievances, contract negotiations, change in meeting date or officers, etc., always mail copy of same to the Vice-President and District Representative for their information. Also, send these two representatives, at least, copies of all letters directed to your employer.

**MINUTES**

The minutes of all meetings should be recorded in ink in a bound, minute book. The recorded minutes should always show the time, date and place of meeting and name of the presiding officer.

Minutes should be arranged according to the Order of Business with each action, report, motion, etc., shown under the proper heading. If, on the other hand, no action occurs under a particular Order of Business, the heading should be written in and followed by the word "none".

Always record the name and action thereon of applicants for membership. When new members are obligated record their name.

Regarding letters received, show the date of the letter, who it was from, the subject of the letter and the action taken thereon.

Concerning bills, show date of bill, from whom, for what item or purpose, and whether approved or disapproved.

In recording Reports of Committees, be brief but cover the important parts.

No action should ever be taken by a local under Good and Welfare. This order is entirely for discussion. Any matter originating therefrom requiring any action should be referred to New Business.

The name of the mover and seconder of all motions should be shown. It is a good practice to write out a motion and read it aloud prior to taking the vote. This will help immensely in recording the minutes from your notes. After the vote is taken, write by each motion either "carried" or "lost", as the case may be. If a standing vote or secret ballot is taken show the number of votes "for" and "against".

Record the following information from the Report of Receipts and Disbursements:

- Total Receipts
- Total Disbursements
- Balance in Treasury

Always show the hour of meeting and adjournment. Sign your name and title at the end of minutes recorded in the minute book. After minutes have been approved, write in the date of approval. It is good policy to also have the local president countersign recorded minutes when approved.

Keep the roll book up to date by adding any new member's name after each meeting. The attendance record is quite important for it is usually the only conclusive proof of the number of meetings a member has attended in a given period.

In reading letters, minutes, etc., to local union meetings, always stand and speak in a clear, un-
hurried manner. It is a good idea to read such matters over carefully just prior to the meeting so as to acquaint yourself with the contents, any difficult words, or lengthy phrases.

Most recording secretaries receive and distribute their local's allotment of the "Voice" each month. Be diligent and attentive to this important responsibility in order that each member who desires same may receive a copy. Keep at least one copy of each monthly issue on file.

If it becomes necessary for you to be absent from a local meeting, notify the president as far in advance as possible. Be sure that the minute book, correspondence, etc., will be available at the meeting you miss.

Always post notices of local meetings in conspicuous places about the plant a few days in advance of the meeting.

You may find these pointers helpful, but keep in mind that by applying yourself and always trying to improve the handling of your duties, you can do more to efficiently serve your local union.

THE FINANCIAL SECRETARY

The selection of a person as financial secretary of his local union by his fellow-members is a real tribute to that person's integrity, trustworthiness and all-round dependability. Every financial secretary should be mindful of the trust placed in him and try at all times and under all conditions to be worthy of that trust.

A financial secretary's contact and relationship with the members are more intimate and direct than any other local union officer. Through his office passes all initiation fees, reinstatement fees, monthly dues, fines, assessments and other monies received from any source by the local. He must constantly keep in mind that he is handling the monies of others and it is his responsibility to keep an accurate, up-to-date account of all transactions. His duties must be performed in an efficient and meticulous manner, not only well enough to satisfy his own conscience but sufficiently well to withstand a certain amount of doubt and suspicion which are too often unjustifiably associated with the handling of other peoples' money.

Perhaps the work of no other local officer can influence or contribute more to the well-being of the local than that of the financial secretary. This is a "key" job in any local. Carelessness, poor record keeping and a lack of sincerity on his part can easily demoralize and upset the most active local union. Keep this in mind, do your job conscientiously, never putting things off, and yours will be the satisfaction of knowing that you are performing an immeasurable service to your local union.

The financial secretary's job is not a difficult one. While every member is not suited or qualified for this post, the requirements are simple and reasonable, and a person need not be well educated. Any conscientious member, who can write legibly and do simple addition and subtraction, who is neither careless nor tends to put things off and has a sense of responsibility can be an efficient financial secretary. He must be honest and of good reputation. We have many excellent financial secretaries throughout our organization, each one being a worker in the plant, who has mastered the job and has been re-elected year after year.
There are four basic things which a financial secretary must record in every financial transaction involving the collection of local monies.

1. The date of the payment.
2. The name of the person making the payment.
3. What the payment was for, such as initiation fees, dues, etc.
4. The amount of the payment.

This applies to both the Day Book and Ledger Card account of individual members. This information about payments is to always be recorded first, in the Day Book, and second, from the Day Book to the Ledger Card.

All monies received should be promptly turned over to the treasurer, and in no event, any later than at the close of each local union meeting. Always obtain a receipt from the treasurer for such monies turned over to him. Never neglect to make a financial report to each local meeting.

You should find the following pointers of help in the performance of your job:

**RECORDS AND ACCOUNTS**

Keep accounts and records up to date. Should any page of your account books be spoiled beyond use, void it and use another page. *Never tear out* or otherwise remove a page for any reason. Close all accounts as of the last day of each month. Check your accounts regularly to see if they are in balance. Have all your accounts and records ready for auditing by the trustees at the end of each quarter. Keep all records, copies of reports, receipts, correspondence, etc., neatly and properly filed. Close all accounts as of the last day of each month.

When in doubt as to the proper method of handling any transaction do not hesitate to communicate with the General Secretary-Treasurer.

**MEMBERS**

Do not resent inquiries or questions by members about their individual standing. Be prepared to explain and show to a member, upon inquiry, the record of his payments and his standing. Deliver membership dues books to new members as soon as possible after you receive them. Encourage members to regularly present dues books for your cancellation of payments received. Always have individuals sign applications for membership, retiring cards, transfer cards, out-of-work fee, etc. Notify any member who has become one month in arrears with his dues.

**MEETINGS**

Have your accounts in order prior to local union meetings. Have Day Book and Ledger Cards available at meetings. Report suspended members to the next local meeting. Present applications for membership, retiring cards, etc., to recording secretary prior to start of local meeting, provided, of course, the required fee has been paid. Always make a financial report to each local meeting.

**MONTHLY FINANCIAL REPORTS, ETC.**

For monthly financial reports to the International Union see Section 4, Page 38, International Constitution. Complete and mail monthly financial reports due affiliated organizations, such as District Council, State Federation, Central Labor
Union, at the same time as International reports. If your local is required to deduct any Social Security and Withholding Taxes from salaries paid to officers or delegates, be certain that such reports and payments due are made as required by law. On or before May 15th of each year, your local must file an annual report of receipts and disbursements for the preceding year on Form 990 with the Internal Revenue Department. Some state laws require similar annual financial reports.

MATERIAL FOR NEW MEMBERS

It is your duty to prepare for presentation to each new member certain informational material. The following material is furnished by the International Union:

- Brochure entitled “Welcome, New Member.”
- Membership Dues Book (if received by that time).
- Copy of International Constitution and By-Laws.
- “Brief History of the International Union.”
- Pamphlets:
  - “Where Your Money Goes”.
  - “Union Structure”.
  - “A More Abundant Life”.

The following should be added to the Brochure and furnished by the local union:

- Copy of Local Constitution and By-Laws.
- Copy of Local Contract.
- Space for certain information about your local union officers, meeting time and dates is provided on the back of the Brochure. You fill this in.

The detailed coverage of this local union office should not discourage any newly-elected financial secretary. Because of its importance, we have tried to give helpful advice and direction. It may take a little time for the new financial secretary to find his bearings, but he will also find that performance of his duties in a conscientious manner will add greatly to the over-all effectiveness and success of his local.

THE TREASURER

Much of what has been said about the position of the Financial Secretary is fully applicable to the job of Treasurer in the local union, for this is also a position of trust and honor involving the handling of all the monies of the local union.

While the International Constitution and By-Laws permits local unions to combine the offices of Financial Secretary and Treasurer, it is a strong recommendation of the resident General Officers that the offices not be combined in every case where it is possible and practical to do. In either case, the suggestions and pointers emphasized in this section apply to the efficient performance of the Treasurer’s job.

As in the case of Financial Secretary, there are four basic things which the Treasurer must record in every transaction involving local union funds:

1. The date the money was received.
2. The name of the person from whom the money was received.
3. What the money was for, such as initiation fees, dues, etc.
4. The amount of money received.

The above applies to receipts issued to the Financial Secretary.
In issuing checks on local union funds, be sure to record the following information in both the Checkbook and the Cash Book.

1. The date and number of the check.
2. The name of the person to whom check is made payable.
3. The nature of the bill for which the check covers.
4. The amount of the check.

Follow carefully the suggestions to the Financial Secretary under the subhead, “RECORDS AND ACCOUNTS.”

**CHECKBOOK**

Through your bank of depository, you can arrange to obtain, at nominal cost, checkbooks containing from 100 to 500 checks bearing the name of your local union, and with consecutive check numbers printed thereon, including the stubs. We recommend that local unions secure such checkbooks for use by the Treasurer, with necessary space for counter-signature of local President on the checks.

**BANK DEPOSITS**

Make deposits promptly and regularly. Should you receive any monies near the end of a month, make sure that it is deposited on or before the last day of such month in order to avoid having “cash on hand, not deposited” at the end of the month. This procedure, if carefully followed, will aid the Treasurer in balancing his accounts at the end of the month, and it will also materially help him in balancing his Checkbook and Cash Book with the monthly bank statement. Obtain a deposit slip, ticket or other bank record when you make deposits. Record them promptly in both your Checkbook and the Cash Book. Never pay any bill in cash.

**BANK STATEMENTS AND CANCELLED CHECKS**

Most banks issue, or will issue upon request, a monthly statement showing all deposits and checks handled including the cancelled checks. Balance your Checkbook and Cash Book monthly to see if they balance with the bank statement. Keep the bank statements and cancelled checks for a permanent record. Be sure that bank verification forms are supplied your bank in accordance with the requirements of the International Constitution and By-Laws.

**MEETINGS**

Have your accounts in order and make a report to each local union meeting. Be sure to give the following minimum information when making a financial report to the local:

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<thead>
<tr>
<th>Cash on Hand</th>
<th>Cash in Bank</th>
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<tbody>
<tr>
<td>Amount on hand last meeting</td>
<td>$</td>
</tr>
<tr>
<td>Receipts since last meeting</td>
<td>XXXX</td>
</tr>
<tr>
<td>Total</td>
<td></td>
</tr>
<tr>
<td>Deposited in bank since last meeting</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td></td>
</tr>
<tr>
<td>Total of checks issued since last meeting</td>
<td>XXXX</td>
</tr>
<tr>
<td>Amount on hand, close of this meeting</td>
<td>$</td>
</tr>
</tbody>
</table>

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Always bear in mind that you are handling funds which belong to the local union, and that the members are entitled to reports and information about how the funds are expended. While you must be able to correctly account for every penny you handle, there is great satisfaction in knowing that you have performed your duties efficiently and honestly.

**THE GUARD**

This office in a local union is too often considered as being of somewhat lesser importance than is rightfully due. In order to properly evaluate its importance and responsibility, we must look backward to the days when wage earners did not have any legal protection of their right to belong to labor unions. In those days, unions were constantly harassed by "labor spies" who would infiltrate their ranks and keep the employer advised of the unions' members and activities. Those were the days when union membership almost automatically meant discharge and blacklisting. These conditions caused local unions to be extremely careful about organizational and other activities. The Guard or Sergeant-at-Arms, was responsible for every person who entered the meeting hall for he was truly the guardian of local business meetings.

Present-day conditions have caused many unions to be lax about their business meetings and other activities. In many of our locals, all members are personally acquainted with each other. Yet, each local should impress upon the Guard that he is responsible for every person that enters the meeting hall, and that the Guard should be doubly sure that such persons have been fully identified before they are allowed to enter. This is wise practice for every local to follow and it will tend to create respect for local union meetings among the members.

The Guard also takes an active part in the obligation of new members. He can make a valuable contribution to the impressiveness of the ceremonies by knowing how and effectively performing his part. When there are applicants to be initiated, the Guard should perform the following functions:

1. Identify the candidates at the door (entrance).
2. Have them wait outside until the order of business has reached "Initiating and Obligating."
3. If possible, have some other member remain outside or in the anteroom with the waiting candidates.
4. When instructed by the President, escort the candidates to the President's chair.
5. Introduce each candidate individually to the President, giving their full names (See Ritual).
6. Stand to one side or just behind the candidates while they are being obligated.
7. Upon completion of the initiation ceremony, escort the new members to seats.

Other duties are required of the Guard so as to make meetings orderly, having to do with members entering the hall after the meeting is in progress or with members excused and departing before adjournment. The Guard is required to assist the Recording Secretary in recording of attendance at meetings.

**THE TRUSTEES**

These three local union officers serve as both trustees and auditors. Their term of office is three
years. No other local officer is elected for a term of more than one year. One trustee is elected each year so that under ordinary circumstances, there are at all times two experienced trustees in office. This arrangement itself indicates that stability and reliability are necessary requirements to this position. Since they also perform the important duties of auditors, some knowledge of, or ability to learn and understand the financial accounts of the local are required.

The word “trustee” has been defined as meaning, “A person to whom property or the management of property is committed for the benefit of others.” This definition aptly applies to local union trustees for they have charge of any and all property of the local. Since they are also the auditors, their duties involve the supervision and examination of all books, records and accounts of the Financial Secretary and Treasurer. Furthermore, they are responsible to the General President and General Executive Board of the International Union for all funds and other property of the local union under their control.

Auditing duties deserve and require a careful and complete examination of all books and financial accounts, including individual members’ Ledger Cards, at the end of each quarter period. Auditors must make sure that all accounts are in order and that the financial officers have performed their duties as required by the International Constitution. The balance on deposit in the local’s bank account (less any outstanding checks) as shown on the last bank statement for the quarter being examined, must be reconciled with the balance on hand shown on the Treasurer’s Cash Book and Checkbooks, including any “cash on hand, not deposited” which is held by the Treasurer. Any cash on hand, which has not been deposited by the Treasurer, must be verified by actual physical count by the trustees. The trustees are to enforce the requirement that all local receipts are deposited regularly in the bank.

The auditing of local union accounts is a regular and well-established procedure in our organization. This function is designed to insure a systematic and exact accounting for all monies received from any source and expended for any purpose by the local. When trustees perform their auditing duties in an efficient and prompt manner, any mistakes or errors, whether unintentional or otherwise, are promptly detected and given the necessary attention. It is common, good business practice to regularly audit the financial accounts of any enterprise. By so doing, all persons that have any interest or equity in the enterprise are assured of an accurate and complete accounting of all financial transactions. This is the purpose of regular and thorough audits of all local, district and international financial accounts in our organization.

While the trustees’ duties carry major responsibilities in the local union, our accounting methods are so designed as to simplify accurate auditing. The required duties are neither difficult nor complicated, but they do require loyal and conscientious effort.

THE STEWARD SYSTEM

At the 1952 Convention of our Union, the following program was adopted at the recommendation of the Education Committee:

*Application of the Steward System to the Cement, Lime, Gypsum and Allied Industries*
I. Physical construction. One member from each major department, and in large continuously operating plants, one man from each shift, to act as a steward.

1. Determine if practical to have one steward to each departmental supervisor and shift foreman.

2. In larger unions, stewards should be selected from outside of officers.

II. The steward should be elected by the members in the department and on the shift.

1. Stewards to be elected at regular election for one year, to be replaced if:
   a. He terminates employment or resigns.
   b. He transfers to another department.
   c. He does not perform his duties to the satisfaction of the members in the department or of the local union.

2. Union president may appoint steward to fill vacancy until department election held.

3. Stewards should take the same pledge as officers.

III. Stewards' meetings.

1. Union representatives should hold initial meetings with stewards to:
   a. Instruct them in their duties.
   b. Explain and interpret contract provisions.
   c. Train in group discussion.

2. Stewards should meet regularly to:
   a. Consider grievances.

b. Agree on consistent application of agreement provisions.

c. Determine whether to submit alleged grievance to general manager.

d. Determine whether to refer grievance to union representative.

IV. The Union Committee.

1. All stewards, as a group, to be considered the union committee.

   a. The stewards should select three of their members who, plus the steward in whose department the grievance occurred, will meet with the general manager to process grievances.

   b. Personnel of the union committee which meets with the general manager may be changed by the stewards.

2. Local unions may change personnel of the union committee if it does not function satisfactorily.

The adoption of the above program pointed out the need within our organization of an effective steward system. The key to the system may be found in Part I of the outline. Here it has been suggested that there should be a responsible union official on the job for every foreman or supervisor. In some cases our present committeeman system is sufficient, but in far too many cases the committeeman system fails to provide enough union representation on the job.

It is an important phase of union activity to provide this full-time representation. With this full coverage, we can be assured that the contract will be lived up to, that new members will be contacted,
that a member on the job can have his grievance handled on time with a minimum of trouble as well as numerous other advantages. Since the union's primary purpose is to service and protect the worker, it is only natural that the steward system as described would be encouraged.

The steward system recommended does not require any fundamental changes within our organization. It would be well for us to understand just which local union representative we refer to as "steward." In many cases, the person presently handling grievances with the foreman is referred to as grievance committeeman, plant committeeman, workmen's committeeman, etc. In order to standardize the title we feel it advisable to call these representatives "stewards." The stewards can still make up the grievance, plant or union committees, if desired. In a particular local or in the case of larger locals they may supplement the work of these committees.

The details on how to make the steward system most effective will have to be left up to the individual plant and local. We should aim for the following objectives in adopting a steward system:

1. Uniformity by adopting the title "steward" for all those men who handle grievances for the union on the foreman or departmental level.

2. Effectiveness by seeing to it that there is strict contract enforcement and adequate grievance processing.

THE STEWARD

The steward is an important man in the life of any labor union. Just as an army could not function without its sergeants, so a union cannot operate properly without stewards. So we may fully realize the importance of the steward, we should understand the various services he is rendering to the members.

In the department or on a shift the steward is "the union." He is the man whom the workers look to as the guardian of the contract. It is true that the local bargaining committee with the help of an International or District Representative negotiated the contract, but it is the steward who makes the contract a living document. The steward's first job then is to understand the application of the contract and enforce its provisions in his department or on his shift in a fair and impartial manner.

The second job of a steward is that of grievance handler. No matter how good or complete a contract may be, it cannot cover all situations that human beings encounter. In these day-to-day situations that arise the steward must protect the worker. The first step is the most important, for experience has shown us that most grievances are settled between the steward and foreman. In this phase of activity, the steward must not only know how to interpret and apply the contract, but should have some knowledge of human relations as well. Proper handling of grievances is essential for building a strong union, for it gives the worker confidence in his company and union by minimizing the day-to-day problems that arise.

The steward's third job is that of being a goodwill ambassador and official greeter for the union. This important phase of a steward's duty is often overlooked or attended to in an off-hand manner. It has been said that first impressions are most lasting. This is especially true with new employees of a company. A steward should be one of the first...
to approach new employees and put them at their ease in their new job. Remember that the steward is the union in a plant, so new men will judge the union by the steward.

The steward's tasks go beyond the three main ones already mentioned. He must be a good worker on his job and an active union member at all times. A steward is expected to see that the members on his shift or in his department attend union meetings regularly. To accomplish this, he must set a good example himself. He must also be informed of issues and facts that might be of interest to union members. Above all a steward must be ready, willing and able to serve his fellow workers at all times.

**SUGGESTIONS FOR THE STEWARD**

There have been numerous pamphlets and booklets published assisting stewards in their duties. These publications have some value, but they are far from complete. Actually it is difficult to advise the steward how to carry out his tasks. The steward's job requires one main attribute and that is common sense. A man must have the ability to meet situations at a moment's notice with tact, firmness and resolve. These talents you cannot teach a man, but they are qualities usually found in the man who is chosen or elected as a steward.

There are some general rules or hints on how to do a better job as steward. We can outline these rules in the following manner:

A. **The Steward as Contract Enforcer**
   - Know how to find the answers to questions arising out of the contract.
   - Keep a copy on hand for reference purposes.

   Encourage your fellow workers to study the agreement.
   Don't let even the smallest violation go by unnoticed.
   Be persistent in seeing violations are corrected.
   Check workers' complaints of agreement violation.
   Consult with officers or other stewards when in doubt.
   (See section on Program Planning, p. 8, for this applies to stewards as well as officers.)

B. **The Steward as Grievance Handler**
   - Know the correct procedure on grievance processing under the contract.
   - Listen sympathetically to any worker's grievance.
   - Check the facts before processing any grievance.
   - Be sure grievance is legitimate and not imaginary.
   - Write up the facts clearly and concisely.
   - Approach foreman in a firm but friendly manner.
   - Be persistent until grievance is settled.
   - If necessary get advice from officers or other stewards.
   - Always remember its your job to protect the worker.

C. **The Steward as Union Representative**
   - Know how to find the answers to questions arising under the local, district and international constitutions.
Be informed of what is going on in our union. Talk union to workers whenever possible but not constantly.

See to it that the "Voice" reaches every man in the shop.

Approach new workers in the shop right away. See that you have 100% membership in your department.

Always remind the members in your department to attend the union business meetings.

Be prepared to answer any reasonable questions from workers.

Remember you are the union on the job in the eyes of the worker and company.

The above are but highlights in the day-to-day activities of stewards. In the final analysis it is up to each man to conduct his stewardship in a manner which will best serve his union. As an extra aid to stewards we are adding a list of publications which we feel would be useful in his work. It is not required to read these books and pamphlets but a local union would be enriched by having copies on hand for its stewards and officers as well.

Reading List
For Local Union Officers and Stewards

(The following reading material may be obtained from the source and address indicated at the price per copy shown.)


A detailed listing of books and pamphlets of interest to union people. Lists sources of publications and prices.


This brief history is one of the best published. It is clear, concise and interesting. It should be in every union man's home.

Making Grievance Procedure Work, by Abbott Kaplan, University of California, Institute of Industrial Relations, Los Angeles, California. 36 pages, 25c.

A summary of contract grievance procedure at work in Southern California. A well-organized reworking of many shop steward and foreman manuals.


A practical guide to assist the shop steward with his job. Illustrated with cartoons.

How To Run A Union Meeting, Workers Education Bureau, A. F. of L., 1525 H Street, N.W., Washington 5, D.C., 46 pages, 25c.

A simple manual on parliamentary law for both union officers and members.


A guide to the various branches of the Department of Labor and their services. The provisions
of major legislation in the field of labor relations are included.


Through a study of the outcome of 25 historic trials, the author shows the evolution of labor rights in the United States.


A concise explanation of benefits under the 1952 amendments to the Social Security Act. A handy guide for local officers and stewards.


A handy reference guide for trade unions that explains pension plans from A to Z.

The following pamphlets may be obtained free from the American Federation of Labor, 901 Massachusetts Avenue, N.W., Washington, D.C.

_American Federation of Labor_, 15 pages.
A brief sketch of the achievements of the Federation over half a century.

_A Democratic Institution_, 8 pages.
Explains briefly with chart and text the purposes, structural organization, executive machinery, revenue and fundamental philosophy of the A. F. of L.

_Sam Gompers—Little Giant of Labor_, 4 pages.
A reprint from a Readers Digest article by Victor Riesel.

_The American Labor Movement_, by Samuel Gompers, 38 pages.
A statement by the first President of the A. F. of L. as to its policies and guiding principles.

From the General Office of the International Union you may obtain the following:

The up-to-date story of the development, expansion and growth of our Union.

_Officers’ and Stewards’ Manual_, 25c.
A handbook for local union officers and stewards.
A practical guide to assist these local union representatives with their jobs.

_Union Structure_, 6 pages, Free.
A brief explanation of the structure of our Union and its relation to the American Federation of Labor and the Trades and Labor Congress of Canada.

_A More Abundant Life_, 6 pages, Free.
An explanation of the various union activities which are available to members in their local.

_Where Your Money Goes_, 4 pages, Free.
A brief explanation of that ever-present question, “Where Does My Money Go?”

_Strength Through Unity_, 6 pages, Free.
Shows the extent of organization among workers of the Portland Cement Industry of the United States and Canada. Vividly portrays the overwhelmingly predominant position of our Union as the official spokesman and representative of the workers in the cement industry.
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General and District Representatives, and General Office employees.

Your District Council has expenses similar to the International's, such as:

1. Representatives’ salaries and expenses.
2. Officers’ salaries and expenses.
3. Office employees’ salaries and office rent.
4. Printing, supplies and equipment.
5. Conventions.

The financial records of your union are available for information to you at regular meetings and as may otherwise be needed. Your financial secretary and/or treasurer is required to give a report of all financial transactions at each regular meeting. Both your District Council and International supply complete financial statements to your local each month. Quarterly audits are made of local union financial accounts and reported to a regular meeting. Semi-annual audits of the International accounts are made by a Certified Public Accountant, and detailed financial reports are supplied your local biennially in both the International Officers’ reports and the Convention proceedings. Frequent audits are made regularly of District Council financial accounts. Every financial officer of your local union, District Council and International Union is covered by a surety bond.

Should you have any further question regarding how your money is spent, feel free to bring such matters to the attention of your financial secretary and/or treasurer or at a meeting of your local union.

"While a union worker pays $3 or $4 a month for the privilege of being a union man, a non-union worker pays $3 or $4 a day for the privilege of being a non-union man."

UNITED CEMENT, LIME AND GYPSUM WORKERS INTERNATIONAL UNION
3329 WEST WASHINGTON BLVD.
CHICAGO 24, ILLINOIS

PRINTED IN U.S.A.
WHERE YOUR MONEY GOES

It costs money to operate your union and to conduct its various activities. These funds are primarily provided by monthly dues paid by all members, and may not be less than $2.50 per month. However, if you work less than five days in a calendar month, only an out-of-work fee of 50¢ is required. Local unions, by proper vote of the members, may charge more than the $2.50 minimum monthly dues. Monthly dues must be paid one month in advance on or before the last day of the preceding month.

Your dues are an insurance premium, tax payment, service charge, retainer fee, and an investment, all rolled into one. You get more for your dues dollar than any other dollar you spend. It is quite important then that you understand how your dues are spent.

Your local union financial secretary collects your monthly dues either directly from you or through a payroll deduction (checkoff) authorized by you. In collecting your dues, the financial secretary serves as the collector for the International Union, for a fixed portion of your dues payments covers your per capita tax as a member of our International Union, since your membership is in the International Union through your local union. With each monthly financial report to the International, your local union pays $1.10 for you, which covers your monthly International membership tax. Your local union also pays a per capita tax from your dues payments to your District Council, State Federation and Central Labor Unions. These payments vary in amount throughout the United States and Canada as they are established by the particular council, state and central body.

All money collected by the financial secretary must be deposited in a bank under an account in the name of your local union. All disbursements made from the bank account of your local union are by check, which must be signed by two authorized officers. No withdrawals may be made from this bank account unless a bill or order for same has been previously presented at a meeting and payment thereof approved by a vote of the members. Per capita tax payments, out-of-work fees, etc., and other regular fixed payments previously authorized by action of the local union, need not necessarily be voted upon prior to payment.

The general operating expense of your local includes:

1. Local officers’ salaries and expenses.
2. Hall rent or upkeep.
3. Printing, supplies and equipment.
5. Expense of collective bargaining and/or Grievance Committee.
6. Per capita tax to State and Central Bodies.
7. Surety Bonds on financial officers.
8. Arbitration expenses.

Generally, there is a surplus from receipts exceeding expenditures, and the surplus is held as a reserve fund to meet unforeseen or emergency expenses.

The International Union spends your money for the following principal items of expense:

1. Officers’ and representatives’ (organizers’) salaries and expenses.
2. Salaries of General Office employees.
3. Publication of the “Voice”.
4. Strike donations.
5. Printing, supplies and equipment.
6. Per capita tax to A. F. of L. and T. L. C. C.
7. General Office maintenance.
8. Convention expenses.
10. Legal Counsel fees.

There are various expenses other than the above which must be paid by the International Union. However, prudent handling of International finances has made possible the accumulation of over a quarter million dollars in reserve funds, most of which is invested in federal savings bonds. In addition, the General Office building and equipment are debt free and valued at more than $60,000. Ten cents from the monthly per capita tax paid by you to the International Union is exclusively set aside in trust for the funding of a retirement plan, and a health and welfare program covering all International Officers,
eliminate waste and otherwise strive to make his business profitable. Several important areas of cooperation exist between the employees and union, such as quality of product; suppression of unfair competition, safety programs, and good relations stemming from a sympathetic understanding of mutual problems.

Public
As a member of a progressive and forceful union, you have an influence which can be good or bad for the community in which you live. Public opinion is the greatest force in a democratic society. As a member, it is your duty to make certain that your union is an influence for the public good. You can help in doing this by always promoting the union's program or position and by acquainting the public with the union's purpose of improving the living standards of your community. You and your union can influence favorable public opinion by participating in community functions and civic activities, by serving on community committees and supporting worthwhile programs. An active union member should always be a good citizen, willing to serve his community and to accept civic responsibilities.

Avenues of Service
A chart is presented in order to demonstrate various avenues of service available for your participation as a union member. However, the first step in rendering service to your union is by regularly attending local union meetings. It is in such meetings that the business of the union is transacted. From the various reports of officers and committees, you will become acquainted with union activities. The discussions of various questions and subjects will give you an understanding of the union's objectives and program. The regular business meetings are the heart of all local union activity. In order to become an active part of your union, you must attend its meetings. Keep in mind that effort is required to make any undertaking fruitful and that faithful service in the interest of your union will bring you the deep satisfaction of making a real contribution to a more abundant life for your community, fellow-worker and family.

UNITED CEMENT, LIME AND GYPSUM WORKERS INTERNATIONAL UNION
3329 West Washington Blvd.
Chicago 24, Illinois
Local Union

Upon joining our union, you become entitled to all the rights and privileges assured every member. Included among but not limited to these rights and privileges are: collective bargaining with your employer concerning wages, hours, working conditions and all other conditions of employment; protection under certain state and federal laws applicable to industrial workers; cooperation and support from 10,000,000 members of the A. F. of L. and the over one-half million members of the Trades and Labor Congress of Canada; an equal voice and vote in determining all the activities and policies of your local union, including the election of officers. With rights and privileges, there are corresponding duties and responsibilities which you should realize.

Your local union is the basic foundation of the labor movement. It is directly responsible for the unorganized throughout our nation. Our own International Union, as well as many others, is the result of effective organizing work by the A. F. of L. and today its staff of organizers continues its efforts in our own and other industries. In Canada, the Trades and Labor Congress performs and renders the same functions and services as the A. F. of L., for the T. L. C. is the parent body of the Canadian labor movement. Our constant support and active participation in all the functions of the A. F. of L. and T. L. C. are a clear duty to each of us in the United States and Canada respectively.

Employer

Your employer has a responsibility to you as an employee. Most employers are keenly aware of this responsibility, even though some are inclined to be paternalistic about it. Our federal, and some state governments have found it necessary, by legislative action, to protect your right to belong to a labor organization. Generally, the employers in our industries have accepted collective bargaining in good faith, and thus your right and responsibility to belong to our Union and enjoy the benefits of collective bargaining are usually set forth in the labor agreement which he is a party. It is your duty to bargain in good faith with your union but to also abide by the terms, spirit and intent of the labor agreement to which he is a party. It is your duty to police the labor agreement in order that no violations occur. The rights you have as an employee require comparable responsibilities to your employer for you to always give a fair day's work,
your state federation has representatives in your state capital at all times for your legislative welfare.

**Trades and Labor Congress of Canada**

The Canadian Trades and Labor Congress functions much like the A. F. of L. and it serves Canadian workers as the A. F. of L. serves American workers. The Provincial Trades and Labor Congresses are the same as our State Federations of Labor. In all other respects the organizations are similar.

**International Federation of Industrial Organizations and General Workers’ Unions**

This organization is composed of wage earners of 32 national unions in 16 countries. It was through our support of this organization that we contributed to the reestablishment of free trade unions in Europe. In this way we have played an important part in the struggle against world Communism.

**Union Label and Service Trades Department**

This department is part of the A. F. of L. Its job is to promote the use of the union label and to encourage consumers to look for the union label when buying. Our union has a label that is now used by 15 companies. Through our activity in the Label and Service Trades Department, we hope to encourage more companies to use our label. A good union member always looks for the union label on products and the shop or service card for services he buys.

We have briefly outlined the structure of our union for you. Other information can be found in our constitution. If you have any questions concerning our union, ask your shop steward or local officers.

**UNITED CEMENT, LIME AND GYPSUM WORKERS INTERNATIONAL UNION**

3329 WEST WASHINGTON BLVD.

CHICAGO 24, ILLINOIS

PRINTED IN U.S.A.
UNION STRUCTURE

What is a labor union? How does it function? Where do I fit in? These are but a few of the questions that may bother you as a new member. In the following pages the answers to these and a few more questions may be found.

A Labor Union Defined

The American Federationist, official publication of the A. F. of L., once defined a labor union as “an organization of wage earners to protect and promote the interests of wage earners and to enable them to contribute according to their ability and experience to social and industrial enterprises.”

In this definition the term wage earner is used in the broad sense. Within the A. F. of L., we have factory workers, artists, truck drivers, engineers, barbers, actors, air-line pilots, farmers, insurance agents, bricklayers, salesmen, and many others. All these people have one thing in common and that is that they are not self employed but depend on wages paid to them by another person.

From the above definition we can see that a union has both a selfish and an unselfish purpose for existing. The selfish purpose aims to aid the member and his fellow worker to better their working conditions and standard of living. The unselfish purpose aims to contribute to the welfare of the community and the nation by promoting industrial peace, greater productivity and higher living standards.

How Our Union Functions

In order that you may better understand the structure of our Union the chart on the following page has been prepared. You will note from the diagram that the foundation of our Union is the membership. Without the membership there would be no union activity or organization. Our Union was created by the members so that they could collectively deal with their problems; it exists for the purpose of serving the members, and its future activities will be determined by the desires of the members.

The Local

The local union is the basic unit of our International Union. It is on the local level that collective bargaining begins, grievances are settled and most other matters affecting the employer-employee relationship are developed. The individual can be most effective, as a union member, in his local. (This will be pointed out in the section “A More Abundant Life”.)

The International Union

Our International is made up of cement, lime, gypsum and allied locals in the United States and Canada. A local union working alone is never fully effective in bargaining as long as there are competing plants in existence. Our International union organizes other plants in our industries and also keeps the locals informed of conditions in our industries.

The American Federation of Labor

This is a national federation of 110 national and international unions. It was responsible for the organization of our International Union and many other unions. The A. F. of L. continues to organize unorganized workers today. It also acts as the coordinator and collective spokesman of 10,000,000 union members. Another important function of the A. F. of L. is to be a watch dog in Washington lest unfair or unjust legislation be passed in Congress.

District Councils

The District Councils, ten at present, are geographic divisions of our International Union. They were formed so that specific problems of the different areas of our union can be adequately met. This form of organization has proven most effective.

General Executive Board

The General Executive Board is composed of our General President, seven Vice-President and the General Secretary-Treasurer. These officers are elected every two years at our convention. The biennial convention is the main governing body of our union, but in between conventions the General Executive Board governs our union. It is the duty of the General Executive Board to carry out the wishes and desires of the membership as expressed at the convention.

International Policy Committee

The International Policy Committee (I.P.C.) is composed of the General Executive Board, one District Representative from each district and one local union member from each district. This group was formed in order that policy in contract negotiations be coordinated throughout. This committee has been most effective in promoting the general welfare of our workers in the U. S. and Canada.

Central Labor Unions

Whenever there are a number of A. F. of L. unions within a city or county, they usually band together in the form of a Central Labor Union. Through the Central Labor Union many cooperative projects can be undertaken. These projects concern advancement of local unionism, aid during organization drives or strikes, promoting community welfare, etc.

State Federations of Labor

All A. F. of L. local unions and Central Labor Unions make up the respective State Federations of Labor. The state federation is chiefly concerned with legislative and educational matters. You will find that...
A BRIEF HISTORY of the
UNITED CEMENT, LIME AND GYPSUM
WORKERS INTERNATIONAL UNION

An Industrial Union
Affiliated with the
AMERICAN FEDERATION OF LABOR
TRADES & LABOR CONGRESS OF CANADA

PROMISES
DRUDGERY
FAVORITISM
DISCRIMINATION
DISTRESS
CHARITY

PERFORMANCE
40 HOUR WEEK
TEAMWORK
SENIORITY RIGHTS
EQUALITY
RESPECT
PENSIONS
THE workers employed in the cement, lime, gypsum and allied industries plants of the United States and Canada, whether they be among the substantial majority group that comprises our International Union, or among the very small minority who are either non-union or organized within the several various dual organizations, will all be interested in the historical development of this truly industrial trade union organization within the American Federation of Labor; to their enlightenment the following pages are dedicated.

Chicago, Illinois
July, 1953.
A BRIEF HISTORY

of the

UNITED CEMENT, LIME AND GYPSUM WORKERS INTERNATIONAL UNION

An Industrial Union
Affiliated with the
AMERICAN FEDERATION OF LABOR
TRADES & LABOR CONGRESS OF CANADA

by
WILLIAM SCHOPENBERG
General President
PART I  THE DEVELOPMENT  OF OUR ORGANIZATION

N.I.R.A. and the  Industrial Resolution

THE establishing of really efficient trade union organization among the cement, lime, gypsum and allied workers of America is the aftermath of a general organizing campaign undertaken by the American Federation of Labor upon promulgation of the N. I. R. A. (National Industrial Recovery Act) program of the progressive government of Franklin Delano Roosevelt. However, it would never have reached its present zenith had it not been for the most enterprising action taken in the 1934 Convention of the American Federation of Labor, held in San Francisco, California, when in that great gathering a new day began with the adoption of the now historical Industrial Resolution.

It is of outstanding interest to our movement to know that the influential Resolutions Committee, headed by Matthew Woll, its Chairman, and John P. Frey, its Secretary, recommended a unanimous report, reproduced here in part:

"To meet this new condition the Executive Council is directed to issue charters for National or International Unions in the automotive, cement and such other mass production and miscellaneous industries as in the judgment of the Executive Council may be necessary to meet the situation. That the Executive Council shall at the earliest practical date inaugurate, manage, promote and conduct a campaign of organization in the iron and steel industries.

"That in order to protect and safeguard the members of such National and International Unions as are chartered, the American Federation of Labor shall for a provisional period direct the policies, administer the business and designate the administrative and financial officers of such newly organized unions."

The records show that "the motion to adopt the report of the committee was carried by unanimous vote, upon which the delegates arose and applauded in an enthusiastic manner."

Without this action of the 1934 Convention, organization among the cement, lime, gypsum and allied workers would have been impossible. Today, more than ever before, based on practical but bitter experience, we know that the workers in these industries can only be organized if they are in a unit or vertical organization, with all workers of the plant belonging to the same union regardless of the work they perform.

EARLIER UNIONIZATION ATTEMPTS

It is of interest to note that in August, 1938, Frank Morrison, then Secretary-Treasurer of the American Federation of Labor in a message to the Annual Convention of the National Council of United Cement Workers stated:

"The records of the American Federation of Labor show that between 1911 and 1923, twenty local unions of cement workers were organized and affiliated with the American Federation of Labor. During that period the peak membership, upon which these locals paid tax was 2,183. These locals had spasmodic existence and their activity ceased with 1923."

This is not an indictment against the American Federation of Labor. Mention is made of it here only because it manifests that time and again attempts were made to organize this class of worker. However, certain facts, which are not visible in the above excerpt from Frank Morrison's message, existed during those organizing periods among cement workers. For example, a number of workers employed in cement plants were organized into craft unions and only those engaged in so-called unskilled work were enrolled in Federal Labor Unions. Many highly skilled cement workers were never a part of any union.
We must also bear in mind in this connection the fact that from the very beginning the cement industry, as far as the employers were concerned, was highly organized. Today it is generally accepted that the Cement Institute is second only to the Steel Institute, although none of us knows who the principals are or what they do; all we know is that it is organized. We never hear of any reports of meetings or conventions: their forums are a closed book to the general public. The organization of the employers was, in the past, a barrier to the organizing of the workers and, what is most important, to maintaining intelligent labor union organization. There was no collective bargaining of any type in the industry owing to the lack of any unions among these workers; so it was the N. I. R. A. and the Industrial Resolution passed in the 1934 Convention of the A.F. of L. at San Francisco, California, which brought about the organizing of these workers on the North American Continent.

1936 — FORMATION OF NATIONAL COUNCIL

The organizing forces of the American Federation of Labor, under the leadership of the late President William Green, rendered yeoman support and service. This work was soon placed under the general supervision of one of the Federation's representatives, and one of the principles consistently adhered to was that no plant was to be considered fully organized, and our work completed, until a definite relationship or agreement was established with the respective company. In that manner, the organizing campaign was carried on until September, 1936, when delegates from the twenty-three then existing Federal Labor Unions of cement workers met in a small committee room of the Statler Hotel in St. Louis, Missouri, and organized what was then known as the National Council of United Cement Workers, the forerunner of the present International Union.

The status of the individual local unions under the National Council did not change, however. They still remained in direct affiliation with the American Federation of Labor. In fact, the National Council became a semi-international office; it established headquarters, and the present General Secretary-Treasurer acted as the Secretary. The office became a clearinghouse for the dissemination of information affecting the welfare of the cement workers and the industry as well, for we have at all times realized that that must also be successful in order to gain necessary improvements in the wages, hours and working conditions of the employees. The National Council of United Cement Workers was headed by the same General Representative of the A.F. of L.
JURISDICTION EXTENDED TO INCLUDE LIME AND GYPSUM WORKERS

Organizing activities increased and, in the meantime, the scope of the Council's jurisdiction was extended to have supervision over the workers employed in lime and gypsum plants also, and it became one of the most active councils within the A. F. of L. Included in this supervision at all times were the workers employed in the quarries—that part of cement, lime or gypsum plants which supplies the necessary raw materials for these industries.

1938 — PETITION FOR INTERNATIONAL CHARTER

With the continued support given to the National Council of United Cement Workers, and its component Federal Labor Unions, we grew to an extent that in our estimation justified our petitioning the Executive Council of the American Federation of Labor to grant an international charter. After several meetings and conferences, and despite some protest on the part of an organization which by that time desired to acquire jurisdiction over the organized local unions in the cement, lime and gypsum industries, the Executive Council of the A. F. of L., in its meeting beginning May 10, 1939, in Washington, D. C., approved the issuing of an international charter under the title of United Cement, Lime and Gypsum Workers International Union.

THE BIRTH OF AN INTERNATIONAL UNION

From that time on, activities were accelerated and, as a result, on September 11, 1939, a large number of Federal Labor Union delegates from the cement, lime, gypsum and allied plants of the United States (representing the workers of these industries from Thomaston, Maine, to Friday Harbor, Washington, and from northern Minnesota down to the sunny South) assembled to establish a great international union for themselves. One day later, President William Green of the American Federation of Labor, in a very dignified ceremony, presented the cement, lime and gypsum workers with their international charter, thereby fulfilling the intent of the San Francisco Resolution.

General President William Schoenberg, right, receives the international charter from the late AFL President, William Green.
JURISDICTION DEFINED

In his charter-presentation address, President Green clearly defined the jurisdiction granted our International Union. Included specifically within our jurisdiction are also the workers engaged in quarrying the raw material used in the production, processing or manufacturing of cement, lime and gypsum. President Green's official pronouncement was as follows:

"Now, . . . by instructions from the Executive Council of the American Federation of Labor, I am authorized to establish the United Cement, Lime and Gypsum Workers International Union, and the jurisdiction of this union is as follows:

' That pursuant to the action of the San Francisco Convention that the charter be granted to cover the workers engaged in the manufacture, production and the processing of cement, lime and gypsum.

' That the minutes also show that in the event of the question being raised, that the President be directed to advise the organization, or those who raise the question, that it is the Council's intention to grant jurisdiction to this organization over the quarrying of the material that is used exclusively in the production, processing or manufacturing of cement, lime and gypsum.'"

SUSTAINED PROGRESS

Since then, our International Union has been perfected, a most efficient General Office established in Chicago, Illinois, and the organization today is functioning in a splendid manner. While it is militant, it succeeded by careful direction to avert unnecessary conflicts with employers. Some of our activities were temporarily curtailed during the latter part of World War II, particularly organizing work, due to a number of cement plants being deemed non-essential to the war effort. However, promptly upon termination of the war, we reactivated all regular functions and intensified our efforts to bring about organization of all workers rightfully coming under the jurisdiction of our International Union.

The growth of the United Cement, Lime and Gypsum Workers International Union can best be judged by the fact that we have organized 336 local unions and that the number of working agreements we have in effect with various companies in the cement, lime, gypsum and allied industries gives our International Union the unqualified right to recognition and acceptance as the official spokesman and representative of the cement, lime, gypsum and allied workers in both the United States and Canada.

OFFICERS, CONVENTIONS AND FIELD REPRESENTATIVES

The International Union is served and directed by a General President, a General Secretary-Treasurer, and seven General Vice-Presidents located throughout the various territorial districts of the United States. These officers, when acting jointly, comprise the General Executive Board—the highest authority between international conventions. The international conventions are held biennially, having convened in 1939, 1941, 1946, 1948, 1950 and 1952. By referendum vote, and in accordance with the request of Office of Defense Transportation, no conventions were held during the actual war period. There are thirteen General Representatives working diligently throughout the United States and Canada. Ten District Councils have been organized and are now well established, (of which all local unions in their respective territories are a part) operating on a financially independent basis, having officers of their own, and maintaining a total of twelve full-time salaried District Representatives. By mutual arrangement, a District Representative may be deputized by the International Union, and his services utilized for organizing purposes for other assignments of a special nature.
Our official publication, "The Voice," has a wide readership.

THE "VOICE"

The organization maintains a monthly publication, "The Voice of the Cement, Lime, Gypsum and Allied Workers," which is now well established in the union labor press of the United States and Canada. It has a large list of subscribers, and is mailed to libraries, and universities, as well as governmental agencies, both Federal and State.

INITIATION FEES AND MONTHLY DUES

The customary initiation fee in our International Union during organizing campaigns is $5.00. As soon as a definite relationship or agreement is established with the respective company, it ordinarily becomes $10.00. The International Law provides that under no condition shall the initiation fee exceed $25.00. The constitutional minimum monthly dues are $2.50, but many of our local unions, because of the discretionary authority enabling them to do so, have established higher dues ranging from $3.00 to $3.50 per month.

EQUAL RIGHTS AND PRIVILEGES

There is true equality within our International Union, and there is no discrimination against any worker, man or woman, on account of creed, color or national origin. As long as a person is employed in a cement, lime, gypsum or allied industries plant, he is entitled to our protection and is afforded all the rights and privileges of the organization.

STATE AND CENTRAL BODY AFFILIATIONS

Our International Union, being a component part of the American Federation of Labor, requires all its affiliated local unions to be a part of, and in direct affiliation with their respective State Federations of Labor, and City or County Central Labor Unions if there is one in the vicinity.

A STRICTLY INDUSTRIAL TRADE UNION

All in all, here is a truly democratic and American trade union of the industrial type, built by the American Federation of Labor and affiliated with it. It is one which has succeeded in gaining the implicit confidence of the workers because it is clean and honest; one which was able to command and secure the respect of the employers because of its conduct and reliability; one which has organized the unorganized; one which has bargained collectively with the employers and fulfilled all its contractual obligations. Here, without doubt, is definite proof that there is room for the industrial as well as the craft form of organization within the great parent body of labor. Each one takes its place where it is best fitted.
PART II  EXPANSION AND GROWTH

Upon cessation of hostilities and the victorious conclusion of World War II, our International Union immediately directed its efforts towards readjustment to peacetime conditions. A number of plants, closed during the latter part of the war because they were considered non-essential, resumed production. This meant the return to these industries of a large number of members, including some who had obtained employment in other industries more essential to the war effort and those who had been in military service. The over-all readjustments to a peace time economy presented many problems which tested both the versatility and adaptability of our International Union. However, our activities were loyally supported by our members and thus directed in such a manner so as to safeguard and protect the interests and welfare of the cement, lime, gypsum and allied industries workers.

Labor League for Human Rights

Before the end of the war in Europe, the American Federation of Labor had already begun the rebuilding of the official trade union movement of the war-torn countries, where Nazism, Fascism and Communism had destroyed the regular trade unions of the respective countries. For the efficient handling of this aid in rebuilding the democratic trade union movement in Europe, Asia and South America, the Free Trade Union Committee of the Labor League for Human Rights was established by the A. F. of L. late in 1944. Our International Union has consistently supported this humanitarian cause, both morally and financially, being ever conscious of our responsibility and obligations as free workers to assist in the rebuilding of the free trade union movement throughout the war-ravaged countries.
Our organization has further manifested its deep interest in the trade union organizations in foreign countries having within their make-up cement, lime, gypsum and allied industries workers. Although their form of organization is not altogether identical to ours, we recognize our mutuality of interest and that effective unionization of these workers would be most beneficial to them, while serving also to afford some protection to the domestic cement markets by assuring that any cement which may be imported from those countries will at least have been produced under union working conditions and wage rates. Therefore, we cultivated a close and friendly relationship with those particular organizations through the International Federation of Industrial Organizations and General Workers Unions, whose headquarters are located in Amsterdam, Holland. During 1948 we received an invitation to become affiliated with the I. F. of I. O. and G. W. U., which is an integral part of the International Confederation of Free Trade Unions. Upon considering the subject matter, our Fourth International Convention unanimously authorized the affiliation of our International Union with this free trade union organization.

**10- AND 15-YEAR MEMBERSHIP BADGES**

In 1944 the General Executive Board approved a recommendation of the General President out of which originated the custom of awarding 10-Year Membership Badges within our International Union. A definite policy was established for obtaining, issuing and presenting these badges. The initial presentations of the 10-year badges were held in January, 1945, at which time 1,082 of our members were honored. By unanimous action of the 1946 International Convention, the annual presentation of the 10-Year Membership Badges became an established custom. Our 1948 convention provided for annual presentation of 15-Year Membership Badges and in January, 1950, when the first award was made, 925 of our members were honored. Since the beginning in 1945, 9,053 of our members have received 10-year badges and a total of 3,610 have received 15-year badges, including the original award in 1950. These annual awards have developed into special meetings, celebrations, banquets, etc., usually held early in January, and sponsored by the local unions to signify and memorialize the importance of this event. Our International Convention has further authorized the awarding of 20- and 25-year badges, and commencing in January, 1955, the first 20-year badges will be awarded. The number of 10- and 15-year badges already awarded clearly indicates a real stability among the membership of our organization and forcefully demonstrates that efficiency and worth-while achievement are most likely to be present where members are active and loyally maintain their good-standing membership in the union.
UNION LABEL ACTIVITIES

Our International Union places real significance and value on our official Union Label, and this phase of our activities occupies an important place in our plans and programs. We firmly believe that when any package or commodity bears our union label this truly represents that such product has been produced under hours, wages and working conditions profoundly conducive to the general well-being of our country and to the happiness of its citizens. It is also our conviction that the greatest economic force which can be effectively applied by the union member is strict adherence to the purchase of union-label goods, commodities, services, etc.

Although there are some natural characteristics of the materials produced by our membership which are not readily conducive to the use of our union label, our organization maintains quite a number of contracts providing for its exclusive use on all products manufactured in the respective plants. Our International Union is a loyal affiliate of the Union Label and Service Trades Department of the American Federation of Labor and actively participates in the affairs of this important department of the recognized American labor movement.

Now well-established as one of the nation’s outstanding events is the annual Union-Industries Show, conducted under the sponsorship of the Union Label and Service Trades Department. The purpose of the Union-Industries Shows is to give fair manufacturers, merchandisers and other union employers an opportunity of participating in a program of sales promotion of their products and services to the market of ten million members of unions and women’s auxiliaries affiliated with the A. F. of L. and, simultaneously, demonstrate that harmony between labor and management is practical and possible. Some of our local unions have participated on a joint basis with their employer when the Union-Industries Shows were held in their vicinity. However, none of the multiplant operators has been willing to jointly participate with our International Union in the Shows, despite our invitation and proposals on several occasions.

Just recently, the Trades and Labor Congress of Canada established a Union Label Trades Department. Consistent with our position of actively supporting Union Label activities in a positive manner, we promptly affiliated with the T. L. C. Union Label Trades Department. We shall cooperate with them in every possible way in publicizing and promoting their Label program.

INTERNATIONAL POLICY COMMITTEE

Our Third International Convention, held in 1946, provided for the establishment of an International Policy Committee for the purpose of coordinating all our organization’s activities in the direction of contract negotiations involving the wages, hours and working conditions under which our membership is employed. The International Policy Committee is composed of all the General Elective Officers of the International Union, the District Representative of each District Council, and one member, selected by each District Council who is actually employed in a cement, lime, gypsum or allied plant. The I. P. C. meets annually in October, and biennially just prior to the convening of the international conventions. In addition to the I. P. C., District Policy Committees, composed of at least one representative from each local union within the respective district, operate within the several District Councils. The District Policy Committees are self-governing and carry out in their respective areas, upon a voluntary, coordinated basis, the policies regarding regulation of wages, hours and working conditions in con-
tract negotiations that emanate from the International Policy Committee, and make recommendations to the I.P.C.

In any undertaking of the size and scope of the International Policy Committee, involving nation-wide geographical differences, traditions and practices, many problems can be expected to arise. Such has been true in the functions of the I.P.C. However, in view of the closely integrated nature of the industries in which our members are employed we found it well worth-while to diligently pursue a national program on these matters which so materially affect the over-all welfare of our membership.

GENERAL HEADQUARTERS

One of the outstanding events in the growth and development of our organization was the purchase of our own general headquarters at 3329 West Washington Boulevard, Chicago 24, Illinois, in October, 1947. Here you will find a three-story, stone-front structure, ideally located for hotel accommodations and for all types of transportation, which has been converted into a most suitable and highly desirable office building. The entire first floor is occupied by the Department of the General Secretary-Treasurer. The General President's office and secretarial staff are located on the second floor, and the "Voice" Department is located on the third floor. In addition, ample storage space for our supplies, etc., is available in the basement. We are, indeed, proud of our headquarters. In addition to serving as a memorial to the dreams and determination of the organized cement, lime, gypsum and allied workers, our office building represents constructive progress, dependability and sustained activity on the part of our organization.

A memorial to the determination of our International Union's founders, the General Headquarters at 3329 West Washington Boulevard, Chicago, Ill., is ideally situated.
EDUCATION AND LEADERSHIP TRAINING

Our International Union is an active affiliate and loyal supporter of the Workers’ Education Bureau of America, the official educational arm of the American Federation of Labor. Workers’ education is as old as trade unionism, for the need for a well-developed program of workers’ education has always been vividly apparent to the bona fide labor movement. The program of the Workers’ Education Bureau generally falls into three categories: trade union education, political education, and education in public relations.

In addition to maintaining a library of books, pamphlets and similar material on labor and allied subjects, and the publication of a “Monthly News Letter,” lists of current books, pamphlets and visual material of interest to the labor movement and workers’ education, the Bureau’s activities are extensively directed towards assisting and cooperating in the promotion and conduct of educational forums, classes and programs on workers’ education in conjunction with a number of leading universities and colleges. The Bureau also widely cooperates with International Unions, State Federations of Labor, Central Labor Unions, and various other affiliated units and divisions of the labor movement as represented by the A. F. of L. in the promotion and advancement of workers’ education. Indeed, the Workers’ Education Bureau is a vital part of the trade union movement, and through its manifold activities and programs it serves usefully and successfully in the field of workers’ education.

In the past few years, two of our District Councils have instituted educational programs with encouraging results. In addition, some of our local unions, in conjunction with university extension services, have undertaken educational classes. In our 1952 International Convention, a thorough study of education, public relations, and union leadership training was made by the Committee on Education. The committee’s report, containing the basic outline of an educational program, was unanimously adopted. Subsequently, the General Executive Board outlined a program on education and leadership training which is tailored to the physical characteristics and make-up of our organization. The preparation of necessary literature, materials and instructions is underway and upon completion will be available for distribution, study and guidance. Our program calls for the holding of educational and union leadership training conferences for all International officers and field representatives, including the rank-and-file members of the International Policy Committee as often as is possible in connection with I. P. C. meetings. Such conferences will enable our officers, field representatives and district leaders to gain a working knowledge of our basic program. In addition, educational conferences will be scheduled in connection with various district meetings and conventions, wherever possible, in order to accelerate our activities in education and leadership training as rapidly as possible.
TAFT-HARTLEY LAW AND L. L. P. E.

Our organization was opposed to the enactment by Congress in 1947 of the so-called Taft-Hartley Law for several well-founded reasons. We did not feel that it would serve the best interests of labor, industry and the public to place such broad regulatory power over labor-management relations under the control of governmental agencies and bureaus. We are persuaded that not even government should be permitted to exercise such enormous power over a so delicate and complicated part of our economy as the everyday and human question of employer-employee relations. It is our firm belief that management and labor are best qualified, through their day-to-day contacts and ground-floor relations, to cope with and find the right answer to these problems and complexities of human nature which are always present in the life of industrial America.

We opposed the Taft-Hartley Law because it curtails and otherwise limits the workers' freedom to organize effectively for the purpose of collective bargaining; this law severely restricts the bargaining power and economic strength of well-established unions by making possible and expediting the use of governmental agencies, and even the courts, as a tool for strike-breaking purposes; it unjustly retards the activities and effectiveness of a legitimate union by imposing costly and time-consuming burdens which divert attention, energy and financial expenditures from customary and useful directions.

Compliance with the Taft-Hartley Act neither discouraged our organization nor lessened our determination to labor unceasingly for ultimate congressional repeal of this grossly anti-labor law. Our International Union, consistent with the well-devised program of the American Federation of Labor, undertook to acquaint our membership and the general public with all the facts and issues surrounding this undeserved legislation. The enactment of the Taft-Hartley Law forced labor into the political arena and Labor’s League for Political Education was created by the American Federation of Labor. In 1948, organized labor measured each candidate for national office by his position toward the Taft-Hartley Law and the results of the election indicated that repeal would be forthcoming. However, a coalition of reactionary members of the Congress succeeded in defeating the repealer act. Again in the 1952 national election, labor worked hard to elect a fair-minded Congress but the results are not encouraging as far as the Taft-Hartley repeal is concerned. The organized labor movement will continue to fight against the injustices of Taft-Hartley and other anti-labor laws.

There is absolutely no need for labor to be discouraged concerning its political activities. We do have to realize that there is no such thing as "pie in the sky." Only hard work, continuous efforts, and enthusiastic political education will achieve our objective. Realizing this, we urge all our members to support L. L. P. E. and actively participate in its program.

The United Cement, Lime and Gypsum Workers International Union fully realizes that the Taft-Hartley Act was no initial assault but that organized labor's efforts have invariably been opposed by well-organized and often bitter attacks. Nevertheless, unions have survived and they have never faltered in their determination to advance and improve the over-all welfare of the wage earner and the well-being of the country.
PROGRESS IN CANADA

Our organization attaches great significance to our activities as well as responsibilities within Canada. We have always maintained that the Canadian cement, lime, gypsum and allied workers rightfully should be organized under the banner of our International Union. International boundaries have no meaning to our organization's activities and intentions, for it is our mission to bring effective organization to the cement, lime, gypsum and allied workers wherever they may be. Since the end of World War II, our activities have been accelerated in Canada and considerable progress has been achieved. In order to take its full and responsible position within the Canadian labor movement, our International Union is an active affiliate and integral part of the Trades and Labor Congress of Canada—the counterpart of the American Federation of Labor in the United States. Our International Union is indeed proud of the splendid record of our Canadian membership, and deeply appreciative of their worth-while and lasting contributions to the free labor movement.

At present, two of our General Vice-Presidents (one in the western section, and one in the eastern section) exercise supervision over our interests in Canada. In addition, one full-time General Representative and one full-time District Representative, both native Canadians, devote their efforts to organizing activities and serving our Canadian membership in the 16 well-established local unions there.

In 1949, our local unions in Eastern Canada formally established District Council No. 10 with headquarters in Montreal. In the 1950 convention, the Council was placed on a sound financial basis which permitted their employment of a full-time representative. Despite the large geographical area covered by the Council, it has functioned successfully and made substantial progress.

OLD-AGE AND DISABILITY PENSIONS

Commencing in 1950, our local unions have been notably successful in establishing old-age and disability pensions covering their members. This was no easy achievement since the employers strongly resisted our efforts to establish these benefits on a sound basis within our collective bargaining agreements. Basically, our pension program has been built upon the following structure: employer financed; jointly administered; firm funding on a level-method basis; separate and apart from Social Security; benefits based on years of service and earnings; five years' duration; voluntary retirement at age 65.

We view with justifiable pride the establishment of old-age and disability pensions for our members and consider this accomplishment one of our outstanding achievements. Pensions are not charity but the earned rights of long-service employees in our industries. Our progress in the pension field assures every cement, lime, gypsum and allied worker of added protection, security, and orderly retirement to a dignified way of life in his years of advanced age.
MEETING EXPANDED RESPONSIBILITIES

The accelerated and sustained activity of our organization has produced real and lasting gains for our membership. These achievements have been attained not only within our established local unions but also in behalf of the several thousands of new members who have become affiliated with our International Union through the organization of a substantial number of new local unions during the past three years. This healthy growth in our organization has made possible an increase in our field staff to its present strength, thereby placing the organization in the position of being able to more efficiently service all its units, and to expand its organizing activities.

As our organization grew, the responsibilities and duties of our General President increased to such a degree that the need for executive assistance was clearly manifested. The General Executive Board gave careful consideration to this situation in December, 1947, and thereupon authorized the General President to select someone among the officers and members of our organization to serve in the capacity of Assistant to the General President. Since March, 1948, this additional executive officer has supplemented the resident general officers of our organization. The Fourth International Convention unanimously approved this arrangement, thereby making it possible for the General Office to continuously render this extended service to and in behalf of our organization.

HOW YOU CAN HELP

The United Cement, Lime and Gypsum Workers International Union takes pride in its reputation of being a clean, decent and respectable labor union. It is neither Communist-infested nor controlled, but is truly a democratic trade union organization. We are militant without being radical; stable and responsible without being ultra-conservative. Therefore, with this background, we extend a most cordial invitation to all those cement, lime, gypsum and allied industries workers who are not, as yet, a part of this great trade union organization to become members of our International Union. You nonunion workers of our industries, although, compared with those who are within our organization, your numbers are small, nevertheless we need you and you need us. The task of this International Union will not be complete until all those employed in our industries are united, for their protection and ours, within the United Cement, Lime and Gypsum Workers International Union, an affiliate of the American Federation of Labor.
GENERAL OFFICERS

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<td>Voice, The</td>
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