

NOVEMBER 1971

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THE IRONWORKER

ONE BROOKHOLLOW PLAZA
DALLAS, TEXAS

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The President's Page



President
JOHN H. LYONS

■ On this page for the past two months I have talked in some amount of detail concerning President Nixon's new economic plan and specifically the wage-price freeze part of that plan. You no doubt have read still more on this subject in your daily newspapers and heard commentaries on television and radio.

Not nearly as much national attention has been given to another area of President Nixon's program which is of equal importance. The President is proposing before Congress that a major shift be made in the nation's tax resources. AFL-CIO President George Meany has called the proposed tax shift "a radical redistribution of the nation's income and wealth in favor of the rich at the expense of the public interest."

Specifically, Congress is being asked by the Nixon Administration to grant business a 10 per cent tax credit for one year and a 5 per cent tax credit per year thereafter on any sum business cares to invest in new machinery and equipment. On top of this huge tax break for business, the President is asking for a tax deferral on profits of export subsidiaries of U.S. corporations. Some of these very corporations are those that have been exporting American jobs and technology overseas. In testimony before the House Ways and Means Committee, AFL-CIO President Meany said President Nixon's program would allow big business to keep over the next 10 years \$70 billion, which is currently paid to the government in taxes. He said, "This would be the biggest tax bonanza in corporate history."

A shift of tax resources of such major proportion must meet certain tests. One of these tests assuredly should be the test of fairness to all who carry the tax load. There is no question that this proposal cannot meet the test of fairness. Looking at it another way, even if you would set aside the test of fairness by arguing that the end results over the long run would overcome short term inadequacies, the proposal should then pass a test of potentially achieving the end results. Again, the proposed legislation to shift tax resources could not pass that test.

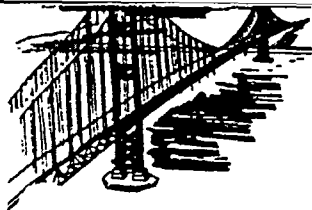
If these new economic proposals were squarely aimed at bringing stabilization to the economy, creating the additional jobs needed in the country, and to making the paying of taxes fair for everyone, they would deserve our support. In actuality, the administration's tax shift proposals are a 1971 approach to the old "trickle down" economic theory of the 19th Century: give to the rich and some of the benefits will eventually filter down to the masses below. The history of our nation has proven this economic theory to be false, since just the opposite approach has been the only one that has worked.

The estimated \$70 billion tax bonanza, which the Administration proposes be given to businesses over the next 10 years is going to have to be made up some way. Such a tax break has to mean a loss of tax money coming into the U.S. Treasury.

Considering the fact that the Federal Government has operated on a deficit basis for over 30 years, with little potential for change in that direction, there is no sound argument whatsoever that the money is not needed. In fact, candidate Nixon's proposal in 1968 to cut federal spending and balance the budget has instead been President Nixon's Administration achieving the two largest annual deficits in the comparable history of the country. It is obvious, therefore, that if the money is needed and is not forthcoming because of the proposed tax bonanza, then program cuts will have to be made. In recognition of this, the Administration has made four proposals to compensate initially for the loss: take money from the poor, by delaying welfare reforms that are long overdue and which the President himself has repeatedly urged; withhold scheduled, already earned, wage increases of federal employees until July 1, 1972; slash federal employment by 100,000 jobs and so undoubtedly add to the unemployed rolls; and finally withhold the federal revenue sharing assistance promised to financially-strapped cities and states. As Mr. Meany so clearly concluded in his testimony before Congress, "For those who have much, the President proposes more. For those who have little, the President proposes less."

Organized labor has consistently maintained that if sacrifices are necessary in this nation to restore economic stability, we will pledge our full cooperation, if the sacrifices are equally spread around to all concerned. The AFL-CIO Executive Council has stated by convention resolutions over the past six years that if economic controls in the nation are necessary and are applied equitably and across the board to wages, prices, rents, profits, dividends, and interest rates, we would wholeheartedly support such a program.

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THE IRONWORKER

Volume 71

Number 11

November, 1971

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Calvin L. Walker, General Organizer
Joseph F. Maloney, General Organizer
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ON OUR COVER—



One Brookhollow Plaza, located in Dallas, Texas, is featured on this month's *Ironworker* front cover. Precast material was fabricated by Texas Industries and erected by members of Local 481, Dallas. Windows were erected by Erection Service Company, Dallas, employing members of Local 481.

POSTMASTERS—ATTENTION: Change of address cards on Form 3579 should be sent to the International Association of Bridge, Structural and Ornamental Iron Workers, 3615 Olive Street, Suite 300, St. Louis, Mo. 63108. Published monthly by the International Association of Bridge, Structural and Ornamental Iron Workers, at 810 Rhode Island Avenue, N. E., Washington, D. C. 20018. Second Class postage paid at Washington, D. C. Printed on union-made paper.



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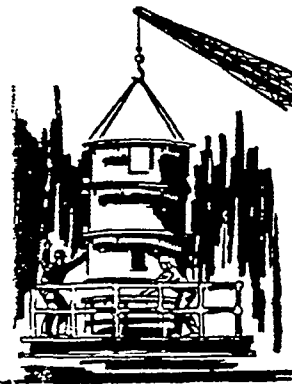
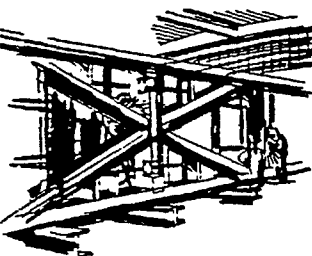
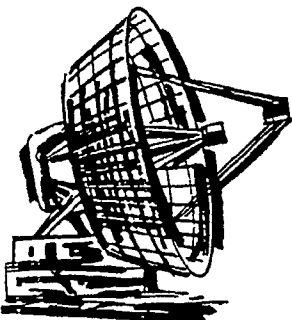
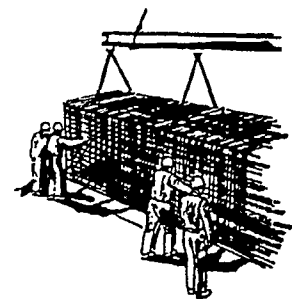
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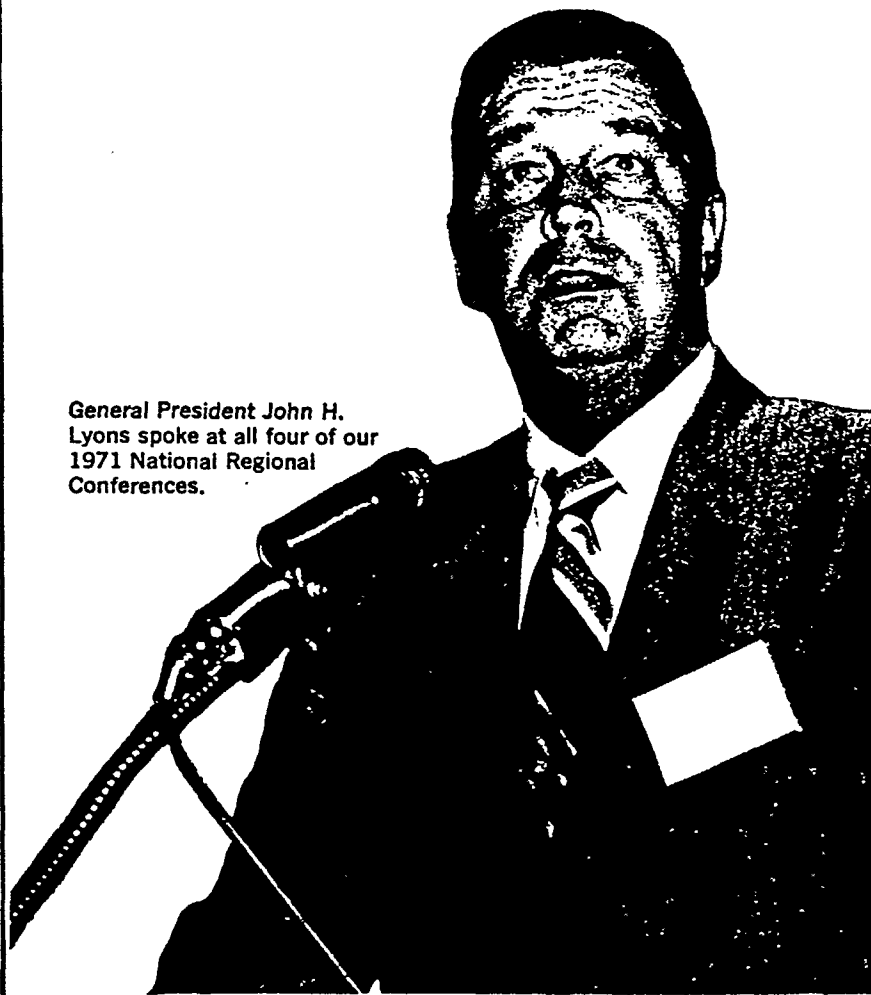
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OUR 1971 NATIONAL REGIONAL CONFERENCES

"The conferences proved educational and of tremendous value not only through knowledge, cooperation, etc., but they have convinced us of additional techniques to improve the effectiveness of our International Association, and our Local Unions and District Councils throughout the United States and Canada."

General President John H. Lyons spoke at all four of our 1971 National Regional Conferences.



BY JUEL D. DRAKE
General Secretary

■ During the January 1971 General Executive Council meeting it was decided to hold four Regional Conferences combining District Councils in the geographical areas as a means of bringing our membership together by inviting District Council delegates, plus each Local Union was urged to send all officers to attend the two-day conferences.

The question arose in connection with acknowledgment of the 75th Anniversary of this organization through one large dinner party being held in some centralized location. A final decision was reached to celebrate the 75th Anniversary in conjunction with the Regional Conferences.

The first Regional Conference was held May 7-8, 1971 at the Traymore Hotel, Atlantic City, New Jersey. The second Regional Conference was held May 27-28 at the Jung Hotel in New Orleans, Louisiana. The third Regional Conference was held June 17-18 at the Ambassador Hotel in Chicago, Illinois; and the fourth Regional Conference was held July 29-30 at the Stardust Motor Hotel, San Diego, California. Assigned to these conferences were the Vice Presidents, and General Organizers servicing the regional areas of the various District Councils.

The conferences were held in a manner similar to seminars and the subjects discussed were as follows: Information in connection with Nomination and election of Local Union Officers

Guidelines in connection with Local Union Bylaws

Safety provisions

Change of Membership Applications

Financial status

Computerized Record Keeping system

Organizing functions—both field and shop

National Shopmen's Pension Plan

Apprenticeship

Apprenticeship Standards

Apprenticeship instructional materials

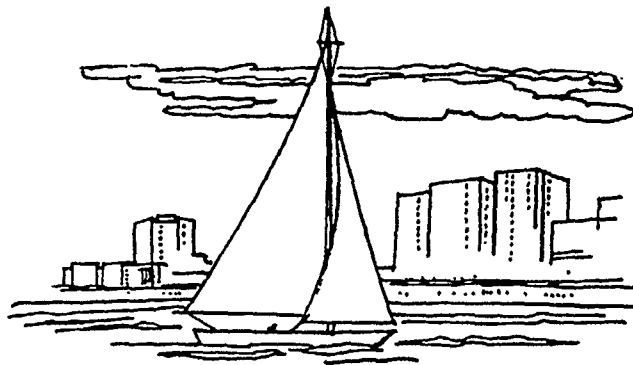
Apprenticeship revocations

Certificates of Completion

Continued on page 7

ATLANTIC CITY, N.J.

*Two-day Regional Conference
May 7-8, 1971
Traymore Hotel*



General Secretary Juel D. Drake spoke at all of our Regional Conferences.



General Vice President Leonard P. Mahoney addresses the Atlantic City, N. J. Regional Conference.



General Secretary Juel D. Drake leads a discussion among delegates on one of many items discussed at the Atlantic City, N. J. Regional Conference.

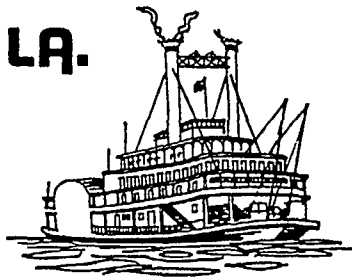


Delegates attending the Atlantic City, N. J. Regional Conference are pictured in the photographs above and below. The meeting was held May 7-8, 1971 at the Traymore Hotel. The Atlantic City Conference was the first of four such meetings held across the nation.



NEW ORLEANS, LA.

Two-day Regional Conference
Jung Hotel
May 27-28, 1971



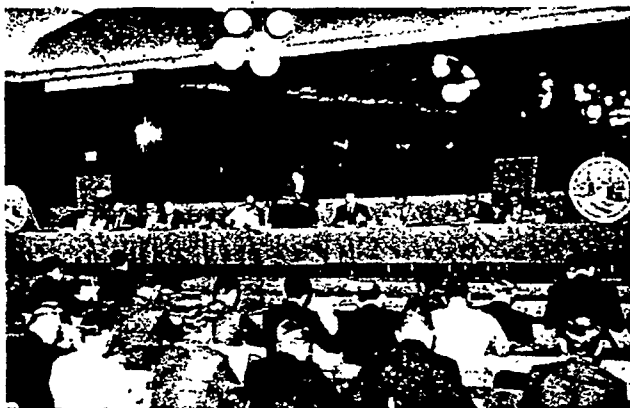
General Treasurer James V. Cole speaks to the delegates at the New Orleans, La., Regional Conference. He attended all four conferences.



Retired General Secretary James R. Downes attended all the Regional Conferences and was given a fond farewell and a vote of appreciation at each meeting by the delegates.



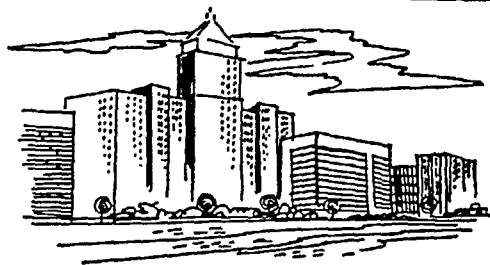
General Vice President A. S. Goodwin is pictured addressing the Regional Conference in New Orleans, La.



Delegates to the New Orleans, La., Regional Conference, held at the Jung Hotel, May 27-28, 1971, are shown during one of the two day sessions.

CHICAGO, ILLINOIS

**Two-day Regional Conference
Ambassador Hotel
June 17-18, 1971**



Executive Director of Apprenticeship and Training for the International Association J. W. (Bill) Hardesty discussed various aspects of apprenticeship and training programs at each of the Regional Conferences.



General Organizer Calvin L. Walker explained the new dues' receipt system and plastic membership cards at each of the Regional Conferences.



General Organizer William Cartwright described the International's computerized record keeping system at each of the Regional Conferences.



Minnesota Senator Hubert H. Humphrey, a possible presidential candidate, spoke at the Chicago Regional Conference. He praised the International Association for its dedicated efforts on behalf of Iron Workers.



Delegates attending the Chicago, Illinois, Regional Conference are pictured in the photographs above and below. The Conference was June 17-18, 1971.



SAN DIEGO, CALIFORNIA



Two-day Regional Conference
Stardust Motor Hotel
July 29-30, 1971



General Vice President Dale M. Ray speaks to the San Diego, California Regional Conference.



Delegates to the San Diego, California, Regional Conference are pictured at different times during the two-day conference, July 29-30. The Conference was held in the Stardust Motor Hotel and was the last of the four Regional meetings held across the nation.

Regional Conferences

Continued from page 2

Report on CFR-29 and Equal Employment Opportunity in Apprenticeship and Training, FEPC, etc.

Travel Service Dues

The handling and processing of jurisdictional disputes

Functions of the National Joint Board for Settlement of Jurisdictional Disputes, and Appeals Board

Agreements between this organization and other Building Trades Unions

Functions of Iron Worker-Employer National Wage Panel

Functions of the Construction Industry Stabilization Committee, Davis-Bacon Act, etc.

The reaction of our members attending these conferences of combined and coordinated efforts was indeed encouraging. The conferences proved educational and of tremendous value not only through knowledge, cooperation, etc., but they have convinced us of additional techniques to improve the effectiveness of our International Association, and our Local Unions and District Councils throughout the United States and Canada.

Much time and effort were expended in programming these conferences. However, I believe these conferences introduced to our membership a general idea of the broad spectrum of matters that affect the interests of our membership . . . after all, progress is our continued goal.



General Organizer Wayne Mahurin Dies October 11



General Organizer Wayne Mahurin died October 11, 1971. A member of Local 549, Wheeling, W. Va., since 1948, he was appointed a General Organizer on September 1, 1966 and served with distinction. Services were held in the Church of God, Duffy, Ohio, October 14.

Former Building Trades President Haggerty Dies



C. J. (Neil) Haggerty, President of the AFL-CIO Building and Construction Trades Department, died at his home in Palm Springs, California at the age of 77. A lather by trade, Haggerty served as head of the BTB from 1960 until his retirement in May, 1971.

GRAB A PIECE OF THE ACTION



All across the nation, hopeful candidates for their political party's presidential nomination are out campaigning. Labor-backed candidates from both political parties are advocating changes from Administration policies of the past four years. They need our help.

COPE (the AFL-CIO's Committee on Political Education) is the best way for you to really help labor's friends and defeat our enemies.

National elections are only a year away. Labor-backed candidates need your help now. Have you done your part? Have you given a buck (\$1) to COPE? Send all contributions to your Local Union's Financial Secretary.

A LETTER TO OUR MEMBERSHIP...

International Association of **BRIDGE, STRUCTURAL AND ORNAMENTAL IRON WORKERS**

JOHN H. LYONS
GENERAL PRESIDENT
PHONE FRANKLIN 1-3900

Affiliated with AFL-CIO



SUITE 300
CONTINENTAL BUILDING
3615 OLIVE ST.
ST. LOUIS, MISSOURI 63108

Dear Brothers:

I would like to take this opportunity to commend the officers and members of various local unions for their foresightedness in placing into operation the "NATIONAL IRONWORKERS AND EMPLOYERS TRAINING PROGRAM". By so doing, you have established that you are well aware of the importance of voluntarily placing into action a program that will demonstrate the principle of nondiscriminatory employment opportunities without regard to race, creed, color or national origin.

It is quite evident that there are many conditions existing in our society today that are totally unrelated to the type of conditions that previously existed under which Iron Workers, as a union of skilled tradesmen, developed procedures and programs for the benefit of the trade, the industry and the community.

One of these present conditions is the generally low percentage of minorities following our trade, which has been consistently coupled with broad allegations that such statistics illustrate a situation of discriminatory practices. Unfortunately, this has resulted in a general atmosphere on the question of discrimination where normal practices although completely non-discriminatory are inadequate to convince the leaders of the minorities, the public officials charged with enforcing the law and, in fact, the great mass of the general public that somewhere, somehow, some form of discrimination is involved. The realities of our time are such that if we are to successfully convince as to our position and intentions, we must be willing to seek ways to translate those intentions into an adequate program of action.

In recognition of this, the officers at International Headquarters spent many months in designing and developing the National Ironworkers and Employers Training Program, with the objective not only of meeting the fundamental needs to an orderly society based upon equal employment opportunity, but also to shape a program of action that can meet the needs of that objective and at the same time to train individuals to become qualified Iron Workers. We cannot and will not accept the principle that a program of action to demonstrate our position of non-discrimination would be one of lowering the standards of skill qualifications of Iron Workers.



Letter to Membership

2

This overall question, of course, has been much broader than outlined above. There has been substantial litigation involving our own and numerous other Building and Construction Trades local unions in various parts of the country. Such litigation, regardless of the merits of the specific issues in dispute, has been incredibly expensive to the local unions involved. It further has resulted in court-ordered supervision of all employment procedures normally followed by a local union and its membership in both protecting and following the work of a particular trade. Also, there has been involved the imposition of affirmative action programs that, if and when applied to our local unions, would be totally unrealistic when compared to what we, as Iron Workers, readily understand as the practicalities of employment in our trade.

In implementing the "NATIONAL IRONWORKERS AND EMPLOYERS TRAINING PROGRAM", the officers and members of all local unions have demonstrated that they are willing to work with the various responsible community groups and organizations to insure that minorities are given an opportunity to both demonstrate and improve their qualifications to obtain employment as Iron Workers. At the same time, you have taken a most important step toward eliminating the possibility of litigation and the enforcement of Federally established affirmative action programs.

The solution to complex problems is indeed not simple, and I again extend my congratulations for the leadership that you have displayed in truly seeking solutions.

Fraternaly yours,

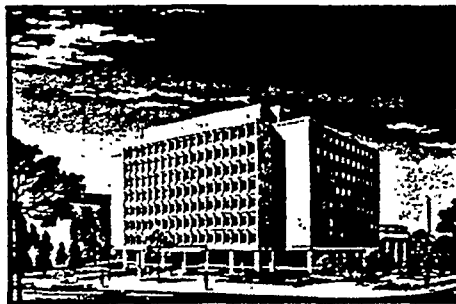
John H. Lyons

General President

PROGRESS REPORT

On Our New International Headquarters Building In Washington, D. C.

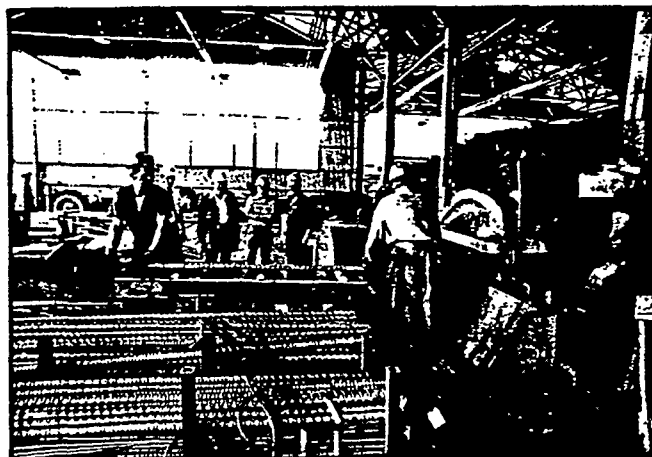
■ Photographs on this page show: Ingalls Steel Corporation, Washington, D. C., all fabrication of structural steel; A. F. Jorss Iron Works, Inc., Arlington, Va., miscellaneous fabrication and erection; The Ceco Corporation, Washington, D. C., fabrication of all reinforcing steel; and Tec Fab, Inc., Beltsville, Maryland, prefabrication of all precast hand rails and precast panels.



Local 486 Members fabricated all the structural steel for our new International Headquarters Building at the Ingalls Steel Corporation in Washington, D. C.



Miscellaneous fabrication and erection for the "United Unions Building" was done by the A. F. Jorss Iron Works, Inc., Arlington, Va., with Local 486 Members. May Sano Kitagawa, third year apprentice, fabricates a circular stair stringer for the "United Unions Building."



All reinforcing steel for our new International Headquarters was fabricated by Local 486 Members working at The Ceco Corporation in Washington, D.C.



Tec Fab, Inc., Beltsville, Md., employing Local 486 Members, manufactured all precast handrails and precast panels for our new International Headquarters Building in Washington, D. C.



John H. Lyons, Sr. SCHOLARSHIP FUND

Applications will again be received for consideration in the award of two scholarships from the John H. Lyons, Sr.

Scholarship Fund.

The scholarships will be in the sum of \$1500.00 per year payable to any accredited college of choice in the United States or Canada.

Applications will not be considered if received after March 15, 1972.

The two recipients of the 1970-71 school year are shown on this page.



KATHRYN MARY AFARIAN

Miss Afarian is a freshman at Brigham Young University in New York. She is the daughter of Mrs. George J. Afarian and of our late Brother George J. Afarian. Her home is in Binghamton, New York. Brother Afarian was a member of Local Union No. 158, Binghamton, New York.



CARL ALLEN LIONBERGER

Mr. Lionberger is enrolled at the University of California at Santa Cruz. He is the son of Brother and Mrs. Carl Allen Lionberger. They reside at Napa, California. Brother Lionberger is a member of Local Union No. 790, San Francisco, California.



SCHOLARSHIP APPLICATION

Please fill out and mail to:

John H. Lyons, Sr., Memorial Scholarship Committee
International Association of Bridge, Structural and
Ornamental Iron Workers
3615 Olive Street, St. Louis, Missouri 63108

I will be a senior in the school year 1971-72.

I am the son/daughter of _____ a member of Local No. _____

City _____ State _____

My name is: _____

My home address is: _____

City _____ State _____ Zip Code _____

Please send an application and instructions as to how I may compete for a Scholarship award.

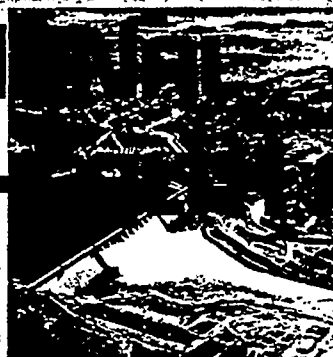
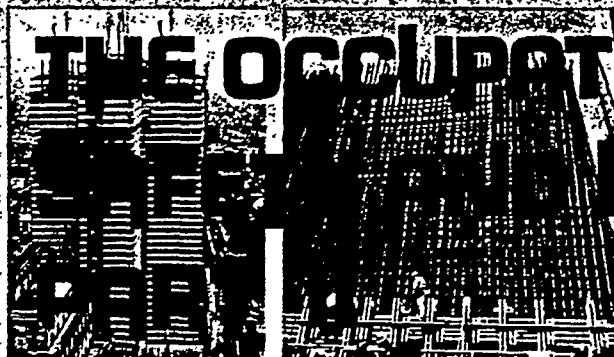
Signature of Parent: _____

Book Number: _____

Note: All applications must be sent to International Headquarters no later than March 15, 1972.

Sons and daughters of international officers are not eligible.

SECOND OF A SERIES



Introduction

By James V. Cole
General Treasurer

■ With this month's *Ironworker*, we begin the second part of a continuing series of articles explaining, in some detail, the workings of the new Job Safety Law—the Occupational Safety and Health Act, which went into effect April 28, 1971.

The law is important to you. It has been estimated that nearly 57 million workers in all fields will be protected in about 4.1 million workplaces by the new legislation. In the September, 1971 *Ironworker*, our first article explained "How the Law Works." In Part II this month, we continue our explanation, which is based on a lengthy and detailed discussion of the law prepared by the AFL-CIO, by describing the role of the States in the new law. This is a most important part of the Law, because most states presently do not have adequate laws or job safety programs. In Part III, at a future date, we will explain workers' rights and obligations under the new law.

Role of the States

15. State Jurisdiction and State Plans. The act does not establish an all-federal occupational safety and health program. It sets forth conditions whereby the states may administer and enforce their own programs, and receive federal matching grants for both planning and operation of such plans, which include injury and illness statistics.

This is a most important part of the act. The way in which it is interpreted and implemented by the Secretary of Labor, will determine the extent to which the states will be required to plan and operate programs "at least" as effective as those by the federal government in protecting the safety and health of workers on the job.

A major reason for giving the federal government the leadership role in this act is because most of the states have not and do not have adequate laws, nor do they operate adequate programs. This part of the act should therefore be considered in the light that it is intended to give the states jurisdiction only if they can produce a program that provides equal protections and performances to the federal program.

The state has two choices:

It can decide not to submit a plan to assume administration and enforcement from the federal government. Under such circumstances, federal standards and federal enforcement programs would control in that state for all workers under the act, although any state can assert jurisdiction over areas not covered by federal standards, whether or not it submits a plan.

It can decide to submit a plan at any time after the effective date of the act. The plan may cover all areas of occupational safety and health, some, or even only one. For example, a state could submit a plan to the secretary which would cover all workers, and both occupational safety and health. On the other hand, it could qualify if it covered only construction, or elevators, or boilers, or manufacturing.

Any state, before it prepares a plan for submittal to the secretary, may enter into an agreement with him, whereby it can continue to enforce its existing standards until either two years have passed after effective date, or it has submitted a plan, whichever is the shorter period. Jurisdiction will then be shared by both the federal and state governments.

The secretary will approve a state plan if it:

a. Designates a state agency or agencies to have administrative responsibility.

b. Provides that any state standards developed and enforced will be "at least as effective" in protecting occupational safety and health of workers as those in the federal act, and do not "unduly burden" interstate commerce if they apply to products in interstate commerce.

c. Provides right to entry to inspect all workplaces, and a prohibition on advance notice of inspections.

d. Assures that the state agency or agencies has legal authority and qualified staff to enforce standards, and that it will devote adequate funds to their administration and enforcement.

e. Assures that the state, to the extent allowed by its existing laws, will establish and operate an occupational safety and health program for all public employees, state and local, as effective as that contained in the approved state plan.

f. Requires all employers in the state to make reports to the Secretary as he may require, as though the state plan were not in effect.

g. Requires the state agency to make such reports and furnish such information as the Secretary may require.



ROLE OF THE STATES

If the secretary rejects the state plan, he must give notification, and give opportunity for hearing.

If the secretary approves the state plan, he may exercise for at least three years, his authority under the act. After three years or longer, the secretary makes a final determination that the state is living up to the guidelines for approval of its plan. It is at this point that he gives up to the state federal authority for compliance with federal standards.

If the secretary determines that the state no longer is in substantial compliance with one or more provisions of its approved plan, on the basis of continuous evaluation, he shall notify the state that he has withdrawn approval. The plan will then cease to be in effect and the secretary will re-assume jurisdiction. The state may appeal the secretary's decision to the federal appellate courts.

During the period leading up to a final decision by the secretary to give final approval to the state plan, or at any time after the plan is in operation employee organizations should keep a careful watch on how well the state is meeting the conditions of approval.

If there are valid instances of substantial failure by the state to comply with its approved plan, a formal com-

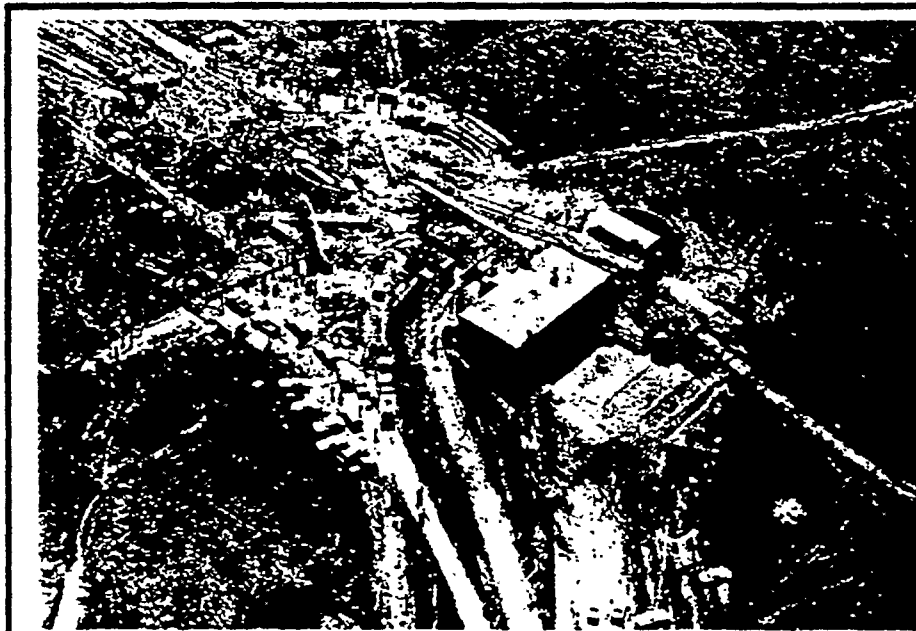
plaint should be filed in which such failure is carefully documented. Such a complaint can be made by a local union, a national or international union, or a state or local body, and a copy should be sent to the AFL-CIO Committee on Safety and Occupational Health.

What happens to the right of the federal government to set and enforce standards in a state with an approved occupational safety and health plan?

a. *Standards.* Under the act, the secretary is given the power to set standards over all covered businesses "affecting commerce." This means for all practical purposes that the state can set standards only for businesses in intrastate commerce, except for "compelling local conditions," or develop standards which are determined by the secretary to be fully as protective as the equivalent federal ones.

Thus, if the secretary adopts a new standard, or amends an existing one, the state will either have to follow suit, or produce one which does "at least" as well as the federal equivalent.

Nearly all state occupational standards are obtained from those produced by the American National Standards Institute, or another private voluntary standards producing



The collapse of a 1,285-foot Minneapolis, Minn., television transmitter tower on September 7, 1971 resulted in the death of seven Iron Workers. Erection of the vertical sections of the tower had been completed and the mounting of a platform for the antennas was under way when the collapse occurred. This accident currently is being investigated by the International Association.

PART II

organization, or from the National Conference of Government Industrial Hygienists. The new proposed federal interim standards are principally drawn from those produced by these same organizations and will be for two years after April 28, 1971.

b. *General Duty.* The general duty provision of the act is not suspended by approval of a state plan, but only the particular standards and compliance sections of the act in those areas covered by the approved plan.

In any such state, the federal government has retained its power to enforce situations where the employer has failed to provide a workplace environment and conditions of employment free from recognized hazards which can or have caused death or serious physical injury to employees.

This means that an authorized employee representative can file a letter of complaint and request for a federal inspector in all states with approved plans under either of these situations:

- Where the hazard is not covered by the standards incorporated in the state plan.

- Where the hazard is covered by a standard incorporated in the state plan, but the state agency has failed or refused to take the necessary steps to abate it. In the event of such a failure by the state agency to enforce, the request should include special inspection by the Secretary of Labor, all particulars—times, dates, persons and titles involved, records of correspondence, telephone calls, meetings or interviews.

c. *Enforcement.* Federal enforcement powers cease in all areas covered by the standards in the approved state plan. But to have a plan approved the state must provide satisfactory assurances to the secretary that it will enforce as effectively as the federal government.

This means that its laws must square with the federal act in the general duty, inspections, investigations and record keeping, citations, enforcement proceedings, imminent danger, and penalties sections.

There are few, if any, state laws which substantially meet this test. This means that most, if not all, state acts must be drastically amended, and strengthened, if a state really desires to obtain permission from the secretary to take over.

The AFL-CIO is presently working on a model state act which will be helpful to affiliates in proposing state laws capable of meeting the secretary's requirements.

Federal grants in aid to the states. The law provides that for identifying needs and responsibilities, for preparation of a state plan, for injury and illness statistics, for improving administration, for demonstrations and experiments—90 percent federal grants, for two years. For assistance in operating approved state plans—50 percent federal grants with no cut-off date.

16. Miscellaneous Provisions.

- A 12-member National Advisory Committee on Occupational Safety and Health is established by the secretary, with four members designated by Secretary of HEW, with equal representation from management and labor, and with members from other areas in the field.

- The secretary is directed to establish and maintain a program to collect, compile, analyze and report injury

and illness statistics, covering all establishments under the act. The secretary is empowered to request whatever records and reports from employees as may be required.

- A National Institute for Occupational Safety and Health in the Department of Health, Education, and Welfare is created. The director is appointed by the Secretary of HEW. The Institute is responsible for research and activities in the field of occupational safety and health and for developing related activity and recommending standards to the Secretary of Labor.

- National Commission on State Workmen's Compensation Plans. This is a 15-member commission appointed by the President from a variety of interest groups including organized labor. It is directed to evaluate state workmen's compensation laws and report to the President and the Congress its findings and recommendations no later than July 31, 1972.

- Economic Assistance to Small Business. The Small Business Act is amended to enable the Small Business Administration to make loans to any small business which needs the money to comply with federal standards under the act and would be likely to suffer "substantial economic injury" if such assistance were not available and is thus certified by the secretary.

- An additional Assistant Secretary of Labor is created to be known as the Assistant Secretary of Labor for Occupational Safety and Health.

- Appropriations will be "such sums as the Congress shall deem necessary."

INFORMATION ON THE JOB SAFETY LAW

For a copy of the Occupational Health and Safety Act and for additional information, contact your area's Job Safety Law Regional Office:

Region I—John F. Kennedy Federal Building, Government Center, 17th Floor, Boston, Mass. 02203, 617-223-6713
Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.

Acting Director: Donald A. Mackenzie
Region II—341 Ninth Avenue, Room 920, New York, N.Y. 10001, 212-971-5754
New Jersey, New York, Puerto Rico, Virgin Islands.

Acting Director: Joseph G. Barkan
Region III—Penn Square Building, Room 410, Juniper and Filbert Streets, Philadelphia, Pa. 19107, 215-597-4102
Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia.

Acting Director: Joseph Perzella
Region IV—1371 Peachtree Street, N.E., Room 311, Atlanta, Ga. 30309, 404-526-3573
Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, Tennessee.

Acting Director: Basil Needham
Region V—848 Federal Office Building, 219 South Dearborn Street, Chicago, Ill. 60604, 312-353-4716
Illinois, Indiana, Minnesota, Michigan, Ohio, Wisconsin.

Acting Director: Edward E. Estkowski
Region VI—Room 681, Federal Building, 1100 Commerce Street, Dallas, Tex. 75202, 214-749-2477
Arkansas, Louisiana, New Mexico, Oklahoma, Texas.

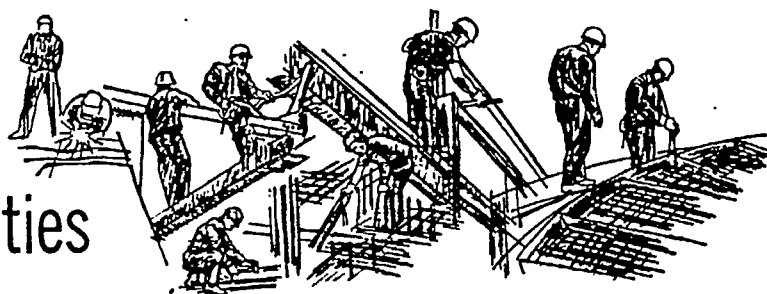
Acting Director: John Barto
Region VII—1906 Federal Office Building, 911 Walnut Street, Kansas City, Mo. 64106, 816-374-5249
Iowa, Kansas, Missouri, Nebraska.

Acting Director: Joseph Reidinger
Region VIII—Kipling and 6th Avenues, Room 21-S, Building 53, Denver Federal Center, Denver, Colo. 80225, 303-233-6187
Colorado, Montana, North Dakota, South Dakota, Utah, Wyoming.

Acting Director: Howard J. Schulte
Region IX—10353 Federal Building, 450 Golden Gate Avenue, Box 36017, San Francisco, Calif. 94102, 415-556-0584
Arizona, California, Hawaii, Nevada.

Acting Director: Warren Fuller
Region X—506 Second Avenue, 1804 Smith Tower Building, Seattle, Wash. 98104, 206-442-5930
Alaska, Idaho, Oregon, Washington.
Acting Director: Marl Chain Robbins

Local Union Activities



Local 348 Apprentice Graduation



The Joint Apprenticeship Committee of Local 348, Erie, Pa., recently honored its 1971 Graduating Class of Apprentices with a banquet and completion ceremony. Completion certificates were issued to first and second-year apprentices. Graduating apprentices are pictured, first row, left to right, Thomas Blount, Paul Carroll, Raymond Baker, Russell Hall and William Campbell. Second Row, left to right, are Ronald Outlaw, Paul McMahon, Martin Patterson, Terry Smith, Richard Powers, Marvin Biletnikoff, and John Bretz. Absent were Charles Baierski and Thomas Warren.

Local 393 Apprentice Graduation



Local 393, Aurora, Illinois, recently held its apprenticeship graduation party at the Fox Valley Country Club in North Aurora. Pictured, first row, left to right, are Frank Klein, Apprentice Co-ordinator and Business Representative; Larry Hammersley, James Ackmann, Lawrence Huey, Roy Wackerlin, General Organizer Bernard Puchalski, Rodger Harris, Jon Davis, and General Organizer Robert J. Benson. Second row, left to right, are Terry Peshia, Apprentice Instructor; David Wollenweber, Thomas Hick, John Wood, George Burrell, Jerald Murphy, Henry Gordon, and Apprentice Instructor Richard Larson. Not present was graduated apprentice Duane Hoecherl.

Local Union News

■ Without question, the foundation of any successful labor organization is its local unions. We want to publicize our local unions, their members and activities. Such activities might include: central council meetings, banquets, honors bestowed on members, anniversaries, new contract agreements, public service projects, unusual work projects, etc. Submit photographs and stories to your Local's Business Agent, and he will send the material to The Ironworker at our International's headquarters in St. Louis, Mo.

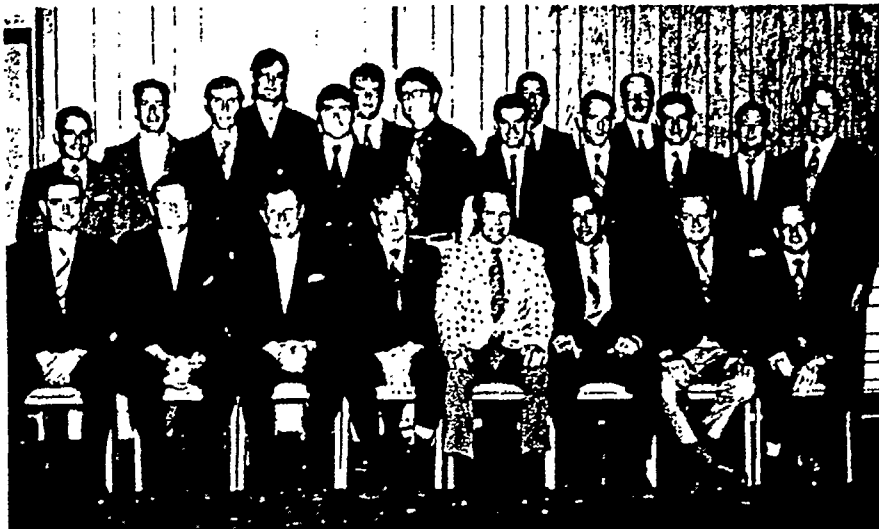
SUBMIT YOUR MATERIAL TODAY

First Pension Check



J. J. Hatfield, Business Representative of Local 704, Chattanooga, Tenn., right, presents William Henry Lane the first pension check from the Iron Workers' District Council of Tennessee Valley & Vicinity Pension Plan.

Local 46 Apprentice Graduation Ceremonies



Local 46, Springfield, Ill., recently held its 1971 Apprentice Graduation and Dinner. Pictured, front row, left to right, are Apprentice Committee Member Charles Connors, General Organizer Raymond Robertson, U. S. Bureau of Apprenticeship and Training District Representative Raymond Davis, Local 46 Business Agent and Financial Secretary Russell Schroeder, Apprentice Committee Member William Jones, Apprentice Committee Member Joseph Von Behren, Contractor Apprentice Committee Member George Maier, and Coordinator of the Joint Apprenticeship Committee and Instructor William Warren. Standing, left to right, are Thomas Douglas, Apprentice Instructor; and Graduating Apprentices William Staples, Albert Ross, John Hetz, Jr., James Hatfield, Steven Timmons, Fred Schmulbach, Larry Yocum, David Alexander, Allen Lane, Earl Powell, and Walter Elliott, and Apprentice Instructors Donald Siddens, and John Wheeling.

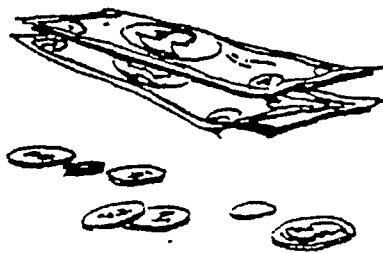
Newspaper Features Local 167 Apprentice



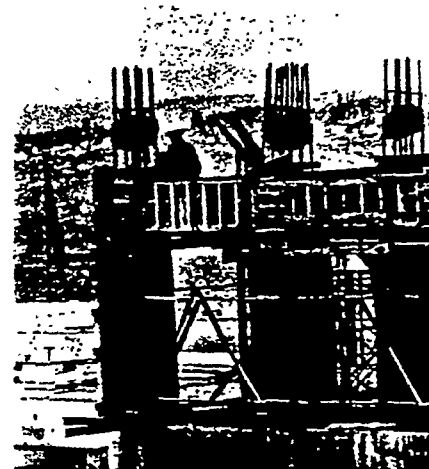
The Memphis, Tennessee, Commercial Appeal recently published a lengthy story entitled "Will of Steel Helps Young Iron Worker." The newspaper described in detail Local 167, Memphis, Tenn., Apprentice Thomas James Greer, A Viet Nam veteran, Greer describes in the newspaper article various aspects of his work and his apprenticeship program, which is jointly sponsored by local building trades unions and the U.S. Department of Labor. Photo courtesy of the Memphis Commercial Appeal.

Get Your Money's Worth!

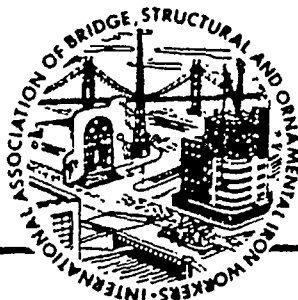
UNION DOLLARS
FOR
UNION PRODUCTS
AND SERVICES



Tacoma's Tallest Building



Pictured in these four photographs is the construction of the National Bank of Washington in Tacoma. Completed in December 1970, this 24-story structure is the tallest building in Tacoma. Local 114 Members worked on the job, which featured reinforced concrete and precast T-Beams. Empire Erection, Spokane, Washington, was the reinforcing contractor, and Donald M. Drake, Portland, Oregon, erected the T-Beams.



Official Monthly Record

International Association of Bridge, Structural and Ornamental Iron Workers
Headquarters: Suite 308, Continental Building, 3615 Olive St., St. Louis, Missouri, 63108. Telephone: 314 FRANKLIN 1-3808.

DISTRICT COUNCILS

GREATER NEW YORK AND VICINITY

Office: 265 W. 14th St. 10011. Tel. 212 929-4766
Meets second Thursday every other month. Business Agents meet second Thursday in alternate months. Thomas Clarkson, President. Affiliated Local Union No's are: 15, 40, 170, 197, 361, 417, 424, 455, 532, 580.

CHICAGO AND VICINITY

Meets 3rd Fri. March, June, Sept. and Dec. at 7:30 P.M. Business Agents meet 3rd Fri., Jan., Feb., April, May, July, Aug., Oct., and Nov. at Room 1418, 130 No. Wells St., P.O. Sta. 6 60606. Tel. 312 372-4378. President Bernard S. Puchalski. Affiliated Local Union No's are: 1, 8, 63, 111, 112, 136, 380, 383, 386, 393, 395, 444, 465, 471, 473, 498, 514, 524, 558, 590, 611, 665, 680, 811, 814, 817.

ST. LOUIS AND VICINITY

Meets second Monday of each quarter. March and September in St. Louis, Mo. June and December rotating between Springfield, Ill., Evansville, Ind., and Paducah, Ky. President, John L. McCarthy, 23 Briarcliffe Dr., Collinsville, Ill. 62234. Tel. 618 344-8630. Affiliated Local Union No's are: 46, 103, 203, 392, 396, 518, 577, 633, 782.

PHILADELPHIA AND VICINITY

Meets fourth Friday of each month at 8 p.m. at 260 South Ninth St. Board of Business Agents Meeting 2nd Tuesday of each month in Council Office, 260 So. Ninth St., Philadelphia 19107. Tel. 215 922-1953-1954. Leonard P. Mahoney, President. Affiliated Local Union No's are: 36, 68, 161, 350, 399, 401, 404, 405, 420, 451, 489, 502, 519, 521, 544, 548, 565, 579, 594, 666, 681, 692, 755.

NORTHERN NEW JERSEY

Meets first Monday of each month at the Robert Treat Hotel, No. 50 Park Place, Newark, N.J. 07101. President, Robert Wallace. Affiliated Local Union No's are: 11, 45, 373, 480, 483, 545.

THE STATE OF CALIFORNIA AND VICINITY

Office: Room 1404, 995 Market St., San Francisco, 94103. Tel. 415 392-5850. Meets third Saturdays, January in Los Angeles, April in Phoenix, July in San Diego, and October in San Francisco. President, Dale Ray. Affiliated Local Union No's are: 75, 118, 155, 229, 377, 378, 416, 433, 509, 624, 625, 627, 740, 790, 792, 796, 801, 803.

THE MID-ATLANTIC STATES

Office: Suite 821, Railway Labor Bldg., 400 First St., N.W., Washington D.C. 20001. Tel. 202 783-5848. Meets biannually during 1st and 3rd quarters. Time and place for each two-day meeting to be set by president. Business Agents meet 2nd Tuesday each month 1:00 P.M. President, Robert E. P. Cooney. Affiliated Local Union No's are: 5, 16, 28, 79, 201, 413, 486, 568, 636, 657, 697, 781.

THE STATE OF MICHIGAN AND VICINITY

Meets second Tuesday of each month at 14333 Livernois Ave., Detroit, Mich. 48238. President, Paul C.

Allen. Affiliated Local Union No's are: 25, 55, 340, 426, 499, 508, 575, 615, 688, 714, 754, 791, 802.

THE MIDWESTERN STATES

Meets in March, September, at the Continental Hotel, Kansas City, Mo. 64105. Business Agents meet quarterly at Continental Hotel. Office, 1000 East 10th St., Kansas City, Mo. 64106. Tel. 816 842-8917. President, Russell B. Elliott. Affiliated Local Union No's are: 10, 21, 67, 89, 184, 493, 520, 553, 582, 606, 660, 717.

THE NEW ENGLAND STATES

Office: Marr Building, 10 Kearney Rd., Needham Heights, Mass. 02194. Tel. 617 444-2667 or 444-2668. Meets quarterly—Jan., Apr., July, & Oct. Matthew Taylor, President. Affiliated Local Union No's are: 7, 37, 57, 351, 357, 474, 496, 501, 523, 541, 586.

SOUTHERN OHIO AND VICINITY

Office: Liberty Bank Suburban Building, Rm. 203, 3415 Bardstown Road, Louisville, Ky. 40218. Tel. AC 502-456-1040. Meets third Wednesday of Jan., April, July and Oct. Outside BA's meet 3rd Wed. of each month. Council in session sets next meeting place. James R. Bunch, President. Affiliated Local Union No's are: 22, 44, 70, 147, 172, 290, 292, 301, 372, 379, 439, 522, 529, 626, 682, 726, 730, 769, 778, 787, 799, 804, 820.

THE PACIFIC NORTHWEST

Regular meetings of Council—First Saturday of each quarter to be held in Seattle, Wash., Portland, Ore., Tacoma, Wash., and Spokane, Wash., and rotated in above order. Russell Fithen, President. Office: 2800 1st Ave., Room 111 Seattle, Wash., 98121. Tel. 206 622-6238. Affiliated Local Union No's are: 14, 29, 86, 114, 505, 506, 511, 516, 581, 598.

EASTERN OHIO, WESTERN PENNSYLVANIA AND NORTHERN WEST VIRGINIA

Office: Banksville Office Bldg., Rm. 206, 2945 Banksville Rd., Pittsburgh, Pa. 15216. Tel. 412 341-4064. Meets Jan., April, July & Oct. 3rd Thurs. & Fri. Guy Morrison, President. Affiliated Local Union No's are: 3, 17, 207, 348, 468, 527, 549, 550, 587, 642, 662, 718, 723, 772, 818.

THE MID-NORTHERN STATES

Office: 2618 Territorial Road, St. Paul, Minnesota 55114 Tel. 612 646-2122. Meets semi-annually. Business Agents meet quarterly. President, Richard J. Thomas. Affiliated Local Union No's are: 512, 535, 563, 783, 793.

THE STATE OF TEXAS

Office: AFL-CIO Building, 308 W. 11th St., Austin, Tex. 78701. Tel. 512 476-7621. Hugh Williamson, President. Affiliated Local Union No's are: 66, 84, 125, 135, 263, 408, 481, 482, 510, 536, 592, 694, 775, 789.

THE ROCKY MOUNTAIN AREA

Office: 237 East 3rd South St., Salt Lake City, Utah 84111. Tel. 801 363-8949. Meets 3rd Friday and the

following Saturday of Feb., May, Aug., and Nov. John McKean, President. Affiliated Local Union No's are: 24, 27, 81, 454, 495, 507, 562, 708, 732, 750, 815.

EASTERN CANADA

Office: P.O. Box 156, 935 The Queen's Way, Postal Station U, Toronto 18, Ontario. Full Council meeting held 4th Tuesday of March, June, September and December, at 7:30 P.M. Outside local business agents and shop representatives meet monthly on 4th Tuesday at 2:00 P.M. and 8:00 P.M., respectively. President, Vice-President, Geo. Allen. Affiliated Local Union No's are: 700, 711, 721, 734, 736, 743, 757, 759, 765, 786.

WESTERN NEW YORK AND VICINITY

Meets 3rd Saturday of each month at 12:00 at 617-619 Wolf St., Syracuse, N.Y. 13208. Geo. Bannister, President. Affiliated Local Union No's are: 6, 9, 12, 33, 60, 158, 436, 440, 464, 470, 534, 576, 593, 612, 621.

EAST COAST NAVY YARD RIGGERS

Regular yearly meeting of this Council shall be held two days following the close of the Annual Conference of the East Coast and Metal Trades Council. President, Daniel S. Wampolt. Res. 245 Hingham St., Rockland, Mass. 02370. Tel. 617 878-4499. Affiliated Local Union No's are: 228, 607, 716, 745, 800.

THE MID-SOUTH

Office: Suite 163, 8181 Airline Highway, Baton Rouge, La. 70815. Tel. 504 926-9399. Meets semi-annually. Business Agents meet quarterly. President, L. Smith. Affiliated Local Union No's are: 48, 58, 321, 469, 476, 500, 546, 584, 591, 619, 620, 623, 678, 696, 701, 702, 710, 760.

THE SOUTHEASTERN STATES

Office: Room 312, Guaranty Life Bldg., 137 East Forsyth Street, Jacksonville, Florida 32202. Tel: 904 355-7534. Meets first Sunday of each quarter. President, John F. Walsh. Affiliated Local Union No's are: 92, 272, 387, 397, 402, 539, 597, 601, 616, 698, 706, 709, 741, 798, 808.

TENNESSEE VALLEY AND VICINITY

Office: Burwell Bldg., Suite 916, 602 S. Gay St., Knoxville 37902. Tel. AC 615, 523-3251. Meets last Sat. in Apr., and Oct. at office. BA's meet monthly on call by Pres. J. W. Merritt. President. Affiliated Local Union No's are: 167, 384, 477, 492, 526, 637, 704, 715, 727, 733, 753.

WESTERN CANADA

Office: 2415 Columbia St., Vancouver 10, B.C. Canada. Meets semi-annually in Calgary. Council in session sets next meeting date. Send all communications to office. President, Norman Wilson. Affiliated Local Union No's are: 97, 643, 712, 720, 725, 728, 771, 776, 805.

MEMBERSHIP BOOKS LOST DURING THE MONTH OF SEPTEMBER 1971 AND DUPLICATE BOOKS ISSUED

Card No.	Local	Name and Location
775631	395	Addison, Robert J., Hammond, Indiana
418060	433	Allen, Gerald E., Los Angeles, Cal.
497985	92	Allen, Roy B., Jr., Birmingham, Ala.

Card No.	Local	Name and Location
807991	508	Amos, Michael L., Detroit, Michigan
491855	229	Arnold, Ray Earl, San Diego, Cal.
789540	440	Arsenault, Robert, Utica, New York

Card No.	Local	Name and Location
705773	55	Askin, Larry, Toledo, Ohio
778369	417	Bennett, Bruce, Newburgh, New York
493039	17	Bibeau, Kenneth, Cleveland, Ohio

Card No.	Local	Name and Location
154591	751	Broxham, Clare, Anchorage, Alaska
384533	97	Brunn, William, Vancouver, B. C. Canada
727530	509	Bua, Robert Allen, Los Angeles, Cal.
651737	1	Cannata, Bernard, Jr., Chicago, Illinois
468922	440	Carey, George, Utica, New York
538080	16	Carter, Robert H., Baltimore, Maryland
381706	575	Centers, Kermit, Detroit, Michigan
729889	550	Cooper, Roy E., Canton, Ohio
687822	455	Corton, Robert, New York, New York
368009	17	Crocco, Anthony, Cleveland, Ohio
832868	1	Davis, Charles, Chicago, Illinois
860673	404	Davis, Michael A., Harrisburg, Pa.
596525	292	Dean, Bernal, South Bend, Indiana
635702	1	Deehan, William Leo, Chicago, Illinois
547614	509	Dominguez, Fred, Los Angeles, Cal.
808948	103	Duncan, Cloney, Evansville, Indiana
231841	416	Exter, Forbes, Los Angeles, Cal.
785893	263	Farris, Raz V., Fort Worth, Texas
443989	16	Frye, David L., Baltimore, Maryland
799637	15	Gagon, Robert, Hartford, Connecticut
708386	627	Garcia, Umberto R., San Diego, Cal.
585864	393	Gehardt, Andrew, Aurora, Illinois
810638	465	Gierut, Gerald C., Kankakee, Illinois
773614	455	Gorgione, Bruce, New York, New York
801621	17	Graham, James, Cleveland, Ohio
785233	63	Grossman, Alexander, Chicago, Illinois
853258	823	Hache, Ernest, Montreal, Que., Canada
694956	79	Hamilton, Bobby D., Norfolk, Virginia
839450	601	Hardwick, Ernie C., Charleston, S. C.
145701	1	Haug, Steffen, Chicago, Illinois
680056	433	Heather, Dick A., Los Angeles, Cal.
710993	440	Herne, Abe, Jr., Utica, New York
533760	384	Howard, Reid C., Knoxville, Tennessee
619340	170	Iversen, Clarence, New York, N. Y.

Card No.	Local	Name and Location
705076	711	Jacobs, Hilton J., Montreal, Que., Can.
838970	433	Kappahn, Ronald E., Los Angeles, Cal.
405843	14	Keizer, Lester, Spokane, Washington
798774	7	Kelly, Leo, Boston, Massachusetts
623157	580	Kelly, Michael, New York, New York
705327	1	Krause, Kenneth, Chicago, Illinois
627594	473	Kushner, Meyer, Chicago, Illinois
689349	823	Lafaur, Marcel, Montreal, Que., Can.
686360	580	Leone, Frank, New York, New York
862488	516	Liggett, Steven S., Portland, Oregon
856473	627	Machado, John A., San Diego, Cal.
840388	6	Manzella, Francis D., Buffalo, New York
747262	426	Marsae, Charles A., Detroit, Michigan
794639	5	Martin, Terry L., Washington, D. C.
798357	33	Mazerolla, Roger, Rochester, N. Y.
598728	580	McAuley, Edward, New York, N. Y.
420906	580	McGowan, William, New York, N. Y.
474585	426	Meador, Ernest, Detroit, Michigan
676338	512	Merrill, William V., St. Paul, Minn.
653949	377	Mohan, John, San Francisco, Cal.
758236	10	Neth, Billie E., Kansas City, Mo.
839878	627	Netherlain, Thomas, San Diego, Cal.
792527	506	Newlander, Richard J., Seattle, Wash.
699211	25	Nicholas, Richard, Detroit, Michigan
158236	518	Nunes, Paul R., St. Louis, Missouri
704446	6	Olsen, Kenneth P., Buffalo, New York
769216	506	Perrine, Jerry, Seattle, Washington
832724	135	Pickett, Willard Ray, Galveston, Texas
775115	439	Pike, Wesley L., Terre Haute, Indiana
735023	433	Pirrie, Patrick, Los Angeles, Cal.
643352	433	Powers, James R., Los Angeles, Cal.
503255	1	Praul, George W., Chicago, Illinois
683085	5	Preston, George, Jr., Washington, D. C.
863448	455	Quigley, Edward, New York, N. Y.

Card No.	Local	Name and Location
593463	16	Reinfelder, George J., Jr., Balto., Md.
747992	582	Renna, Charles W., Kansas City, Kans.
196076	401	Richards, Edwin J., Philadelphia, Pa.
428619	624	Richardson, Gerald, Fresno, California
682308	736	Richards, Lucien, Hamilton, Ont., Can.
616720	751	Ringer, Billie R., Anchorage, Alaska
710475	387	Roberts, Larry K., Atlanta, Georgia
786366	582	Robinson, David F., Kansas City, Kans.
770879	25	Ryan, Martin, Detroit, Michigan
814557	736	Sandy, Morley, Hamilton, Ont., Can.
639454	33	Schenk, Larry, Rochester, New York
709180	378	Self, Earl D., Oakland, California
777071	465	Shaw, Ronald P., Kankakee, Illinois
46154	455	Shustak, Louis, New York, N. Y.
840692	229	Silva, George E., San Diego, Cal.
844428	711	Sirois, Gerald, Montreal, Que., Can.
836915	535	Smith, Richard, Twin Cities, Minn.
847461	627	Smith, Wheeler, San Diego, California
828439	506	Steele, James J., Seattle, Washington
205892	518	Stehlik, Peter, St. Louis, Missouri
846241	396	Straatman, Michael A., St. Louis, Mo.
668228	480	Swody, Charles, Elizabeth, New Jersey
704293	732	Sykes, David T., Pocatello, Idaho
714090	516	Terpenning, Glenn W., Portland, Oregon
485089	512	Thomas, Curtis, Minn.-St. Paul, Minn.
624606	1	Tobin, Michael J., Chicago, Illinois
803674	455	Tomasuro, John, New York, New York
857583	711	Tomas, Robert J., Los Angeles, Cal.
447064	711	Vaillancourt, Leo, Montreal, Que., Can.
392837	25	Vergona, Frederick D., Detroit, Mich.
266648	633	Wilson, Fred E., Evansville, Indiana
537817	575	Yunas, Edward, Detroit, Michigan

Duplicate Books Issued for September 1971 110

DEATH CLAIMS APPROVED DURING THE MONTH OF SEPTEMBER 1971

Claim Number	Name	Membr. No.	L.U. No.	Amount paid	Claim Number	Name	Membr. No.	L.U. No.	Amount paid	Claim Number	Name	Membr. No.	L.U. No.	Amount paid
32091	Patterson, Daniel B.	202964	396	\$ 750	32142	Quick, Dilworth	222943	597	750	32198	Murray Peter	153386	433	750
32092	Hartman, James M.	738919	340	1,100	32143	Hartnett, Thomas J.	379568	184	750	32199	Hanson, Burton	604752	793	550
32093	Keoch, Thomas L.	495181	55	550	32144	Rael, Bert G.	170823	495	750	32200	Harlow, Perry Lee	236583	92	750
32094	Stefanelli, Joseph	483137	545	750	32145	Afarian, George J.	344747	158	750	32201	Eichman, Jacob A.	200108	433	750
32095	Rucker, Willard A.	293618	46	750	32146	Ross, John	130693	16	750	32202	Obester, John	347187	527	750
32096	Johnson, Jules	183654	58	750	32147	Breitbach, Bernard P.	365347	89	750	32204	Ayson, Monica D.	632737	506	750
32097	Griffin, Burton J.	553944	1	750	32148	Carrella, Leo C.	548483	1	550	32205	Cunningham, Hubert H.	818537	522	350
32099	Taylor, Wendell B.	244875	103	750	32150	Joshua, Robert T.	801979	207	350	32206	Weygant, Kenneth H.	192619	577	550
32100	Cobb, Harold	133838	464	750	32151	Joslin, Jr., Verna Palma	498916	433	350	32207	Steger, Herman	187531	518	550
32101	Whitfield, Thomas H.	283871	207	750	32152	Schell, Andrew	670064	507	550	32208	Gunter, William L.	363887	502	750
32102	Bozeman, Lester L.	268224	395	750	32153	Thans, George	566307	536	750	32209	Petersen, Erling	49494	197	750
32103	Boutsikaris, Peter	504888	399	750	32154	Westbrook, M. A.	379261	539	750	32210	Herzog, Sidney	411424	455	750
32104	Mance, Shelvey R.	193844	22	550	32155	Price, Archie H.	468061	621	750	32211	Anthony, Bernard	137016	399	750
32105	Meadows, F. V.	543839	527	750	32156	Lockard, Franklin W.	415261	621	750	32212	Obad, Ibrahim	689138	455	750
32106	Hundt, Charles	116826	45	750	32157	Cook, Roy R.	353227	483	750	32213	Denton, Jack W.	366840	416	750
32107	Salvato, Salvatore	548246	580	750	32159	Loftin, Bill Sidney	217404	798	750	32214	Kaeding, Julius F.	366367	10	550
32108	Gardner, Ivan	239055	493	750	32160	Lawney, Peter	801974	60	350	32216	Shepard, William H.	223630	22	750
32110	Ritter, Robert E.	502589	726	750	32161	Kreppin, James Charles	466467	580	450	32220	Regan, Roger	145126	161	350
32111	Foster, Robert M.	346409	8	750	32162	Elliott, Glen K.	201275	512	750	32221	Stenger, Otto	135048	473	750
32112	Cronk, J. D.	827267	601	400	32163	Trupiano, Nick	507937	426	750	32222	Prince, Edwin L.	143898	401	750
32113	Bennett, Edward T.	470275	158	750	32164	Wood, E. R.	404002	433	450	32225	Gardner, James O.	531277	516	750
32114	Lemos, George	685566	17	750	32165	Smith, Wiley W.	289684	433	750	32226	Krahulec, Anton	370383	473	750
32115	Hegarty, John C.	673645	1	750	32166	Reaves, William F.	219050	92	750	32227	Donovan, Steven	778153	37	450
32116	Montigne, George	650666	416	750	32167	Echols, Elmore	439647	539	750	32229	Sims, Eldridge E.	172809	392	450
32117	Hardtla, John E.	483288	172	750	32168	Stolzenberger, Francis	643450	40	750	32231	Shalis, Wolodymir	481296	502	350
32118	Thielepape, Jr.				32169	Mott, George W.	397741	621	750	32233	Grenko, Tony	358073	493	750
	Rudolph M.	366634	482	750	32170	Nitti, Anthony	723405	455	750	32234	Keenan, Terrence R.	326942	17	900
32119	Hasbrook, Theodore B.	833859	416	200	32171	Putnam, Harry S.	496368	787	450	32235	McCall, Harry W.	561679	468	750
32120	Hebert, Henry Joseph	88607	172	750	32172	Dunning, Sedley Cox	409860	506	350	32236	Tullis, William D.	243510	751	750
32121	Levan, Wesley Oscar	98340	17	750	32173	Pietrowski, Steven R.	768591	502	550	32237	Goddard, Clarence R.	52027	1	750
32122	Sullivan, Earl W.	121915	17	750	32174	Powell, Paul Edward	572183	396	1,500	32238	Kerkhoven, Theodore	304636	509	750
32123	Vincent, Benjamin H.	224202	348	750	32175	Jackson, S. C.	137077	477	750	32239	Sanchez, Salomon	649169	509	750
32124	Agunzo, Anthony P.	209187	455	750	32177	Sloan, Fred Alonzo	176639	5	750	32240	Harberger, Jr. Ludwig	182822	519	750
32125	Vogel, Charles A.	96543	45	750	32178	Repetto, Sr., Ewell O.	121573	384	750	32241	McClure, Lowell	710598	468	750
32126	McEwan, William	376393	545	750	32179	Calcutt, Charles McLeod	541425	601	350	32242	Pettit, Adolph	159033	502	750
32127	Sardagna, Tony M.	757998	509	1,100	32180	Ulrick, Charles	657286	473	750	32243	Pritchard, Phillip A.	53206	3	750
32128	Prater, Lucian	287136	637	750	32182	Kunz, Ward Beacher	118401	58	750	32245	Joyce, Emil	498588	473	450
32129	Wolfram, Paul	254045	12	1,500	32183	Bradicich, Anton	85384	1	750	32246	Jefferson, Lonto C.	463329	657	750
32130	Johnson, Wesley F.	758021	509	550	32184	Hansen, Adolph	397274	21	450	32247	Milimora, Leo	235506	1	750
32131	Anderson, Roscoe, T.	121297	405	750	32185	Coursey, Harlan W.	787502	790	457	32248	DeHart, Frank	401645	545	750
32132	Gillham, Robert S.	837980	539	200	32186	Gilmartin, Thomas	146987	451	750	32249	Malin, Victor Francis	202542	451	750
32133	York, Joel J.	663452	539	450	32187	Sublett, Elvie	661623	790	750	32250	Sabala, Theodore	470413	750	750
32134	Smee, Frank J.	128617	532	750	32188	McCann, Herman	236290	14	750					
32135	Gunther, Lury	508808	486	750	32189	Derbyshire, Joseph H.	76240	16	750					
32136	Lenk, Edward	22750	44	750	32191	Olson, Alfion Henry	112004	40	750					
32137	Day, Asberry	769602	522	550	32192	Butler, George Henry	348177	440	450					
32138	Connors, Patrick J.	117384	361	750	32194	Carrothers, Earl E.	245116	662	750					
32139	Culp, William	155790	361	750	32195	Driscoll, William	119088	40	750					
32140	Joy, John J.	395751	401	750	32196	March, Herbert G. (Can.)	448105	97	705					

END OF SEPTEMBER 1971

Total amount of International Death Benefits paid (including CANADIAN CLAIMS) .. \$97,300.00

DEATH CLAIMS DISAPPROVED DURING THE MONTH OF SEPTEMBER 1971

Claim Number	Name	Membership Number	L.U. No.	Reason for disapproval	Classif- cation	Nat-A Acc-A O.Joh=A/J	Deceased	Age
32098	Vargas, Jose	441359	775	not 12 mos. cont.	0	A-J	7-16-71	46
32109	Byrd, Daniel	620430	469	in arrears	0	N	6-24-71	50

Claim Number	Name	Membership Number	L.U. No.	Reason for disapproval	Classification	Mat-M Acc-A O.Job=A/J	Deceased	Age
32141	Lee, Charles C.	847877	790	not 12 mos. cont.	S	N(S)	6-23-71	57
32149	Roemer, Jesse W.	848324	433	not 12 mos. member	O	A-J	7-2-71	24
32158	Martin, Richard	676431	37	in arrears	O	N	8-27-71	28
32176	Thistle, Lester L., Can.	806258	764	not 12 mos. member	O	A	5-14-71	33
32181	Bussiere, Robert W.	689355	474	in arrears	O	N	8-26-71	32
32190	Flaherty, Kenneth P., Can.	861944	764	not 12 mos. member	O	A-J	7-27-71	19
32193	Weeks, Carl W.	203005	301	not 12 mos. cont.	O	N	8-5-71	53
32197	Bainbridge, Larry G.	738481	321	not 12 mos. member	O	A(H)	8-21-71	29
32203	Risden, Jr., Alfred J.	179409	483	not 12 months cont.	O	N	9-12-71	60
32215	Bandy, Max Gene	530498	416	in arrears	O	N	8-26-71	50
32217	Gravelle, Damien, Can.	764966	786	not 12 mos. cont.	O	N	10-24-71	36
32218	Watson, Harold, Can.	743909	786	in arrears	O	N	6-28-71	60
32219	Benoit, Joseph, Can.	614958	786	not 12 mos. cont.	O	N	5-4-71	55
32223	Craig, Beverly E., Can.	546790	736	in arrears	O	N	5-13-71	37
32224	Blais, Jean, Can.	725552	759	in arrears	O	N	8-7-71	44
32228	Duran, Carlos A.	848282	416	not 12 mos. member	O	A	7-11-71	21
32230	Seaman, Jr. George F.	858000	519	not 12 mos. member	S	N(S)	6-27-71	24
32232	Ullrich, Donald	651742	1	not 12 mos. cont.	O	A-J	8-10-71	37
32244	Comito, James J.	216491	6	not 12 mos. cont.	O	N	9-4-71	48

END OF SEPTEMBER 1971

PENSION APPLICATION APPROVED

Pen. No.	Name	Memb. No.	L.U. Code	Pen. No.	Name	Memb. No.	L.U. Code	Pen. No.	Name	Memb. No.	L.U. Code
10060	Abbott, Paul	145081	229 4	10093	Hart, Roy	311358	769 4	10126	Orahood, Mack C.	368946	172 3
10061	Anderson, Arne C.	201105	1 3	10094	Heck, Mack E.	200313	433 4	10127	Parker, George F.	210130	575 3
10062	Arnold, Clorice	208356	103 3	10095	Hermann, George	368890	433 3	10128	Pearson, Paul N.	355103	575 3
10063	August, Joseph P.	168688	3 3	10096	Hess, Russell F.	128342	1 3	10129	Pence, Emery E.	458398	426 3
10064	Aulabaugh, Sidney L.	160280	378 3	10097	Hickey, Arthur W.	151378	396 3	10130	Perritano, Dominick J.	166110	440 3
10065	Bailey, Emery E.	218649	84 4	10098	Hines, Cecil	144345	395 3	10131	Petersen, Walter H.	183263	433 3
10066	Bauhof, Thomas J.	278958	550 3	10099	Holland, Floyd	229890	155 3	10132	Podabinski, John Sr.	157730	388 3
10067	Beavers, Ashby L.	128540	5 3	10100	Huff, Elvis D.	139685	14 3	10133	Press, Edward S. Jr.	269293	451 3
10068	Bernhardt, Roland C.	117092	11 3	10101	Hutcheson, Charles J.	160638	480 3	10134	Richter, Max L.	164615	416 3
10069	Blue, John	239900	575 3	10102	Iverson, Erwin W.	368986	505 3	10135	Sader, Henry P.	145111	8 3
10070	Brown, Elvis R.	167189	378 3	10103	Jennings, Edward L.	193170	401 3	10136	Seaman, Ora L.	364742	203 3
10071	Buteau, Archelle J.	142958	114 3	10104	Jochum, Harry J.	345265	58 3	10137	Sellers, George F.	122228	7 3
10072	Casassa, John A.	209827	386 3	10105	Johnson, Alfred S.	128491	373 3	10138	Shoemaker, Jasper	193935	25 3
10073	Clark, Raymond E.	203846	377 3	10106	Justice, Paul	372674	377 4	10139	Smith, Aubrey F.	225441	433 3
10074	Clontz, Kenneth	209421	384 3	10107	Kauffman, Albert W.	201251	3 3	10140	Smith, Harry G.	200289	606 3
10075	Craddock, Clement Wm.	306497	301 3	10108	Kenney, Roland F.	123721	401 3	10141	Smith, James Allen	367370	433 3
10076	Crafts, Donald A.	468999	37 4	10109	Kruger, Paul H.	365900	575 3	10142	Smith, Leslie	216434	584 3
10077	Crisp, Delton D.	345233	25 4	10110	Kuchak, Steve	130986	3 3	10143	Steadman, Frank	180698	433 4
10078	Crossley, Walter F. Jr.	118839	399 3	10111	Lamb, Joseph P.	104203	580 3	10144	Struckel, Martin	357185	451 3
10079	Cutler, Joseph	128002	272 3	10112	LaTarte, Russell	253921	25 4	10145	Taylor, Ollie A.	176565	481 3
10080	Danish, Joseph	320481	575 3	10113	Lewis, William S.	131734	9 3	10146	Taylor, Roy V.	136935	481 3
10081	David, Joseph	116047	440 3	10114	Lunow, William H.	472754	48 4	10147	Timmers, Anthony B.	139326	263 4
10082	Dill, John H.	149152	399 3	10115	Matte, Harry F.	187034	351 3	10148	Tomasko, Michael, Sr.	90078	36 3
10083	Dilley, Zell D.	109481	383 3	10116	Matuszewski, Anthony	434745	16 4	10149	Ward, E. N.	187047	433 4
10084	Drakulich, Milo	284135	172 4	10117	Meehan, Arthur J.	122506	580 3	10150	Wilson, Lester T.	339412	290 3
10085	Eastman, Edward A.	160870	10 3	10118	Monaghan, William D.	122219	580 3	10151	Woerner, George H.	193976	399 3
10086	Ellis, John W.	157431	3 3	10119	Moorehead, Thomas H.	368096	37 3	10152	Wollner, Charles J.	127985	401 3
10087	Enright, Alexander	77480	575 3	10120	Morris, Joseph J.	120441	377 4	10153	Zahorik, John M.	199914	89 3
10088	Forney, Charles N.	163176	60 3	10121	Morrison, Ralph E.	198290	172 3				
10089	Frazier, Arthur C.	154681	477 3	10122	Morton, Charles G.	363345	1 3				
10090	Gaunt, Harry L.	312005	678 3	10123	Mussieman, Thomas	221675	477 3				
10091	Glynn, Patrick M.	190327	775 3	10124	Nolby, Fredolph	207053	563 3				
10092	Harner, Raymond E.	316667	404 3	10125	Ollis, Owen	216080	396 3				

The above applicants have been placed on the Pension roll effective 9/1/71.
CODE: (3)—OLD AGE (4)—DISABILITY

REVOCATIONS

Pursuant to the provisions of the International Constitution, the General Executive Board has revoked the membership of the following: David A. Cleary, No. 828593, Local 15; William D. Thomas, No. 856079, Local 79; and William Mosley, Jr., No. 852121, Local 348.

OLD AGE AND DISABILITY PENSIONS PAID FOR THE MONTH OF AUGUST 1971

Gross Amount Paid \$281,350.00
Amount Paid \$ 50.00
Number of Pensioners on Roll at 8/31/71 5,627

Special Notice to All Persons Receiving the Ironworker

■ The change of address form will not appear in future issues. In order to receive your copy of the *Ironworker* you must reconfirm your current address, including zip code with the financial secretary or the appropriate officer of your local who is responsible for maintaining the Local Union's current mailing list.

■ Other recipients of the *Ironworker* should also reconfirm their address, and their wish to receive future issues. Address all correspondence to the *Ironworker* address change, Suite 300, Continental Building, 3615 Olive St., St. Louis, Mo. 63108.

Feminine Focus



Gals: Here's How to Change that Flat Tire!



Be Prepared: Carrying a few items in the trunk of your car will ease your job of changing a flat tire a great deal. Besides an operable jack and spare tire, you should carry a set of 2x4 wood blocks for use as wheel chocks, gloves, large screw driver, trouble lights or flares, a "4-way" lug wrench, and a small box of pre-moistened paper towels to clean up with.

At first signs of a flat tire, get the car off the road. To prevent it from slipping off the jack, leave the car in first gear or in "park," set the parking brake and place the 2x4s snugly against the front and rear of the tire diagonally opposite the flat. If it's dark, set up trouble lights or flares so that oncoming traffic can see you. Put on gloves to protect your hands and keep them from getting dirty.



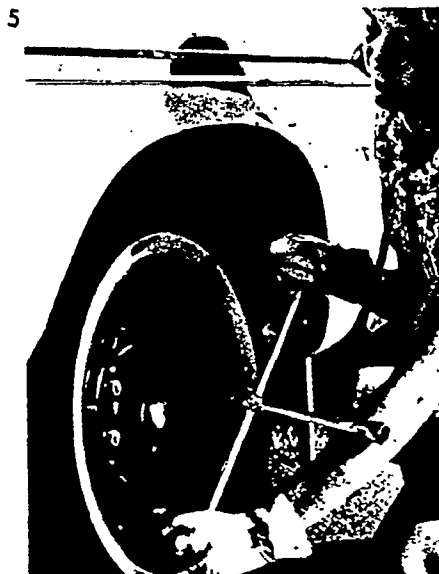
Set the jack at the point on your car that is best according to the owner's manual. If the ground is soft, set the jack on a small board. Now pump the jack until it is firmly in place but has not yet begun to lift the car. You'll be much more comfortable and your job will be easier if you kneel, so spread your car's rubber floor mat next to the jack.



Use a hefty screwdriver to pry off the hub cap. The cap will make a handy receptacle for the lug nuts, so place it close to the tire. The "4-way" lug wrench will give you more leverage than the standard wrench that came with the car. Find the socket that fits the lugs of your car. Use it in a counter-clockwise direction. Do not at this time remove the nuts, just loosen them.



Prop the spare tire against the car next to the flat. Being careful not to let the jack slip or tilt, raise the car until the hub is slightly higher than the center of the spare wheel propped next to the flat. Finish unscrewing the lug nuts. Take hold of the tire on each side and slide it off. Roll the spare over and line it up against the hub. Lift the tire, looking through the holes to make certain they're lined up with the lugs, and slip it on.



Replace the lug nuts and tighten them with your fingers, making certain the wheel is on straight. Using the lug wrench, tighten them all—one nut and then the opposite, and so on, tightening them all down evenly until the wheel turns from pressure. Now let down the jack and give the nuts one good last turn,



If you think the lug nuts might not be tight enough, put the hub cap on the floor of the car where it will remind you to have them checked at the first gas station. Now you're ready to put the spare in the trunk, pick up your tools, call the kids back, clean up with a moistened paper towel and be on your way.



SEEN'S BELIEVE'N

A hillbilly, walking down a lane in the backwoods, found a fragment of looking glass. Since he had never seen a mirror before, as he looked at it he said: "Well, well! if it ain't a picture of my old Dad!" He put the piece in his pocket and his wife found it there that night, searching for money. Looking into it, she said: "Ah-ha! So that's the old hag he's been running around with!"

LOVER'S TEST

"When did you first discover that you loved me, darling?"

"When I found myself getting angry every time anyone called you an idiot."

DOG FACE ANSWER

First Recruit: "What is the first thing you'd do if you got hydrophobia?"

Second Recruit: "I'd bite the sergeant."

REFILL

The fella and his new girl friend were out riding in the country when, on a lonely lane, the car stopped. "We're out of gas!" exclaimed the fella.

The girl opened her purse and brought out a flask.

"Wow!" exclaimed the would-be wolf.

"You've got a pint with you! What kind is it, scotch or bourbon?"

"Gasoline!" she replied.

GOOD WAGER

The wife felt bad and asked her husband:

"Here, look at my tongue and see if it's coated."

"I don't have to look," he replied from inside his newspaper. "It's clear. Grass never grows on a racetrack!"

TWO NEW STATES

It is rumored there is a plan to split California into two states. One state would be called North California and the other one would be Lower California. Since these names are cumbersome, the proposal is to call them, for short, No-Cal and Lo-Cal.

FLY YOURSELF!

A newly-graduated Iron Worker decided to hit the road for better money. It was not too long when his wife received a letter, "Made foreman—a feather in my cap." Later another letter said, "Another feather in my cap, just made superintendent." Finally a third letter came, "Have been fired, send plane fare." The wife wrote back, "Use your feathers and fly yourself back!"

Attention All Story And Joke Tellers

Here's your chance to get that favorite story or joke in print. Sorry, we can't make any payment. Send your favorite bit of "shanty talk" to: The Ironwork, "Shanty Talk" Page, Suite 300, Continental Building, 3615 Olive St., St. Louis, Mo. 63108.

**DON'T DELAY—SUBMIT
YOUR MATERIAL TODAY**

The Shanty Philosopher



Dear editor:

By 1974, according to an article I read in a newspaper last night, all new cars must be equipped with seat belts that have to be fastened before the car will start.

This was ordered, the government said, because despite the fact all new cars now come equipped with seat belts, less than 30 per cent of the people use them.

So, after 1974, the seat belt will be hooked up with wires someway with the ignition switch, and the car won't start unless the belt is fastened.

This sounds like a good idea and if it works it ought to be utilized further.

For example, instead of a key to start your car with, the government should require a punch card and a complicated slot on the dashboard. With the right holes punched and the card inserted, the car starts only if the seat belt is fastened.

But another series of holes won't let it start unless you've registered to vote, another unless you've actually voted, another unless you've paid your taxes, another unless you've had all your shots, donated to the community chest, etc.

You get the idea. You can shape this country up almost completely through the punch card system of turning on the ignition in everybody's car. By putting enough holes in the card to cover practically everything, morally, ecologically, politically, etc., you could come up with a system whereby anybody who could still start his car after 20 years of driving would be qualified to serve on the Supreme Court without even being investigated. Like it is, if you investigate far enough, you may find nobody is qualified for the Court or anything else.

However, if the government limits its fastened-seat-belt rule just to seat belts, what's to keep a man from carefully fastening all the seat belts in his car with nobody in them, sitting on the one in the driver's seat, and taking off as usual? I've always said Congress ought to study human nature more.

Yours faithfully,
H.B.

Yesteryear in the Ironworker

Iron Workers Applied for Union Label Registration with U.S. Patent Office in 1917

■ On February 15, 1909, Iron Workers' Secretary-Treasurer J. J. McNamara filed a formal application for registration of union labels

for the International Association of Bridge, Structural, and Ornamental Iron Workers. His letter was received at the United States Patent Office, Washington, D. C., on February 17, 1909. Pictured is the receipt sent Secretary McNamara by the Commissioner of Patents acknowledging the application.

2-165.

All communications should be addressed to
"The Commissioner of Patents,
Washington, D. C."

DEPARTMENT OF THE INTERIOR,

United States Patent Office,

Washington, D. C., *Feb. 17*, 190*9*

SIR:

*I have to acknowledge the receipt of your application for
registration of a LABEL for Bridge, Structural
Ornamental & Steel. Bridge & Ornamental
with SIX DOLLARS as the fee payable thereon.*

*The papers are duly filed, and your application will be
taken up for examination in its order*

Of the result due advice will be given.

Very respectfully,

E. B. Moore.

Commissioner of Patents.

Continued from
Inside Front Cover



President
JOHN H. LYONS

The wage-price freeze, which left out profits, interest rates, and dividends, certainly was not an example of an equitable sacrifice by all. The current administration program calling for a \$70 billion tax credit to business does not fall under an equality of sacrifice standard, when we consider that as a result welfare reform will be delayed, federal employee wage increases will be both withheld and delayed, federal employee jobs eliminated, and funds to cities and states withheld.

Instead of massive tax breaks to business, this nation needs massive public investment in order to strengthen the economy and provide the millions of much needed jobs. With 6.1 percent of the labor force now out of jobs, which amounts to 5.1 million employable persons, the United States badly needs the purchasing power that would be produced by the wages of those unemployed people if they were to be put back to work. The purchasing strength of those wage dollars in the market place would buy the goods that would be produced by the workers in many of all the presently idle plants, which is now almost 27 percent of our production plant capacity.

Take the construction sector as just one example of what needs to be done. The nation has been said to need 25 million new housing units. Few cities have efficient new low-cost transit systems. Medical facilities require vast expansion. America needs new waste disposal systems.

Two goals could be achieved by following the course of recovery through public investment. Jobs for building tradesmen obviously would be created by the variety of needed public construction projects of which the above named are but a miniscule few. This construction not only would create jobs for building tradesmen, but for factory workers who produce and fabricate the materials and equipment installed on the construction site. Secondly, such projects would fill some of the real needs of this nation: more housing, medical facilities, schools, transportation networks, etc.

In short, I firmly believe that public investment, not the questionable "trickle down" theory of economic stimulation, is precisely what America needs in order to strengthen the economy and provide millions of much-needed jobs.

Coupled with public investment, instead of creating greater tax inadequacies, we need to further equalize the paying of taxes in the nation. Much good came out of the 1969 tax reform law, which eliminated the investment tax credit and closed many notorious loopholes and tax abuses. While being sharply critical of most of the President's economic legislative proposals that accompanied his wage-price freeze, all is not bad. We hail the President for his proposing higher tax exemptions for dependents, the proposed elimination of the auto excise tax, and the 10 percent border tax on imports. While these steps are constructive, the tax reform approach should be considered only a beginning. The job of reforming the nation's tax structure to achieve true fairness in taxation should be continued beyond these first two proposals. By the same token, while the border tax on imports is indeed a needed first step, it is also very dangerous.

Immediate review must be undertaken to substitute for this barrier a fair and equitable trade quota arrangement to protect American jobs and to avoid the dangers of international trade war that the 10 per cent border tax could generate if carried on too long. In addition, this tax must be immediately looked at to eliminate the obvious unfairness that has resulted to such countries as Canada by a broad across-the-board action without taking into account the differences in our trade relationships with different countries.

If the working man is to receive equal and fair treatment in the Halls of Congress and in the White House on important matters such as I have just discussed, there must be elected representatives willing to listen. The founder of the American Federation of Labor Samuel Gompers said it precisely many years ago. "We must support our friends and defeat our enemies."

National elections are exactly 12 months away. Up for election are: the President, nearly a third of the Senate, the entire House of Representatives, and about 40 percent of the Governors. Labor can be heard, your thinking can be effectively made known. COPE (the AFL-CIO's Committee on Political Education) is our voice and vehicle. Labor-backed candidates need our help now. Have you given a dollar to COPE? Send all contributions to your Local Union's financial secretary. Your help will go a long way to helping our friends and to defeating our enemies.

John H. Lyons

To Our Members on Thanksgiving

Your International Officers take this opportunity to wish all of our members a most enjoyable Thanksgiving Day celebration. Thanksgiving is a national holiday, an American holiday. It is a time when we can all pause and give thanks for our many blessings in life. We give particular thanks for the friendships and true spirit of Brotherhood fostered within our great International Association. May you and your family be blessed with continued abundance, prosperity, and happiness.

John H. Lyons
International President

Israel D. Drake
International Secretary

James V. Cole
International Treasurer

