

HOW LABOR UNION WORKING RULES RAISE BUILDING COST

Well Known Engineer and Contractor Charges That They Are the Most Serious Cause of Inefficiency and One of Principal Causes of High Cost of Construction.

Under the title "The Responsibility of Organized Labor for the Stagnation in the Building Industry," Charles R. Gow read a paper recently before the Boston Society of Civil Engineers, relating in detail a number of the rules and agreements under which the various labor unions in the building trades work. These rules are mandatory and no contractor operating a closed shop can conduct his business without obeying them. They are, according to Col. Gow, the most serious cause of the inefficiency in present-day building operations and one of the principal causes of the high cost of construction. Col. Gow is a well known Boston engineer and contractor and during the war was the army officer in charge of the construction of the Boston Army Base. His paper was read under the Baker-Campbell agreement—a closed-shop plan.

The following paragraphs set down some of the rules which are in effect which serve to impede construction progress:

Rules Affecting Foremen.

Substantially, all working rules require that foremen shall be members of unions. The effect of this provision is to subject the foreman to two conflicting influences. If he is loyal to his employer he may be deemed of little value to the union, and if he is loyal to the union, it often is because he has been disloyal to his employer. During the construction of the Army Base a foreman's union card was taken from him and he was deemed to be a disloyal member of the union. The union officials were informed that the charges against him were that he used profanity to the men, that he was abusive in language or otherwise abused his position, and that he was a disloyal member of the union. The union officials were informed that the charges against him were that he used profanity to the men, that he was abusive in language or otherwise abused his position, and that he was a disloyal member of the union.

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Some requires the constant attention of a union engineer at \$3 per hour. Similarly, a small gasoline-driven diaphragm pump of the type formerly operated by hand now requires a union engineer, although any intelligent workman is competent to do the actual work required of him in addition to his other duties.

Overtime Pay.

A steam operated derrick engine on a certain job properly required a union engineer. An electrically driven concrete mixer on the same job did not necessarily require a skilled engineer, but employed one nevertheless. Also electrically driven two other machines installed, an electrically operated cable drum for hauling charges, and a small air compressor also electrically driven to furnish air for some jack hammers. The union temporarily could not supply engineers for the two latter machines because they had been paid to an engineer on the compressor should be divided between the two members of the union who were employed. Also it was directed that upon any day on which the concrete mixer was operated an additional two hours pay should be allowed one of these men. No service was rendered by these men in connection with the operation of either machine, but each man received twelve hours pay for eight hours work, and if the second machine was operated one man was allowed fourteen hours pay for eight hours work.

On another job two piling drivers were employed, each operated by a union engineer. Two small electrically driven concrete mixers were in use at the same time and the only labor required to be done upon them was that of throwing in the switch to admit the electric current. This work was done by the union engineer. The union required that each engineer on the piling drivers be paid two hours extra each day, although neither engineer ever touched the apparatus in question.

The carpenters' union requires that all temporary work, such as erecting working stages and the like, shall be done by union carpenters; also that the stripping of forms from concrete surfaces must be done by carpenters, although it is a job which may be done by a perfectly satisfactory mason or laborer.

All men employed on or around pile drivers and lighters were required to work on what building, except the engineers, must be union wharf builders, a branch of the carpenters' union. Most of the time they were on the work, but because of their rating draw skilled men's pay.

For several years after reinforced concrete was introduced into the building industry the steel reinforcing bars used to strengthen the concrete were handled and placed by common labor.

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that four hours he must be paid at least eight hours pay. The painters' union requires that men shall not go to the shops for tools or materials during the noon hour, but may only do so during the working time. Similarly, the lathers' union provides that men shall not be shifted from one job to another during the noon hour.

Both lathers' and painters' unions insist that when employers have occasion to do work within the jurisdiction of another local 50 per cent of the men must be hired from that local. The lathers' union specifies the particular kind of nails and staples which the employer must furnish.

Pay While Not Working.

The holding engineers' union directs that men who report for duty shall be paid two hours pay for reporting if not put to work unless they are held out of the end of the shift. If an engineer is put to work at all on the day shift he is entitled to at least four hours pay and eight hours pay if he stands by work on a night shift. The engineer must be paid one hour's pay for getting up steam, which work he shall do unless the night watchman is a licensed man, in which case the latter may get up steam for the engineer.

If any work is done or with an engine during the absence of the regular engineer, he must be paid just as if he had been present. In one case an engineer was requested by his employer to work on Saturday afternoon and Sunday in order to make some needed repairs on his engine so that the work would not be tied up on the following Monday. The engineer refused because of another engagement. Thereupon the employer hired some machinist from a nearby shop who made the desired repairs. The engineer subsequently made a claim for and received pay at double-time rates for the period during which the machinist worked.

Some steel reinforcement was placed by union iron workers on a Saturday. On the following Sunday a gang of laborers was used to place concrete around the rods. The steel was found to be not in its correct position, and was taken out and replaced by the laborers. The iron workers subsequently demanded and received pay for the work as if they had been present.

A hoisting engineer can be used to operate only a particular machine. If through his engine he temporarily idle he cannot be shifted to another, but a second man must be employed for this purpose. On one job some steel was used to make up a large grab bucket. Machinists were brought out on a Sunday to do the work. An occasional lift by means of a derrick and used to move a few minutes at a time. An engineer who was on duty looking after the pump was competent to do the necessary work. The regular engineer on duty required that the regular engineer on duty look after the pump was competent to do the necessary work.

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Hillsboro School Had A Successful Year

List of Pupils Who Made Seventy and Over in the Closing Examinations.

Special to The Standard. Hillsboro, N. B., July 15.—The pupils making 70 per cent and over in the closing examinations were:—Grade I.—Jean O'Hanley, Helen Carter, Clarence McLaughlin, Lester Wilson, Billy Steeves, Lorne Hawkes, Alton Turner, Charles Peterson, Gerald Poore, Vera Peterson, Ruby Joseph, Stanley Steeves.

Grade II.—Evelyn Fillmore, Marion Irving, Burnell Steeves, Kathryn Tower, Ruth Steeves, Fred Jones, Winifred Steeves, Muriel Hanson, Doris Rogers, Dorothy McLaughlin, Frank Gillespie, Kenneth Milton, John Taylor, Kenneth Locke, Claude Steeves, Harold Toole, Wallace Carter, Denise Langlois, Mildred Parker, Paul Wallace, Miriam Gillespie, Leonard Duffy, Grace Ray, Donald Dawes, Estelle Hawkes, Russell, Goddard, Dittmar Nuddell.

Grade III.—Jesse Steeves, Grace Ray, Archie Evans, Lottie Fillmore, Grade VI.—Muriel Thompson, Emma Blake, Jessie Steeves, Helen Hawkes, Welford Hargreaves, Gordon Hawkes.

Survey School Report.

Grade I.—Peggie Tuley, 96; John O'Connor, 92; George Wallace, and Omer Hopper, 82; Dorothy Harper, 82; Lewis Jones, 85.

Grade II.—Jean Milton, 96.6; Ronald Hopper, 84.3; Marion Baggett, 82.1; Foster Beaumont, 81.8; Ada Steeves, 82.2; George Beatty, 84.2; Goldie Beaumont, 82; Annie Steeves, 76.3.

Grade III.—Vincent Mullins, 95.3; Paul Wallace, 92.7; Inez Hopper, 85. Grade IV.—Marion O'Connor, 89.4; Harold Blake, 89; William Lutes, 88.3; Robert Steeves, 87.1; Kathleen Horwood, 86.8; Charles O'Connor, 81.8; Helena O'Connor, teacher.

Grade V.—Nova King, 81.8; Fern Price, 74.6; Helen Harper, 76.6; Royden Harper, 74.7.

Grade VI.—Harold Lutes, 80.9; Audrey Horwood, 76.7; Carleton O'Connor, 74.5; Glenn Steeves, 66.7.

Grade VII.—Willis Milton, 83.7; Frank Lewis, 83.4; Gerald Harper, 66.3.

One of the annoying and expensive features of trade unionism in the building industry is that pertaining to jurisdictional disputes. There are some twenty-seven separate trade unions which have to do with building work. Frequent questions arise as to which is to which one is entitled to do certain work. For instance, carpenters and iron workers quarrel over the question of which has the right to set steel and door frames. Cement finishers and elevator constructors claim the placing of concrete in connection with electric control. Iron workers and metal lathers both claim the work of placing and reinforcing concrete. Cement finishers and bricklayers each insist upon pointing around steel shaft. Stone cutters and cement finishers each claim the rubbing down of concrete surfaces.

During the construction of the Army Base a number of pulsometers were used in connection with the foundation work. They required frequent re-lubricating and each time they were removed it necessitated the use of two steam fitters to disconnect and reconnect the steam pipes; two plumbers to remove and replace the section and discharge pipe; then iron workers to hold and lower the apparatus in the holes and an engineer to turn the steam valve. The engineer and a good laborer could have done all of the work required in much less time and in an equally satisfactory manner.

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Use Old Dutch Cleanser

For Spick-and-span Floors

It's the quality in Old Dutch that makes the floors look spick-and-span.

It's economical and thorough; for use on wood, linoleum, tile stone, walls, furnishings.

Those present every day during the year are: Jesse Steeves, Grace Ray, Archie Evans, Lottie Fillmore, Grade VI.—Muriel Thompson, Emma Blake, Jessie Steeves, Helen Hawkes, Welford Hargreaves, Gordon Hawkes.

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Disastrous Fire In Fort Fairfield