

ORGANIZED LABOR URGES BUYING AT HOME

As a Constructive Move To Return of Better Times

Insure Yourself

Through the
INTERNATIONAL PRINTING
PRESSMEN AND ASSISTANTS
UNION OF NORTH AMERICA
FOR

Age—Death—Sickness
Education—Employment
and Superannuation

At Lowest Figure

The Example—

Old line life insurance companies for \$1,000 insurance charge \$23.00 per year.

The International Printing Pressmen and Assistants' Union of North America for \$700.00 life insurance charges \$22.80 per year.

With the foregoing as a basis, then add the following benefits derived from affiliation with the International Printing Pressmen and Assistants' Union of North America and you will have the answer.

First—Pension of \$1.00 per day.
Second—Death benefit of \$700.
Third—Free Tuberculosis Sanatorium, including transportation, clothing and food.

Fourth—Largest Technical Trade School in the world and five branch schools. Free correspondence courses to apprentices and a monthly Technical Trade Journal.

Fifth—Travelling card acceptable in 500 local unions, with jurisdiction in offices aggregating 30 per cent of employment opportunities in America.

Sixth—Home for aged, incapacitated and superannuated.
Seventh—Wealth in cash, properties, stocks and bonds four million (\$4,000,000) dollars.

The monthly and annual cost of affiliation with the International Printing Pressmen and Assistants' Union of North America is \$1.90 per month or \$22.80 per year.

If you are going to take out life insurance you will pay less by joining in the group arrangement as provided for through affiliation with the International Printing Pressmen and Assistants' Union of North America. The lowest cost with the greatest number of benefits operative in America.

The logic of your situation, the example and answer given, is before you.

SEE LOCAL OFFICIALS:

C. HAYLOCK, Pres.,
494 Oxford Street.

C. V. WALTERS, Sec.,
422 Nelson Street.

I. T. U. HEADQUARTERS INCREASING IN VALUE

"Typographical Terrace" At Indianapolis, Purchased Recently, in Good Part of City.

Five months after the purchase by the International Typographical Union of its new headquarters property at 28th and Meridian street, in Indianapolis, Ind., union officials received a tentative offer for the place of nearly a third more than was paid for it. The offer was refused.

The beginning of actual construction work on a \$2,000,000 hotel diagonally across the street from "Typographical Terrace" has greatly enhanced property values in the neighborhood.

"This shows," said James M. Lynch, president of the International, "that not all profitable deals are made in Florida, and that trade unions don't get the worst of it all the time. The International executive council is not contemplating selling any part of the property."

An Open Confession.

The following is an account of a conversation between a member of Louisville Typographical union, No. 10, and a man who never held union membership:

"I have worked for one firm in this city for 46 years, and it is the only place I have ever worked. Have been foreman for 30 years, and when I quit last January the firm presented me with a watch, but no pension to comfort me in the latter part of my life. I never joined Typographical union, No. 10, although I was frequently asked to do so. I realize I could have done the union some good. I am satisfied of that. I never received the wages that the union scale called for in all those years. If I had joined No. 10, I would now be drawing the old age pension, would have been protected by the mortuary benefit, or a resident in the Union Printers Home if my health failed me. The difference I would have received in wages would double the amount I would have paid for any assessments. The union way is the best way for any one who has a trade or calling, both in sentiment and as a business proposition. The watch I received is very nice in its way—if it gets broke, I can have it repaired; at 7, 12 and 6 o'clock I can see it is breakfast, dinner and supper time; on opening the case I can read the engraving 'For long and efficient service,' etc., which places me in an embarrassing position if I should ever be so unfortunate as to want to pawn it or sell it."

Benefits Provided By Union Form Bulwark Against Fall

"Chapel" in Every Printing House Today Is of Ancient Origin.

BIG ORGANIZATION

Mutual Understanding Between Employer and Employee Is Aim.

Since the days of Gutenberg Faust, Schofer, Costar, or whoever it was that invented printing from movable types, the fraternal spirit within the typographical craft has been strong. It is not improbable that the early printers were drawn together by desire to safeguard secrets of the process. They knew, as any modern inventor would know, that they had knowledge of great potential commercial value, and they wished to protect their own interests.

Relations between employer and employee were of a confidential nature and working understandings were arrived at early. Father Faust, struggling to perfect the new art at Menta, impressed upon his workmen that their interests and his were parallel. He bound them to secrecy.

by an oath, and a freemasonry began which has survived since those days of the fifteenth century.

Chapel of Ancient Origin.

The spirit of mutual helpfulness among printers is found to be strongly marked as far back as accurate records of English printers can be found. The chapel, as an organization within each printing house, is an institution of such antiquity that its origin cannot be established. Some authorities draw the inference that the location of Caxton's printing press in Westminster Abbey in the middle of the fifteenth century gave rise to the expression. Others attribute the chapel to the reverence in which the old-time craftsmen held their work, which was chiefly the printing of religious works.

At any rate, the chapel has been inseparably a part of the printer's life throughout the development of the art. Activities of the chapel have been concerned with trade discipline, wages, working conditions, apprenticeship regulations and beneficial features.

From earliest times, master printers encouraged the chapel idea because many of its edicts and regulations tended to his advantage. In the sense of promoting fair play and preventing skirting.

Provisions for feasts and beer loomed large in the schedule of fees and fines in the old days, but establishment of printing in America brought more ambitious programs in.

Continued on Page 19, Column 5.

INDIVIDUAL VERSUS COLLECTIVE BARGAINING

Adjusting Business Relations Between the Employer and Worker in a Business Way, Assuring a Fair Deal.

Collective bargaining means that the organized employees of a trade or industry through representatives of their own choosing, shall deal with the employer or employers in the making of wage scales and working conditions. Collective bargaining is the only practical proposal for adjusting relations between the management and the workers in a business way, assuring a fair deal to both sides.

Each individual joins with his fellow workman to ask collectively for better wages and conditions of employment that he could not secure through his own efforts alone. An employer of, say, five hundred men, has an unfair advantage if he deals with them as individuals. To make the employees equal in power and influence to the employer they must be organized, and, through regularly chosen representatives, meet the employer on a common footing. By conceding points on each side, an agreement can be finally reached that will maintain better relations and, therefore, greater industrial peace.

In no other walk of life does the idea exist that a man must arbitrarily accept any offer that may be made by another. There are two sides always to an agreement. Each side ought to have equal chances to propose and insist upon what it considers a fair agreement.

Industrial peace can be secured only by the righting of wrongs suffered by the workers. If a body of workers has a grievance it can be adjusted only through conferences with the employer or his representative. As all cannot meet the employer at one time as it is necessary for them to select representatives to carry out their will as expressed collectively. This right is identical with that always held by the employer, and never challenged by the law or the public.

In all spheres of activity in which employers, businessmen, public men and citizens generally have any matter in which their interests are involved they not only avail themselves of appearing by their own representatives and council of their own choosing, whether in litigation before the courts or in business relations, but they are guaranteed even by the constitution of our country the right to be heard by counsel. The claim of the workers in this respect is founded upon the same fundamentals.

Continued on Page 19, Column 4.

Amalgamated Association of
Street and Electric Railwaymen
Division 741
LONDON

urges citizens to purchase union-made goods, which assures "quality goods made under proper working conditions."

London Trades and Labor Council

advises citizens to help the workman obtain healthy working conditions in all trades.

That Means a Better City

Fair wages, under proper conditions and hours are assured if you insist on the "trade label" on all goods you buy.

Buy Union-Made Goods
With The Label

UNION MEN

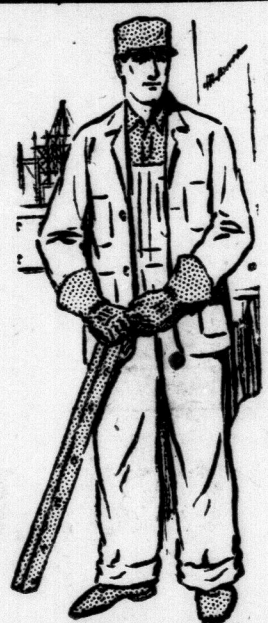
WE HAVE IN STOCK UNION
GOODS SUCH AS

Overalls, Work Shirts,
Boots and Shoes,
and all Furnishings
You Need.

Come and See the New Styles!

F. W. Jolliffe

DUNDAS AND HALE STREETS.
PHONE 7976.



London Typographical Union and Its Allied Crafts

WERE IT POSSIBLE to safeguard every worker in the community with the protection afforded the members of the printing trade unions it would then be possible to dispense with the enormous contribution that is annually solicited to maintain charitable institutions. While the primary function of a labor organization is to secure equitable wages and fair working conditions, the printing trade unions have assumed two additional obligations. First, they have recognized their duty to furnish thoroughly trained workmen in

return for fair compensation and have developed a comprehensive system of instruction which fosters maximum efficiency. Second, for a number of years they have cared for their own through a system of old age pensions, sick benefits, mortuary benefits, out-of-work benefits, sanatoriums and homes for aged members which has relieved the community of this burden. Printing trade unions have never solicited or accepted financial donations to carry on their activities and only ask your moral support by requesting the union label.

REQUEST THE UNION LABEL

Organized Labor Will Look for the Union Label on Your Printing When Soliciting Their Patronage

MR. BUSINESS MAN

You DO Believe That

"Home Made" Merits Your Trade

London Printing Trades Members are interested in everything that will benefit London. They are citizens, voters, homeowners and taxpayers.

Why Not BACK Your
Belief By Purchasing
Only

"London Made" Printing?

It Is To Your Advantage

to have your printing done in your home town and in offices which employ members of the London Typographical Union—who spend their money with you. START TODAY and keep this money revolving in London.

"LONDON MADE" PRINTING BEARS THE LABEL—THINK THIS OVER