

Industrial Workers of the World

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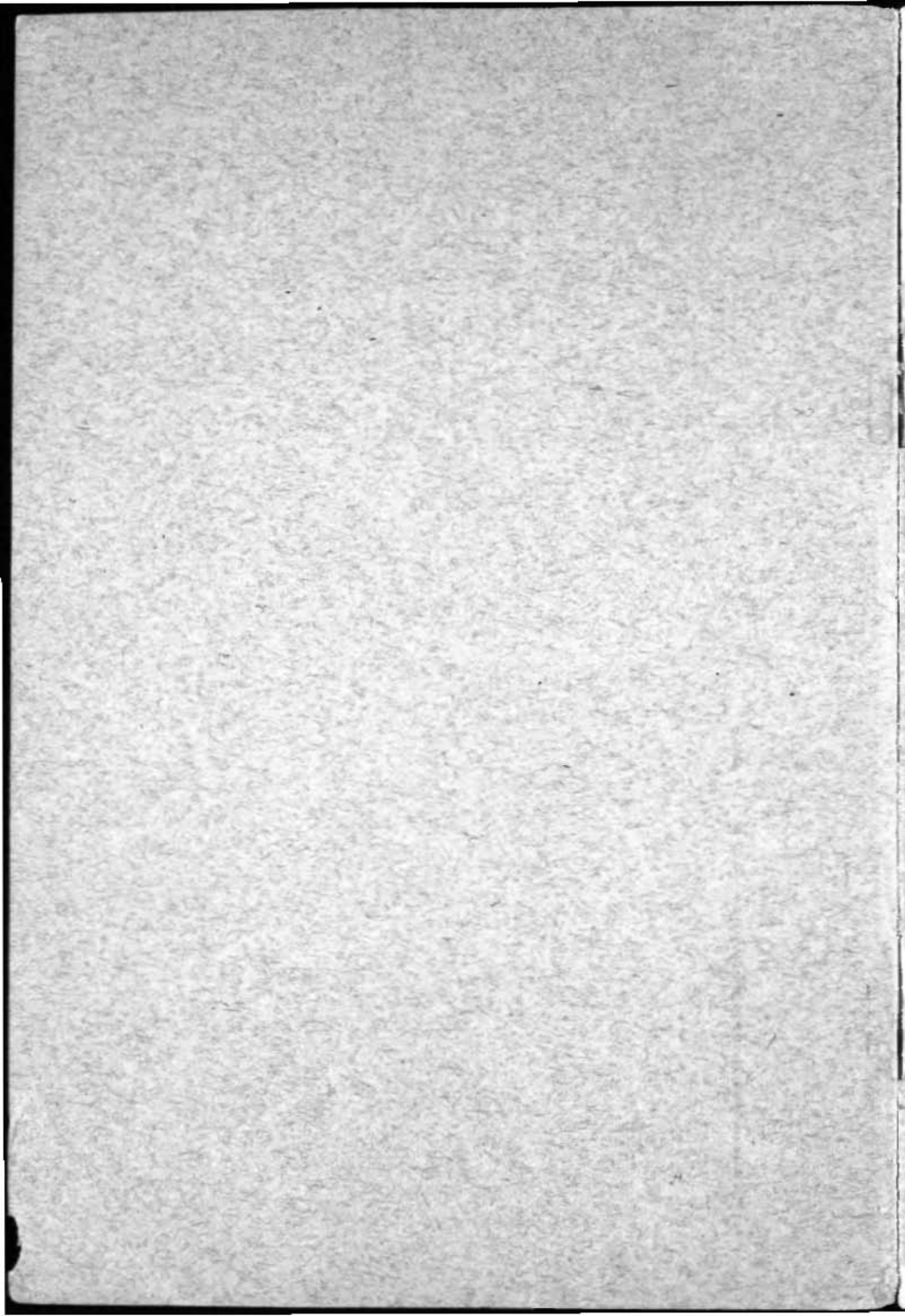
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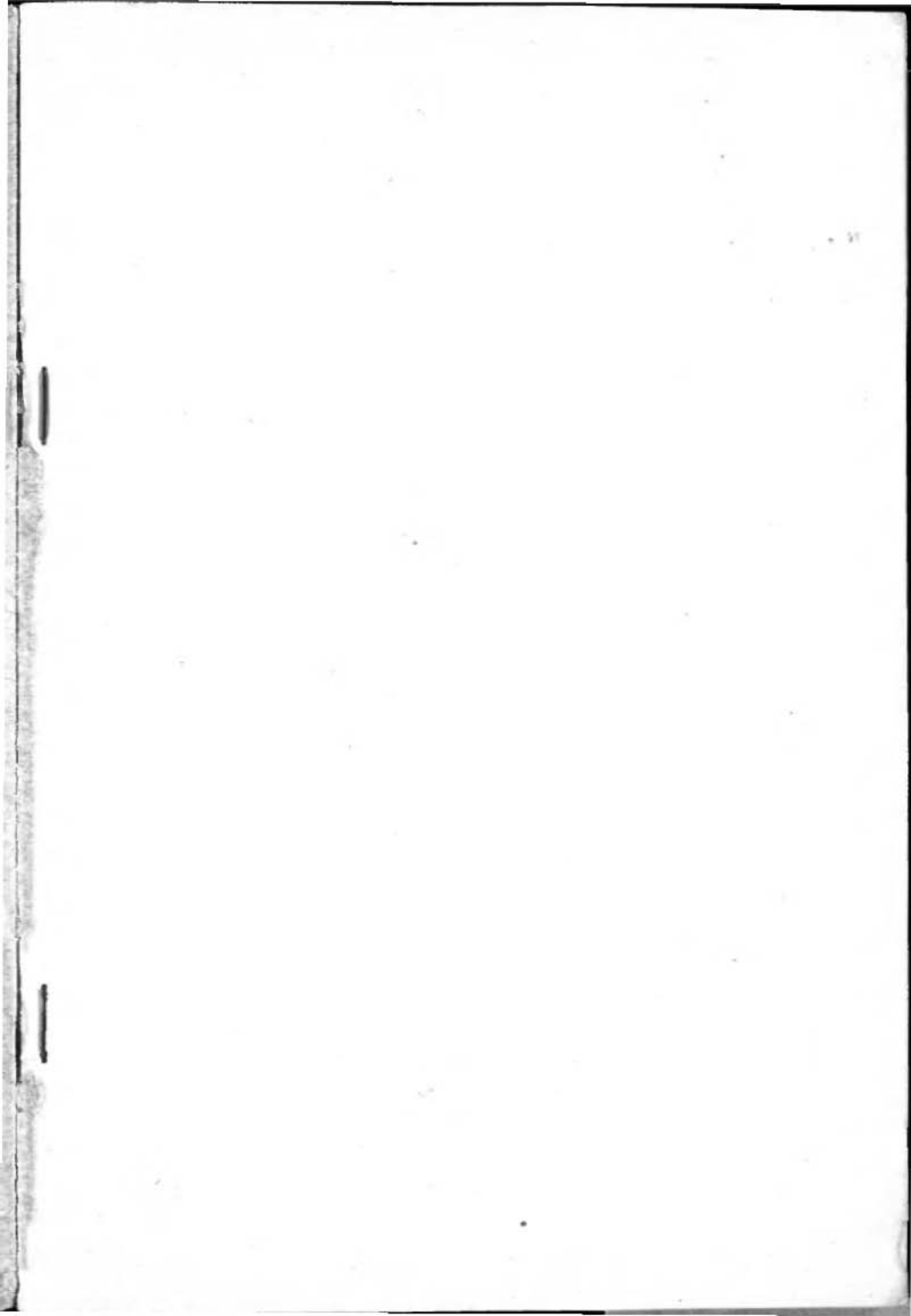
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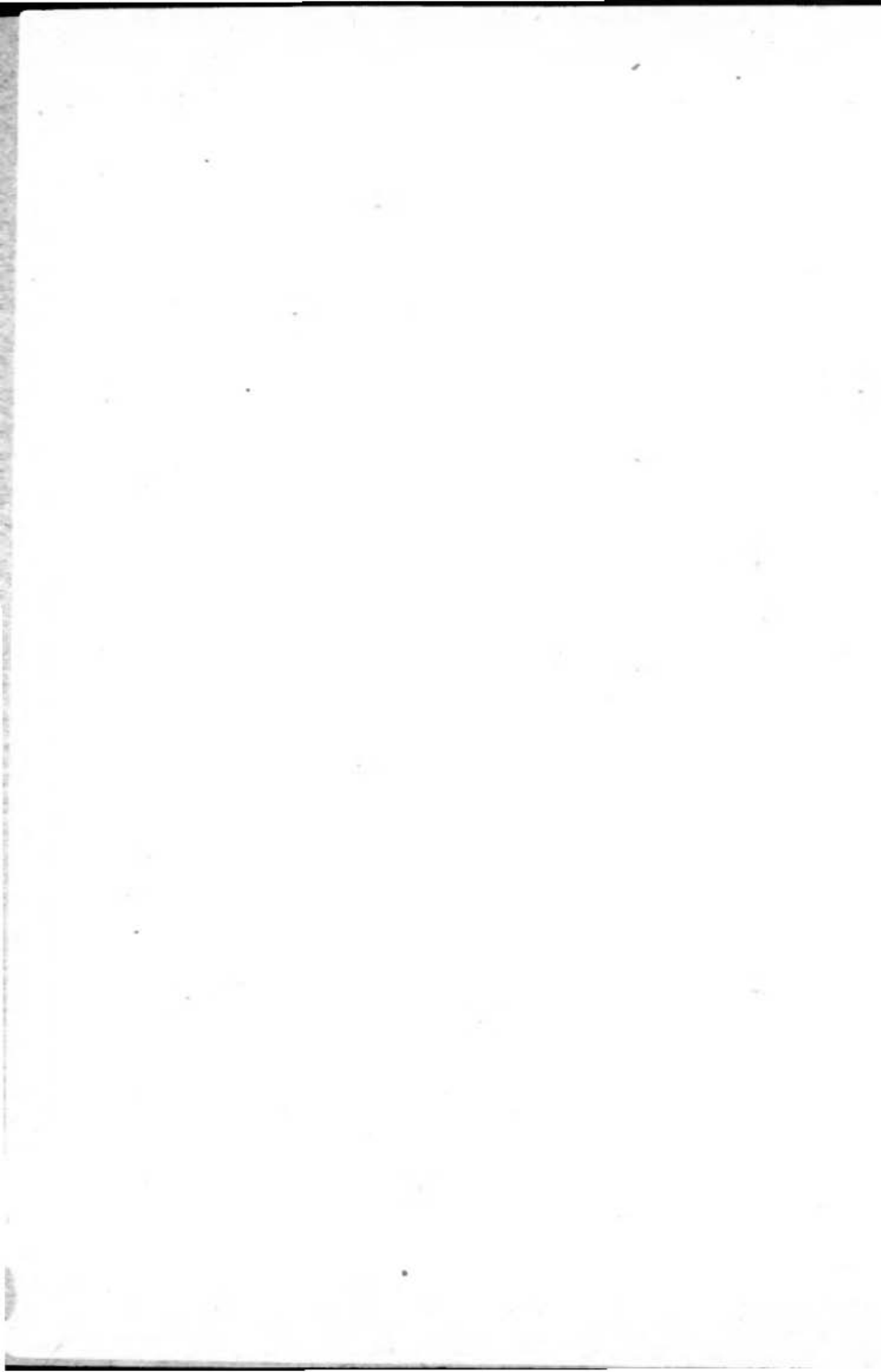
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PROCEEDINGS

Tenth Convention 1916







PROCEEDINGS

OF THE

Tenth Convention

OF THE

Industrial Workers of the World

HELD AT CHICAGO, ILLINOIS
NOV. 20 TO DEC. 1, 1916



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PROCEEDINGS

The Convention was called to order by the General Secretary-Treasurer Wm. D. Haywood, at 9:30 a. m.

The first order of business was a call for nominations for Temporary Chairman. The following Fellow Workers were nominated: Walter T. Nef; Richard Brazier, declined; Chas. Plahn, declined. All Fellow Workers but Fellow Worker Nef having declined a motion was made to declare Fellow Worker Nef unanimously elected. The motion was put and carried.

Fellow Worker Nef immediately called for nominations for temporary recording secretary, and the following were nominated: Fellow Workers Charles Plahn, declined; Richard Brazier; J. B. King, declined.

Motion that Fellow Worker Richard Brazier be declared unanimously elected as recording secretary temporarily. Carried.

Fellow Worker Brazier took up the duties of Recording Secretary. Call from the floor for a list of uncontested delegates before the matter of election of Credentials Committee should be disposed of.

Chairman read the following list:

Local Union No. 8-2—Manuel Ray, present.

Local Union No. 8-1—Charles Carter, present.

Local Union No. 8-1—Michael Mattis, present.

Local Union No. 16—Thomas Jones, present.

Local Union No. 69—Dan Buckley, present.

Alternate—E. M. Ogden, absent.

Local Union No. 71—C. L. Lambert, present.

Alternate—Wm. Lee.

Local Union No. 86—Rodney Mehling, present.

Local Union No. 179—D. Goldstein, absent.

Local Union No. 192—Joseph Saverino, present.

Alternate—V. Truzno, absent.

Local Union No. 192—Ignatius Logis, present.

Alternate—John Zilinsky, absent.

Local Union No. 334—C. L. Lambert, present.

Alternate—Wm. Lee, absent.

Local Union No. 400—Richard Brazier, present.

Local Union No. 400—W. T. Nef, present.

Local Union No. 400—A. R. Sinclair, present.

Local Union No. 400—Chas. Plahn, present.

Local Union No. 400—Ben Klein, present.

Local Union No. 400—Edmund Stafford.

Local Union No. 400—J. B. King, present.

Alternate—A. B. Prashner, present.

Alternate—Tom Doyle, present.

Alternate—Joe Gordon, absent.

Local Union No. 490—Wm. Wiertola, present.

Alternate—Tom Vidas, absent.

Local Union No. 593—Wm. Korn, absent.

Alternate—Byork Lenekewitzky, absent.

Local Union No. 595—K. T. Leonard, absent.

Alternate—J. J. Rogers, absent.

Local Union No. 600—Fred Hardy, present.

Moved and seconded that we now proceed to elect a Credentials Committee of five members. Carried.

"At this point Ben Klein raised the question as to whether contested delegates could vote on the nominees for the Credentials Committee. The Chairman ruled "No." Then he raised the question as to whether the members of the General Executive Board could vote. The Chairman ruled "Yes."

The following nominations were made for the Credentials Committee: C. L. Lambert, Ignatius Logis, Richard Brazier, F. H. Little (declined), Dan Buckley, W. T. Nef (declined), Charles Carter, A. R. Sinclair, Rodney Mehling, Thos. Jones. Motion to elect carried.

Vote as follows:

C. L. Lambert.....	10	Richard Brazier	13
Ignatius Logis	7	Dan Buckley	8
Chas. Carter	11	Rodney Mehling	5
A. R. Sinclair.....	12	Thos. Jones	9

Richard Brazier, A. R. Sinclair, Chas. Carter, C. L. Lambert, Thos. Jones, were declared elected, as they received the highest vote.

Moved and seconded to adjourn until 2 p. m. Carried.

At 9:45 the Chairman declared the meeting adjourned until 2 p. m.

NOVEMBER 20TH, 1916, AFTERNOON SESSION.

Convention called to order by Temporary Chairman W. T. Nef, at 2:25 p. m.

Report of the Credentials Committee was read, as follows:

Delegate.	L. U.	Votes.	Delegate.	L. U.	Votes.
Manuel Ray	8-2	13½	J. B. King.....	400	36
Chas. Carter	8-1	13½	A. B. Prashner.....	400	36
Michael Mattis ...	8-1	13½	Wm. Vertola	490	10
Thos. Jones	16	1	Ragner Johanson ..	574	1
Dan Buckley	69	1	Ragnar Johanson ..	480	1
C. L. Lambert.....	71	1	Byork Lenekewitzky.	593	1
Rodney Mehling...	86	1	K. T. Leonard.....	595	1
D. Goldstein.....	179	1	Fred Hardy	600	2
Jos. Saverino	192	6½	Joe Foley	85	5
Ignatius Logis	192	6½	Joe Laukki	604	1
C. L. Lambert.....	334	1	Francis Miller	G. E. B.	1
Richard Brazier....	400	36	Frank Little	G. E. B.	1
W. T. Nef.....	400	36	W. E. Mattingly..	G. E. B.	1
A. R. Sinclair.....	400	36	J. J. Ettor, Gen. Org..		1
Chas. Plahn	400	36	Wm. D. Haywood,		
Ben Klein	400	36	Gen. Sec.-Treas.		1

Manuel Ray, Local Union No. 8, Branch 2.

(According to his card, he is not eligible, but as we are not sure whether his card is an original card or a duplicate, we have wired for information. Until such information arrives, case is pending.)

D. Goldstein, Local Union 179.

(Did not have his card with him. Says it will be here later. His case is, therefore, pending arrival of card.)

Ragnar Johanson, Local Unions 480-574.

(Did not have card. His case will be considered upon arrival of card.)

William Korn, Local Union 593.

(Not eligible, upon the ground that he has not been in good standing in his Local Union for 90 days prior to nomination and election of

delegates. His card shows he had transferred from Local Union 400 to 593 on November 15th, 1916, thus making him ineligible.)

K. T. Leonard, Local Union No. 595.

(No card shown. Case pending.)

(Signed)

RICHARD BRAZIER, Chairman.
A. R. SINCLAIR,
C. L. LAMBERT,
CHAS. CARTER,
THOMAS JONES.

Motion made by C. L. Lambert that report of Credentials Committee be accepted, with the addition of Wm. D. Haywood's and J. J. Ettor's names, which names were not included in original report.

Motion carried.

Report accepted.

Temporary Chairman Nef then called for nominations for Permanent Chairman. The nominations were as follows: W. T. Nef (declined), W. E. Mattingly (declined), C. L. Lambert (declined), F. H. Little (declined), Joseph Foley, Ben Klein (declined).

Nominations were closed on motion made by Thos. Jones, and seconded by F. H. Little.

Richard Brazier then made a motion to unanimously elect Joe Foley as Chairman, he being the only nominee who had not declined. Motion carried.

Joe Foley took the chair, and as election of Recording Secretary was next order of business, called for nominations, which were as follows: C. L. Lambert, Walter T. Nef, Richard Brazier, Ignatius Logis (declined), Dan Buckley (declined), W. E. Mattingly (declined).

A motion was made by Ben Klein and seconded by Chas. Carter that Fellow Worker Wm. D. Haywood, with his assistants, remain Secretary of the Convention. Motion carried.

Chas. Plahn then brought the question of the contested delegates before the Convention. The following Minority Report of the Credentials Committee was then read:

"We, the undersigned, do not concur with the Majority Report, on the ground that Fellow Worker E. Stafford was duly elected as delegate from Local 400, the rank and file knowing at the time that Stafford was delinquent at the time."

(Signed)

A. R. SINCLAIR,
THOS. JONES.

Dan Buckley made a motion to accept the Minority Report of the Credentials Committee, seconded by J. B. King.

Discussion of Minority Report by the following Fellow Workers: Chas. Plahn, Wm. D. Haywood, A. Sinclair, Fred Hardy, Thomas Jones.

Call for reading of Majority Report, which was read by Wm. D. Haywood, and is as follows:

MAJORITY REPORT ON EDMUND STAFFORD.

"That we do not seat Edmund Stafford on account he has not been in continuous good standing. He did not pay dues for 16 months, and therefore was not a member for that length of time.

(Signed)

RICHARD BRAZIER,
C. L. LAMBERT,
CHARLES CARTER.

Objection of T. J. Thorne to seating Ben Klein was not sustained because Klein was never under pay as a National Organizer, but carried only voluntary National Organizers' credentials.

A. R. SINCLAIR,
C. L. LAMBERT,
RICHARD BRAZIER,
CHAS. CARTER,
THOS. JONES.

Edmund Stafford was given permission by the Chairman to state his case upon the floor, giving reasons why he was in arrears. Further General Discussion followed.

Motion made by C. L. Lambert that the two alternate delegates from Local 400 be allowed to voice objections to Stafford. Motion carried.

The two alternate delegates, A. B. Prashner and Tom Doyle, stated that on numerous occasions Fellow Worker Stafford was in position to square up his account with the Organization, but did not do so.

Fellow Worker Stafford asked special permission to answer some of the points raised by A. B. Prashner and Tom Doyle.

W. T. Nef made motion that Stafford be allowed to answer points raised against him. Motion was seconded by C. L. Lambert. Motion carried.

Edmund Stafford was allowed to answer points raised by the two alternate delegates and others.

Roll Call on Minority Report:

Chas. Carter	No	Klein	No
Michael Mattis	No	King	Yes
Thos. Jones	Yes	Vertola	No
Dan Buckley	Yes	Johanson	Yes
Lambert	No	Leonard	No
Mehling	No	Hardy	No
Goldstein	Yes	Foley	No
Sinclair	Yes	Mattingly	No
Saverino	Yes	Miller	No
Logis	No	Little	No
Brazier	No	Lambert	No
Nef	No	Haywood	No
Plahn	No		

The vote on Minority Report being 18 nays against 7 yeas, Delegate Stafford was unseated, thereby automatically seating A. B. Prashner.

The delegates being nearly all seated, the distribution of Convention Badges by Fred Hardy took place at this time.

A short recess was declared so the Credentials Committee could bring in a report on A. B. Prashner, Ragnar Johanson and Byork Lenekewitzky. The Credentials Committee brought in the following report:

"We, the undersigned Committee find the following Fellow Workers are in good standing with their respective Locals and the General Organization, and are, therefore, entitled to represent their respective Locals.

A. B. Prashner, Local Union 400.

Ragnar Johanson, Local Union 480.

Byork Lenekewitzky, Local Union 593.

(Signed) RICHARD BRAZIER, Chairman.

C. L. LAMBERT,

THOS. JONES,

CHAS. CARTER,

A. R. SINCLAIR.

Credentials Committee.

Motion was made by J. B. King and seconded by Chas. Plahn that Report of Credentials Committee be accepted. Motion carried.

Motion made by J. B. King and seconded by Chas. Plahn that a Protest Meeting be held in Iron Workers Hall on Saturday night for Fellow Workers in Prison.

Motion by Thos. Jones, that an amendment to King's motion be made to hold meeting on Sunday night.

Fred Hardy stated from floor that arrangements had already been made by Chicago Locals for both Saturday and Sunday nights.—

Motions lost.

A. R. Sinclair made motion that a committee be elected to arrange for a series of Protest Meetings. Motion seconded by Francis Miller. Motion carried.

The following nominations were made for Committee on Protest Meetings: J. B. King, Fred Hardy, Thos. Jones, Ben Klein, A. B. Prashner (declined), Joe Foley.

Motion was made that the above named Fellow Workers be elected by acclamation. Motion carried.

Chas. Plahn made motion that action of Convention in seating Ben Klein and J. B. King be rescinded. Not seconded, therefore, not put.

Next on order of business being election of Committee on Constitution and Organization, Chairman called for nominations for this Committee, which were as follows:

Ben Klein	Declined	Francis Miller	12 Votes
C. Lambert	22 Votes	Richard Brazier	13 Votes
W. T. Nef	20 Votes	Chas. Carter	15 Votes
Dan Buckley	10 Votes	Ignatius Logis	13 Votes
Chas. Plahn	7 Votes	Joe Foley	11 Votes

Ben Klein made a motion that the above Committee be composed of five men, motion seconded by A. R. Sinclair. Motion carried.

The following Fellow Workers were placed on Committee on Constitution and Organization: C. L. Lambert, W. T. Nef, Chas. Carter, Richard Brazier and Ignatius Logis.

Motion made by W. T. Nef and seconded by Francis Miller that Ways and Means and Press and Literature be combined into one. Motion carried.

Nominations for Committee on Ways and Means and Press and Literature were as follows:

Ben Klein	Declined	Manuel Ray	16 Votes
Frank Little	22 Votes	Ragnar Johanson	16 Votes
A. B. Prashner	18 Votes	Jos. Saverino	13 Votes
Dan Buckley	Declined	Francis Miller	Declined
Rodney Mehling	13 Votes	J. B. King	Declined
A. R. Sinclair	22 Votes	Chas. Plahn	Declined

The following Fellow Workers were placed on Committee of Ways and Means, Press and Literature: Frank Little, A. B. Prashner, Manuel Ray, Ragnar Johanson and A. R. Sinclair.

Motion made by W. T. Nef that Convention convene from 9:00 to 12:00 and 2:00 to 5:00.

Ben Klein made motion that amendment be from 1:00 to 5:00.

A. B. Prashner made motion that amendment to Nef's motion be 9:30 to 12:00 and 2:00 to 5:00.

Amendments not seconded, therefore lost. Motion carried.

Motion by Frank Little that a Committee of Five be appointed to draft telegram of cheer and comfort to members in jail throughout the country. Seconded by a number. Motion carried.

Chairman Foley appointed following Fellow Workers on Committee to draft telegrams: Frank Little, W. T. Nef, A. B. Prashner, C. L. Lambert and Ragnar Johanson.

Convention adjourned at 5:00 p. m. to convene at 9:00 a. m., following day.

FORENOON SESSION NOVEMBER 21ST, 1916.

Fellow Worker Joseph Foley called the Convention to order at 9:30 a. m.

Roll Call:

Manuel Ray	8-2 Present	J. B. King.....	400 Present
Chas. Carter	8-1 Present	A. B. Prashner.....	400 Present
Michael Mattison...	8-1 Absent	Wm. Vertola	490 Present
Thomas Jones	16 Present	Ragnar Johanson...	574 Present
Dan Buckley.....	69 Absent	Ragnar Johanson...	480 Present
C. L. Lambert.....	71 Present	Lenekewitzky	593 Present
Rodney Mehling....	86 Present	K. T. Leonard.....	595 Absent
D. Goldstein	179 Present	Fred Hardy	500 Present
Jos. Saverino	192 Present	Joe Foley	85 Present
Ignatius Logis	192 Present	Joe Laukki	604 Absent
C. L. Lambert.....	334 Present	Francis Miller ...	GEB Present
Richard Brazier....	400 Present	Frank H. Little...	GEB Present
W. T. Nef.....	400 Present	W. E. Mattingly...	GEB Present
A. R. Sinclair.....	400 Present	Jos. J. Ettor, Gen Org..	Absent
Chas. Plahn	400 Present	Wm. D. Haywood, G.S.T.	Present
Ben Klein	400 Present		

The first order of business after the roll call was the report of the Committee elected to send a message of greetings to the Fellow Workers in jail in different parts of the country. The following messages had been sent by wire by the Committee:

"McNeely & Wetmore,

C/o County Jail,

Webster S. D.

Convention extends greetings and support to you.

COMMITTEE CONVENTION."

"Caplan & Schmidt,

C/o County Jail,

Los Angeles, Calif.

Convention of the Industrial Workers of the World extend greetings to you and support and to all prisoners of industrial war.

COMMITTEE CONVENTION."

"Tom Glynn,

Government Prison,

Sydney, Australia,

Greetings to all prisoners of industrial war. Convention pledges support. Hope to have you with us soon.

INDUSTRIAL WORKERS OF THE WORLD CONVENTION."

"Joe Bradley,

C/o County Jail,

Crystal Springs, Mont.

Convention extends greetings to you and the other members in jail there on a framed-up charge and pledge their loyal support.

COMMITTEE CONVENTION."

"Thomas Mooney,

C/o Secretary International Defense Committee,

308 Russ Bldg., Montgomery Street, 305,

San Francisco, Calif.

Convention of Industrial Workers of the World extend greetings and support to you, and the victims of industrial war.

COMMITTEE CONVENTION."

"Rangle & Cline,
C/o States Prison,
Huntsville, Texas.

Convention extends greetings and support to you and all prisoners
of industrial war. COMMITTEE CONVENTION."

"Albert Ryan,
State Prison,
San Quentin, Calif.

Convention extends greeting and support to you and all prisoners
of industrial war. COMMITTEE CONVENTION."

"Boris Thomasen,
State Prison,
Carson City, Nevada.

Convention extends greetings and support to you and all prisoners
of industrial war. COMMITTEE CONVENTION."

"Herbert Mahler,
Sec'y I. W. W. Unions,
Seattle, Wash.

Audience of Joe Hill Memorial meeting and Delegates of Convention
in session assembled send a message of cheer and encouragement
to the members there in their serious trouble. Assure them of
the united support of the entire organization.

COMMITTEE CONVENTION."

"Ford & Suhr,
State Prison,
Sawtelle, Calif.

Convention extends greetings and support to you and all prisoners
of industrial war. COMMITTEE CONVENTION."

"Prisoners Iron Range Strike,
C/o John A. Keyes,
510 Manhattan Bldg.,
Duluth, Minn.

Convention of I. W. W. extends to you greetings and the loyal support
of the entire organization. We hope to see you with us in the
near future. COMMITTEE CONVENTION."

"John Lind,
C/o County Jail,
Harlowton, Mont.

Convention of I. W. W. extends greetings and support to you and
we hope to have you with us in the near future.

COMMITTEE CONVENTION."

Moved and seconded that the report be received. Carried.

The Credentials Committee gave the following reports:

"We, the undersigned, members of your Credentials Committee,
find that D. Goldstein, Local Union No. 179, is in good standing
with his Union and the General Organization and is, therefore, entitled
to represent his Local Union at this Convention.

RICHARD BRAZIER, Chairman.

A. L. SINCLAIR,

THOMAS JONES,

CHARLES CARTER,

C. L. LAMBERT."

Moved by Francis Miller that the report on Goldstein be accepted
and that the member be seated. Carried.

The Committee further reported on Hermenegildo Gutiervey, as
follows:

"We the members of the Credentials Committee find that Fellow Worker Hermanegildo Gutiervey, Industrial Union No. 1, M. T. W., is not in good standing with his Industrial Union, and is therefore, not entitled to represent his Industrial Union at this Convention. We recommend he be not seated."

RICHARD BRAZIER, Chairman.

A. R. SINCLAIR,
CHARLES CARTER,
THOMAS JONES,
C. L. LAMBERT.

Moved and seconded that the recommendation of the Credentials Committee be concurred in. Carried.

Frank H. Little raised the point that the voting should be done by show of hands.

Moved and seconded, that in the future business of this Convention all votes be taken by show of hands. Carried.

Moved, that we now proceed to elect a Committee on Resolutions, consisting of five members. Carried.

Nominations:

Ragnar Johanson by A. R. Sinclair.

Rodney Mehling by Thomas Jones.

A. B. Prashner by Rodney Mehling (declined).

Manuel Ray by Frank H. Little.

Ben Klein by W. T. Nef (declined).

W. T. Nef by J. B. King (declined).

Chas. Plahn by W. T. Nef.

Dan Buckley by Ben Klein.

On motion the nominations were closed.

Moved and seconded, that the five delegates nominated that had not declined be unanimously declared elected as the committee. Carried.

On the Chairman's calling for nominations for an Auditing Committee to be elected, there was some discussion as to when the committee should do the auditing, and how many should constitute the committee.

Moved and seconded, that the books be audited after the Convention.

Amended that we elect a committee of five to audit the books of the General Office, and that they start tonight.

Vote on the amendment was called for. There was 17 in favor and 5 against. The Chairman then ruled that as the original motion was covered in substance by the amendment the amendment supplanted the original motion, and it need not be voted on.

On call the following nominations were made:

Dan Buckley by J. B. King (declined).

D. Goldstein by A. R. Sinclair.

C. L. Lambert by W. T. Nef (declined).

Ragnar Johanson (declined).

A. R. Sinclair (declined).

W. T. Nef by F. H. Little.

Richard Brazier by Chas. Plahn.

J. B. King by W. T. Nef.

Michael Mattis by Chas. Carter.

Joe Foley by A. R. Sinclair (declined).

Fred Hardy by F. H. Little (declined).

Ignatius Logis by Francis Miller.

A. B. Prashner by Francis Miller.

Wm. Wiertola by Frank H. Little.

Moved and seconded, that we declare those eight that had not declined elected, three acting as alternates so that there could be at least five members at work on the books every night. Carried. Yes 17; no dissenting votes.

The Chairman announced that the next order of business would be the election of a Committee on Headquarters.

The question was asked what the function of this committee would be.

William D. Haywood explained that the General Executive Board would bring in a report which would call for a request for a building of our own with room for General Headquarters, the Publishing Bureau, and several of the Industrial Unions. A building owned by the General Organization would be a big saving.

A. B. Prashner declared that the committee already elected on ways and means and press should handle the work.

Moved and seconded, that the Headquarters Committee be dispensed with, and that this matter be left in the hands of the Ways and Means Committee. For 20; no dissenting votes.

Moved and seconded, that roll call be made upon the demand of five delegates. Carried.

At this juncture the minutes of all meetings of the General Executive Board held since the Convention of 1914 was read by the General Secretary-Treasurer, Wm. D. Haywood.

The question was asked if Executive Board Member Welsh was still a member of the Organization. Delegate Charles Carter replied that he had not been a member of the Organization for a year.

Moved and seconded, that these minutes of the General Executive Board be approved as read. For 18; against, none.

At this point the General Secretary-Treasurer rose to give the report of Solidarity and the I. W. W. Publishing Bureau.

Moved and seconded, that the report be read by summary. Carried.

Delegate King asked if there was a report on hand for the Industrial Worker. General Secretary-Treasurer replied that at the last report sent into the office they had nearly five hundred dollars on hand.

Moved and seconded, that the report of Solidarity and the I. W. W. Press be turned over to the Ways and Means Committee. Carried.

Communications:

A communication was read from E. F. Doree setting forth the situation at Baltimore.

Moved and seconded, that the above communication be turned over to the Constitution Committee.

Communication from Cleveland was read and turned over to the Constitution Committee.

Communication from Cleveland was read and turned over to the Constitution Committee.

Communication from Cleveland was read and turned over to the Resolutions Committee.

Communication from Cleveland on Propaganda Leagues was read and turned over to the Constitution Committee.

All the above communications save the first one were signed by Fellow Workers Hardy, Burns and Holliday.

Resolutions:

From the A. W. O. 400:

1. That the Delegates of the A. W. O. No. 400 be instructed to vote for the removal of the Publishing Bureau and Solidarity from Cleveland to Chicago.

2. That the delegates of the A. W. O. No. 400 be instructed to vote against the National Industrial Union and Departmental form of organizing.

3. That the A. W. O. Function constitutionally.

4. That the Delegates of No. 400 vote for a compulsory assessment of 25c for the upkeep of the press.

A. B. Prashner objected that the wording in No. 3 was wrong. The idea was that the delegates were instructed to secure such amendment to the Constitution as would enable the A. W. O. to function under it.

All the above resolutions were turned over to the Ways and Means Committee.

From No. 593:

That a Convention of radical labor organizations be called to bring about unity of action.

Turned over to the Resolutions Committee.

It now being 12 noon, the Chairman declared the Convention adjourned until 2:00 p. m.

AFTERNOON SESSION, NOVEMBER 21ST, 1916.

Fellow Worker Joe Foley called the Convention to order at 2:00 p. m.

Roll Call:

Manuel Ray	8-2 Present	Ben Klein	400 Present
Chas. Carter	8-1 Present	J. B. King	400 Present
Michael Mattison...	8-1 Present	A. B. Prashner....	400 Present
Thomas Jones	16 Present	Wm. Wiertola.....	490 Present
Dan Buckley	69 Present	Ragnar Johanson ..	480 Present
C. L. Lambert.....	71 Present	Ragnar Johanson ..	574 Present
Rodney Mehling....	86 Present	Lenekewitzky	593 Present
D. Goldstein	179 Present	Fred Hardy	600 Present
Jos. Saverino	192 Present	Joe Foley	85 Present
Ignatius Logis	192 Present	Joe Laukki	604 Absent
C. L. Lambert.....	334 Present	Francis Miller	GEB *
Richard Brazier	400 Present	Frank H. Little....	GEB Present
W. T. Nef.....	400 Present	W. E. Mattingly....	GEB *
A. R. Sinclair.....	400 Present	Jos. J. Ettor, Gen. Org.	Absent
Chas. Plahn	400 Present	Wm. D. Haywood, G.S.T.	Present

*At work on books.

Fellow Worker Foley then made announcements of protest meetings to be held at several places on Sunday, November 26.

Next on the order of business came the reading of communications, which were disposed of as follows:

No. 14, referred to Resolutions Committee.

No. 15, referred to Resolutions Committee.

No. 16, motion made and seconded that a special Committee on Education be elected to take care of this and other communications of a similar nature. Motion carried.

Fellow Worker Foley called for nominations for Committee on Education, which were as follows:

Wm. D. Haywood, by Plahn.....	22 Votes
Dan Buckley, by Thos. Jones.....	11 Votes
A. B. Prashner, by Mehling.....	11 Votes
C. L. Lambert, by Buckley.....	5 Votes
Richard Brazier, by Goldstein.....	10 Votes
Chas. Plahn, by Hardy.....	4 Votes
Chas. Carter, by Mattison.....	3 Votes

Fellow Workers Wm. D. Haywood, Dan Buckley and A. B. Prashner were elected on Committee on Education.

Communication 16 was then referred to Committee on Education.

No. 17, referred to Committee on Ways, Means, Press and Literature.

No. 18, referred to Committee on Ways, Means, Press and Literature.

No. 19, referred to Committee on Constitution and Organization.

No. 20, referred to Resolutions Committee.

No. 21, referred to Resolutions Committee.

No. 22, referred to Grievance Committee.

No. 23, referred to Committee on Constitution and Organization.

No. 24, referred to Committee on Constitution and Organization.

No. 25, referred to Committee on Constitution and Organization.

No. 26, referred to Committee on Constitution and Organization.

No. 27, referred to Committee on Ways, Means, Press and Literature.

No. 28, referred to Committee on Constitution and Organization.

No. 29, referred to Committee on Constitution and Organization.

No. 30, referred to Committee on Constitution and Organization.

No. 31, referred to Committee on Ways, Means, Press and Literature.

No. 32, referred to Committee on Ways, Means, Press and Literature.

No. 33, referred to Committee on Resolutions.

No. 34, referred to Committee on Ways, Means, Press and Literature.

No. 35, referred to Committee on Ways, Means, Press and Literature.

No. 36, referred to Grievance Committee.

Motion made by Ben Klein, and seconded by C. L. Lambert, that a Grievance Committee be elected. Motion carried.

Fellow Worker Foley called for nominations for Grievance Committee, which were as follows:

Ben Klein, by A. R. Sinclair.

Ignatius Logis, by Fred Hardy (declined).

J. B. King, by Dan Buckley.

Chas. Plahn, by A. B. Prashner.

Dan Buckley, by W. T. Nef (declined).

Michael Mattison, by Ben Klein.

Fred Hardy, by Chas. Plahn.

Nominations were closed on motion made and seconded.

Motion made and seconded that the five Fellow Workers who had not declined be elected by acclamation. Motion carried.

Minutes of Monday's sessions read and corrected.

Motion made and seconded that minutes be accepted as corrected.

Special motion made by Ben Klein, and seconded by J. B. King, that Headquarters pay all delegates who are not under salary from their Locals, at the rate of \$3.00 per day while the Convention is in session. Motion carried.

Reading of Communications was then resumed.

No. 37, referred to Committee on Constitution and Organization.

No. 38, referred to Committee on Ways, Means, Press and Literature.

No. 39, motion made by J. B. King, and seconded by Chas. Carter, that this communication be marked "Special Attention" and turned over to Committee on Ways, Means, Press and Literature. Motion carried.

No. 40, referred to Committee on Constitution and Organization.
 No. 41, placed on file.
 No. 42, referred to Committee on Constitution and Organization.
 No. 43, referred to Grievance Committee.
 No. 44, motion made that this communication be filed. Amendment made to motion that communication be sent back to Local from which it presumably came (Local 595). Amendment made to amendment that communication be turned over to Committee on Constitution and Organization, as there might be something in it that could be used by this Committee. Motion and amendment lost.
 Amendment to amendment carried.
 No. 44, referred to Committee on Constitution and Organization.
 No. 45, placed on file.
 Next on Order of Business came the reading of Report of the General Secretary-Treasurer by Wm. D. Haywood.
 Convention adjourned at 5:00 p. m.
 Reading of General Secretary-Treasurer's report continued until next session of Convention.

FORENOON SESSION, NOVEMBER 22, 1916.

Convention called to order at 9:25 by Chairman Foley.
 Roll call showed the following delegates absent: D. Goldstein, Jos. J. Ettor and Ragnar Johanson. Goldstein and Johanson came in in a few minutes.

The minutes of the forenoon session of the day previous were read by the General Secretary-Treasurer.

Fred Hardy called for the word "annual" to be stricken out of the heading of the minutes. After this correction the minutes were approved as read.

COMMUNICATIONS.

NO. 46.

Telegram from Sioux City Branch: "This Branch sends greetings to all the delegates to the Convention. Don't forget all Fellow Workers who are in jail. Pat Kilcoyne, Branch Secretary, Sioux City, Iowa."

NO. 47.

Resolution from Union No. 593:

"Whereas, The mixed and recruiting unions have proved a failure in the past, therefore, be it

"Resolved (1), That mixed locals change into propaganda leagues; (2) that they then pay their dues, 25 cents per member per month, to a special press and literature fund at the General Headquarters for the benefit of all I. W. W. papers."

Signed by B. Lenckewitzky, Del. 593.

REPORTS OF COMMITTEES.

The following report for the Ways and Means and Press Committee was given by the Recording Secretary, A. B. Prashner:

Ybor City, Tampa, Fla., 15/11/16.

Companion W. D. Haywood:

In a general assembly of Local 102 of the I. W. W. we came to the following conclusion: That on the tenth day of the present month we have declared a general strike on the factories that work Habana hand-made cigars.

With such motive we let you know the necessities that confronts Union 102 of the I. W. W. of Tampa, and we expect the solidarity aid and protection of the other locals of the I. W. W., as on the solidarity of our fellow workers depends our demands.

We also desire to state that the I. W. W. has collected funds from the public in general without distinction of class, color or sex, without nationality or banner. In the same manner the I. W. W. of Tampa, as well as those of the exterior, are obligated in an effective form to co-operate in behalf of our fellow workers on strike.

Yours very truly,

CALIXTO GARCIA, Secretary.

"That we extend financial and moral support to the striking I. W. W. Cigarmakers in Tampa, Fla., and that publicity be given. Also, that we ask Local No. 102 to send a list of names of scab cigars to General Headquarters for publicity purposes."

Moved and seconded that we extend financial and moral support to the striking I. W. W. Cigarmakers of Tampa, Fla. Carried unanimously.

F. H. Little took the floor and stated that he felt that the fact that the members of Local Union No. 102, consisting of about 15, had raised something over \$1,400 for the strike on the Mesaba Range, should be spread upon the records.

Moved and seconded that this portion of the report of the Ways and Means Committee be concurred in. Carried unanimously.

Moved, seconded and carried, that F. H. Little's statement be placed in the records.

(11) 1.

"That we concur with the recommendation to move the Publishing Bureau and Solidarity to Chicago. We also recommend that a Business Manager be nominated and elected in the same manner as the Editor is at present, that is, by nomination on the floor of the Convention, and elected by referendum vote. Also that the Editor be employed by the Business Manager, subject to the approval of the General Executive Board."

(11) 2.

"That we recommend that all references to National Industrial Unions and Local Industrial Unions be stricken from the Constitution and that they be replaced by Industrial Unions with Industrial Branches.

(11) 3.

Covered by recommendation on No. 2.

(11) 4.

"That we recommend that a 25-cent compulsory assessment stamp for the upkeep of the press be levied, to be paid by the first of June, 1917.

COMMUNICATIONS NOS. 32 AND 35.

Rockford, Ill., Oct. 21, 1916.

To the Delegates of the Tenth Annual Convention—Greetings:

As it has been under discussion here for some time that a very much needed shake-up in our Scandinavian settlements throughout the country, a motion was made and seconded at our regular meeting, held in Rockford, Ill., Oct. 24, 1916, that we ask the delegates of the Tenth Annual Convention to instruct the G. E. B. to appoint three very much needed Scandinavian Organizers. That said Organizers should be working in the following districts: One for the eastern part, one for the middle west, and one for the western part, and that said Organizers should be working under the jurisdiction of the G. E. B., and that the G. E. B. use their judgment of the time that

they should work in the different Scandinavian settlements throughout the different parts of the country.

Yours for One Big, Powerful Union,
HJALMAR OSBERG, Chairman (480).
JOHN SMALL, Secretary (480).
IVAR LUNDGREN, Chairman (574).
ANT. ANDERSON, Secretary (574).

"That we recommend that the Convention instruct the incoming Executive Board and Secretary-Treasurer to co-operate with the Scandinavian Fellow Workers in securing Organizers for the East, Middle West, and West."

COMMUNICATION NO. 18.

507 Trent Ave., Spokane, Wash., 11/12/16.

Richard Brazier, Delegate to the General Convention of the I. W. W., Chicago, Ill.

Fellow Worker:

At the last business meeting of the Spokane Branch, A. W. O., held on November 12, 1916, it was regularly moved and seconded, that Richard Brazier be instructed to work for a lecture tour through the West of either W. D. Haywood or Jos. J. Ettor, in the near future. Motion carried.

(Signed)

FRED GOULDER, Recording Secretary.

HANS STETSON, Chairman.

DON SHERIDAN, Secretary Spokane Branch, L. U. 400, A. W. O.

"That, whereas, it is impracticable to route either Wm. D. Haywood or Joseph J. Ettor through the West at the present time, that we do not concur."

COMMUNICATION NO. 17.

507 Trent Ave., Spokane, Wash., 11/6/16.

Richard Brazier,

Minneapolis, Minn.

Fellow Worker:

At the last business meeting held here November 5, 1916, it was regularly moved and seconded that delegate Richard Brazier be instructed to work for the issuance of a quarterly financial report from Solidarity and the I. W. W. Publishing Bureau and that the reports be sent to every chartered local. Motion carried.

(Signed)

FRED GOULDER, Chairman.

DON SHERIDAN,

Secretary Spokane Branch, L. U. 400, A. W. O.

"That a quarterly financial report be sent to all Locals of the I. W. W. from Solidarity and the Publishing Bureau."

COMMUNICATIONS 34 A AND B.

Cleveland, Ohio, November 14, 1916.

To the General Executive Board, Industrial Workers of the World,
No. 164 W. Washington St., Chicago, Ill.:

Fellow Workers:

The matter of the conduct and efficiency of the I. W. W. Publishing Bureau at Cleveland, Ohio, must come before your body for consideration, and, as I have been an employee of the Bureau for several years, am a member of the I. W. W. in good standing and have the good and welfare of the One Big Union always in my mind, I feel that I am obliged to write to the G. E. B. to tell it of my experience in the Bureau and make such suggestions as my knowledge and judgment may prompt, so that the G. E. B. and the convention may act intelligently in the matter of promoting the efficiency of the Bureau

and getting those results that the Workers have every right to expect from this institution. There are probably many causes for lack of true efficiency in the Publishing Bureau which are beyond my knowledge. Those evident in the Mechanical Department, where I am employed, are of course, most apparent to me, and it is of these that I will speak. Summarized, they may be said to be due to (a) lack of true knowledge of the printer's art and (b) failure of judgment on the part of the Editor and Manager, Fellow Worker Ben H. Williams, and in support of this contention I submit the following concrete instances, as follows:

1. In January, 1910, at which time Trautmann's pamphlet, "Why Strikes Are Lost and How to Win," was selling like hot cakes, Fellow Worker C. H. McCarty (the father of the Publishing Bureau) suggested that the Bureau print at least 30,000 copies of this booklet at once. Williams objected and proceeded to print 10,000 copies of his own pamphlet, "Eleven Blind Leaders," instead. As had been pointed out to him would be the case, the "Eleven Blind Leaders" sold very slowly, requiring three years in which to dispose of the edition.

Egotism evidently overrode business sense in this case.

2. In 1912, when it became necessary to replace the old type with new, I suggested that the Bureau buy "eight point" type instead of "ten point" type (eight point face on a ten point body). Williams objected, saying that the "eight point" was the more expensive type. I replied that 200 pounds of eight point would set as many words as 250 pounds of ten point would set, and, further, that 200 pounds of "eight point" at 65 cents per pound equals \$130, while 250 pounds of "ten point" at 56 cents per pound equals \$140—an evident saving of \$10.00 in favor of the "eight point" type. Despite these figures the Bureau bought 250 pounds of "ten point," which was used only once, for the reason that it cannot be easily read. This type is still as good as new, but must be sold at a greatly reduced price (probably as junk) in order to get anything out of it. Here is an investment of \$140.00 that should have been at work for the Bureau, but which has been an actual loss for the past four years.

I regard this as a truly "penny wise" policy.

3. In that same year (1912) Williams hired a compositor (typesetter), a member of the Typographical Union (A. F. of L.) who could set up one and one-half galleys of matter per day, receiving \$2.66, which, with 80 cents for distribution, brings the handling of the type up to almost \$2.31 per galley. A firm of commercial linotypers called at the Bureau at my request and offered to do this work at 90 cents per galley, and offering to guarantee the delivery of all work promptly on the agreed time. "Solidarity" was using 15 galleys of type each week, which, at a saving of more than \$1.40 per galley, would give a total saving of over \$21.00 per week in the item of composition alone. If now we will allow that Fellow Worker set one-third of the type himself (receiving no extra pay) we still have ten galleys set in the shop on which there should have been a saving of \$14.00 per week at the least if the work had been put into the hands of the linotypers. It was not until the spring of 1913 that the setting of this kind of matter was farmed out to the linotypers, after Solidarity was moved from New Castle Pa., to Cleveland.

4. In 1913, when August Walquist quit the Publishing Bureau, Williams hired Jack Klean, who put in all his time on the mailing list. Klean was especially incompetent and, whereas Walquist was able to help out to a considerable extent in the shop, Klean succeeded only in confusing the mailing list and adding to the labor of the other help in the Bureau. The employees of the Bureau endured Klean for six

weeks and at the end of that time put it up to Williams to get rid of him. Geo. W. Spangle (compositor) went on a one-man strike, with the result that Williams recalled him to the shop and appointed him foreman, with authority to "hire and fire." Spangle discharged Klean almost at once—thus relieving the tension in the shop, a duty which Williams had sidestepped for a month and a half.

5. The necessity for a larger cylinder press in the Publishing Bureau became urgent in the summer of 1914. Two presses of almost the same size were offered; one, a "two-revolution" press at \$500, the other a "drum" press at \$700. Earl Moore, Williams and I went to look at the two-revolution press and I saw printed matter which had just been produced by it, and the "impression" showed that the machine would do good work. I looked at the press itself, and saw that it was, to all appearances, in the best of condition. Williams did not approach the press nearer than 20 feet, nor did he look at the printed matter turned out by it, but after about ten minutes standing in one place in the room, condemned the press and said, "Let us go!"

The "drum" press was purchased upon the recommendation of Wm. L. Packard, a repairman and broker in second hand presses, etc.; and was shipped to the Bureau from Geneva, N. Y., without being previously inspected by any representative of the Bureau. Now the two-revolution presses have many advantages over the drum presses; as a rule they are faster, easier to operate and much longer lived; but, most important, they do not spoil paper on starting to print, nor do they spoil any if a sheet happens to be missed in the feeding (a fault which is a distinguishing characteristic of the drum presses). To have condemned the two-revolution press in such an off-hand manner was not an evidence of a great knowledge of presses, but, rather, indicates that Williams was ignorant of facts in regard to these two types which, if he had known them, must have induced him to make a careful examination of the two-revolution press and, especially so, when there was a difference of \$200 in the prices asked.

6. In December, 1915, the Publishing Bureau purchased a folder, a "pony" two-revolution press and a small "job" press. This deal was put through mainly by Earl Moore. Wm. L. Packard, the machinery broker, guaranteed the satisfactory operation of the machinery and agreed to take it back and refund the purchase price if, for any reason, it was found not to be as represented.

When the "pony" press was erected it would not print properly. Moore and I suggested to Williams to demand that Packard send a man to put the press in proper working condition or take it out of the shop. Moore wrote the letter making this demand and the Bureau was notified that a man would be sent if the Bureau would pay half the expense. Williams objected to doing this, on the ground that he had no money. I offered to put up the cash and wait for repayment, but my offer was not accepted and Packard never sent anyone to make the needed adjustments and repairs.

When Moore again suggested that a press machinist be brought in Williams said, "I would fix the press myself if I had the time." This was said in face of the fact that he and his wife (who worked in the office) were from two to three hours late getting down to work every morning and leaving for home at 5:00 p. m. or earlier. The press probably never would have been fixed if I had not induced experienced pressmen to look over the press and find out just where it was out of adjustment. In July, 1916, Keninger and Merke came to the Bureau and examined the machine. They readily pointed out the trouble and put me in touch with a repairman who could fix it. I got him to come over to the Bureau, and in two hours he had the repair work completed. The Bureau paid the bill and the press has done

good work whenever used since that time. Seven months is a long time to wait on a two-hour job of repairing, and especially so when there is a man in the shop who "could fix it if he only had the time."

7. Many other instances of ignorance as a printer and lack of judgment as a manager could be given, but they seem unnecessary in face of the events specified above. Let it be sufficient to sum them up in this way: Fellow Worker Williams claims to be a printer of at least twenty-six years' experience, yet today he cannot "impose" a book form without assistance (that is, he cannot arrange the pages of a pamphlet on the press in such a manner that when the impression is taken and the sheet is folded the pages will appear in their consecutive order). To my knowledge, he has never put a book form on the Publishing Bureau press while I have been employed by that institution. He has never put a "make-ready" on either a cylinder or job press. He cannot "feed" press on color work. He cannot set the folder to fold a book job. He cannot adjust the stitcher for different thicknesses of books, and he cannot cut books properly.

All the work Williams has done on the cutter has been to put in a new knife (a five-minute job), which took him and Chaplin two hours to accomplish and was not properly done, even then. In fact, after working three days to cut 10,000 books (which should have been cut in a day) and doing a "botch job" at that, they broke the cutter, due to the maladjustment of the knife.

I have no desire to idly criticize nor viciously knock the efforts of others. I want the Publishing Bureau to perform its functions efficiently and economically, but I feel that it cannot do so under present conditions. There has been wrangling and utter lack of harmony in the Bureau and I hope my suggestions will be taken in the spirit in which they are made. Harmony, efficiency and good judgment are the things most needed in the Bureau, and careful selection and supervision on the part of the General Executive Board will secure these things. The Business Manager, the Editor and the Foreman should be specially fitted for their positions and should be temperamentally adjusted to each other so that they can co-operate for the purposes of the Bureau. Their duties and responsibilities should be separate and distinct, yet each should be able to assist the other when necessity requires it.

The subordinate help in each department should be subject to hire and fire by the head of that department and should be members of the I. W. W. whenever possible—that is, as between two applicants of equal worth, the "Wobblie" should be preferred.

Relatives of responsible heads should not be employed, as such a practice tends to destroy shop discipline.

Editors are notoriously poor executives and should not be employed as Business Managers nor allowed to unduly interfere with the Mechanical Department.

The Business Manager should be the responsible head of the Bureau, since there is much more to do than merely to publish a paper. This Bureau is destined to be a most important institution to the workers and every effort should be made by the G. E. B. to bring it squarely up to the mark. To go ahead under present conditions means loss, means the "saboing" of the Bureau by discontented Locals and individuals, and means that the I. W. W. may be compelled to take its publishing work to capitalistic shops, which, as a matter of course, are unfriendly and antagonistic.

Hoping the matters set forth here will receive your careful attention and that my statements may be of value in reaching a just conclusion, I am respectfully yours for the One Big Union,

R. G. HORN.

(Cleveland Propaganda League, Card No. 6. Originally initiated by Local Union No. 298, New Castle Pa.)

2066 West Forty-seventh Street, Cleveland, Ohio.

"That we recommend that the Executive Board be instructed to investigate the management of Solidarity and the Publishing Bureau, and that Communications 34 A and B be turned over to the Committee."

FINANCIAL REPORT SOLIDARITY AND THE I. W. W. PUBLISHING BUREAU, SEPT 1, 1914, TO OCT. 31, 1916.

Submitted by B. H. Williams.

SOLIDARITY AND THE I. W. W. PUBLISHING BUREAU. RECEIPTS.

September, 1914.		February.	
Subscriptions	\$ 89.79	Subscriptions	\$ 121.00
Bundles	199.40	Bundles	163.42
Literature	143.16	Literature	79.43
Job printing	1.50	Job Printing	80.50
Donations	22.30	Donations	8.75
Total	\$ 456.15	Total	\$ 453.10
October.		March.	
Subscriptions	\$ 107.60	Subscriptions	\$ 133.75
Bundles	256.33	Bundles	218.22
Literature	199.28	Literature	178.50
Job printing	31.00	Job printing	23.50
Donations	148.33	Donations	10.25
Miscellaneous	6.92	Miscellaneous	13.71
Total	\$ 749.46	Total	\$ 577.93
November.		April.	
Subscriptions	\$ 114.95	Subscriptions	\$ 129.86
Bundles	191.13	Bundles	176.49
Literature	133.98	Literature	203.22
Job printing	18.50	Job printing	80.00
Donations	104.35	Donations	4.45
Miscellaneous	3.00	Miscellaneous	6.50
Total	\$ 565.91	Total	\$ 600.52
December.		May.	
Subscriptions	\$ 87.75	Subscriptions	\$ 145.26
Bundles	176.03	Bundles	214.61
Literature	101.80	Literature	187.17
Job printing	8.50	Job printing	26.15
Donations	75.95	Donations	15.48
Miscellaneous	1.85	Total	\$ 588.67
Total	\$ 451.88	June.	
January, 1915.		Subscriptions	\$ 129.99
Subscriptions	\$ 103.16	Bundles	227.80
Bundles	260.77	Literature	164.29
Literature	120.81	Job printing	33.25
Job printing	10.71	Donations	42.15
Donations	1,032.48	Miscellaneous	15.74
Miscellaneous	6.90	Total	\$ 613.22
Total	\$1,534.87		

July.		August.	
Subscriptions	\$ 175.90	Subscriptions	\$ 191.40
Bundles	517.90	Bundles	292.56
Literature	237.15	Literature	391.87
Job printing	81.75	Job printing	85.34
Donations	75.87	Donations	27.20
Miscellaneous	87.50	Miscellaneous	17.44
Total	\$1,176.07	Total	\$1,005.81
		Year's Receipts Classified.	
		Subscriptions	\$1,530.41
		Bundles	2,894.66
		Literature	2,140.66
		Job printing	480.70
		Donations	1,578.23
		Miscellaneous	159.56
		Grand total	\$8,784.22
September 1, 1914, to August 31, 1915.			

EXPENDITURES.

September, 1914.

Wages, 4 men, Moore, Horn, Walquist, Williams.....	\$ 246.00
Typesetting, including engravings.....	96.21
Postage (second class, stamps bought and stamps received) ..	31.79
Paper (news, job and book stock).....	5.06
Freight, express, drayage.....	20.10
Printing supplies, including installments on machinery.....	22.88
Office supplies	8.35
Maintenance (rent, light, power and repairs).....	68.72
Miscellaneous (comb, subs, lit, bought of other firms, funds transferred, and a few others).....	13.80
Total	\$ 512.81

October.

Wages	\$ 300.50
Typesetting	103.57
Postage	40.99
Paper	103.84
Express, etc.	26.56
Printing supplies	32.31
Office supplies	6.20
Maintenance	97.29
Miscellaneous	22.50

Total\$ 733.51

November.

Wages	\$ 240.00
Typesetting	96.32
Postage	39.47
Paper	69.10
Express, etc.	25.53
Printing supplies	35.91
Office supplies	7.10
Maintenance	69.74
Miscellaneous	25.75

Total\$ 608.92

December.

Wages	\$ 249.50
Typesetting	42.09
Postage	48.10
Paper	10.00
Express, etc.	19.21
Printing supplies	21.66
Office supplies	70.97
Maintenance	69.12
Miscellaneous	9.75

Total\$ 538.51

January, 1915.

Wages	\$ 305.00
Typesetting	149.24
Postage	51.99
Paper	251.80
Express, etc.	8.20
Printing supplies	102.11
Office supplies	95.60
Maintenance	90.80
Miscellaneous	14.53

Total\$1,069.27

February.	
Wages	\$ 257.00
Typesetting	43.92
Postage	35.57
Paper	5.60
Express, etc.	15.25
Printing supplies ..	22.46
Office supplies	90.50
Maintenance	121.43
Miscellaneous	179.65

Total\$ 771.38

March.	
Wages	\$ 261.50
Typesetting	88.83
Postage	39.67
Paper	131.75
Express, etc.	9.79
Printing supplies ..	53.66
Office supplies	18.27
Maintenance	72.87
Miscellaneous	16.02

Total\$ 687.36

April.	
Wages	\$ 241.00
Typesetting	67.25
Postage	36.09
Paper	102.18
Express, etc.	19.50
Printing supplies ..	24.09
Office supplies	1.90
Maintenance	72.35
Miscellaneous	6.40

Total\$ 570.76

May.	
Wages	\$ 311.50
Typesetting	84.85
Postage	31.51
Paper	1.10
Express, etc.	45.71
Printing supplies ..	38.84
Office supplies	17.15
Maintenance	85.18
Miscellaneous	12.00

Total\$ 627.84

September 1, 1914, to August 31, 1915.

September, 1915.	
Subscriptions	\$ 269.67
Bundles	216.24
Literature	268.23
Job printing	148.10
Donations	16.10
Miscellaneous	9.00

Total\$ 927.34

June.	
Wages	\$ 245.50
Typesetting	114.89
Postage	34.34
Paper	135.90
Express, etc.	19.09
Printing supplies ..	31.66
Office supplies	23.40
Maintenance	85.00
Miscellaneous	21.78

Total\$ 711.56

July.	
Wages	\$ 341.00
Typesetting	103.84
Postage	69.33
Paper	147.72
Express, etc.	20.52
Printing supplies ..	75.91
Office supplies	48.10
Maintenance	145.41
Miscellaneous	3.86

Total\$ 955.69

August.	
Wages	\$ 245.00
Typesetting	91.65
Postage	42.67
Paper	195.65
Express, etc.	38.00
Printing supplies ..	134.59
Office supplies	63.10
Maintenance	73.54
Miscellaneous	165.79

Total\$1,049.99

Year's Expenditures Classified.	
Wages	\$3,243.50
Typesetting	1,082.66
Postage	501.42
Paper	1,159.70
Express, freight, drayage	267.46
Printing supplies ..	596.08
Office supplies	450.64
Maintenance	1,051.45
Miscellaneous	491.83

Grand total\$8,844.74

RECEIPTS.

October.	
Subscriptions	\$ 350.69
Bundles	271.74
Literature	208.06
Job printing	106.50
Donations	22.25
Miscellaneous	30.18

Total\$ 989.42

November.		April.	
Subscriptions	\$ 202.40	Subscriptions	\$ 164.30
Bundles	208.67	Bundles	349.65
Literature	193.61	Literature	425.42
Job printing	216.00	Job printing	102.60
Donations	16.05	Donations	38.10
Miscellaneous	25.31	Miscellaneous	9.47
Total	\$ 862.04	Total	\$1,089.54
December.		May.	
Subscriptions	\$ 290.93	Subscriptions	\$ 176.37
Bundles	172.26	Bundles	298.19
Literature	437.37	Literature	161.29
Job printing	5.00	Job printing	293.25
Donations	12.45	Donations	137.06
Miscellaneous	69.05	Miscellaneous	4.40
Total	\$ 987.06	Total	\$1,070.56
January, 1916.		June.	
Subscriptions	\$ 194.78	Subscriptions	\$ 130.80
Bundles	186.52	Bundles	255.14
Literature	132.79	Literature	498.07
Job printing	104.25	Job printing	50.75
Donations	213.50	Donations	73.75
Miscellaneous	22.45	Miscellaneous	7.21
Total	\$ 854.29	Total	\$1,015.72
February.		July.	
Subscriptions	\$ 181.67	Subscriptions	\$ 222.05
Bundles	164.78	Bundles	635.32
Literature	183.66	Literature	1,011.05
Job printing	17.00	Job printing	171.50
Donations	215.75	Donations	22.40
Miscellaneous	10.00	Miscellaneous (loan from G. O. for paper stock) ..	436.65
Total	\$ 774.91	Total	\$2,498.97
March.		August.	
Subscriptions	\$ 179.72	Subscriptions	\$ 153.71
Bundles	218.35	Bundles	710.05
Literature	243.35	Literature	150.80
Job printing	36.00	Job printing	1.50
Donations	21.50	Donations	19.40
Miscellaneous	21.10	Miscellaneous	27.49
Total	\$ 720.02	Total	\$1,062.99

RESOURCES.

Due from Local Unions and others October 31, 1916—	
On bundle orders	\$ 449.18
On literature orders	423.55
Cash on hand October 31, 1916	406.35
	\$1,279.08
Machinery (estimated value).	
1 Whitlock drum cylinder press	\$ 500.00
1 two-revolution Campbell pony cylinder	300.00
1 Golding job press (new)	250.00
1 Golding paper cutter	100.00

1 Anderson folder	250.00
1 Boston wire stitcher	100.00
1 Walter Scott drum cylinder press (unused).....	150.00
1 Economy paper baler	30.00
3 Electric motors	300.00
Pipe, wire, etc., for light and power.....	100.00
Type and other printing material.....	300.00
1 Wales adding machine	150.00
3 Royal typewriters, latest style.....	150.00
1 Addressograph mailer and stencil cutter.....	300.00
1 Dictaphone (two parts)	150.00
1 Office safe	30.00
1 Check writer	25.00
Office furniture and accessories	150.00
	<hr/>
	3,330.00

Stock.

10 Reams Peerless M. F. book paper.....	\$ 60.00
News stock	120.00
Job stock (estimated)	50.00
Solidarity files	300.00
	<hr/>
	530.00

Literature (Wholesale Price).

20,000 song books	\$1,000.00
7,750 Revolutionary I. W. W.	193.75
9,600 "Sabotage," by Flynn	480.00
8,200 O. B. U. in Textile Industry.....	205.00
2,100 Advancing Proletariat	105.00
1,350 Eleven Blind Leaders.....	40.50
335 Trial of a New Society.....	83.75
95 New Unionism	19.00
75 What Every Mother Should Know.....	11.25
10 What Every Girl Should Know.....	1.50
200 Political Socialism (Nilsson).....	6.00
200 Industrial Unionism (St. John).....	2.00
400 High Cost of Living (Dougherty).....	4.00
72,000 Stickerettes	72.00
300 I. W. W. pennants.....	60.00
500 Rebel Girl (sheet music).....	100.00
750 Workers of the World Awaken (sheet music).....	150.00
Pictures and post cards.....	10.00
	<hr/>
	2,543.75

Grand Total Resources\$7,682.83

EXPENDITURES.

September, 1916.		Office supplies	141.95
Wages	\$ 510.25	Maintenance	86.77
Typesetting	145.77	Miscellaneous	165.62
Postage	36.79		
Paper	230.71	Total	\$1,680.84
Express, etc.	72.95	Fourteen months' Expenditures	
Printing supplies	69.21	Classified.	
Office supplies	60.71	Wages	\$5,172.10
Maintenance	74.49	Typesetting	1,616.08
Miscellaneous	117.38	Postage	540.04
		Paper	2,757.22
Total	\$1,318.26	Express, etc.	643.12

October.		Printing supplies	
Wages	\$ 394.25	Office supplies	1,249.10
Typesetting	113.17	Maintenance	973.02
Postage	30.86	Miscellaneous	1,418.37
Paper	578.98		1,112.08
Express, etc.	30.16	Grand total	\$15,491.23
Printing supplies	139.08		

September 1, 1915 to October 31, 1916.

RECEIPTS.

September, 1916.		Miscellaneous	
Subscriptions	\$ 147.37		19.55
Bundles	261.04	Total	\$1,507.92
Literature	227.90	Sept. 1, 1915 to Oct. 31, 1916.	
Job printing	250.00	Fourteen Months' Receipts	
Donations	9.50	Classified.	
Miscellaneous	45.97	Subscriptions	\$ 2,835.72

Total \$ 941.78

October.		Bundles	
Subscriptions	\$ 171.26	Literature	4,784.08
Bundles	836.13	Job printing	4,586.63
Literature	443.48	Donations	1,537.45
Job printing	35.00	Miscellaneous	820.31
Donations	2.50		737.83

Total for 14 months..\$15,302.02

Cash on hand Sept. 30, 1915	\$ 522.82
Receipts to Oct. 31, 1916	15,302.02

\$15,824.15

Expenditures to Oct. 31, 1916	15,491.23
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Balance on hand Oct. 31, 1916. \$332.92

N. B.—There is an error here, as the actual cash balance on Oct. 31 was \$406.35. Haven't had time to make an exhaustive examination of the books in an effort to detect the error. The difference is \$73.43 in favor of the Bureau. Suggest that an Auditing Committee of at least one expert be put on our books right after the Convention.

EXPENDITURES.

September, 1915.		November.	
Wages	\$ 256.10	Wages	\$ 297.10
Typesetting	140.83	Typesetting	96.28
Postage	50.26	Postage	46.18
Paper	60.00	Paper	71.00
Express, etc.	29.70	Express, etc.	34.11
Printing supplies	61.14	Printing supplies	224.00
Office supplies	28.25	Office supplies	158.34
Maintenance	74.08	Maintenance	77.01
Miscellaneous	21.65	Miscellaneous	39.50

Total \$ 722.01

Total \$1,043.52

October.		December.	
Wages	\$ 330.25	Wages	\$ 376.10
Typesetting	105.32	Typesetting	124.73
Postage	33.15	Postage	45.94
Paper	186.52	Paper	284.18
Express, etc.	27.86	Express, etc.	103.20
Printing supplies	55.30	Printing supplies	76.85
Office supplies	66.22	Office supplies	92.25
Maintenance	80.79	Maintenance	71.80
Miscellaneous	53.08	Miscellaneous	64.10

Total \$ 938.49

Total \$1,239.25

January, 1916.		May.	
Wages	\$ 277.00	Wages	\$ 316.25
Typesetting	60.73	Typesetting	99.81
Postage	41.18	Postage	25.63
Paper	183.60	Paper	157.14
Express, etc.	32.77	Express, etc.	23.63
Printing supplies ..	26.15	Printing supplies ..	75.32
Office supplies	53.93	Office supplies	1.80
Maintenance	97.92	Maintenance	72.73
Miscellaneous	77.18	Miscellaneous	69.96
Total	\$ 860.46	Total	\$ 842.27
February.		June.	
Wages	\$ 292.20	Wages	\$ 367.00
Typesetting	104.82	Typesetting	95.44
Postage	41.24	Postage	16.67
Paper	3.55	Paper	199.47
Express, etc.	16.61	Express, etc.	66.98
Printing supplies ..	68.47	Printing supplies ..	106.76
Office supplies	15.65	Office supplies	95.93
Maintenance	72.34	Maintenance	113.98
Miscellaneous	53.62	Miscellaneous	34.63
Total	\$ 668.50	Total	\$1,096.86
March.		July.	
Wages	\$ 317.41	Wages	\$ 547.00
Typesetting	83.79	Typesetting	187.16
Postage	47.81	Postage	39.81
Paper	124.92	Paper	585.95
Express, etc.	44.67	Express, etc.	76.18
Printing supplies ..	84.13	Printing supplies ..	50.70
Office supplies	53.98	Office supplies	54.85
Maintenance	71.24	Maintenance	73.11
Miscellaneous	63.45	Miscellaneous	91.63
Total	\$ 891.40	Total	\$1,706.39
April.		August.	
Wages	\$ 408.19	Wages	\$ 483.00
Typesetting	130.98	Typesetting	127.25
Postage	46.45	Postage	38.07
Paper	91.20	Express, etc.	58.18
Express, etc.	25.12	Printing supplies ..	133.83
Printing supplies ..	78.16	Office supplies	45.65
Office supplies	103.51	Maintenance (includes	
Maintenance	76.16	\$300 loan returned)...	375.95
Miscellaneous	106.36	Miscellaneous	153.92
Total	\$1,066.13	Total	\$1,416.85

LIABILITIES.

Current Bills Unpaid Oct. 31, 1916.

Whitaker Paper Co., 60 reams news.....	\$ 195.00
Union Paper & Twine Co., book and job stock.....	104.50
The Artcraft Co., cartoons and engravings.....	35.80

American Type Founders Co.....	2.00
The Ohio News Bureau Co., on ac. newspaper clips..	10.00
Sam'l Bingham Son Mfg. Co., printers rollers.....	29.04
Ullman-Philpott Co., printing inks.....	26.50
Columbia Graphophone Co., bal. on dictaphone.....	35.00
Central Electrotpe Co., on electrotypes.....	7.85
Sherrer Composing Co., linotype bills.....	104.58
John Weber Mach. Works, repairs on paper cutter...	13.20
American Portrait & Frame Co., 10 bromide prints..	2.70
Addressograph Co., materials for mailer.....	.75
Chas. W. Connor, on deposit for himself.....	25.00
R. G. Horn, bal. on accident.....	31.00
	<hr/> \$ 622.92
Wm. L. Packard, bal. due in monthly payments on two presses and folder (with interest).....	\$ 845.00
A. W. O., bal. to credit (less sub. account, which has not been checked out).....	545.01
	<hr/> 1,390.01
Liabilities (incomplete)	\$2,012.93

In addition to above liabilities, we have the account with the General Office, including some old loans aggregating about \$700, negotiated by St. John, and the current literature and job printing account with a balance in favor of the G. O., which we have not checked off exactly. Also a small amount due Ralph Chaplin on a \$100 deposit for the publication of a book of poems. Exact amount of this latter cannot be determined until we get rebate on monotype metal. Our liabilities Oct. 31 did not exceed \$3,000, at the most liberal estimate, which shows a substantial balance on the side of resources.

I. W. W. PUBLISHING BUREAU,
By B. H. Williams.

COMMUNICATION 27.

"Oakland, Calif., Sept. 18, 16.

"Wm. D. Haywood, Chicago, Ill.,

"F. W.—It was moved, seconded and carried that Local 174 go on record as favoring the voluntary assessment stamps for miners of Mesaba Range.

Yours for O. B. U.,

"E. C. PLUNKETT."

"That we recommend that the Executive Board be instructed to investigate the management of Solidarity and the Publishing Bureau, and that Communications 34 A and B be turned over to the Committee."

"That we do not recommend a voluntary assessment stamp for the benefit of the miners on the Iron Range, as the strike is over."

Moved and seconded, that we concur in the recommendations of the Committee on Ways and Means and Press.

Discussion:

FRANK H. LITTLE: Stated he believed that the business end of the Bureau and of Solidarity could be better managed under plan suggested. Editors do not make good managers.

FRANCIS MILLER: Stated that the Business Manager should not have the power to hire the editor, but that he should be elected by the membership.

BYORK LENEKEWITZKY: Stated that the business manager of the Bureau should be the business manager and the editor the editor, each working independently.

A. R. SINCLAIR: Stated that the business end of the work should not be run by the editor.

BEN KLEIN: Stated that the selection of the editor by the Business Manager made a family affair of it.

FRED HARDY: Remarked that the I. W. W. members want to say who shall be editor of the paper.

A. B. PRASHNER: Stated that the Committee passed the resolution because it puts a business manager at the head of the paper. Something long felt to be needed.

A. R. SINCLAIR: Stated that a big difficulty encountered in the past would be avoided, that of finding an editor that would make a good business manager.

WM. D. HAYWOOD: Suggested that the questions be taken up serially.

As there was no objection to this, it was so ordered by the Chairman.

Moved and seconded, that we concur in the recommendation to bring Solidarity and the Publishing Bureau to Chicago. Carried unanimously.

Moved and seconded, that the Business Manager of the Publishing Bureau and Solidarity, be elected the same as the Editor is at present, that is, by nomination from the floor of the Convention, and by referendum vote elected.

The question arose as to whether the matter of the Business Manager employing the Editor should be included with this motion. After some discussion, it was decided that it was a separate proposition.

There was considerable discussion by a number of the delegates pro and con as to the advisability of electing the Business Manager.

Then seven of the delegates called for a roll call on the question. The vote was as follows: For, 280½; against, 55½.

ROLL CALL VOTE.

	L. U.	Votes.	
Manuel Ray	8-2	13¾	Yes
Chas. Carter	8-1	13¾	Yes
Michael Mattison	8-1	13¾	Yes
Thos. Jones	16	1	Yes
Dan Buckley	69	1	Yes
Rodney Mehling	86	1	Yes
D. Goldstein	179	1	No
Jos. Saverino	192	6½	No
Ignatius Logis	192	6½	Yes
C. L. Lambert	334	1	Yes
Richard Brazier	400	36	No
W. T. Nef	400	36	Yes
A. R. Sinclair	400	36	Yes
Chas. Plahn	400	36	Yes
Ben Klein	400	36	Yes
J. B. King	400	36	Yes
A. B. Prashner	400	36	Yes
Wm. Wiertola	490	10	No
Ragnar Johanson	574	1	Yes
Ragnar Johanson	480	1	Yes
Byork Lenekewitzky	593	1	No
Fred Hardy	600	2	Yes
Joe Foley	85	5	Yes
Joe Laukki	604	..	Absent
C. L. Lambert	71	1	Yes
Francis Miller, G. E. B. ....	..	1	No
Frank H. Little, G. E. B. ....	..	1	Yes

W. E. Mattingly, G. E. B.....	1	Yes
J. J. Ettor, Gen. Org.....		
Wm. D. Haywood, Gen. Sec'y-Treas.....	1	Yes

Moved and seconded, that we concur in the recommendation that the Editor be employed by the Business Manager in conjunction with the General Executive Board.

After some discussion the motion was carried with only one dissenting vote.

Resolution No. 2 was now put before the Convention.

After some discussion by various delegates Delegate Lambert asked that Delegate Nef be given the floor to explain the function and form of the Industrial Union, especially the A. W. O. No. 400.

Delegate Nef gave the history of the A. W. O. from its inception, touching on Industrial Unionism in general, making clear the cause of the failure of the old Local Union, the inefficiency of the National Union, and its cramping tendency, the success of the A. W. O. in reaching the men of agricultural section, the mining section, and the lumber section of the country, and its success in holding them together, not only during the summer months, but during all seasons, and the democratic management of the affairs of the Union through functioning on the job.

A. R. SINCLAIR: Suggested that the Chairman ask the heads of Committees at the close of each session if they wished their respective committee called for a meeting during the interim. Klein called the Grievance Committee to meet at noon.

It now being 12:00 noon the Chairman declared the meeting adjourned until 2:00 p. m.

AFTERNOON SESSION, NOVEMBER 22ND, 1916.

Convention called to order at 2:00 p. m. by Chairman Foley.

Roll Call showed the following delegates absent: Ragnar Johanson, Joe Laukki, and J. J. Ettor. Ragnar Johanson came in and reported present a few minutes later.

Motion made by Ben Klein and seconded by a number that Wm. D. Haywood be allowed to finish reading his Report as General Secretary-Treasurer. Motion carried.

Wm. D. Haywood then resumed the reading of his report, which was continued from the afternoon session of the previous day.

Motion made and seconded that Report of General Secretary-Treasurer be accepted and recommendations referred to the proper Committees. Motion carried.

Motion made by Thos. Jones and seconded by J. B. King that a vote of appreciation be extended to the Fellow Worker who donated the several thousand dollars to the Organization. Motion carried.

Wm. D. Haywood stated that he had considerable more material which belonged with report, giving the financial standing of the Organization.

Motion made by W. T. Nef that only a brief summary of the Financial Report of the General Secretary-Treasurer should be read. Motion carried.

Summary of Financial Report from September 1st, 1914, to August 31st, 1916, was then read by Wm. D. Haywood.

Moved and seconded that Financial Report be accepted and turned over to respective committees. Motion carried.

Report of General Secretary marked "Communication No. 47," and turned over to respective committee.

To the Delegates in Convention Assembled and Members of the Industrial Workers of the World,

Fellow Workers:—In compliance with the rules of the organization, I have carefully compiled a financial report showing all of the monetary transactions from September 1st, 1914, to September 1st, 1916, with a tabulation of receipts and disbursements for each month during the period, and monthly summaries and a final recapitulation.

Cash on hand Sept. 1st, 1914.....\$ 274.26
Total receipts for the year ending Aug. 31, 1915..... 8,934.47

.....\$ 9,208.73
Total disbursements year ending Aug. 31st, 1915..... 8,286.29

Cash on hand September 1st, 1915.....\$ 922.44
Total receipts for the year ending Aug. 31, 1916..... 49,114.84

.....\$50,037.28
Total disbursements year ending Aug. 31st, 1916..... 31,291.75

Cash on hand September 1st, 1916.....\$18,745.53

During the two years several old accounts have been squared up: A bill of Bastian Brothers for buttons amounting to \$525.83; \$300.00 interest on a standing note of \$300.00 against the organization by John A. Becker; \$236.69 to George Speed, as General Organizer, on a standing account. No bills have been contracted during the last two years but what have been paid. A large amount of supplies are on hand, which I have enumerated on separate sheets of this report.

Being inducted into office of General Secretary-Treasurer at a time when the tide of the organization was at its lowest ebb, naturally the financial report of the two fiscal years ending September 1st, 1916, will show a decided increase in the volume of the work that has been done, with a corresponding increase in the receipts and disbursements. However, we have a balance on hand to meet the requirements of a vigorous campaign of organization that I trust will be mapped out by this convention for the coming year.

Nine thousand six hundred and eighty-five (9,685) letters have been written exclusive of reports, bulletins, and circular letters.

I had been at the desk but a few days when a letter came from a Fellow Worker who had inherited a few thousand dollars, to which I replied on January 4th, 1915:

"Fellow Worker:

I am in receipt of your letter of December 29th in which you state you have come into a sum of money something like \$2,700.00, and request my advice as to how it can be used to advance the principles of Industrial Unionism.

If you are inclined to donate a sum of this amount for the cause, I would say that there is no better avenue of reaching your purpose than in helping Solidarity.

The paper has been struggling along and it is the intention, as soon as possible, to make it an eight-page sheet. It is a splendid medium of propaganda, and there is no place I know of where your contribution will be used to better advantage.

A part of what you are going to contribute could be sent to me for organizing purposes. It is the intention this spring to hold a convention of the Migratory Workers in Kansas City, and a little money could be used there to good purpose.

With best wishes, I am,

Yours for Industrial Freedom,
(Signed) WM. D. HAYWOOD,
General Sec'y-Treas."

In reply to this letter a check for One Thousand Dollars (\$1,000.00) was received with the request that the donor's name be withheld. Another One Thousand Dollars (\$1,000.00) was sent to Solidarity, and the following month Fellow Worker Ettor turned in \$350.69 that was given to him by the same man.

It is useless to say that the money at that hour was like the fluid of life injected into the veins of a body badly in need of nourishment. The reaction that had come after many bitter struggles had left us poor indeed. There was little but the foundation of principles and spirit to depend upon. Upon these we are building an organization multiplied in strength and of permanency that cannot be destroyed or shaken except by the mistakes and dissensions within ourselves.

During the two years ending September 1st, 1916, the following unions have been chartered:

Textile Workers' Industrial Union, No. 211, Belton, S. C.; September 4, 1914.

Silk Workers' Industrial Union, No. 212, Summit, N. J.; September 16, 1914.

Steamboat & Barge Workers' Industrial Union, No. 5, M. T. W., Stockton, Cal.; September 23, 1914.

Propaganda League, Moose Jaw, Sask., Canada; September 28, 1914.

Ladies' Tailors, Branch 5, No. 192, Baltimore, Md.; September 18, 1914.

Propaganda League, Boston, Mass.; September 30, 1914.

Swedish Branch No. 3, No. 178, Seattle, Wash.; October 12, 1914.

Propaganda League, Sioux City, Iowa; October 14, 1914.

Marine Transport Workers' Industrial Union, No. 6, Fort Williams, Ontario, Canada; October 14, 1914.

Propaganda League, Los Angeles, Cal.; October 21, 1914.

Minot Industrial Union, No. 585, Minot, N. D.; December 1, 1914.

Women's Propaganda League, Stockton, Cal.; November 16, 1914.

Italian Propaganda League, Los Angeles, Cal.; November 30, 1914.

Propaganda League, Brooklyn, N. Y.; December 21, 1914.

Cotton Workers' Industrial Union, No. 167, East Taunton, Mass.; December 22, 1914.

Coal Miners' Industrial Union, No. 241, Firestone, Colo.; December 30, 1914.

Texarkana Industrial Union, No. 591, Texarkana, Ark.; January 20, 1915.

Italian Propaganda League, Leghe di Propaganda Locale Italians, Boston, Mass.

Sioux City Industrial Union, No. 592, Sioux City, Iowa; March 10, 1915.

Shirt Workers' Industrial Union, No. 198, New York City, N. Y.; March 15, 1915.

Iron, Steel & Tin Plate Workers' Industrial Union, No. 309, Elwood, Ind.; March 4, 1915.

General Laborers' Industrial Union, No. 324, Boston, Mass.; March 29, 1915.

Hotel & Restaurant Workers' Industrial Union, No. 112, New York, N. Y.; March 30, 1915.

Scandinavian Branch No. 3, No. 178, Seattle, Wash.; October 12, 1914.

Chicago West Side Industrial Union, No. 593, Chicago, Ill.; April 12, 1915.

Agricultural Workers' Organization, No. 400; April 21, 1915.

Polish Branch No. 2, No. 511, Old Forge, Pa.; April 29, 1915.

Propaganda League, Cleveland, Ohio; May 12, 1915.

Belgian Branch No. 4, No. 530, Olneyville, R. I.; May 12, 1915.

- Omaha Industrial Union, No. 595, Omaha, Neb.; July 6, 1915.
Council Bluffs' Industrial Union, No. 596, Council Bluffs, Ia.; July 29, 1915.
Hungarian Branch No. 7, No. 85, Chicago, Ill.; August 3, 1915.
Oil Workers' Industrial Union, No. 454, Cushing, Okla.; June 21, 1915.
Oatman Industrial Union, No. 594, Oatman, Ariz.; June 21, 1915.
Agricultural Workers' Industrial Union, No. 444, Sacramento, Cal.; December 18, 1915.
Coal Mine Workers' Industrial Union, No. 503, Plains, Pa.; December 31, 1915.
Coal Mine Workers' Industrial Union, No. 504, Austin Heights, Pa.; December 2, 1915.
Lithuanian Branch No. 2, No. 480, Rockford, Ill.; December 28, 1915.
Vehicle Workers' Industrial Union, No. 350, Pittsburgh, Pa.; December 28, 1915.
Coal Mine Workers' Industrial Union, No. 505, Parsons, Pa.; December 15, 1915.
Railroad Workers' Industrial Union, No. 600, Chicago, Ill.; December 15, 1915.
Macaroni Workers' Industrial Union, No. 301, Long Island City, N. Y.; December 1, 1915.
Recruiting Local Industrial Union, No. 499, San Jose, Cal.; November 2, 1915.
Textile Workers' Industrial Union, No. 476, New Brunswick, N. J.; November 27, 1915.
Coal Mine Workers' Industrial Union, No. 509, Pittston Junction, Pa.; November 18, 1915.
Coal Mine Workers' Industrial Union, No. 510, Minooka, Pa.; November 18, 1915.
Fish, Oyster & Shrimp Workers' Industrial Union, No. 601, Apalachicola, Fla.; November 12, 1915.
Recruiting Local Industrial Union, No. 602, Los Angeles, Cal.; November 27, 1915.
Coal Mine Workers' Industrial Union, No. 507, Dupont, Pa.; October 25, 1915.
Coal Mine Workers' Industrial Union, No. 506, Duryea, Pa.; October 2, 1915.
Railroad Shop Workers' Industrial Union, No. 265, East Dedham, Mass.; September 2, 1915.
Metal & Machinery Workers' Industrial Union, No. 310, Waterbury, Conn.; September 2, 1915.
Sugar Workers' Industrial Union, No. 495, Brooklyn, N. Y.; September 20, 1915.
Coal Mine Workers' Industrial Union, No. 502, Pittston, Pa.; January 19, 1916.
Coal Mine Workers' Union, No. 511, Lackawanna, Branch No. 3, Old Forge, Pa.; January 27, 1916.
Shoe Workers' Industrial Union, No. 177, Detroit, Mich.; January 25, 1916.
Metal Mine Workers' Industrial Union, No. 490, Minneapolis, Minn.; February 3, 1916.
Textile Workers' Industrial Union, No. 358, South Barre, Mass.; February 14, 1916.
Metal Mine & Smelter Workers' Industrial Union, No. 603, Webb City, Mo.; February 15, 1916.
Lithuanian Propaganda League, Cleveland, Ohio; January 20, 1916.
Construction Workers' Industrial Union, No. 573, Minneapolis, Minn.; March 6, 1916.

- Cigar Workers' Industrial Union, No. 109, Philadelphia, Pa.; February 17, 1916.
- Recruiting Union, No. 599, Brooklyn, N. Y.; March 13, 1916.
- Lithuanian Branch No. 8, No. 85, Chicago, Ill.; March 13, 1916.
- Metal Mine & Smelter Workers' Industrial Union, No. 313, Branch 1, Porterville, Cal.; March 14, 1916.
- Shop Workers' Industrial Union, No. 266, Athenia, N. J.; March 15, 1916.
- Coal Mine Workers' Industrial Union, No. 501, Jessup, Pa.; March 14, 1916.
- Recruiting Union, No. 604, Chicago, Ill.; March 25, 1916.
- Domestic Workers' Industrial Union, No. 113, Denver, Colo.; March 27, 1916.
- Car Repair Workers' Industrial Union, No. 267, Dalton, Ill.; March 29, 1916.
- Coal Mine Workers' Industrial Union, No. 580, Wyoming, Pa.; April 4, 1916.
- Recruiting Union, No. 605, Jackson, Mich.; April 6, 1916.
- Coal Mine Workers' Industrial Union, No. 581, Plainsville, Pa.; April 10, 1916.
- Textile Industrial Workers' Union, No. 359, Nashua, N. H.; April 12, 1916.
- Alkali & Chemical Workers' Industrial Union, No. 464, Detroit, Mich.; April 11, 1916.
- Quarry Workers' Industrial Union, No. 364, Lohrville, Wis.; April 11, 1916.
- Metal & Machinery Workers' Industrial Union, No. 300, Chicago, Ill.; April 14, 1916.
- Marine Transport Workers' Industrial Union, No. 245, Duluth, Minn.; April 18, 1916.
- Construction Workers' Industrial Union, No. 574, Rockford, Ill.; April 24, 1916.
- Recruiting Union, No. 606, Cleveland, Ohio; April 24, 1916.
- Textile Workers' Union, No. 436, Lithuanian Branch No. 1, Lowell, Mass.; April 24, 1916.
- Textile Workers' Union, No. 436, Portuguese Branch No. 2, Lowell, Mass.; April 24, 1916.
- Recruiting Union, No. 607, Monaca, Pa.; May 2, 1916.
- Baltimore Branch, Railroad Workers' Industrial Union, No. 600, Baltimore, Md.; May 8, 1916.
- Hotel & Restaurant Workers' Industrial Union, No. 608, Chicago, Ill.; May 10, 1916.
- Domestic Workers' Industrial Union, No. 114, Salt Lake City, Utah; May 10, 1916.
- Packing House Workers' Industrial Union, No. 609, Chicago, Ill.; May 17, 1916.
- Marblehead Branch Quarry Workers' Industrial Union, No. 364, Marblehead, Wis.; May 17, 1916.
- Electrical Workers' Industrial Union, No. 487, New York, N. Y.; May 22, 1916.
- Salt Workers' Industrial Union, No. 610, Philadelphia, Pa.; May 31, 1916.
- Bakery Workers' Industrial Union, No. 404, Providence, R. I.; June 8, 1916.
- Building Workers' Industrial Union, No. 575, Cleveland, Ohio; June 7, 1916.
- Piano Workers' Industrial Union, No. 561, New York, N. Y.; June 8, 1916.

Sugar Refinery Workers' Industrial Union, No. 496, Philadelphia, Pa.; June 8, 1916.

Biwabik Branch Metal Mine Workers' Industrial Union, No. 490, Biwabik, Minn.; June 12, 1916.

Virginia Branch Metal Mine Workers' Industrial Union, No. 490, Virginia, Minn.; June 12, 1916.

Recruiting Union, No. 611, Alexander, Ind.; June 14, 1916.

Brooklyn Branch Bakery Workers' Industrial Union, No. 46, Brooklyn, N. Y.; June 15, 1916.

Shoe Repairers' Industrial Union, No. 612, Philadelphia, Pa.; June 15, 1916.

Eveleth Branch, Metal Mine Workers' Industrial Union, No. 490, Eveleth, Minn.; June 19, 1916.

Gilbert Branch Metal Mine Workers' Industrial Union, No. 490; June 19, 1916.

Chisholm Branch Metal Mine Workers' Industrial Union, No. 490, Chisholm, Minn.; June 19, 1916.

Kinney Branch Metal Mine Workers' Industrial Union, No. 490, Kinney, Minn.; June 19, 1916.

Hibbing Branch Metal Mine Workers' Industrial Union, No. 490, Hibbing, Minn.; June 19, 1916.

Crosby Branch Metal Mine Workers' Industrial Union, No. 490, Crosby, Minn.; June 19, 1916.

Aurora Branch Metal Mine Workers' Industrial Union, No. 490; June 19, 1916.

Buhl Branch Metal Mine Workers' Industrial Union, No. 490; June 19, 1916.

Philadelphia Branch Industrial Union, No. 600, Philadelphia, Pa.; June 20, 1916.

Seal Fishermen Industrial Union, No. 449, Pittsburgh, Cal.; June 20, 1916.

Shoe Repair Workers' Industrial Union, No. 613, Cleveland, Ohio; June 30, 1916.

Coal Mine Workers' Industrial Union, No. 583, Luzerne, Pa.; July 7, 1916.

Schenectady Branch Metal & Machinery Workers' Industrial Union, No. 300, Schenectady, N. Y.; July 9, 1916.

Macaroni Workers' Industrial Union, No. 502, Jersey City, N. J.; July 11, 1916.

Aurora Branch Railroad Workers' Industrial Union, No. 600, Aurora, Ill.; July 21, 1916.

Coopers' Industrial Union, No. 559, Philadelphia, Pa.; August 2, 1916.

Hod Carriers' Industrial Union, No. 463, New York City, N. Y.; August 5, 1916.

The work of organizing for this biennial period has been the greatest in the history of the I. W. W. One hundred and sixteen (116) charters have been issued to workers in the various industries.

One of the new unions, Agricultural Workers' Industrial Union, No. 400, chartered April 21st, 1915, has achieved marvelous results, not only in membership, eighteen thousand members being enrolled, but in the improvement of wages, hours, and working conditions.

The members of No. 400 were always referred to as the undesirable element of society: "Hoboes," "Pesky Go-a-bouts," "Vags," and as such were subjected to the abuse and hostilities of petty authorities everywhere: Compelled to steal rides on the railroads to and from the harvest fields; fighting with trainmen and guards for the privilege; risking life, limb, and health, to get a chance for a few weeks' work;

jailed for vagrancy when out of work, and starving and enslaved when on the job.

The Industrial Workers of the World came as a mighty boon to these harvest workers. What they have done for themselves in the last two seasons is but a marker in comparison to what will be accomplished in the future. With a considerable minority of farm laborers and harvest workers organized and educated, with the knowledge of the principles of Industrial Unionism, the rest of the world will be asking the Industrial Workers of the World, "What are we going to have for breakfast in the morning?"

Thinking that perhaps the Interstate Commerce Commission, who have much to say about the railroads and the disposition of freight and passengers from state to state, some help might be secured from that source in the means of transportation, preventing such terrible disasters as occurred at Tripp, North Dakota, during the harvest season, on the 20th of last April I wrote the following letter:

"Interstate Commerce Commission,
Washington, D. C.,

Gentlemen:—In the course of a month or six weeks thousands of members of the Industrial Workers of the World will be going to the harvest. Commencing in Texas, Oklahoma, and Kansas, about the first of June.

Heretofore these men who harvest and garner the food supply of the Nation have been compelled to bum their way, riding in box cars, on the top, and on the rods underneath, at greater danger to their health, their limbs, and their lives.

Last fall when the proposition of conveying these Agricultural Workers from state to state was submitted to the Railroad Companies for a reduced fare it was the excuse of the Railroad Companies that certain rules of the Interstate Commerce Commission required that advance notice be given. In other countries harvest workers receive transportation to and from the harvest fields.

We demand for the Agricultural Workers of this organization some consideration commensurate with the social value of their labor. As the Interstate Commerce Commission has a voice in the regulation of railroads, and can increase the fares, we demand that the Commission make arrangements with all railroads throughout the grain and fruit belts, to the end that proper accommodations be furnished, and that the harvest workers receive free transportation, to and from their places of labor.

Yours respectfully,
(Signed) WM. D. HAYWOOD,
General Sec'y-Treas."

This is the reply received:

"Mr. Wm. D. Haywood,
General Sec'y-Treas. Industrial Workers of the World,
Chicago, Ill.,

Dear Sir:—Your letter of April 20, requesting that the Commission make arrangements with railroads throughout the grain and fruit belts for the free transportation of harvest laborers, has been received.

There is being mailed to you, under separate cover, a copy of the act to regulate commerce, sections 1 and 22 of which prescribe the classes of persons eligible to receive free or reduced rate transportation. You will note that the carriers could not, under the present law, transport harvest laborers free of charge.

Section 22 of the act provides that 'nothing in this Act shall prevent * * * the issuance of mileage, excursion, or commutation passenger tickets.' This provision has been construed by the Commission as conferring special authority upon the carriers to furnish

reduced rates or fares through the issuance of mileage, excursion and commutation tickets. However, it is left to the discretion of the carriers whether or not such reduced rates or fares shall be granted, and the commission has no authority to compel carriers to establish such fares.

Respectfully,
(Signed) G. B. McGINTY,
Secretary."

You will note that the Railroad Companies have the power without additional legislation to reduce rates or give accommodations to harvest workers. There are few countries in the world where Agricultural Workers are not carried free of charge to and from the harvest fields. It is up to the I. W. W. to enforce this safety measure on the railroads of this country. A membership card in good standing should be a free pass for transportation, especially during the harvest season.

Metal Mine Workers.

Another of the new unions, Metal Mine Workers' Industrial Union, No. 490, chartered February 3, 1916, organized chiefly during the recent strike on the Mesaba Range, added some thousands to the general membership.

The headquarters of this union is at Virginia, Minn., with branches in the surrounding mining camps: Virginia, Biwabik, Eveleth, Gilbert, Chisholm, Kinney, Hibbing, Crosby, Aurora, Buhl, Winton and Keewatin. Some of these camps are organized to a man, with the workers in other industries lining up.

The unions in the iron mining country bids fair to become a permanent feature of the Industrial Workers of the World. None of these branches of the Metal Mine Workers are shackled with any time agreements or the check-off system so much sought after by the U. M. W. A. and the W. F. M. In every mine the conditions have been materially improved while the men are free-handed to make demands for betterment when the time is opportune.

Prospects in the copper mines of the west are showing up fine. Unions are established in several camps in Arizona.

At Copper Hill, where a so-called organizer of the "Civilized Plane" type recently received some harsh treatment, the I. W. W. has a growing membership. The Mexicans of that state who have always been discriminated against by working men and bosses alike are showing pronounced activity in the organization, and will become earnest members of the I. W. W.

The situation at Butte, Mont., the greatest copper camp in the world, where a splendid union was destroyed through the machinations of bosses, stool pigeons, and so-called international officials, an interesting story could be told of the foolhardiness of said officials, but sufficient for our purpose is to say, it is improving. The membership is gaining in strength, and in the near future will be able to assert themselves and work under their own charter.

In the Joplin, Mo., lead district an effort was made to conduct an open union, but the opposition of the mine owners and business element was too strong. The delegate system will have to be carried on for some time among the lead miners.

Coal Mine Workers.

In the anthracite region of Pennsylvania splendid headway has been made among the Polish, Lithuanian and Italian workers of that district, where the miners organized and unorganized alike are up in arms against the four years' contract imposed upon them by the officials of the United Miner Workers of America. This contract is an

aftermath of the infamous settlement arrived at by the commission appointed by Mr. Roosevelt when President, and through his connivance and the assistance of Mark Hanna, they cajoled John Mitchell, the "Greatest Labor Leader the world has ever known," into accepting a crust when the miners at that time had a chance to get a big part of the whole loaf.

There has never been a great strike in the coal mines of Pennsylvania since the pernicious settlement which Mr. Roosevelt effected, and which augurs not for industrial peace, but securely fastened industrial slavery upon the men of the pits. The coal miners have just awakened to this fact and are becoming educated to the power they possess when organized in One Big Union, not striving for harmony and contentment between themselves and their employers, but for bread, meat, and advancement for their class.

The coming bodes good for the men of the depths. No contracts and no contractors is there slogan.

Railroad Workers.

After some preliminary meetings a charter was granted to the Railroad Workers' Industrial Union, No. 600, on December 15th, 1915. Less than one year old, this union has made steady progress, and its membership today comprises men in practically all vocations in the industry; organized by a few stalwarts who had given the question mature thought and deliberate consideration the union was formed and is established on a firm basis. With several delegates on the road steady progress is being made.

No. 600 issued the "Railroad Special" of Solidarity which has been pronounced to be the best piece of propaganda for Railroad Workers ever printed.

The action of the four brotherhoods in voting for a strike for ten hours pay on an eight-hour basis, and the resultant legislation by congress has side-tracked the agitation in some quarters. But this will not flag the activity of No. 600, which is on the main line with the right of way to nearly a million unorganized railroad workers who are waiting for the high sign of the One Big Union. With a live man on the job who can devote his entire time to the interests of No. 600 it would be safe to predict a strong membership in this union before the time of the next convention rolls around.

Metal and Machinery Workers.

At the meeting of the General Executive Board in April I was instructed to issue a charter to Metal and Machinery Workers' Industrial Union No. 300. The idea being to organize branches of this union in the steel and machinery centers throughout the country.

The work of building up the membership has been slow, but that it is certain of success is shown in several places like Schenectady, N. Y., Cleveland and Toledo, Ohio, and Detroit, Mich., where the agitation for No. 300 is becoming strong. This union also requires a secretary who can also act as an organizer. With the earnest co-operation of the membership success will be assured.

Textile Workers.

It became necessary owing to the delinquency of the Secretary and Treasurer of the National Industrial Union of Textile Workers to close the books and take over the effects of that union until such time as it could be re-established on a permanent working basis with headquarters.

This action which took place has in no way retarded the Textile Unions which are now united direct with the General Organization, and paying per capita at the same rate as other unions.

Reduction in hours and a general increase in wages are the marked improvements among the Textile Workers during the last two years. At Paterson, N. J., a nine-hour day has been secured; at Lawrence, Mass., a five per cent raise was granted in January, and later a ten per cent increase to the workers in the woolen mills.

The bosses of silk, cotton, and woolen materials got a healthy lesson from the strikes conducted by the I. W. W. in recent years.

When the books of the National Industrial Union of Textile Workers were closed, March 12th, 1916, that organization was indebted to headquarters in the sum of six thousand two hundred eighty-eight dollars and eighty-five cents (\$6,288.85).

Marine Transport Workers.

The decadence of National Industrial Unions was shown at an early date in the Marine Transport Industry. Though an indebtedness of \$1,390.75 to General Headquarters in 1914 was canceled, the National Industrial Union was not able to survive, and the books were closed on April 20th, 1915. The following letter was addressed to the unions:

"New York, N. Y., April 20, 1915.

"To All Locals and Members of the Marine Transport Workers of the I. W. W.,

Fellow Workers:—Under the present existing financial crisis and unemployment caused by the European War, it is absolutely necessary for the welfare of the organization to close the office of the National Industrial Union of Marine Transport Workers. The reasons for this action are as follows:

1. It takes about one hundred and twenty-five dollars (\$125.00) per month as expenses to keep the office of the N. I. U. of M. T. W. going. It would be better if the said amount was used for something else.

2. The General Headquarters could easily take care of the present business transacted by the National Union Office without any additional expenses to General Headquarters. In so doing, it would save whatever expenditures are borne by the National Office.

3. All the money that will have to be expended to maintain the National Office, can be better used for agitation and organization work in this particular industry, by doing that, we shall be able to accomplish more results than by keeping an office.

So after the 20th of April, 1915, all due stamps and supplies are to be purchased direct from the General Headquarters of the Industrial Workers of the World, which office is located at 164 W. Washington street, Chicago, Ill. Wm. D. Haywood, General Secretary-Treasurer.

It is important that all the members of the Marine Transport Workers should know that the General Headquarters of the Organization has done all within its power to aid the National Industrial Union of Marine Transport Workers, in agitation and organization work. In the year of 1914 General Headquarters donated the sum of \$1,390.75, which is an average of about \$116.00 per month for one year.

There hasn't been any friction between General Headquarters and the National Industrial Union Offices at any time, as nothing but the best of relations and co-operation has existed at all times.

The matter of closing the office of the National Industrial Union of Marine Transport Workers has been taken up with the General Executive Board and the General Officers, and it is the consensus of opinion of all, that the best thing which can be done at this time is to close it up.

There isn't any doubt that if we put our activities into the organization like a genuine union man should, we shall be in a position to make the office of the National Industrial Union of Marine Trans-

port Workers indispensable in the near future. We can make the National Office function according to the program of organization as laid down by the Industrial Workers of the World, if we once make up our mind to do so. It is all left up to us now to do whatever we can, and to prove to the bosses that we mean business.

Yours for Industrial Freedom,

C. L. FILIGNO,

Nat. Secretary-Treasurer."

It might be remarked here that the expensive and bitter experience with National Industrial Unions should clearly demonstrate that they are a failure as a working part of the I. W. W.

The Marine Transport Workers were on the rocks when they became united with headquarters, since then, every effort has been made to build them up. The General Office advanced \$100.00 as a loan to No. 8 of Philadelphia; has an organizer under pay in that port. The General Office has also made allowances for organizing to No. 1, Marine Transport Workers, New York City, N. Y., of about \$800.00. But some special work is necessary to crystalize the efforts in the Marine Transport Industry which is showing activity not only on the Atlantic Coast but on the Great Lakes and in all ports on the Pacific Coast.

Lumber Workers.

The Lumber Workers united with No. 400 did splendid work for themselves last fall and winter, raising the wages in many places from \$16.00 to \$40.00 a month and board. Instances were reported of the lumber camps being fixed up with iron bunks, good bedding, and shower baths installed.

This winter the lumberjacks, if united in a solid phalanx, can easily increase their wages to not less than \$60.00 a month and board, good food, with other conditions much better than they are at present.

Delegate System.

This method has proved to be the most effective system of organizing ever adopted. The delegates are organizers on the job under the control and responsible to a recruiting or industrial union which issues the credential. Delegates are equipped with membership books, due stamps, constitutions, application blanks, report blanks, and literature. They are empowered to initiate new members wherever they find them, making out their card, putting in stamps for dues paid, furnishing a report to the Secretary for all moneys collected.

To the Delegate System is largely due the thousands of new members, especially those initiated by A. W. O. No. 400 during the last year.

Strikes.

A small strike took place at Rockford, Ill., at the Spangle-Loomis plant, which resulted in improvements of the working conditions, but was followed by the arrest of sixteen of our members who were sentenced to from thirty days to six months in the county jail.

Numerous small strikes have occurred in the anthracite regions of Pennsylvania culminating in a general strike of nearly thirty thousand (30,000) miners, mainly as a protest against the arrest and imprisonment of the strikers and organizers on the Mesaba Range, Minnesota.

The Marine Transport Workers have had several strikes in Philadelphia and New York. More wages and better conditions have been secured at both places by all workers in this line of industry.

The Textile Workers of Nashua, N. H., after losing a strike under the mismanagement of united Textile Workers, called upon the I. W. W. for organizers—Fellow Workers Ettor and Schmidt responded.

They got their union started again and have bettered their conditions.

The Granite Workers at Lohrville, Wis., won two strikes hands down, compelling the company to discharge a superintendent and reinstate an I. W. W. blacksmith who had been discriminated against.

The Bakery Workers of New York and Philadelphia have set a pace for others to follow. The Italian Bakers of New York are working eight hours, no night shift, at wages from six to eight dollars a week more than is being paid to members of the A. F. of L.

The silk workers at Paterson, N. J., demanded an eight-hour day and a new scale of prices which has been enforced in many of the mills of the silk city.

Papers and Literature.

The Industrial Workers of the World is not altogether a tradition, but will be handed down to the sons of men in the written word as well as in many different languages.

Solidarity, the official English paper, has had a desperate struggle to exist. The General Office has been called upon to aid the paper in times of stress, but in turn Solidarity has been the support of the organization in many a serious crisis. With a keener appreciation of the splendid propaganda value of this paper every member will not only be a subscriber himself, but tireless in his efforts to spread it among other workers who are searching for knowledge on Industrial Unionism.

That improvement can be made in Solidarity will be admitted by all. One great need, in my humble opinion, is a closer association with the General Organization and a better acquaintance with the active membership.

The Industrial Worker was started again about the first week in April of this year. It speaks for itself every issue. It is a living, pulsing message to the working class not only on the Pacific Coast but everywhere. It talks in a language all workers understand. The members who know The Worker wear it under their vest. The best thing that can be said about the Industrial Worker is that it is a real agitator on the job and is back to stay.

Direct Action, the I. W. W. paper published at Sidney, Australia, has for the past few months been issued weekly until, on September 30, 1916, the office was invaded, the editor, Thomas Glynn, Peter Larkin, J. Hamilton, B. Bessant and P. Reeve, the entire force, were arrested, thrown into prison charged with high treason. Membership books, due stamps and \$2,000.00 worth of literature was confiscated. The latest reports are that two members of the organization have since been arrested and sentenced to death, but the story of the invasion of the plant and confiscation of the property is best told in the following letter:

"Sidney, Australia, October 1, 1916.

To the General Secretary-Treasurer I. W. W., U. S. A.

Dear Haywood:—Since my last communication enclosing £8 for supplies and debt owing on Constitutions forwarded to T. Barker which you have not perhaps received, and may not ever receive (the censorship being so strict now), things have developed some. The military powers have taken full control and without actually declaring martial law. The industrial barons have thrown aside the guise (as not needed) called the people's rights. It's the British War Office that talks in Australia today under a law called the War Precaution Act. Any and everything is done that they want to do to suppress the working class. Conscription "comes" into force by proclamation on Tuesday next, October 3rd. We are making a desperate effort to get the working class to ignore the proclamation. We have

some hope of getting a general strike on Wednesday next for one day's duration. The working class are woefully unprepared for the immediate struggle confronting them. Four hundred and fifty thousand pounds has been distributed amongst the press and trade union secretaries, to mislead the workers.

September 23 last, thirty plain clothes police with military powers swooped down on our headquarters and arrested all men on the premises, holding them all for three hours, and finally charging T. Glynn, Secretary-Treasurer Local and Editor of Direct Action, Peter Larkin, J. Hamilton, B. Bessant and P. Reeve with treason. Since then eight more Wobblies have been arrested on various charges. Word reached us this morning that three more I. W. W.'s have been arrested charged with murder—shooting a policeman. The police that swooped down on the hall took away charter, all office books and stamps, along with £400 worth of literature. However, we are doing business as usual.

Peter Larkin wants you to inform his brother Jim. I don't know where Jim is at the time of writing, but believe he is in Chicago.

I fear there is a bad time in store for the working class here in the next few months. Maltese, Japs and Chinese coolie labor is being shipped in by the thousands with their own police to keep them right. I'm writing this post haste. Fellow Worker on elbow waiting to smuggle this aboard American mail boat will post in America to you. Hope miners are winning out on the Range. Best wishes in fight. I'm expecting to be arrested myself next couple of days. The intentions of the authorities is to arrest all prominent I. W. W. speakers and hold them for duration of war. Hell of a job they have taken on, eh?

Yours for the lot,

E. A. GIFFNEY,

General Secretary-Treasurer G. E. B.

No bail granted I. W. W. men."

P. S.—"No bail granted I. W. W. men."

The papers printed in foreign languages—A Bermunkas (Hungarian), Il Proletario (Italian), Solidarnosc (Polish), Darbininku Balsas (Lithuanian), Rabochaya (Russian), El Rebelde (Spanish), Industrial Unionist (Jewish), A Luz (Portuguese), Allarm (Swedish), Industrijalni Radnik (Slovenian)—as well as the Industrial Worker published in London, England—are all doing splendid work for the movement and merit a much wider distribution.

Other papers like L'Avvenire, Cultura O'Brera and The International Socialist Review, the first mentioned paper, L'Avvenire, published by Carlo Tresca, working consistently in the interest of the I. W. W. These papers are entitled to the support of the organization.

We should devise means for a more general distribution of the papers, pamphlets, leaflets and song books of the Industrial Workers of the World. It must be remembered that the printed word is the best medium of agitation and education. More and newer pamphlets are required, descriptive of industries—agriculture, mining, transportation, both railroad and marine, as well as other industries showing the methods of production and the conditions under which the producers labor.

Management of Strikes.

Experience in conducting strikes of large proportion has taught us the necessity of developing a corps of workers capable of efficiently handling the several mechanical departments that must co-operate to bring success. It is impossible to expect workers to step from their jobs and take up bookkeeping involving thousands of accounts.

In time of strike great excitement prevails and accuracy under such circumstances is out of the question for any but skilled accountants.

Likewise, publicity work is of great importance. Many times facts and details properly presented to the public brings support to the strike that could be secured in no other way.

Capitalist papers can never be depended upon to give the strikers' side of the struggle. Bulletins must be issued; circulars, pamphlets, posters and stickers gotten out and widely distributed.

The management of the strike itself will, as nearly as possible, be left in the hands of the strikers. A General Office Committee, composed exclusively of members of the union, job committees, picket line, investigation committees, entertainment committee, relief committee, etc., should be formed. With such a corps of workers, financial, publicity and relief agents, with well equipped organizers, no strike will ever be lost.

Education.

The growing demands for a school conducted by the Industrial Workers of the World presents a need which deserves earnest consideration. While our membership are perhaps better informed on economics than any other body of the working class, we have thousands of young men who have been denied more than the third grade of a common school education, and have no learning whatever as to their actual relations to life, knowledge of industrial changes, new processes of manufacture, the development of machinery, why they are wage slaves, why we must organize to control and operate industry, and how to organize is the vital message. Such a school, with a little assistance at the beginning, would, I believe, become self-sustaining.

Free Speech.

Many earnest fights have been made by the Industrial Workers of the World to re-establish the right of Free Speech in the United States, several having occurred within the last two years.

At Sioux City, Iowa, the authorities attempted to deny this inherent right. Some plain clothes policemen invaded the hall of the union there and attempted to take out one of the members, when fourteen others who were present insisted on the plain clothes men showing a warrant, which they did not have. They all went to the station and were later sentenced to jail. A call was issued and members from different parts of the country went to their defense. The authorities attempted to prevent them from speaking on the street. More than eighty were arrested and thrown into prison. They declared a hunger strike and so conducted themselves in other ways as to badly frighten the chief of police, the judge of the court, and the city was finally compelled to capitulate.

The fight for Free Speech was won and celebrated on the rock pile by a great demonstration. The blocks of granite brought to Sioux City for the entertainment of members of the I. W. W. will remain unbroken until they pay the going wages and establish union conditions.

For a time it looked as though another Free Speech fight would have to take place at Spokane, Wash. The business element was trying to drive the soap boxers from their chosen corner. A compromise was effected with no loss or advantage to the unions.

Mayor Fordyce and Chief Bimson of Paterson, N. J., working in the interest of the silk bosses, attempted to prevent meetings of the I. W. W. from being held in that city. Fellow Worker E. G. Flynn was arrested and deported from the town when she went there to speak at a meeting that had been arranged for her by Textile Work-

ers' Union No. 152. When I was apprised of this fact I sent the following telegram to President Wilson:

"Chicago, Ill., September 15, 1915.

"Mr. Woodrow T. Wilson,

President of the United States,
Washington, D. C.

Elizabeth Gurley Flynn has recently been deported from Paterson, N. J. Miss Flynn is a resident of New York City, an Organizer of the Industrial Workers of the World, a labor organization. A Union of this body is located at 90 Market street, Paterson. They arranged a meeting; Miss Flynn was to have been the speaker. When she arrived Chief of Police Bimson, acting under orders of Mayor Fordyce, caused her to be arrested. The chief said: 'You may have the right to speak, but we have the power to prevent you.' She was led to the depot and placed on an outgoing train. New Jersey denied the civic rights, the inalienable rights, guaranteed to citizens. We are not asking protection of the Federal Government now. I am but advising you that New Jersey has violated the Constitution under which the State was chartered. The Industrial Workers of the World propose to fight this issue to re-establish the right of free speech and the right of free assembly.

WM. D. HAYWOOD,

Secretary-Treasurer I. W. W."

Fellow Worker Flynn has held meetings in Paterson since; also other Organizers.

The affair now on at Everett, Wash., has the semblance of a free speech fight, but it really began as an organizing campaign. After the terrible tragedy in which several of our members were killed and others wounded, I received the following telegram:

"Wm. D. Haywood,

Chicago, Ill.

All members charged first degree murder reported good authority. All will be transferred to Everett, where mob law will be enacted. Use all available means of protection; notify President Wilson situation serious. Act and answer."

I immediately telegraphed to the President as follows:

"President Wilson,

Washington, D. C.

Men and women, members of the Industrial Workers of the World, involved in the tragic occurrence at Everett, Wash., are in imminent danger of mob action. Twenty dead, many wounded, and three hundred jailed. They were making an effort to re-establish free speech. They were attacked by henchmen of the Lumber Trust.

Last September members of this Organization were met by citizens of Everett, and were escorted by a band to the park to speak. This fact is mentioned to show that the people of Everett were not opposed to the Organization.

There are several nationalities among the prisoners. International complications may arise if more than even-handed justice is done.

WM. D. HAYWOOD,

General Secretary-Treasurer I. W. W."

to which I received this reply:

"Wm. D. Haywood,

Secretary-Treasurer I. W. W.,

Chicago, Ill.

Your wire of the seventh to President referred to this department shows no facts making for Federal jurisdiction, but because of possibility of jurisdiction account of boat feature, matter has been referred to United States Attorney, Seattle.

GREGORY."

The Everett matter is so serious in its nature, and involves the Organization to such an extent, that it will require the consolidated effort to the end that the right to organize will be established in that part of Washington.

Defense.

The General Office has assisted to the limit of its ability in the defense of our Fellow Workers, and no matter upon what charge they had been arrested. While hundreds of men have been imprisoned, few have been convicted and most of those for minor offenses.

Frank Shafter was charged with murder at Plentywood, Mont., but was acquitted.

James Rowan and Fellow Worker Barrett held on the same charge at Edmonton, Alberta, Canada, were released without bail.

James Schmidt at Aberdeen, S. D., was also charged with murder, his trial resulting in a hung jury. Later the case against him was dismissed.

Charles Cline at San Antonio, Tex., was convicted at the fourth trial and sentenced to life imprisonment.

The several serious cases pending are Carlo Tresca, Sam Scarlett, Joseph Schmidt, Joe Cernogorcevich, Joe Orlandich, Milica Masanovich, Philip Masanovich, Joe Nickich, and the men charged with murder at Everett, Wash. It must be remembered, too, that Ford and Suhr are still in prison, and the agitation to secure their release must be unceasing.

The battle on the economic field is becoming more defined. The exploiting class has, in many instances, thrown aside the mask of hypocrisy and shamelessly employed the police, state constabulary, militia, detectives and private gunmen in their craven desire to keep the working class in industrial slavery.

We have experienced two cruel, bitter years. Many of our members have been called upon to make heavy, painful sacrifices. More than a score have been murdered by legal authorities, hired gunmen and private citizens banded together as red-handed vigilantes. Hundreds of men and some women have been cast into noisome, filthy jails; insulted, abused and maltreated because they dared in their own way to turn the searchlight of truth upon the merciless system of exploitation that coins the tears and blood of workers' children into diamonds and rubies to decorate the heels of bankers' wives.

These pitiless pirates are abroad in all parts of the country, in all lands of the world; language and nationality has no meaning to them, they are all the same. Whether it be Governor Spry, the members of the Supreme Court, and the Warden of the State of Utah, who, as the sun rose on that November morning, caused Joe Hill to be led out and shot to death, or Governor Burnquist, whose telegram to Sheriff Minning of St. Louis County, Minnesota, can be attributed to the arrest of hundreds of striking miners on the Mesaba Range, and who was perhaps directly responsible for the killing of the people for which seventeen of our members were charged with first degree murder, eight of whom are still under indictment, six—Carlo Tresca, Sam Scarlett, Joe Cernogorcevich, Joe Orlandich, Milica Masanovich, Philip Masanovich and Joe Nickich—in prison. Mrs. Militza Masonovitch and Joseph Schmidt were released on two thousand (\$2,000.00) dollars bail; all of whom are being held for trial. Or Sheriff Ben S. Phillips and the authorities of Pennsylvania who invaded a peaceful union meeting at Old Forge, and without warrant or lawful procedure of any kind, rounded up two hundred and sixty-two (262) innocent coal miners and hauled them to jail, while their anguished wives and children cried in vain for the liberation of their husbands and fathers. Or like Sheriff Donald

McRae, Governor Lister and the black-hearted bandits of the Commercial Club of Everett, Wash., who murdered in cold blood a score of working men who had ventured to come to that town to say publicly upon the streets that they were members of the Industrial Workers of the World, badly wounded fifty others, and caused the state militia and police to imprison and hold incommunicado two hundred and ninety-seven (297) men, crowded to suffocation in the Seattle jail.

In the face of these iniquities, these grievous outrages, there is need to pledge ourselves again to the only organization that can give relief to the working class, to the principles of Industrial Unionism, which means a World of the Workers, For the Workers, and By the Workers.

Recommendations.

As the Organization grows and develops it will be found that the energies of men and material must be concentrated.

A General Headquarters will have to be established where the offices and departments can be located. The Publishing Bureau and the General Office under one roof. Such a move would lessen the expense of maintaining the Organization. All of our own printing could be done by the Publishing Bureau. The rent paid could be cut in half. The Executive Board will, I believe, embody in their report some recommendations in this regard.

I would say, for reasons previously set forth, that the word "NATIONAL" be eliminated from the Constitution and By-Laws of the Industrial Workers of the World.

It has occurred to me that the formation of a General Recruiting Union would fill a pressing need. The reason for this proposition is that there has been some comment, if not complaint, about the A. W. O. No. 400 and other unions lining up individuals not eligible in the industries under their jurisdiction. The thought expressed was the Agricultural Workers' Union is becoming a mass organization instead of, as its charter provides, an Industrial Union. A Recruiting Union would fill the requirements that have developed. This union would be in touch with all Delegates and Organizers in the field. Every Delegate and Organizer would carry credentials and supplies of the General Recruiting Union, the office of which could be established at the General Headquarters.

A Recruiting Secretary would be necessary and Recruiting Unions now organized would work for the General Recruiting Union, eventually assembling the entire membership of casual, seasonal and migratory workers.

The General Recruiting Union would be the clearing office, transferring members of recruiting unions to their proper industrial unions. Having Delegates and Organizers continually at work, with a universal initiation fee and dues, a feature to be a six month's subscription to any paper that a new member desires; Delegates and Organizers to be paid in part by commission, as this has proved to be an incentive and should not be overlooked.

The General Recruiting Union would be the means of organizing Industrial Unions, and, in my opinion, would grow to be a mighty auxiliary for organization work.

The Union-at-Large does not fill the need here set forth, as the thing in mind is to have some part of the organization where unattached persons can become active members of the organization, where they can hold membership until a union in the industry and vicinity in which they are employed is organized.

In considering these and other suggestions coming before this convention it must be remembered that men have a right to difference

of opinion which, if honestly expressed, will result in sound conclusions.

The principles of this Organization are as sound and ring as true as worthy metal. The idea of the Industrial Workers of the World, founded as it is on the class struggle, is imperishable. Its ideals quicken the pulse and strengthen the heart of every member. Its members are to a remarkable degree free from all religious superstitions, no longer hoodwinked by political chicanery—looking upon the exploiter, whether a farmer, a small business man or a trust magnate, with a clear vision that recognizes a common enemy.

Youthful, courageous and full of vigor, this Organization is facing a future teeming with fruitful possibilities.

Trusting to see the time in our day when every worker will enjoy the full sunlight of life, I am,

Yours for Industrial Freedom,

WM. D. HAYWOOD,
General Secretary-Treasurer.

YEARLY FINANCIAL REPORT.

From September 1, 1914, to August 31, 1915.

RECEIPTS.

Cash on hand September 1, 1914.....	\$	274.26
September	\$	487.43
October		698.32
November		553.14
December		476.02
January, 1915		1,404.80
February		698.19
March		425.48
April		660.75
May		536.84
June		498.65
July		847.97
August		1,646.88

Total receipts ending August 31, 1915..... 8,934.47

Total receipts, including cash on hand..... \$ 9,208.73

DISBURSEMENTS.

September	\$	643.86
October		732.59
November		447.33
December		439.39
January, 1915		516.80
February		616.11
March		569.91
April		893.12
May		768.60
June		693.27
July		643.70
August		1,321.61

Total disbursements ending August 31, 1915..... 8,286.29

Total receipts\$ 9,208.73

Total disbursements 8,286.29

Cash on hand September 1, 1915.....\$ 922.44 \$ 922.44

SUB-DIVIDED RECEIPTS.

From September 1, 1914, to August 31, 1915.

Due stamps	\$ 4,368.34
Supplies	957.70
Literature	85.27
Journal-Solidarity subscriptions, etc.....	23.00
Contributions	1,800.22
Assessment stamps	49.50
Miscellaneous	1,650.44
Total receipts	\$ 8,934.47

SUB-DIVIDED DISBURSEMENTS.

Rent	\$ 999.96
Office wages	2,375.75
Supplies	647.85
Express and freight.....	14.25
Postage	245.09
Telephone and telegraph.....	121.47
Organizing Expense:	
Wages	1,402.62
Mileage	724.78
Expense	473.47
Miscellaneous	1.63
Educational Expense:	
Journal	132.75
Literature	35.35
G. E. B. Expense:	
Wages	127.50
Mileage	61.50
Expense	9.00
Strike, relief and defense.....	304.95
Miscellaneous	608.37
Total disbursements	\$ 8,286.29

YEARLY FINANCIAL REPORT.

From September 1, 1915, to August 31, 1916.

RECEIPTS.

Cash on hand September 1, 1915.....	\$ 922.44
September	1,814.86
October	2,881.43
November	1,707.68
December	1,580.40
January, 1916	1,415.29
February	1,110.55
March	1,662.98
April	1,902.64
May	2,162.09
June	2,504.20
July	11,869.99
August	18,502.73
Total receipts ending August 31, 1916.....	49,114.84
Total receipts, including cash on hand.....	50,037.28

DISBURSEMENTS

September	\$ 777.37	
October	1,282.35	
November	1,249.30	
December	2,202.20	
January, 1916	1,994.19	
February	1,262.24	
March	1,816.24	
April	1,939.39	
May	1,971.52	
June	2,043.31	
July	4,808.12	
August	9,945.52	
Total disbursements ending August 31, 1916.....		31,291.75
Total receipts	\$50,037.28	
Total disbursements	31,291.75	
Cash on hand September 1, 1916.....	\$18,745.53	\$18,745.53

SUB-DIVIDED RECEIPTS.

From September 1, 1915, to August 31, 1916.

Due stamps	\$23,921.87
Supplies	10,126.51
Literature	181.49
Journal—Subscriptions I. W. W. papers.....	83.75
Contributions	11,365.34
Assessment stamps	495.75
Miscellaneous	2,940.13
Total receipts	\$49,114.84

SUB-DIVIDED DISBURSEMENTS.

Rent	\$ 999.96
Office wages	2,962.60
Supplies	4,683.83
Express and freight.....	101.91
Postage	527.00
Telephone and telegraph.....	253.54
Miscellaneous	5,476.26
Organizing Expenses:	
Wages	4,825.17
Mileage	430.62
Expense	3,332.81
Miscellaneous	301.00
Educational Expense:	
Foreign press expense.....	173.76
Subscriptions	28.95
Donation Solidarity	1.00
G. E. B. Expense:	
Wages	76.50
Mileage	32.60
Expense	93.50
Strike relief and counsel fees.....	6,990.74
Total disbursements	\$31,291.75

FINANCIAL REPORT FOR TWO YEARS.

Commencing September 1, 1914, Ending August 31, 1916.

RECEIPTS.

Due stamps	\$28,290.21
Supplies	11,084.21
Literature	266.76
Journal	106.75
Contributions	13,165.56
Assessment stamps	545.25
Miscellaneous	4,590.57
Total receipts ending August 31, 1916.....	\$58,049.31

DISBURSEMENTS.

Rent	\$ 1,999.92
Wages	5,338.35
Supplies	5,331.68
Express and freight.....	116.16
Postage	772.09
Telephone and telegraph.....	375.01
Organizing Expense:	
Wages	6,227.79
Mileage	1,155.40
Expense	3,806.28
Miscellaneous	302.63
Educational Expense:	
Journal	335.46
Literature	35.35
G. E. B. Expense:	
Wages	204.00
Mileage	94.10
Expense	102.50
Strike relief and counsel fees.....	7,295.69
Miscellaneous	6,085.63
Total disbursements ending August 31, 1916.....	\$39,578.04

RECAPITULATION.

Cash on hand August 1, 1914.....	\$ 274.26
Total receipts for two years.....	58,049.31
	\$58,323.57
Total disbursements for two years.....	39,578.04

Cash on hand September 1, 1916.....\$18,745.53

STATEMENT JOSEPH J. ETTOR, ORGANIZER.

1914—	Dr.	Cr.
September 1—By credit		\$ 40.00
October—By credit		6.00
November—Bill rendered	\$ 9.10	.....
November—Bill credit		6.00
1915—		
January—Bill rendered	90.00	.....
January—By credit		51.25
February—Bills rendered	155.65	.....
February—By credit		150.18
March—Bill rendered	104.35	.....

March—By credit		25.00
April—Bill rendered	90.00	
April—By credit		129.31
May—Bill rendered	213.07	
May—By credit		148.76
June—Bill rendered	149.39	
June—Bill for show cards	22.00	
June—By credit		117.00
July—Bill rendered	175.21	
July—By credit		129.36
August—Bill rendered	162.04	
August—By credit		162.04
September—Bill rendered	140.03	
September—Money advanced to Shatoff	5.00	
September—Bill for Nelson's expenses	10.00	
September—Money advanced to E. G. Flynn	10.00	
September—By credit		145.03
October—Bill rendered	155.62	
October—By credit		175.62
November—Bill rendered	171.72	
November—By credit		171.72
December—Money advanced to Shatoff and Faggi	25.85	
December—Bill rendered	161.79	
December—By credit		187.64
1916—		
January—Bill rendered	139.94	
January—By credit		139.94
February—Bill for M. Yeagen's fine	5.00	
February—By credit		5.00
February—Bill rendered	148.81	
February—By credit		148.81
March—Bill rendered	187.11	
March—By credit		50.00
March—By credit		187.11
April—Bill rendered	168.80	
April—By Credit		168.80
May—Bill rendered	169.34	
May—By credit		169.34
June—Bill rendered	174.97	
June—By credit		174.97
July—Bill rendered	147.90	
July—By credit		147.90
August—Bill rendered	180.00	
August—By credit		180.00
Total amount of bills received	\$3,172.69	\$3,016.78
Total amount paid	3,016.78	
Balance due	\$ 155.91	

STATEMENT ELIZABETH GURLEY FLYNN, ORGANIZER.

1915—	Dr.	Cr.
March 26—By credit		\$ 35.00
March 29—Bill rendered	\$ 8.00	
March 29—By credit		8.00
April—Bills rendered	111.05	
May—Bills rendered	329.94	
June—Bills rendered	219.50	
July—Bills rendered	155.78	

August—By credit		781.27
September—Bill rendered	8.00	.....
September—By credit		8.00
October—Bills rendered	42.23	.....
October—By credit		42.23
November—Advanced for trial at Paterson.....		100.00
1916—		
March—On account money advanced for trial...	50.00	.....
March—Bill rendered	14.46	.....
March—By credit		14.46
June—Bill rendered	526.15	.....
June—By credit		526.15
July—Bills rendered	131.27	.....
July—By credit		131.27
August—Bills rendered	308.86	.....
August—By credit		308.86
	<u>\$1,905.24</u>	<u>\$1,955.24</u>
Amount advanced for Paterson trial.....	50.00	
	<u>\$1,955.24</u>	<u>\$1,955.24</u>
Total amount paid.....		\$1,955.24

STATEMENT FRANK H. LITTLE, ORGANIZER.

1914—	Dr.	Cr.
September 1—Balance due	\$ 31.41	.....
September—By credit		16.95
October—Bill rendered	83.00	.....
October—By credit		31.00
November—By credit		3.00
December—By credit		19.00
1915—		
February—Bill rendered	55.80	.....
February—By credit		3.00
March—By credit		5.00
April—By credit		25.00
July—By credit		3.00
August—Bill rendered	15.00	.....
August—By credit		32.50
September—By credit		4.00
October—Bills rendered	62.60	.....
October—By credit		62.50
November—Bills rendered	55.75	.....
November—By credit		55.75
December—Bills rendered	56.50	.....
December—By credit		46.50
1916—		
January—By credit		10.00
February—Bill rendered	2.00	.....
February—By credit		30.00
March—Bills rendered	129.00	.....
March—By credit		81.00
April—Bills rendered	60.10	.....
April—By credit		78.10
May—Bills rendered	128.85	.....
May—By credit		81.50
May—By credit		47.35
June—Bills rendered	80.75	.....
June—By credit		98.75

July—Bills rendered	66.83	.....
July—By credit		48.83
August—Bill rendered	58.70	.....
August—By credit		140.00
	<u>\$ 886.29</u>	<u>\$ 924.83</u>
Total amount paid		\$ 924.83
Bills rendered		886.29

Amount advanced over bills received up to Aug. 31, 1916..\$ 38.54

STATEMENT JOSEPH SCHMIDT, ORGANIZER.

1915—	Dr.	Cr.
March—Bills rendered	\$ 30.00	.....
March—By credit		\$ 30.00
May—Bills rendered	30.00	.....
May—By credit		30.00
June—Bills rendered	35.00	.....
June—By credit		35.00
September—Bills rendered	40.00	.....
September—By credit		40.00
October—Bills rendered	47.50	.....
October—By credit		47.50
November—Bills rendered	30.00	.....
November—By credit		30.00
November—Bills rendered	19.90	.....
November—By credit		19.90
December—Bills rendered	106.07	.....
December—By credit		106.07
1916—		
January—Bills rendered	87.56	.....
January—By credit		87.56
February—Bills rendered	95.57	.....
February—By credit		95.57
March—Bills rendered	87.06	.....
March—By credit		87.06
April—Bills rendered	97.57	.....
April—By credit		97.57
May—Bills rendered	83.60	.....
May—By credit		83.60
June—Bills rendered	65.12	.....
June—By credit		90.12
	<u>\$ 854.95</u>	<u>\$ 879.95</u>
Total amount of bills received		\$ 854.95
Total amount paid		879.95

Amount advanced over bills received up to Aug. 31, 1916..\$ 25.00

STATEMENT E. F. DOREE, ORGANIZER.

1915—	Dr.	Cr.
December 8—Bill rendered	\$ 8.50	.....
December 8—By credit		\$ 8.50
December 17—Bill rendered	18.00	.....
December 17—By credit		18.00
December 23—Bill rendered	18.00	.....
December 23—By credit		18.00
December 29—Bill rendered	18.00	.....
December 29—By credit		18.00

1916—

January 7—Bill rendered	18.00	.....
January 7—By credit .....	.....	18.00
February—Bill rendered	10.00	.....
February 18—By credit .....	.....	10.00
February 28—Bill rendered	18.00	.....
February 28—By credit .....	.....	18.00
March 21—Bill rendered	18.00	.....
March 21—By credit .....	.....	18.00
April 27—Bill rendered	36.00	.....
April 27—By credit .....	.....	36.00
May 29—Bill rendered	36.00	.....
May 29—By credit .....	.....	36.00
June 12—Bill rendered	36.00	.....
June 12—By credit .....	.....	36.00
June 28—Bill rendered	36.00	.....
June 28—By credit .....	.....	36.00
July 20—Bill rendered	54.00	.....
July 20—By credit .....	.....	54.00
August 15—Bill rendered	54.00	.....
August 15—By credit .....	.....	54.00

Total amount bills received.....	\$ 378.50	\$ 378.50
Total amount paid.....	378.50	

STATEMENT J. P. THOMPSON, ORGANIZER.

1915—

	Dr.	Cr.
June 12—Bill rendered	\$ 2.50	.....
June—By credit .....	.....	\$ 2.50
June—Bill rendered	20.00	.....
June—By credit .....	.....	20.00
December 13—Bill rendered	18.00	.....
December 13—By credit .....	.....	18.00
December 27—Bill rendered	18.00	.....
December 27—By credit .....	.....	18.00

1916—

February 23—Bill rendered	13.80	.....
February 23—By credit .....	.....	13.80
June 21—Bill rendered	4.30	.....
June 21—By credit .....	.....	4.30
July 31—Bill rendered	3.00	.....
July 31—By credit .....	.....	3.00

Total of bills received.....	\$ \$79.60	\$ 79.60
Total amount paid.....	79.60	

STATEMENT JOHN PANCNER, ORGANIZER.

1916—

	Dr.	Cr.
February 10—Bill rendered	\$ 15.00	.....
February 10—By credit .....	.....	\$ 15.00
February 21—Bill rendered	15.00	.....
February 21—By credit .....	.....	15.00
March 7—Bill rendered	15.00	.....
March 7—By credit .....	.....	15.00
March 27—Bill rendered	15.00	.....
March 27—By credit .....	.....	15.00
April 11—Bill rendered	15.00	.....
April 11—By credit .....	.....	15.00
April 26—Bill rendered	15.00	.....

April 26—By credit		15.00
May 12—Bill rendered	30.00	.....
May 12—By credit		30.00
May 25—Bill rendered	19.75	.....
May 25—By credit		19.75
August 2—Bill rendered	23.36	.....
August 2—By credit		23.36
August 8—Bill rendered	25.36	.....
August 8—By credit		25.36
August 16—Bill rendered	21.05	.....
August 16—By credit		21.05
August 23—Bill rendered	21.00	.....
August 23—By credit		21.00
August 29—Bill rendered	24.90	.....
August 29—By credit		24.90

Total bills received, August 31, 1916.....	\$ 255.42	\$ 255.42
Total amount paid	255.42	

STATEMENT STANLEY DEMBICKI, ORGANIZER.

1915—	Dr.	Cr.
September 23—Bill rendered	\$ 20.00	.....
September 23—By credit		\$ 20.00
October 17—Bill rendered	20.00	.....
October 17—By credit		20.00
November 9—Bill rendered	20.00	.....
November 9—By credit		20.00
1916—		
June 29—Bill rendered	22.00	.....
June 29—By credit		22.00
July 11—Bill rendered	23.15	.....
July 11—By credit		23.15
July 17—Bill rendered	22.25	.....
July 17—By credit		22.25
July 25—Bill rendered	22.50	.....
July 25—By credit		22.50
August 3—Bill rendered	23.00	.....
August 3—By credit		23.00
August 15—Bill rendered	22.50	.....
August 15—By credit		22.50
August 21—Bill rendered	23.00	.....
August 21—By credit		23.00
August 25—Bill rendered	23.10	.....
August 25—By credit		23.10

Total amount bills received, August 31, 1916..	\$ 241.50	\$ 241.50
Total amount paid	241.50	

STATEMENT JOHN J. WALSH, ORGANIZER.

1916—	Dr.	Cr.
June 16—Bill rendered	\$ 18.00	.....
June 16—By credit		\$ 18.00
June 26—Bill rendered	18.00	.....
June 26—By credit		18.00
July 7—Bill rendered	18.00	.....
July 7—By credit		18.00
July 20—Bill rendered	18.00	.....
July 20—By credit		18.00
August 2—Bill rendered	18.00	.....

August 2—By credit	18.00
August 16—Bill rendered	36.00
August 16—By credit	36.00
August 24—Bill rendered	18.00
August 24—By credit	18.00

Total amount bills received, August 31, 1916..\$ 144.00 \$ 144.00

Total amount paid

Next on order of business came the reading of Report of General Executive Board, which was read by G. E. B. member, Frank H. Little. Motion made and seconded, that Report of G. E. B. be accepted and turned over to respective committees. Motion carried.

G. E. B. Report marked "Communication No. 49," and turned over to proper committee.

A. B. Prashner asked Wm. D. Haywood whether or not General Organizer Jos. J. Ettor had sent in a report, to which Fellow Worker Haywood replied he had received no report.

Motion was then made and seconded that General Organizer Ettor be instructed by wire to send a report to the Convention as to his activities as General Organizer. Motion carried.

AFTERNOON SESSION, NOVEMBER 22ND.

Following is copy of telegram sent:

"Chicago, Ill., November 22, 1916.

Jóseph J. Ettor, Virginia, Minn.:

You are instructed by the Convention to send in a report of your activities as General Organizer, either in writing or person.

WM. D. HAYWOOD."

Discussion of Resolution No. 2 of the Report of the Ways and Means, Press and Literature Committee was then resumed.

Frank H. Little stated that his reasons for wanting to do away with the words "National Industrial Unions" were that there is no place in the I. W. W. for National unions, and that as the capitalist class were centralizing to fight the working class, the working class must centralize to fight the capitalists. Also stated he wanted to hear from all delegates on this Resolution, as he believed it to be very important.

Delegate W. T. Nef again took the floor to show how an Industrial Union such as the A. W. O. keeps in close touch with its branches, and also with the delegates sent out, thus working up an organizing machine that can function properly at all times.

J. B. King stated that he was in favor of striking the word "National" from the Constitution and using instead, Industrial Unions.

Delegate Dan Buckley stated that while the A. W. O. form of organization was successful in the harvest fields, he did not see how it could be worked out in other industries, such as the mining industry.

Delegate Brazier stated he was in favor of striking out the word "National," as he believed in removing all obstructions from the path of progress, that this would enable the working class to go along a little faster on the road to Emancipation, for which we are striving.

Delegate Saverino stated he was in favor of striking the word "National" from the constitution. Also gave some experience in the East in organizing different languages, and asked how this would be handled under the method of organization which is being advocated. Delegate Nef then explained how the foreign language branches could be handled.

Delegate Prashner stated that this was not simply a matter of changing words, as some delegates seem to think, but a matter of changing the methods of organization. Believed the Constitution

should be changed whenever and wherever necessary, and that in doing so, we are not departing from the principles of the I. W. W.; also wants to see the building up of Industrial Unions and efficient organizing machinery, and this will mean that in a few years the I. W. W. will be a real labor organization, not a theory, nor an idea.

Delegate Hardy then pointed out that while Local Unions are not connected with each other, industry today is not a local proposition, but highly centralized. That it is useless to organize workers in a locality, and let them stand or fall by themselves, but that the real function of a union is to get job control.

Delegate Sinclair showed how the A. W. O. had helped and mothered several other Locals along, for instance, Miners' Local 490, Construction Workers' 573, and so on, and the main reason for the success of the A. W. O. was the job delegates, as this creates more of a tendency toward democracy.

Delegate Mehling then pointed out that insofar as this system of organization had met with success in harvest field, and as there had not been enough proof presented to show it would not be successful in other industries, he was in favor of striking out the word "National."

Delegate Miller stated that as he understood the form of organization that was being advocated, it would eventually come back to what the National Industrial Union was intended to be. Also went on to show some of the things which would have to be contended with in trying to organize, for instance, the Textile workers under the A. W. O. system. Suggested that the matter be referred to the Committee on Constitution and Organization for them to bring back a report on same.

Delegate Plahn then stated how the A. W. O. had made the delegate system a great educational piece of work, and that if this form of organization be adopted, propaganda work could be carried on as successfully in any industry as it had been in the A. W. O.

At this point, Frank Little made a motion that no delegate be allowed to speak more than once until all delegates have had an opportunity to speak. Motion carried.

Delegate Klein then pointed out that the miners in Redding started the delegate system before the A. W. O. was organized, but that it was impractical on account of existing conditions, also that he is strictly in favor of this form of organization.

At this point Fellow Worker Haywood offered a word of correction to Ben Klein in regard to a statement about W. F. of M. in Arizona.

Announcements of Committee Meetings to be held in evening by Chairman Foley.

Convention stood adjourned at 5:00 p. m.

FORENOON SESSION NOVEMBER 23RD.

The Convention was called to order by Chairman Foley at 9:30 a. m.

Roll Call showed the following absent: Manuel Ray, Richard Brazier, Byork Lenekewitzky, Joe Laukki and Jos. J. Ettor. G. E. B. Member W. E. Mattingly was excused as he had a special report under preparation.

The minutes of the afternoon session of November 21st and the minutes of the forenoon session of the 22nd were read.

A. B. Prashner stated that he did not hear the recommendation 34 A and B read.

Moved that this correction be made and that the minutes be approved as corrected. Carried.

As there were no communications the next order of business was the discussion on the motion to concur with the committee's recommendation on Resolution No. 2.

Delegate Lambert argued that the system of organizing followed by the A. W. O. was impracticable in other industries.

Francis Miller moved that we refer this resolution back to the Constitution Committee with instructions that they bring back a report for an amendment to the Constitution that will allow the A. W. O. form of organization to function in all industries where practicable.

Ben Klein argued that the form of organization was impracticable in all other industries, because the men were not thrown together as they are in the agricultural industry.

Delegate Saverino suggested that this body recommend that the word "National" be stricken out of this part of the Constitution and that the word "Local" be left in.

Delegate Jones objected to sending the resolution back to the Constitution Committee until there had been more discussion by delegates from all sections of the country. Asked that the resolution be discussed thoroughly now.

Delegate Miller explained that the resolution would come back for discussion from the Committee on Resolutions.

Haywood explained that the discussion must be on the amendment as that was what was before the house.

Delegate Jones objected to the amendment on the ground that the delegates would not have an opportunity to discuss the resolution.

Delegate Prashner explained that the eastern Unions would have an opportunity to function as they are at present or in any way that best fitted their interests even though the Constitution might be amended.

Delegate King stated he wanted the Delegates to have a chance to discuss the original resolution.

On question being called for the Chairman put the motion.

Vote was as follows: For, 14; against, 6.

Delegate Jones took the floor and stated that there was a misunderstanding among the delegates, and that he wanted a recount. A recount showed the standing 11 for and 9 against.

Resolution No. 3 omitted, covered by No. 2.

Resolution No. 4, "That we recommend that a 25c compulsory assessment stamp for the upkeep of the Press be levied, to be paid by the first of June, 1917.

Moved by Lambert that we concur with the recommendation.

Dan Buckley asked to go on record as being opposed to compulsory assessment of any kind. He asked if every member would have to have a stamp in his book. General Secretary-Treasurer Haywood replied that he understood that if the motion carried it would mean that.

Prashner called attention to the fact that the A. W. O. Delegates were instructed by their convention which elected them to vote for a compulsory assessment.

Delegate Jones objected to the matter of making compulsory as the membership resent being forced. He thought the members would respond on a call for voluntary assistance.

Delegate Sinclair argued in favor of the compulsory stamps on the ground that it was universal, taking in every member alike.

Delegate King stated he thought the present initiation fee included the necessary assistance for the Press.

Francis Miller moved, seconded by Klein, that we amend the original motion by striking out the word "compulsory" and substituting the word "voluntary" in its stead.

After considerable discussion A. B. Prashner moved that we amend the amendment to the motion to read as follows: "That a ballot be issued for the membership to vote on as to whether or not they want

a compulsory or voluntary assessment stamp issued for the upkeep of the Press." Carried—15 for, 5 against.

A. R. Sinclair, Charles Plahn and J. B. King requested to be recorded as voting "No."

Communications No. 32 and 35, "That the incoming Executive Board be instructed by this Convention in conjunction with the General Secretary-Treasurer to co-operate with the Scandinavian Fellow Workers in securing organizers for the East, Middle West and West."

Moved to concur in the above recommendations. Carried.

Communication No. 18:

Recommendation that as it is impracticable to route either Wm. D. Haywood or Jos. J. Ettor at the present time through the West, that we do not concur in the request.

Moved and seconded, to concur in recommendation. Carried. Two opposing votes.

Richard Brazier and J. B. King requesting to be recorded "No."

Communication No. 17:

Recommendation that financial report of Solidarity and the Publishing Bureau be sent all Locals of the I. W. W. quarterly.

Moved and seconded, that the recommendation be laid on the table until the report from the Resolutions Committee should come in. Carried.

Communications 34 A and B:

"That we recommend that the Executive Board be instructed to investigate the management of Solidarity and the I. W. W. Publishing Bureau, and audit the books; and that Communications 34 A and B be turned over to the committee."

Moved that we concur in the recommendation of the Committee.

After a short discussion the Chairman put the question and it was carried with one dissenting vote.

Communication No. 27. See forenoon session, November 22.

Recommendation "That we do not recommend a voluntary assessment stamp for the benefit of the miners on the Iron Range, as the strike is over."

Moved and seconded to concur. Carried unanimously.

Chairman called for the Grievance Committee to meet in the ante-room after the session.

It now being 12:00 noon, the Chairman declared the Convention adjourned until 2:00 p. m.

AFTERNOON SESSION, NOVEMBER 23RD.

Convention called to order at 2:10 p. m. by Chairman Foley.

Roll Call showed the following delegates were absent: Joe Laukki and Jos. J. Ettor.

Reading of Minutes of previous afternoon. Corrections called for and made, after which Minutes were accepted and filed.

Moved and seconded, that resolutions which had been handed to Wm. D. Haywood be read and disposed of, which was done, as follows:

Resolution No. 50. Referred to Committee on Constitution and Organization.

Resolution No. 51. Referred to Committee on Ways, Means, Press and Literature.

Resolution No. 52. Referred to Committee on Constitution and Organization.

Resolution No. 53. Referred to Committee on Ways, Means, Press and Literature.

At this point a suggestion was made by Delegate Miller that Delegates hand in all Resolutions on separate sheets of paper, so as to facilitate the handling of same. Chairman so instructed Delegates.

Resolution No. 54. Referred to Committee on Ways, Means, Press and Literature.

"To the Delegates of the Tenth Annual Convention,

Fellow Workers:—The situation of the M. T. W. in New York City at present is worthy of the consideration of the delegates at the Convention.

There is at present about 5,000 members on the books of the Local Union No. 1 with branches in New Orleans and Norfolk, Va.

The entire membership is made up of Spaniards, due to the fact that Spanish organizers were the only organizers in the field, and this brought up a condition that the M. T. W. with its big membership are powerless to do things as they should.

Good results in shape of job organization could be established in New York if properly handled.

The same is true of the other M. T. W. (I. W. W.) organizations on the Atlantic Coast. It is imperative that this state of affairs on the Atlantic Coast should be looked into by the Committee on Organization and some action taken.

For details, see the Delegate of Local No. 8, Branch 2, New York City.

MANUEL REY,

Acted on.

Delegate M. T. W., Local No. 8, Branch 2."

Resolution No. 55. Referred to Committee on Constitution and Organization.

Resolution No. 56. Referred to Committee on Constitution and Organization.

Delegate King rose for point of information as to whether or not a member not a delegate could hand in resolutions. Chairman ruled they could not hand them in personally, but could hand them in through a delegate if signed by the delegate.

Communication No. 57, which reads as follows, placed on file:

"Webster, S. Dak., 11-21, 1916.

Fellow Workers' Convention Committee:

Your telegram received extending greetings and support from Convention. Thanks to all for same. Extend our thanks to all Fellow Workers for their support towards us. We were taken to Milbank, S. Dak., yesterday on writ and were turned loose and were rearrested in courtroom on same charge. Well, will close with best wishes to all Fellow Workers.

Respectfully,

McNEELY AND WETMORE."

Resolution No. 58. Referred to Committee on Organization and Constitution.

That an appropriation of \$2,000.00 be made for organizing the miners of California, Nevada, Arizona, Colorado, Montana, Utah, Idaho. This appropriation should be used towards maintaining stationary delegates, traveling delegates and organizers and should in no way be interpreted as to include soap-boxers.

The Union (if any) in each district to have power at all times to remove any paid organizer, delegate, etc., if his work is not satisfactory.

Submitted by Dan Buckley, Delegate No. 69.

We concur. Carried. For 4, against 1. Nef dissents.

Resolution No. 59. Referred to Committee on Organization and Constitution.

Resolution No. 60. Referred to Committee on Ways, Means, Press and Literature.

Communication No. 61, which read as follows, placed on file:

"Chicago, Ill., November 23, 1916.

To the Delegates in the Tenth Convention and Members of the I. W. W.:

We, the General Executive Board, wish to submit to the delegates on the floor of this Convention a letter of encouragement and cheer, both to the Fellow Workers in jail at Seattle and Everett, and the families of the Fellow Workers who were murdered at Everett, Wash., on Sunday, November 5th, as they approached that city in the boat 'Verona.'

We do this, hoping that the delegates will approve of this action as we consider the situation which exists there at the present time as being one of the most critical, and serious situations that has ever confronted the I. W. W. in its history, and we, the General Executive Board, recommend that this matter be given very serious consideration and discussion from all angles. Are we to submit to having our Fellow Workers murdered in cold blood, and for no reason but that they were members, the same as we, of the Industrial Workers of the World? Let us say NO! And last, but not least by any means, ACT! And ACT in such a manner as to prevent any such outrage ever happening again. Yours for the I. W. W.

GENERAL EXECUTIVE BOARD."

Communication No. 62, was the letter above referred to by the General Executive Board. After the reading of No. 62, motion was made by Delegate Klein, and seconded, that this communication be sent to Seattle. Delegate Miller recommended that any action that was taken in the meantime before the letter is sent be incorporated in same, Recommendation accepted, and motion carried.

"Chicago, Ill., November 23rd, 1916.

To All Fellow Workers Who Are in Jail in Seattle and Everett, Washington, and to the Families of Our Murdered Fellow Workers and the Wounded in the Hospital:

The Tenth Convention of the Industrial Workers of the World sends greetings and cheer to you, and their loyal support in this, your hour of stress, although we realize that the present must look dark to you on account of the terrible experience all went through on that terrible day November 5th, 1916, as the boat Verona approached the City of Everett, Washington, when a number of our Fellow Workers were so foully wounded by the cowardly assassins of that State and City.

We also know that you are members of the Industrial Workers of the World, and that you are all imbued with the true fighting spirit—and being members of the Industrial Workers of the World, we know that you have not given up the fight which you and all of us are engaged in. We, the same as you, have always in front of us our motto, "An Injury to One Is An Injury to All," and we will live up to this motto in every way possible.

We wish to convey to you in this manner our and the entire membership's support in any and every way possible. We will have you and your trouble in our minds day and night and will leave no stone unturned or way untried until we have in some way gained justice for the terrible way that you have been treated, and are treated at the present time.

Trusting that this letter will give you more strength to meet the sacrifices which you may be called upon to make in the future, and again reminding you that we realize this terrible sacrifice you have

made and are making, and that you will all be with us in the near future and in the winning battle, we remain—

Yours for a complete emancipation in the near future, we remain as a whole for you and with you and with our motto, "An Injury to One Is An Injury to All," foremost in our minds.

Yours for a greater and larger I. W. W. in the near future, and again pledging our entire support to all of you, we remain,

Your Fellow Workers.

THE GENERAL EXECUTIVE BOARD."

Communication No. 62 placed on file pending further action.

Communication No. 63. General Executive Board Meetings.

Motion made and seconded, that G. E. B. Minutes be placed on file. Motion carried.

Next on order of business came Report of Grievance Committee, which was as follows:

Communication No. 22. Recommended that J. J. Ettor's letter of resignation be placed on file for future reference. Motion made and seconded that the Convention concur with Report. Motion carried.

"Scranton, Pa., 4/3, 1916.

To the General Executive Board of the I. W. W., Chicago, Ill.,

Fellow Workers:—I have the wire signed by the General Secretary requesting reasons in full for presenting my resignation and stating that no action will be taken till same is received.

My reasons are many, and I could go to considerable length in stating them, but as time presses me and I want to get this to you as soon as possible I shall try and be very brief.

At the very threshold I may say that I have been at the game so long I feel tired. I myself feel and appreciate that I cannot do the work I once could in the field, and in justice to the Organization I feel I should candidly say so. In 1914 I hesitated for some time and finally refused the nomination for General Organizer, and stated then that I reached the stage when no office in the Organization had any allurements for me; that I thought the office of General Organizer should be of importance in fact as well as in theory within the spirit of the Constitution. I was then prevailed upon to accept by Fellow Worker St. John, who informed me that my point of view had been considered beforehand by the Convention and I should accept the nomination, otherwise Isler would be the only candidate and be elected. I agreed then to accept and give the matter a trial.

During the past 18 months I have suffered many disappointments, and they have further served to disillusion me as to the possibility of the General Organizer being of any practical value in the present state of the Organization.

The Constitution provides that the General Organizer shall have charge and direct the work of all Organizers in the field. I take it that it also means to have charge of all Organization work. This is practically impossible, with the present state of the Organization, to be able to take charge and direct all the organizing work and direct the Organizers in the field would require that the General Organizer should work in the General Office where he could work together with the General Secretary and have access to all information and be in constant relation and touch with all Locals and the active members in the field.

The General Organizer should only be required to go on short trips to attend strikes, etc., whenever possible, and his presence absolutely required. To do this and make it worth while to the Organization not only requires funds for extensive organizing work, but he would have a corps of Organizers to direct—we have neither the funds to

warrant undertaking any serious and extensive organizing campaign, and practically no Organizers to direct.

So I figure that until that condition is realized, the Office Organizer is a sort of fifth wheel to the Organization wagon. All his activities in order to warrant paying him must be in the field doing the work of a National Organizer and practically under the guidance of the General Secretary.

I hope that what I have said or may say along these lines will in no way be considered to indicate any friction with the present General Secretary. During these past fourteen months we have worked together practically in accord on all points. But it is against the working of the plan I register my objections. The General Organizer is supposed to direct the work of the Organizers in the field, yet I don't even know who the Organizers are—with few exceptions. Numerous credentials have been issued, yet I have not signed any of them. Practically speaking, I have not been asked to approve or disapprove any applicant for credentials. I have only recommended one or two of them on my own initiative—men have been given credentials against whom I should have objected vigorously had I been consulted in time. Organizers have been shifted about and Organization work started, money paid out and I only was informed considerable time after it had been decided, either through the General Secretary by letter or through the monthly bulletin, when it would have been useless to pass any opinion one way or the other. This all due to the fact that the General Organizer is always in the field and thus making it impractical and almost impossible to be advised in time or to take counsel with the General Secretary and vice versa.

Another matter, practically speaking I have not been General Organizer of the whole Organization, but just for the Eastern section—these parts—fourteen months. In all, I have not received a dozen letters west of Chicago during these fourteen months. Some of them, because being in the field and out of touch with all of the information necessary to give them proper attention, I felt it necessary to forward them to the General Secretary to attend to.

Probably failure to get communications or be advised or consulted with, by the western part of the I. W. W. is due to the fact they feel I should not be filling the office, that they don't agree with me, and therefore I should be ignored. If that is true, I feel that out of a sense of self-respect and the dignity of a revolutionist, not to hold the position any longer. My idea is that men in this movement are only placed in positions forward that they may be the abler to deliver blows to the enemy, but when such positions are merely the means of attracting calumny, suspicions and vituperation from his own fellow militants, then I hope you appreciate he is not apt to maintain his fighting spirit. It is not the blows from the enemy that tell and weaken, but the constant pin-pricks from the ranks, that break down our men; they have done so in the past and will continue in the future.

For the General Organizer to fulfill his duty and justify the existence of the office he must have not only the conditions favorable under which to work, but have the means and men at his disposal to carry out his plans. He must also have men who are willing to accept his instructions and act always with the interests of the I. W. W. in view. This, I am sorry to say, we have not got. Most, with few exceptions, of the people I have had experience with, have individualistic notions of their own, and they carry out instructions when they feel like it. They feel free to involve the Organization in any mess they have a mind to at any time.

On this point the General Secretary will be able to read the correspondence we have exchanged on the Schmidt case.

I hope you all understand that my resignation does not mean any desire to oppose the principle of the I. W. W. or that I shall not remain a member any longer. I merely feel that the position I am in is unsatisfactory and I want to be freed from it. With well wishes and assuring you of my revolutionary adherence and activity in the future as in the past.

Sincerely yours, JOS. J. ETTOR.

"April 20, 1916.

Joseph J. Ettor,
Hotel Eastman,
Cor. Spruce St. & Penn Ave.,
Scranton, Penna.,

Dear Joe:—I hardly know how to go about answering your letter of the 15th.

Some of the reasons that you submit to the Executive Board are, I think, buncombe, pure and simple. For instance, "I have been at the game so long I feel tired. I feel and appreciate I cannot do the work I once could in the field." To me this doesn't mean anything. Physically and mentally you are a young giant, and your years of experience should but manifold your strength. Again you say, "Probably failure to get communications or to be advised or consulted with by the western part of the I. W. W. is due to the fact they feel I should not be filling the office, that they don't agree with me, therefore I should be ignored." I have reason to believe that this statement is absolutely without foundation. I have never received a word in regard to you from any quarter of the West that would lead me to arrive at any such conclusion.

As I said to you in the letter written at the instance of the Board and read by them, your record with the working class is clear.

While it is true that the General Organizer is supposed to direct the work of the Organizers in the field, here I must admit that I have earnestly strived to shift the burden of organizing on to the shoulders of the Industrial Unions. The result is that the methods of organizing have materially changed during the last year. For instance, the Agricultural Workers No. 400 will have in the fields this harvest not less than three hundred Organizers, delegates who are actually on the job. The same plans are being carried out by the Railroad Workers Industrial Union No. 600, and the Metal and Machinery Workers' Union No. 300. This new idea of organizing is being adopted by the Metal Miners and the Marine Transport Workers of the West.

While some credentials have been recommended by the G. E. B. not many have been issued, and few of the Organizers of the General Organization are under pay. Some allowances have been made, as you have noted in the financial reports, but the only Organizer under full pay is Joe Schmidt in the Pennsylvania coal fields with whom you have been in immediate touch. Aside from him there is John Pancker, now receiving \$15.00 per week in the Lumber woods of California; E. F. Doree at Baltimore, on whose account the General Office is allowing \$9.00 a week. In addition to this \$100.00 was allowed to apply on wages for a Finnish Organizer in the copper region of Northern Michigan, so you will see, Joe, that, aside from the allowances made to the Unions for organizing, which, by the way, have brought practical results, there is little Organization work being done at this time by the General Office with which you are not fully conversant.

As you truthfully say, there is not enough work at headquarters for an assistant, but, however, there is no reason why you should not supervise the work of Organizers in the field and recommend to the General Executive Board any person in any industry to be given credentials and put to work where you believe it to be necessary.

You will at all times have the hearty co-operation of myself in all your efforts to build up the Organization. The G. E. B. has authorized the placing of Organizers in the Textile Industry, and one or two efficient workers should be selected at an early date.

With best wishes, I am, Yours for Industrial Freedom,"

Communication No. 43. Section 1:

"I am busy right now trying to pull the workers inside the Sugar House. We had a meeting last night in the Longshoremen Hall. Over 100 men working in Spreckles attended last Sunday. A motion was made and seconded that we send the two delegates down to Spreckles wharf, and knock off the ship, and if they refused to knock off, to expel them from the Union."

Committee recommended that we do not concur in John Walsh's communication, for the reason that his action was not sanctioned by Local No. 8.

Motion made and seconded, that Convention concur with Committee's recommendation. Motion carried.

Communication No. 43. Section 2:

"A story getting spilled around here that Joe Schmidt got away with \$300 in the strike four years ago. Delegate Paul Baker is very loud-mouthed in that respect."

Committee recommended that Walsh be instructed to pursue the regular procedure according to the Constitution and prefer charges against Baker.

Motion made and seconded, that Convention concur with Committee's recommendation. Motion carried.

Communication No. 36. Section 1:

"Greetings:—Inasmuch as it has appeared in the work of the organizing for the I. W. W., especially among the Scandinavians, on account of the rumor that the Toledo Local of the I. W. W. or some of its members publicly stated their willingness to shoot Joe Hill, and whereas this has been used as a weapon against us and our Organizers to vilify and slander our Union, thus making the work of organizing more difficult, we herewith propose the following:

1. That the Convention instruct the G. E. B. to appoint a committee and that this committee shall immediately make a thorough investigation of the case.

2. That if it is proven to be a fact that those members on their own accord decided to offer their services as executioners that they be expelled immediately.

3. That if the Toledo Local is found to have given its sanction to such a decision so that those members in question have been duly elected by the Local to do this dirty work, that Toledo's Local Charter shall be withdrawn, and that none of its members shall be allowed to retain their membership in the I. W. W.

4. And that when a rigid and thorough investigation has been done that the results thereof shall be made public through the I. W. W. press and also be printed in all other newspapers, in order that the truth of this rumor may be known.

Yours for One Powerful Union,

HJALMAR OSBERY,

Chairman Local 480.

JOHN SMALL,

Secretary Local 480.

IVAR LUNDGREN,

Chairman Local 574.

ANTON ANDERSON,

Secretary Local 574."

Committee recommended that Toledo Local give an explanation to the incoming G. E. B. for their approval.

On motion, Delegate Mehling, from Toledo, was given the floor to make an explanation of what Toledo Local intended to do by offering to shoot Joe Hill. Delegates stated that this was meant only as a publicity matter. Further discussion by Fellow Workers Little, Ragnar Johanson, Ben Klein, Francis Miller and Thos. Jones. Delegate King recommended that G. E. B. be sure and get the results of their investigation published. Recommendation accepted.

Motion made and seconded, that Convention concur with the Committee's report, and with above recommendation. Motion carried.

Motion made and seconded, that Convention make a vote of censure to the Toledo Local for their action in regard to Joe Hill.

Discussion by the following Delegates: Ben Klein, Richard Brazier, A. B. Prashner, A. R. Sinclair, J. B. King, W. E. Mattingly, Francis Miller. Motion lost.

Next on order of business came the Report of the Resolutions Committee, which was as follows:

Resolution No. 9:

"Convention of the I. W. W. Fellow Workers:—At a meeting held in the Headquarters of the Cleveland Propaganda League on October 31st, 1916, we carried unanimous the following resolution: 'Be it Resolved, That this Propaganda League send a communication to the 10th Convention, suggesting that they elect alternate officials to take office when they become vacant during the ensuing year.' We have in mind what has taken place in the past, and believe that by electing alternate officials we will be avoiding any such occurrence as happened during the Smith and Hazelwood controversy, when the members put out of action their own press. It would also be giving the members full control of the election of the member to fill the offices, should they become vacated during a term by death or otherwise, and could not possibly have any grievance with their own decision.

(Signed) GEO. HARDY,
WM. H. HOLLIDAY,
W. T. BURNS,
Committee."

Committee recommends that alternates be elected to replace G. E. B. members.

AFTERNOON SESSION, SEPTEMBER 23RD.

Moved and seconded, that this recommendation be not concurred in. Motion lost.

Communication No. 12:

"Whereas, the chief aim of the I. W. W. is to unite the workers for the purpose of abolishing the capitalist social order, and for the purpose of transferring all the means of production into the hands of the organized workers; and whereas, for such a reconstruction of the present social order are needed the united efforts of wage workers not only of one nation, but of the whole world, the Russian Branch of Chicago West-Side Industrial Union, No. 593, suggests to the Tenth Convention of the I. W. W. to take the initiative in calling a Convention of revolutionary labor organizations of all countries, such organizations which are 'labor' organizations not only in name but are really directly connected with production. This Convention shall discuss practical means to unite the workers of all countries and start to bring about that unity. We propose that the future unity of the wage workers of all countries shall be based upon the idea of carrying out the general strike, as a means of transferring all means of production and distributing into the hands of organized producers only.

Carried unanimously at the regular business meeting of Russian Branch, No. 593, November 2nd, 1916. A. E. MELESHKO, Secy."

Committee recommends that, owing to the unsettled condition in Europe at the present time, they deem it not advisable to take any action in this matter at this time.

Motion made and seconded, that Convention concur with recommendation of Committee. Motion carried.

Motion made and seconded, that first resolution (Resolution No. 9) be reconsidered. Discussion by G. E. B. Member Little and Delegate King.

Chairman rules to go through with other resolutions, and then refer back to first, which has not been disposed of as yet.

"Whereas, The mixed Local in the past has not functioned as a Union and has acted only as a means of propaganda with no systematic plan for organization or propaganda, and to avoid the waste and inefficiency of the mixed Local; therefore, be it

Resolved, That a separate count of members be taken in their respective industry and when the necessary number is obtained, revoke the mixed Local charter and a charter issued for that industry in the most convenient place or center of the industry, even though members be in different cities or localities who elect a Secretary-Treasurer and Organization Committee for the Industrial Organization, and when necessary number organized in same place a branch charter issued with Secretary appointed by Secretary-Treasurer or Organization Committee. And if several industries represented in one locality without enough for a branch charter in one industry, the Secretary appointed by Secretary of the several Industrial Organizations represented, with a charter which takes the place of Organizer's credentials.

This method will be the nucleus of industrial Organization on the plan of Local 400, A. W. O., which has proved efficient for Organization, and also makes for competition between members of different industries in one locality.

BEN LARSEN, 85-2.

ED. HAMILTON, Rec. Sec.

Resolution No. 1. Adopted.

Communication No. 14:

Committee reported as they were unable to understand the sense of this resolution, accordingly, therefore, they turned it back to Convention.

Moved and seconded, that this resolution be turned over to Committee on Constitution and Organization. Amendment made to motion that this communication be Tabled. Amendment carried.

Resolution No. 15:

Committee recommended that this be turned over to Education Committee.

Motion made and seconded, that Convention concur with recommendation of Committee. Motion carried.

Communication No. 28:

Committee recommended that Convention do not concur with this communication.

Motion made and seconded, that Convention concur with Committee's recommendation.

Amendment made to motion, and seconded, that this communication be Tabled. Amendment carried.

Instructions to Delegate Goldstein Tabled.

"Dear Fellow Worker Goldstein:

Kindly take note of the below instructions, and our Branch is confident that you will act accordingly.

Instructions to Delegate Goldstein:

I. Regularly moved and seconded, that we instruct F. W. Goldstein, our Delegate to the next National Convention of the Industrial Workers of the World, to be held at Chicago, Ill., Nov. 20, 1916, to vote in favor (yes) of the continuance of the Mixed or Recruiting Locals. Carried.

II. Moved and seconded, that Branch 1, Local 179, favors a change of editors on Solidarity. Carried.

III. Moved and seconded, that we nominate F. W. Justus Ebert for that office and F. W. Ashleigh as alternate. Carried.

IV. Moved and seconded, that we favor the removal of 'Solidarity' from Cleveland, Ohio, to Headquarters at Chicago, Ill. Carried.

V. Moved and seconded, that it be made obligatory for all Official I. W. W. papers to regularly issue monthly reports of all Business and Finances through the medium of the Official Bulletin published at Headquarters every month. Carried.

VI. Moved and seconded, that, should the question of 'discentralization' again be raised at the ensuing Convention, our Delegate is hereby instructed to vote against decentralization. Carried.

VII. The above instructions have been ordered forwarded to F. W. Goldstein, No. 50 Howard avenue, Detroit, Mich., who is to act as Delegate of Local 179, Branch 1, and who is to carry out the wishes of this Branch.

Thanking you for kind efforts and wishing you a pleasant journey. Yours, with best personal regards, for the One Big Union.

JENNIE D. CARLIPH.

Resolution No. 21—Section 1:

"That Solidarity be put on a larger basis, and the price be 3 cents per copy." Committee recommended that Convention concur in this Resolution, but do not concur in the matter of increasing the price of Solidarity. Motion made and seconded that Convention concur with Committee's recommendation. Motion carried.

AFTERNOON SESSION, NOVEMBER 23RD.

Resolution 21—Section B:

"We recommend that Secretary of Locals accept not more than three months' dues in advance." Committee recommend that Convention do not concur with this. Motion made and seconded that Convention concur with recommendation of Committee.

Discussion on this Resolution by the following delegates: A. B. Prashner, Thos. Jones, Chas. Plahn, Jos. Saverino, Ben Klein, J. B. King, Frank Little, Rodney Mehling and Richard Brazier. Motion carried.

Resolution 21—Section C:

"We recommend that General Secretary-Treasurer and Organizers be paid not less than \$100 per month." Committee concur with this recommendation. Motion made and seconded that this be turned over to Committee on Constitution and Organization. Motion carried.

Resolution 21—Section D:

"Recommend that General Executive Board be placed on a salaried basis, and be permanent." Committee recommend that we concur in this matter, providing G. E. B. members function as Organizers. Motion made and carried that this be turned over to Committee on Constitution and Organization. Motion carried.

Resolution No. 21—Section E:

"That a manifesto to the workers of the workers of the country be issued." Committee report that they do not concur with this resolution. Motion made and seconded that Convention concur with Committee's report. Motion carried.

Resolution No. 33—Section A:

"To the Tenth Convention of the I. W. W., from Cleveland Prop. League.

Fellow Workers and Delegates:

The following resolution was passed at a special meeting of the above League: Be It Resolved, That all persons hired by the I. W. W. be members of the I. W. W. for at least ninety days, wherever possible." Committee report that they concur with Resolution. Motion made and seconded that Convention concur with report of Committee. Motion carried.

Resolution No. 33—Section B:

"And editors be instructed to insert advertisements in I. W. W. Press for three successive issues for applicants for vacancies.

Committee report that they concur with resolution. Motion made and seconded that the Resolution be tabled. Motion carried.

Resolution No. 33—Section C:

"And that all persons employed in an official capacity by members of the I. W. W. for at least six months." Committee recommend that this matter be turned over to Committee on Constitution and Organization. Motion made and seconded that Convention concur with Committee's recommendation. Motion carried.

Resolution No. 33—Section D:

"The League's opinion is that members should be given preference over any outside person because members are the only source of support for the organization that is worthy of the greatest consideration. And also that persons acting in an official capacity should be workers of the O. B. U. and that they, the workers, should be capable of looking after their own business and that outside persons that come into strikes, etc., must not have had views favorable to the Organization or they would have been inside the I. W. W., if workers. And if not workers, they should be excluded from the affairs of the I. W. W.

(Signed)

GEO. HARDY,
W. T. BURNS,
WM. H. HOLLIDAY."

Committee recommend that Convention concur in this Resolution. Motion made and seconded that Resolution be tabled. Motion carried.

Report of Committee on Education called for, but no report ready as yet.

At this point G. E. B. Member Little called attention to the fact that two men are on both the Auditing Committee and the Committee on Organization and Constitution, suggesting that alternates be elected so that both Committees could be at work. Motion made that one man remain on each committee. Chairman ruled motion out of order.

Resolution No. 64:

Motion made and seconded that Resolution be referred to Committee on Constitution and Organization, and that same be on table at 9:00 a. m. the following day. Motion lost.

At this point reference was made back to Communication No. 9, in regard to the election of alternates for the G. E. B., on which Resolutions Committee recommended that alternates be elected for the G. E. B. members. Motion made and seconded that Convention concur with Committee's recommendation.

Delegate Miller pointed out that it would be difficult to get this plan to work successfully.

Further discussion followed by Delegates Ben Klein, Wm. D. Haywood, A. B. Prashner, F. H. Little, W. T. Nef, A. R. Sinclair and

J. B. King. Motion made for a Roll Call vote on this Resolution. Not seconded, therefore not put. Roll Call vote demanded by five Delegates from the floor. At this point a motion was made and seconded that this resolution be tabled until Report of Constitution Committee. Motion carried.

At this point Delegate Prashner asked to be given the floor to read a communication of the Ways and Means Committee, which had been carried over from the morning session. Motion made and seconded that Prashner be given floor. Motion carried.

Delegate Prashner then read the recommendation, which was in regard to I. W. W. Publication Bureau sending out Quarterly Report. Motion made and seconded that a Quarterly Financial Report be sent to all Locals from Solidarity and the Publication Bureau. Motion carried.

Announcement of Committee meetings by Chairman Foley.
Convention adjourned at 4:10.

FORENOON SESSION, NOVEMBER 24, 1916.

Meeting called to order by Chairman Foley at 9:35 a. m.

Roll Call showed the following absent: Joe Laukki and Jos. J. Ettor.

The minutes of the forenoon session of the day previous were read by the General Secretary-Treasurer.

Moved that the correction of recommendation under Communication 34, A and B, to read that the Executive Board should investigate Solidarity and the I. W. W. Publishing Bureau themselves instead of appointing a committee to do it. Carried.

Moved the minutes be approved as corrected. Carried.

COMMUNICATIONS.

No. 65:

Telegram from Jos. J. Ettor dated November 23: "Will try to send report tomorrow. May be in Chicago Monday."

Moved the telegram be placed on file. Carried.

No. 66—Resolution offered by Dan Buckley:

Moved and seconded, that the resolution be turned over to the Constitution Committee. Carried.

Moved by Delegate Klein that we send a telegram of condolence to Mrs. Jack London.

Amendment: Moved by Delegate Prashner that we send a telegram of condolence to the wives of all members who have died recently.

Amendment to the amendment, the whole matter be tabled—9 for, 15 against.

Moved and seconded that we send a special delivery letter of condolence to Mrs. Jack London.

Amendment to amendment lost. Amendment lost.

On vote the original motion stood 13 for and 9 against.

Moved and seconded that we send a telegram of condolence to the wife and children of John Allar, who was murdered in the Mesaba Range strike. Carried.

Reading of communications resumed.

Communication No. 67. (See 100.)

Report made by the special committee appointed by the Executive Board last spring to look for building for Headquarters. Description in detail of the West Side Auditorium.

Moved and seconded that instead of discussing the matter now it go to Ways and Means Committee. Carried.

Chairman called for report from the Ways and Means Committee. Objection from the floor to taking this matter up next.

Chairman called for report from the Educational Committee. Objection from the floor to taking this matter up next. Several delegates

argued that the Committee on Constitution should report first, as it was the custom and they had the longest report.

Moved and seconded that Constitution Committee report—12 for, 1 dissenting. Chairman Lambert of the Constitution Committee was given the floor.

The report, consisting mainly of recommendations, was taken up seriatim.

First: "Art. I, Sec. 2. Industrial Workers of the World shall be composed of actual wage workers brought together in an organization embodying Industrial Departments, Industrial Unions and Industrial Unions with Branches, Recruiting Unions, Industrial Councils and individual members.

Moved and seconded that we concur in the recommendation. Carried—14 for, no dissenting vote.

Second: "That we strike out the words 'Local' and 'National' wherever found in the Constitution."

Moved to concur, and seconded. Carried—15 for, no dissenting vote.

Third: "Art. I, Sec. 2, Paragraph B. Recruiting Unions shall be composed of wage workers in whose respective industry there does not exist during their membership an Industrial Union or Branch of their respective Industrial Union."

Moved and seconded to concur in the recommendation.

After some discussion as to how this arrangement would affect the different Industrial Unions already organized, in which the special case of No. 490 and 313 was used as an illustration to show how conflict would be avoided. The vote was taken. Carried unanimously.

Fourth: "Art. I, Sec. 2, Paragraph (c), Sup-paragraphs 2 and 3, be amended by inserting after the words 'Central Committee' the words 'or Executive Committee.'"

Moved and seconded to concur.

Moved to amend by striking out the words 'Central Committee' and substituting the words 'Secretary of the Industrial Union.'"

Carried unanimously.

Fifth: "That we strike out Paragraph D of Sec. 2, Art. I of the Constitution."

Moved and seconded to concur. Carried unanimously.

Sixth: "That we amend Sec. 3, Art. I to read 20,000 members instead of 10,000 members.

Moved and seconded to concur. Carried unanimously.

REPORT GENERAL EXECUTIVE BOARD.

In making this report to the Convention, the Executive Board does not deem it necessary to review the work done since the last Convention. The active membership is fully acquainted with the progress of the organization through our press, the monthly bulletins, and financial reports.

The Executive Board met at Headquarters Monday, November 13. Practically all our time has been spent in auditing the books. The Board was somewhat handicapped due to the fact that only three members of the Board were present, so it was not possible to work with more than one set of books at a time.

We report that the books have been audited and found correct; that there are vouchers, cancelled checks or bills for all moneys spent; that we found only four minor errors, due to transposed dates or figures; that the books are kept in splendid shape, and would be a credit to any organization.

In regard to this the Committee makes the following recommendations:

First: The General Secretary to make arrangements whereby the office workers who are familiar with the books can work in conjunction with and under the direction of Executive Board and Auditing Committees appointed by the Convention; or

Second: That an Auditing Company be engaged to audit the books semi-yearly. The Committee is unanimously in favor of the first recommendation.

National Industrial Union of Textile Workers.

Since the last Convention, one of the units of the I. W. W., the National Industrial Union of Textile Workers, has ceased to function. A brief history of the National Union will enable the delegates to understand the conditions responsible for this state of affairs.

The National Union was organized in Paterson in 1908. When the call was issued for a convention the active members had every reason to believe that there would be at least Five Thousand (5,000) Textile Workers in the Textile Locals when the Convention met. The internal struggles in the General Organization throughout that period gave the movement a setback. However, the Organization struggled along, locals were started in all the more important Textile centers, and promising material for a good organization was developed.

The big Lawrence strike of 1912 marked a tremendous change in the Organization. After that wonderful display of fighting ability and solidarity of the Textile slaves, a reaction developed that was used to the limit by the emissaries of the mill owners. A campaign of slander and insinuation was launched against the officers and most of the old active workers by an element within the Organization that seemed to have for its object the smashing of the National Union.

At the New Bedford Convention, held in 1913, practically all of the old active members refused to stand for nomination for any office, thus playing directly into the hands of that element. The result was a smashing up of the organization.

On March 11, 1916, a committee representing the National Union and the General Executive Board met in New Bedford. After auditing the books, and a thorough discussion of the whole matter, the following recommendations were adopted and sent to all locals of Textile Workers and to General Headquarters:

That the office of National Secretary of the National Union be abolished, and that all Textile Locals should affiliate directly with General Headquarters until the books showed at least five thousand (5,000) Textile Workers in good standing for one year, when, upon demand of three Textile Locals a referendum would be held to decide if the National Union should be reorganized.

That all the property of the National Union should be held in trust by the General Executive Board of the I. W. W.

These recommendations were adopted and carried out.

Constitution.

We recommend that the office of General Organizer be abolished, and that all reference to same be struck out of the Constitution.

Reasons.

The office of General Organizer has never functioned properly. It has proved a source of friction from its inception. The case of the last three General Organizers is given to support this: Joseph J. Ettor, James P. Thompson and William E. Trautmann.

The present Constitution provides that the General Secretary-Treasurer may employ such assistance as is necessary to conduct the affairs of his office; the assistants and their remuneration to be subject to the approval of the General Executive Board.

In favor, Mattingly and Miller. Dissenting, F. H. Little.

We also recommend that the word "NATIONAL" be struck out of the Constitution wherever it applies to National Industrial Unions, Departments and Organizers.

In Article II, Section 4, strike out "Shall receive for his services ninety dollars per month," and insert "Twenty-five dollars per week."

In Article III, Section 3, strike out "Eighteen dollars per week" and insert "Twenty-one dollars per week."

New Section.

The Organizers under pay and direction from General Headquarters shall have power to visit any subordinate body of the I. W. W., call special meetings, and have full authority to examine and audit all accounts of said subordinate bodies.

Iron Miners' Strike.

The miners of the Iron Range went out on a strike last May. They were unorganized and called upon the I. W. W. for assistance, which we gave them. While they were not able to force the Steel Trust to grant all of their demands, but did force them to grant an increase in wages and better conditions, and went back with an organization—the first time they had ever been able to hold an organization. The reason for their defeat was due to the fact that the mines had large stock piles of ore which they were able to load on cars with steam shovels, and also the fact that the miners of Michigan remained at work and furnished the ore for the mills. But the stock piles are all used up, both at the mines and the mills, making it possible for them to force greater concessions from the companies next spring when they fight, which we are sure they will do, and we must be prepared to go to their assistance, and, if possible, get the miners of Michigan organized and out at the same time.

There is at the present time six men and one woman in jail at Duluth, Minn., waiting trial on a murder charge, and it is one of the worst frame-ups that they have ever attempted to put over on the workers. It is the duty of every member of the organization to come to their assistance. If not, they will railroad our Fellow Workers to prison for life.

Strike of Anthracite Coal Miners.

The coal miners of the Lackawanna Valley, Pennsylvania, went out on strike as a protest against the attempt to railroad our Fellow Workers to prison. Thirty thousand miners answered the call. The mine owners called upon the sheriff and the Pennsylvania Cossacks, who had done the bidding of the boss. They, without warning, raided a peaceful meeting which was being held in Old Forge, and arrested 262 members that were in the hall. The fact is that the organization of coal miners was a loose, decentralized organization; that the members were not closely organized, and that there had been no preparation for the strike. Also when they were organized the organization was based on a very small initiation fee and small dues, which did not leave the money to carry on the proper education.

When the members were arrested it caused the rest of them to lose their nerve, so they laid down and lost their fight. The Organizers of the I. W. W. should be instructed to carry out the provisions of the Constitution in regards to initiation fee and dues.

Clothing Workers.

Clothing Workers' Industrial Union No. 192 of Baltimore, Ohio, in the past few years has, through its efforts, proved to the working class that they were organized upon the principle that an injury to one is an injury to all. It has built up the Amalgamated Clothing Workers, which is now being used by the employers to scab the I. W. W. out of the shop, which is shown in E. F. Doree's report.

We recommend that a provision be placed in the Constitution prohibiting the unions of the I. W. W. from making any working agreement with any other union.

Press.

One of the most important factors in organization is our Press and Literature. It is the opinion of the Board that Solidarity and the Publishing Bureau should be moved to Chicago and published in the same building as the General Headquarters is situated. There shall be an Editor, who shall have charge of the Editorial Department; a Business Manager, who shall have charge of the business end; a man who shall have charge of the Mechanical Department. The Business Manager and the man in the Mechanical Department shall be hired by and under the supervision of the General Executive Board.

Papers and literature in all different languages could be gotten out on the same press. News of importance to the members that is sent to the General Secretary could be published in the papers, thus keeping the members in closer touch with the organization.

We further recommend that the Managing Editor of Solidarity be instructed to send out a monthly report of the receipts and expenditures to the membership, and try to keep in closer touch with the members than it has in the past. We also recommend that a part of the initiation fee be used as a subscription to one of the papers, thus enabling us to put the papers on a sounder financial basis.

Organization.

Acting on recommendations made by Organizer John Pancner, the General Executive Board urges that all the lumber workers now organized in the I. W. W. should meet in conference in the near future, to form an organization along the lines of the A. W. O.

From information at hand, it seems that this Organization would in a comparatively short time equal the A. W. O. in membership and achieve similar results.

In the eastern country, it is our opinion that we should center our efforts along organization lines, on the Marine Transport, Textile, and Mining Industries, where we have a good foothold.

In the hope that the delegates to the Tenth Convention will avoid hasty legislation and carefully consider all propositions advanced, the Board concludes its Report, confident that the coming year will mark the greatest step forward in our march to Emancipation.

F. H. LITTLE,
W. E. MATTINGLY,
FRANCIS MILLER.

Resolution No. 49—Sec. D:

Report of G. E. B. recommending that the office of General Organizer be abolished.

Moved and seconded to concur in the recommendation.

Little took the floor and gave as his minority report that the recommendation be not concurred in. He argued that the General Organizer could now function in the organization as he was supposed to. He believed that there should be two men in the General Headquarters. The General Secretary-Treasurer should handle the affairs of the general Organization and the General Organizer have charge of the organization end of the work. He could take the place of the General Secretary when called away from the office, for instance like on the Mesaba Range last summer.

DELEGATE NEF: In favor of abolishing the office of General Organizer. Put one man in charge. No dodging of responsibility or

shifting of blame. Let General Secretary choose an assistant, subject to approval of the General Executive Board.

MILLER: Stated that Trautmann, Thompson and Ettor had all resigned because they could not function in the field as Constitution demanded they should. Things will not go smooth with two elected men in the same office. No responsibility placed on a definite person.

KING: The General Secretary-Treasurer should be on the job and responsible for the work in the office; no shifting.

KLEIN: General Organizer never has functioned. Even in small locals two elected Secretaries never agree.

PLAHN: General Secretary should have charge of the office, all incoming and outgoing mail, and all important business.

BUCKLEY: Seems to have no function at all. Never even heard of out West.

BRAZIER: Practically nothing for the General Organizer to do in the office.

MILLER, G. E. B.: Creates too much friction between the General Organizer and the other Organizers; past experience proves it.

SAVERINO: General Organizer should not be in the office, but be a traveling official to look after all the organization work in the field.

SINCLAIR: The trouble with having the General Organizer work all over the field is that he would not be acquainted with the psychology of the men in all the different industries. While he might work well in one industry, or one locality, or with one nationality, it would be impossible to find anyone who could work anywhere. A man who understood the Marine Transport Workers, might not understand equally well the Textile Workers, and so on.

WIERTOLA: In favor of abolishing the office of General Organizer; cannot function in the different localities.

LOGIS: In favor of abolition. Organizers do not function properly under a General Organizer.

KLEIN: Called for John Pancner, ex-General Organizer, to give his views of the situation.

KING: Objected.

LITTLE: Objected, that he should not be given the floor, as he was not now Organizer, and was against the rules.

LITTLE: The General Organizer never has functioned as a General Organizer, but as a National Organizer. All Organizers should report direct to the General Organizer, and he should have direction over all the Organizers. The General Organizer should and could function as provided for in the Constitution of the Industrial Workers of the World.

JOHANSON: Should substitute the General Executive Board in place of the General Organizer, so far as taking care of the organization work is concerned.

MILLER: An elected official does not have to follow the instructions of the General Executive Board or of the General Secretary-Treasurer.

NEF: The only way is to have the General Organizer responsible to the General Secretary-Treasurer.

Question called for. Carried with one dissenting vote.

At this point the Chairman made the announcement of the protest meeting on Sunday afternoon for the Everett defense.

Also the announcement of the big protest meeting Sunday at Iron Workers' Hall.

Also the Convention ball on Saturday night, the 25th.

It now being 12:00 noon, the Chairman declared the meeting adjourned until 2:00 Post Meridian.

AFTERNOON SESSION, NOVEMBER 24, 1916.

Convention called to order by Chairman Foley at 2:15 p. m.

Roll Call showed the following Delegates absent: Joe Laukki and Jos. J. Ettor.

The minutes of previous afternoon session were read, a slight correction made, after which minutes were accepted and placed on file.

Resolutions read by Secretary Haywood and disposed of as follows:

68—Referred to Committee on Constitution and Organization.

69—Turned over to incoming General Executive Board.

To the I. W. W. Convention:

Whereas, During the Mesaba Range strike the Michigan iron mines continued to run full blast and thus helped to defeat the strikers of Minnesota; therefore, be it

Resolved, That the incoming G. E. B. be instructed by this Convention to take steps to organize the iron mines of the State of Michigan.

Recommended by Metal Mine Workers Industrial Union 490, I. W. W.

WM. WIERTOLA.

70—Turned over to incoming General Executive Board.

Whereas, We have part of the iron miners organized; and

Whereas, In order to fight the powerful Steel Trust we must be able to stop the production of all steel products; therefore, be it

Resolved, That we, the miners of the Mesaba Range, appeal to the Industrial Workers of the World to organize the workers in the steel mills.

Recommended by 490.

WM. WIERTOLA.

71—Referred to Committee on Ways, Means, Press and Literature.

72—Referred to Grievance Committee.

73—Committee on Constitution and Organization.

74—Committee on Constitution and Organization.

75—Committee on Constitution and Organization.

Motion made by Delegate Nef that all Resolutions be on Secretary's table not later than Monday. Motion not seconded, therefore not put.

Motion made by G. E. B. Member Little, and seconded, that all Resolutions be on Secretary's table by 2:00 p. m. Saturday. Amendment made by Delegate Jones that the 2:00 p. m. be changed to 3:00 p. m. Saturday. Amendment seconded. Unanimously carried.

At this point Delegate King asked for a point of information as to whether B. H. Williams was a delegate to the Convention or not. He was informed that B. H. Williams was not a delegate.

Report of Committee on Constitution and Organization continued from forenoon session.

G. E. B. recommended that Art. II, Sec. 4, Par. 6 be amended to read \$25.00 per week. Committee recommended that Convention concur with this recommendation. Motion made and seconded that Convention concur. Motion made and seconded that recommendation be changed to read \$30.00 per week. Amendment to amendment to have this read \$120.00 per month.

Discussion.

G. E. B. Member Miller in favor of \$30.00 per week. Thinks it not too much.

Delegate Lenekewitzky not in favor of raising officers' wages.

Delegate Saverino: Ninety dollars per month is not enough for such an office. In favor of raising to about \$120.00 per month.

Delegate Plahn made motion as substitute to motion and amendments that the salary be \$4.00 per day. Suggested that as organization was progressing men should be better paid. Substitute motion seconded.

G. E. B. Member Little explained that at time of panic in 1907 salary was reduced from \$125.00 per month to \$90.00, with understanding that as soon as Organization was able, salary would be raised again. Opposed to \$30.00 per week. Strictly in favor of \$25.00 per week.

Delegate Lambert in favor of \$25.00 per week, but not \$30.00.

Delegate Nef states a man who handles lots of money needs more money. Cites cases of workers who are drawing \$4.00 and \$5.00 per day, and says, "Why not the General Secretary, also?"

Delegate Klein asks Delegate Plahn through the Chair if \$4.00 per day means that amount for six or seven days. Plahn replies for seven days.

Delegate Ray in favor of at least \$100.00 per month.

Delegate King in favor of \$4.00 per day, making \$120.00 per month. Asked to be recorded as voting \$120.00 per month.

Delegate Prashner strictly in favor of paying General Secretary-Treasurer \$4.00 per day, as this is little enough. Also pointed out that no bonding company would bond a man unless he was well paid.

Delegate Carter in favor of any man getting as much as he can. Wants to vote for highest figure.

G. E. B. Member Miller wants to see substitute motion voted down, because wants to see General Secretary-Treasurer put on weekly basis, same as others working for Organization. Wants to see the motion go through at \$30.00 per week.

Delegate Buckley states the office of General Secretary-Treasurer is a very responsible one, and is in favor of raising wages.

Delegate Lenekewitzky states that this would only mean beginning and the wages of others would have to be raised. Again repeats opinion wages should not be raised.

Delegate Mehling expresses himself in favor of \$4.00 per day, as he thinks this is not at all exorbitant.

Delegate Johanson called attention to the fact that thousands of workers in Chicago receive more than \$30.00 per week, and that as cost of living raises, wages should go up. As Organization believes in good wage, why not pay General Secretary-Treasurer good wages? In favor of nothing less than \$30.00 per week.

Delegate Hardy spoke of several classes of labor, such as "bundle pitchers" and "tallow pots," who were receiving much better wages than General Secretary-Treasurer, and sees no reason why he should not be as well paid as any other class of workers.

Delegate Brazier sums the matter up in two questions, which are: "Is the General Secretary-Treasurer worth \$4.00 a day?" and "Can the Organization afford to pay \$4.00 per day?" If these can be answered in the affirmative, then let us pay \$4.00 a day. If we can afford to pay Secretary a living wage, we should do it.

Delegate Saverino stated that this is not for present Secretary only, but for all future Secretaries. Thinks \$4.00 a day good, and sees no reason for raising any higher.

Question was called for, and Roll Call vote demanded by five Delegates from the floor.

Roll Call vote was as follows:

	L. U.	Votes.	
Manuel Ray	8-2	13 $\frac{2}{3}$	Yes
Chas. Carter	8-1	13 $\frac{2}{3}$	Yes
Michael Mattis	8-1	13 $\frac{2}{3}$	Yes
Thos. Jones	16	1	No
Dan Buckley	69	1	Yes
Rodney Mehling	86	1	Yes
D. Goldstein	179	1	Yes

Jos. Saverino	192	6½	Yes
Ignatius Logis	192	6½	Yes
C. L. Lambert	334	1	Yes
Richard Brazier	400	36	Yes
W. T. Nef.....	400	36	Yes
A. R. Sinclair.....	400	36	Yes
Chas. Plahn	400	36	Yes
Ben Klein	400	36	Yes
J. B. King.....	400	36	Yes
A. B. Prashner.....	400	36	Yes
Wm. Wiertola	490	10	Yes
Ragnar Johanson	574	1	Yes
Ragnar Johanson	480	1	Yes
Byork Lenekewitzky	593	1	No
Fred Hardy	600	2	Yes
Joe Foley	85	5	Yes
C. L. Lambert.....	71	1	Yes
Francis Miller	G.E.B.	1	Not Voting
Frank H. Little.....	G.E.B.	1	No
W. E. Mattingly.....	G.E.B.	1	Yes
Wm. D. Haywood... Gen. Sec. Treas.		1	Yes

Yes—331. No—3. Not voting—1.

Substitute motion carried.

Delegate Plahn asked for a point of information whether this included Organizers also. Chairman informed him this was for General Secretary-Treasurer only.

Motion made that all Organizers be put on same basis as General Secretary-Treasurer with regards to wages. Motion declared out of order.

Question raised as to why Organizers McGuckin and Pancner did not participate in the Convention, but information given that they were not Delegates.

Delegate Sinclair asked if elevator man was getting paid by Organization or not. Wm. D. Haywood answered through Chair that he was getting paid at the rate of \$3.00 per day.

Committee on Constitution and Organization proceeded with their report.

G. E. B. recommended that in Art. III, Sec. 3, Par. 2, strike out the words "\$18.00 per week" and insert "21.00 per week." Committee recommended that Convention concur with this. Motion made and seconded that Convention concur. Amendment to motion made, and seconded, that organizers be paid \$4.00 per day and legitimate expenses.

Delegate Prashner stated that he is anxious to see scale of Organizers' wages raised, but thinks membership will turn down \$4.00 a day proposition. In favor of \$21.00 per week.

Delegate Brazier pointed out that difference between wages of General Secretary-Treasurer was that Organizers get mileage. Opposed to \$4.00 a day proposition.

G. E. B. Miller expressed a hope that the \$21.00 a week motion carried, as he thinks this about right.

Delegate Klein is in favor of \$4.00 a day. Thinks Organizers entitled to \$4.00 a day as well as General Secretary-Treasurer, on account of high cost of living in some parts of the country.

Delegate Carter does not want to see any man work for nothing, and thinks one man no better than another. In favor of \$4.00 a day.

Delegate King in favor of \$4.00 a day, for thirty-day month. Low wages reason we haven't been getting better results in the past.

Delegate Jones made an amendment to the amendment, to read weekly salary of \$25.00 and expenses. Not seconded.

Delegate Klein expressed himself in favor of \$4.00 a day and a seven-day week.

G. E. B. Member Mattingly pointed out that \$28.00 per week and no expenses would make an Organizer worse off than the \$18 a week and legitimate expenses, which they are now receiving. In favor of \$21.00 a week and expenses.

Delegate Klein made a substitute amendment, that Organizers be paid \$4.00 a day and expenses. Not seconded.

Delegate Plahn stated that as every man had a right to one day's rest a week, he would like to see this go through a six-day week and \$4.00 a day.

Delegate Nef made amendment to substitute that the salary be \$24.00 a week and legitimate expenses. Motion declared out of order.

G. E. B. Member Miller stated he thought men were willing to work for \$21.00 a week. If we put wages too high on the referendum it will be turned down. Thinks members would accept \$21.00 a week proposition.

Delegate Lambert stated that Committee had considered all the phases and arguments that would be brought up, and they had recommended the \$21.00 a week proposition because they thought it would carry. Believes it should be let stand \$21.00 a week and legitimate expense.

General Secretary-Treasurer Haywood asked for point of information through the Chairman as to whether legitimate expense would include hotel bills, room rent, board, etc.

Delegate Lambert replied that as Committee took it, legitimate expense covered carfare, telegrams, telephone bills, and such items as these.

Delegate Prasher expressed his opinion that question of what was legitimate expense and what was not could not be decided upon by the Convention, and that the General Office should be given a little leeway in this respect.

Delegate Logis in favor of raising wages and allowing some expenses, as Organizers have been underpaid in the past. Does not think \$28.00 a week proposition would pass in the Eastern Locals.

G. E. B. Miller stated that while flat rate might work well in one place it would not in another. Would like to see this passed as \$21.00 a week and legitimate expenses, and thinks referendum would get passed on this basis.

Delegate Plahn asked point of information if any Organizer was having hotel bills and room rent paid.

General Secretary-Treasurer Haywood answered that no Organizer was getting hotel bills and room rent paid, but that a small allowance was made to the General Organizer in this respect. Also gave a list of Organizers at the present time, their salaries, and what expenses were being allowed them.

Delegate King expressed himself in favor of giving Organizers \$4.00 a day, and not pay room rent; as reason why he wants to pay this is to give them a chance to get good food and a good place to sleep.

Delegate Sinclair in favor of \$4.00 a day and legitimate expense, not to include hotel bills or room rent, for a seven-day week. Sees no reason to nail an Organizer down to six-day week.

Delegate Mattingly expressed himself in favor of \$4.00 a day for a seven-day week, with expenses.

Delegate Jones in favor of \$4.00 a day, seven-day week, with expenses, but leeway ought to be given General Office as to what legitimate expenses are.

Delegate Lenekewitzky expressed himself not in favor of raising Organizers' wages at the present time.

Delegate Nef stated an Organizer ought to be well paid. Four dollars a day not too much.

G. E. B. Member Miller stated it is compulsory to have leeway in the matter of legitimate expenses, as everything must be taken into consideration. Also suggests that it be left to the General Executive Board to make arrangements with Organizers who are hired. Would like to see the wages made straight weekly.

Manuel Ray expressed himself in favor of \$25.00 per week and expenses.

Further discussion on this by the following delegates: Prashner, Klein, Sinclair, Jones and Logis. Question called for, and put; 13 voting in affirmative and 8 negatives. Motion carried.

G. E. B. recommend that Article III, Section 6, read:

"Organizers under pay and direction of General Headquarters shall have the power to visit any subordinate body of the Industrial Workers of the World and call special meetings, and have full authority to examine and audit all accounts of said subordinate body." Committee recommend that we do not concur with this. Motion made and seconded that Convention concur with report of Committee.

Delegate Miller asked the Committee to give reason for their recommendation.

Delegate Lambert stated that the Committee did not see any reason why anyone should have a right to go to a local and demand the books, or call special meetings.

Delegate Little then gave an explanation of his reason for introducing this clause. Further discussion by Delegates King, Lambert, Buckley, Nef and Jones.

Chairman called attention to the fact that it was now 5:00 o'clock and time to adjourn.

Announcement of different Committee meetings for the evening by the Chairman.

Convention adjourned at 5:00 p. m.

FORENOON SESSION, NOVEMBER 25, 1916.

Convention was called to order at 9:45. The regular Chairman being absent, the Convention decided to elect a temporary Chairman for the session.

The nominees were Prashner, Nef, and Lambert (declined).

Vote—Prashner, 13; Nef, 2.

Roll Call showed the following Delegates absent: Ignatius Logis, Joe Foley, Joe Laukki, Francis Miller, J. J. Ettor, Wm. D. Haywood.

The minutes of the forenoon session were read and the following corrections ordered made:

Protest meeting held Sunday afternoon, instead of Saturday afternoon. The protest meeting Sunday evening to be held at Iron Workers' Hall instead of Hodcarriers' Hall.

Little argued that John Pancner should be given the floor as a former National Organizer.

That the motion read, on striking out of Section 2 of Paragraph C, "That we strike out the words 'Central Committee' and let it stand as it is without inserting 'Secretary of Industrial Union.'"

After the corrections were made the minutes were approved.

Communications.

No. 76—Telegram from Darbininku Balsas Association: "Our best wishes to the I. W. W. Convention. Ten dollars to the defense of the Minnesota miners."

Moved and seconded the communication be filed. Carried.

No. 77—Telegram Cleveland Propaganda League: "At regular meeting of Propaganda League the following resolutions were passed: We do not concur in Convention in electing Business Manager and appointing Editor; we are in favor of electing both."

Moved and seconded that the message be filed. Carried.

The following resolutions were brought in by Delegate Hardy of No. 600: 79, 80, 81, 82, 83, 84, 85; all amendments to the Constitution. They were turned over to the Constitutional Committee without debate and without objection.

No. 86—Delegate Buckley, resolution to amend Constitution. Turned over to Constitution Committee.

The Chairman announced that the next order of business would be discussion on the following section of the G. E. B. Report: "The Organizers under pay and direction from General Headquarters shall have power to visit any subordinate body of the I. W. W.; call special meetings and have full authority to examine and audit all accounts of said subordinate bodies." Recommended by the Committee that we do not concur.

Delegate Hardy objected on the ground that the matter was already covered in the Constitution.

Delegate Saverino was in favor of the new section, for he believed the Organizers should have the power to audit the Locals' books.

Moved that the whole matter be tabled. Seconded.

For, 16; against, 1. Delegate Brazier recorded as voting "no."

No. 87—Resolution by Delegate Nef: "We reconsider the action of electing a Business Manager of Solidarity and that the G. E. B. appoint a Business Manager and Editor of the Publishing Bureau."

Moved and seconded that the resolution be placed on the table. Carried 10-9.

Recount called for, 12-7.

No. 88—By Delegate Nef to have order of business given in the back of the Constitution changed, accompanied with suggested changes.

Moved and seconded to refer to Constitution Committee. Carried.

Resolution No. 50—Moved to concur with recommendation.

To the Delegates of the Tenth Annual Convention:

Fellow Workers—I submit the following resolution that the G. E. B. be composed of seven members instead of five.

W. E. NEF,
Delegate No. 400.

Carried. For, 12; against, 1.

Resolution No. 30—

Oakland, Cal., November 15, 1916.

Wm. D. Haywood,

Chicago, Ill:

Fellow Worker:

The following resolution was adopted by Local 174, with the purpose of having it presented by you on the floor at the Convention:

"Resolved, That no member shall be eligible for General Secretary-Treasurer, General Organizer or the G. E. B. unless a member in good standing for three years."

E. C. PLUNKETT,
Secretary.

Carried unanimously.

Moved to amend by striking out "three years" and substitute "two years."

After some discussion it was moved to take the matter of G. E. B. and General Secretary-Treasurer up separately. Carried unanimously.

Moved and seconded that the General Secretary-Treasurer must be a member of the Organization in continuous good standing for at least two years. Carried unanimously.

Moved that members of the G. E. B. must be members in good standing for at least two years.

On the motion being put, six delegates called for a roll call vote on the motion. Before the vote could be taken they withdrew the call.

On first vote the question stood 1 for, 20 against. The one favoring withdrew his vote, making the vote unanimous.

Resolution No. 21.3—Filed without objection. (Covered by G. E. B. rep.)

Resolution No. 21.4—Moved to concur in the recommendation.

Sixteen in favor, 1 against.

Resolution No. 29, from No. 174—

For, 17; against, 0.

Oakland, Cal., November 15, 1916.

Wm. D. Haywood,
Chicago, Ill.

The following amendment to the Constitution was approved by Local 174 and I was instructed to send you a copy.

Yours for O. B. U.,

E. C. PLUNKETT.

1. Conventions of the Industrial Workers of the World shall be held when and where authorized by a majority vote of the membership, voting as hereafter provided.

2. It shall be the duty of the General Secretary-Treasurer, annually, on or before March 1, to place before the Locals this question, "Shall the Organization hold a Convention this year?"

3. All Locals must return their ballots on this question on or before May 1 of each year.

4. If the organization decides "No" it shall be the duty of the General Secretary-Treasurer to call for nominations for the office of General Secretary-Treasurer, General Organizer, membership on the General Executive Board. He shall do this on or before July 1 of each year.

5. Nominations must be returned to the General Office by September 1, whereupon, within thirty days thereafter, it shall be the duty of the General Secretary-Treasurer to send out ballots in the usual form, presenting the nominees for election.

6. Locals shall return the vote for the General Officers on or before December 1.

7. Officers elected shall begin their duties and take office on January 1 of each year.

E. C. PLUNKETT.

We do not concur.

Resolution No. 7—

In order that the Delegates to the Tenth Annual Convention of the I. W. W. might be better able to legislate to the best interests of the I. W. W., I shall, as briefly as possible, give the main points of interest in the history of Local Union No. 192, and, what I believe to be the lessons taught by them.

The Delegates from this Local, I am sure, will make clear any portion not thoroughly understood by the delegates.

The I. W. W. was organized in the Clothing Industry in Baltimore on May 1, 1911.

For two years its membership was small, but on January 1, 1913, the Independent Lithuanian Tailors' Union joined the I. W. W. in a body, and a little later a large body of Italians came into the I. W. W., many from the United Garment Workers of America. Then the

growth of the Local became rapid and by September, 1913, the I. W. W. had control of some of the largest shops in this city.

The I. W. W. had absolute control of the Schloss Bros. four big shops, when, in September, 1913, after the firm had refused to discharge an assistant foreman, a forelady and a couple of stool-pigeons who were trying to break up the Organization, the I. W. W. called a strike which lasted fourteen weeks, but was lost, because the U. G. W. of A. furnished the necessary scabs.

This lost strike practically drove the I. W. W. out of Baltimore, and for nearly two years the I. W. W. was small and ineffective, but, in the early part of 1915 the I. W. W. began to grow by leaps and bounds, and following the split in the U. G. W. of A., the I. W. W. was the strongest union in the industry here.

Then came the beginning of the Amalgamated Clothing Workers of America. What has occurred since then is of interest.

HOW THE I. W. W. SUPPORTED AND UNCONSCIOUSLY BUILT THE AMALGAMATED CLOTHING WORKERS OF AMERICA.

Soon after the Amalgamated was formed a committee from that body came to the I. W. W. asking that the two unions co-operate on the job when fighting the bosses. This was agreed to by the I. W. W. Below are a few of the cases where the I. W. W. supported the Amalgamated on the job.

At the Strouse and Bros. shop, early in 1915, several Amalgamated members were discharged. Unable to get them reinstated themselves, they appealed to the I. W. W. We went to the boss and by the pressure of our union got these workers back at their old positions.

In November, 1915, Amalgamated members were fired in the same shop. The Amalgamated called a strike of the shop. Every I. W. W. member in all the Strouse shops responded to the strike call and the firm was forced to take the discharged worker back.

In September, 1915, an Amalgamated member was fired in Isaac Hamberger's shop. The Amalgamated, in eight weeks, could not get the worker reinstated. The discharged worker then appealed to the I. W. W. An I. W. W. committee went to the firm and had the worker back on the job within 24 hours.

On Dec. 19, 1915, this same firm cut the wages in the pants making department. All workers in this department belonged to the Amalgamated. When the workers complained of the cut, they were fired. They appealed to the I. W. W., who, by threat of strike, forced the firm to reinstate all these workers at their old wages.

In every case we could have forced the boss to take I. W. W. members on the job instead of Amalgamated members.

In cases, too numerous to mention in detail, the I. W. W. supported Amalgamated members in getting more wages, etc.

HOW THE AMALGAMATED PAID US BACK.

Early in 1915, F. J. Bartosz, then secretary of Local 192, was fired from his job in a shop that was organized in the Amalgamated. Even though appealed to, they made no effort to get him reinstated and he never got his job back.

A little later, in Strouse and Bros., an active member of the I. W. W. took sick and had to remain home for a while. When he came back, the firm told him that he had no job. The I. W. W. appealed to the Amalgamated but they refused to act. The I. W. W. got the worker back, however, without the assistance of the Amalgamated.

Along in August and September, 1915, the Amalgamated levied an assessment on their members. Wherever they were a good majority

in the shop, they forced I. W. W. members to pay also under penalty of losing their jobs or being discriminated against in the distribution of work.

In Strouse and Bros., in February, 1916, the Amalgamated button-hole makers struck because three members of the I. W. W., working on the same operation, would not join the Amalgamated. We, however, forced the Amalgamated to permit our members to work and still remain in the I. W. W.

In Greif's, Strouse, Isaac Hamberger's and Sonneborn's the Amalgamated either attempted to get or have got signed agreements with the firms that would force the I. W. W. out of the shops.

About Christmas, 1915, the workers (I. W. W. and Amalgamated together) struck in Isaac Hamberger's shop for the 48-hour week and 10 per cent increase in wages. The most important demand was the 48-hour week, because if it could have been gotten in that shop it could have been gotten in other shops with little trouble. After a month of strike, the District Council of the Amalgamated, without getting the opinion of the I. W. W. members on strike, settled with the firm on the 50-hour week basis and 7½ per cent increase in wages. This was offered on the first day of the strike, but was refused. It is generally believed that all demands would have been granted had the District Council kept out for a while.

During this strike, Ellis De Carlo, an I. W. W. member, was arrested and convicted for picketing. When he got out of jail the Amalgamated refused to assist in getting him reinstated, so he had to walk the streets for months. Had the Amalgamated co-operated with us De Carlo would have gotten his job back without a strike being called. Also, the Amalgamated agreed to pay one-half of the entire cost of the strike. They paid no court expense, which amounted to more than \$600.00.

When the I. W. W. struck in Strouse Bros. last June to force the firm to pay the pocket makers an increase in wages, the Amalgamated members not only remained at work as scabs, but brought in scabs from every clothing section in the country to break the strike.

In Sonneborn's, where the Amalgamated have a time-agreement with the firm, they forced more than 200 members of the I. W. W. to either leave the shop or join the Amalgamated.

More could be said, but this is enough for all practical purposes.

THE UNITED GARMENT WORKERS AND THE AMALGAMATED CLOTHING WORKERS OF AMERICA.

These two organizations have bitterly fought and scabbed upon one another ever since the Amalgamated came into existence, but perhaps in Baltimore was the first time that the I. W. W. was between them when they fought.

In one of the five shops of L. Greif and Bros. (where no I. W. W. members were employed) the Amalgamated struck about Feb. 1, 1916, and won a time agreement from the firm. No other demands were presented nor granted. About two weeks later the firm signed a time agreement, to cover the same shop, with the United Garment Workers of America.

As soon as the Amalgamated learned of this they called a strike, not only of the one shop, where they had the trouble, but in all the Greif shops, one of which was controlled by the I. W. W. No wage demands, or demands of any kind, were presented to the firm. It was purely a strike against the U. G. W. of A.

The Amalgamated demanded that the I. W. W. members strike also, but, under the circumstances, we refused to answer their call,

and, in a public circular statement, we issued the following, in part it reads:—

"The I. W. W. always has, and always will, work in conjunction, and strike with, any group of workers, anywhere, whether organized or unorganized, when they have a grievance against any boss, but will never permit itself to be used as a club, by any organization, to fight another union, as witness the present attempt of the Amalgamated Clothing Workers of America to use the I. W. W. against the A. F. of L. in the present Greif situation.

"Here, briefly, is the situation as we know it. The Greif Company signed an agreement with the A. C. W. of A. after a strike in their shop, located at Milton and Ashland avenues. Shortly afterwards the A. F. of L. attempted to organize these workers, and, we understand, had some success. Following the second speech of J. H. Ferguson, President Baltimore Federation of Labor, * * * the A. C. W. of A., to forestall further success of the A. F. of L., called a strike.

"No. I. W. W. members were informed of nor asked to co-operate in the strike, before or at the time it was called. * * * No demands were presented at the time of the walkout.

"From the foregoing we are forced to conclude that the strike was called with the idea of preserving the A. C. W. of A. organization on the job. This, we consider, none of the affairs of the I. W. W.

"To remain at work during a conflict between two rival organizations, who are trying to determine who shall dominate the shop, we consider quite the proper thing to do.

"Signed: Central Committee of Local Union No. 192, I. W. W."

The Amalgamated spread the rumor that the I. W. W. was scabbing on them. This phase will be dealt with later.

THE I. W. W. AND THE UNITED GARMENT WORKERS OF AMERICA.

After the Amalgamated was formed, the U. G. W. of A. was left with only the cutters and trimmers. These workers alone could not force the bosses to grant them their demands for better conditions, so they became friendly to the I. W. W. with the idea of using the I. W. W. against the Amalgamated.

When the strike of the I. W. W. members in Strouse and Bros. shops occurred last June, and after it was seen that the Amalgamated would scab, the U. G. W. of A. went out on a sympathy strike with the I. W. W.

I believe that the delegates to the convention are wise enough to see through their game, namely, to put the I. W. W. under obligations to the U. G. W. of A. and get us to support them and do for them what we did for the Amalgamated, that being, to build them into power so they can crush us after the Amalgamated is beaten. Nuf sed.

ATTEMPTS OF THE AMALGAMATED TO ENTER INTO AGREEMENTS WITH THE I. W. W. A CONSPIRACY.

As I pointed out before, the Amalgamated came to us soon after they were organized for our co-operation and got it.

Next, when the Amalgamated was forcing our members to pay assessments into their union, and when we complained, they proposed that a committee of ten, five from each organization, should be formed to settle such controversies. It was agreed to, provided that the committee be composed of workers and not paid officials of the unions. At the first and only meeting of this committee, the I. W. W. sent five workers from the shop, but the Amalgamated was repre-

sented by five paid officials, two of whom were organizers from out of the city. The I. W. W. would not agree to their delegates, so the proposition died.

In March or April of this year, the Italian Branch of the Amalgamated sent a committee over to the Italian Branch of the I. W. W. with a written agreement that they wished both organizations to enter into.

Some of the paragraphs run as follows:

"A committee is to be formed of the two organizations to meet twice a month to discuss differences * * * concerning the workers affiliated with the two organizations.

"2. When the shop chairman of one organization calls a shop meeting the members of the organization representing the minority must be present and respect the vote of the majority."

(Note.—The Amalgamated were the majority in most of the shops at that time.)

"9. In regard to the strike of L. Greif & Co., the I. W. W. organization must work in solidarity with the Amalgamated to reinstate all the strikers and also grant the demands presented by the strikers. In case the reinstatement and the demands are not granted, all of those members belonging to the I. W. W. should go out in solidarity with the strikers.

"10. THE FIRST CONDITION INDISPENSABLE TO THE FULFILLMENT OF THIS AGREEMENT IS THAT THE CASE OF L. GREIF & CO. BE SETTLED.

"11. The committee appointed * * * shall have full power to * * * change the rules of this agreement or make other rules that will benefit * * * the workers.

"12. It is proposed by the two committees that a bond be deposited to secure the fulfillment of the agreement.

You will note that the acceptance of the whole depended upon our going on strike at Greif's. Note the proposed Socialist Party agreement which follows.

This agreement would very likely have been entered into had not a few active members and I fought and violently opposed it.

THE PROPOSED SOCIALIST AGREEMENT.

During the Greif strike, the Socialist Party, at the behest of the Amalgamated, tried to bring about an agreement between the I. W. W. and the Amalgamated which would get the I. W. W. on strike.

It is in part:—

Being that * * * previous to this strike it seems to have been the custom of the I. W. W. to strike with the A. C. W. of A. on all occasions, and, having no other precedent to follow, we have come to the conclusion to recommend that this strike should be governed by all past actions and that members of the I. W. W. who are now working in the Greif plants should walk out and stay out until the strike is over.

"We further recommend that in case an AGREEMENT is reached with the Greif firm and the A. C. W. of A., that those shops that are NOW CONTROLLED by the I. W. W. should not be affected by the said AGREEMENT. * * *

"We further recommend that this agreement should go into effect immediately upon the ratification of the I. W. W. and the A. C. W. of A. and should be considered to cover only the Greif situation."

"Signed, By Committee for the Socialist Party.

"Signed, By Committee for the A. C. W. of A."

Note that clause about the agreement that the Amalgamated expected to sign with L. Greif & Co. We refused absolutely to strike

unless that clause was stricken out. The Amalgamated refused to agree to strike it out, and we remained at work.

Our reasons as stated were:—

1st. Because we did not believe in time contracts with the boss.

2nd. Because the I. W. W. controlled only one shop out of the five, and, if we had gone out with the Amalgamated and won, it would have given the Amalgamated shop control of four shops and left one shop to the I. W. W. These four shops would have given the Amalgamated the power necessary to force us out of the other shop later. This point is easily understood.

From the foregoing it should be easy to see the necessity of some legislation that would make it impossible for any local of the I. W. W. to enter into an agreement of any kind with another union. Some local may, thus putting the I. W. W. in a very bad position.

I would suggest that the following clause, in effect, be inserted into the I. W. W. Constitution:—

"NO INDUSTRIAL UNION OF THE I. W. W. SHALL ENTER INTO A WRITTEN AGREEMENT WITH ANY LABOR ORGANIZATION."

SHOP CONTROL AND THE CONTRACT—HOW THEY AFFECT THE I. W. W.

This is written for your most serious consideration. I have been reluctant in making some of the propositions advocated in this part, but conditions are such that I feel that it is absolutely necessary. The more I see of the old unions the more am I convinced that we must fight them as bitterly as we fight the bosses, in fact, I believe that they are a worse enemy of the One Big Union than the bosses, because they are able to fight us with weapons not possessed by the bosses.

I am in hopes that the delegates are alive to the grave situation that confronts the I. W. W. where we have acquired some degree of shop control in the industries, and, I am in hopes that you will take some action.

The question has been asked time and again but has not yet been concretely answered. The question is, "How shall the I. W. W. retain control of a shop or a portion of an industry once control is gained, especially when the control is threatened by another union?"

I shall try to put my position briefly. There are two things for which any union can struggle, namely, better working conditions and shop control. While one may be the result of the other, and, the acquiring or maintaining of one depend on the other, it must be kept in mind that one is separable from the other. Better conditions may be gained temporarily by a strike where no bona fide organization exists, but it most certainly cannot be maintained unless there is a strong organization in the shop or industry after the demands are granted.

If the I. W. W. had only the bosses to fight, we could struggle for shop control with its natural result of better material conditions for the workers. As it is, we do struggle for shop control, but on far different lines from the craft unions. It is, as you know, the policy of the I. W. W. to maintain its control by dealing directly with, and organizing, the workers in spite of all the efforts, to the contrary, by the bosses. But this is not the policy of the craft unions; they will sign agreements, contracts, protocols, and what-not, to force the bosses to maintain their organization on the job.

It is reasonable to suppose that if the bosses know that their workers will be organized, they prefer a union with which they can sign a time agreement. This agreement gives the trades union shop control

and it gives the bosses security from labor troubles during the period of the agreement.

Now, let us consider a case. The I. W. W., by hard work, succeeds in getting a 100 per cent organization in a shop. What happens? Shop committees are elected by the workers to present their grievances to the firm. The bosses must deal with this committee, and must be continually bothered with their demands of one kind and another—most of these demands being very small, usually some petit grievance of no great importance. The boss lives in continual fear of a strike. In fact, he does not feel secure in business at all.

What is more natural, then, realizing that the workers will be organized, for the boss to begin to dicker with the representatives of some conservative union with the idea of giving over the control of his employees into their hands? Certainly there is nothing more natural.

Now we proceed. It is one of the simplest things in the world today to get the I. W. W. out of a shop when some union is willing to join with the bosses to scab us out. There are a thousand ways by which the boss can cause us to strike if he does not wish to resort to the lockout. Once our members are out, the scab union steps in.

It is well known that there is no strike so hard to picket and win as a strike that is being broken by organized scabs.

We all know how we are forced out, but, the real question is, "How are we to stop these so-called unions from forcing us out?" The best rebel on earth can not live indefinitely without work. All the education and knowledge of industrial unionism won't feed him and his dependants. This is absolutely true with all workers, and, especially is it true, in the great industrial centers. They must either find other jobs or join the very union that scabbed them out.

I feel that we should have a way to keep these scab unions from forcing us out so easily. But how? We know that a union can fight for two things; better conditions and recognition of the union. (Of course, the I. W. W. does not demand the latter for any given period of time, but does, in so far as it forces the bosses to deal with us as an organization, and, not as individuals.)

Now, let this be our hypothesis. Both the I. W. W. and a craft union are to the same job. The craft union strikes for shop control. This demand for shop control may be included among other demands for wages, hours, etc., but our experience has taught us that these unions will settle if granted "shop control" and nothing else, as was the case of the Amalgamated in the first strike at Greif's. In such a case, should the I. W. W. members strike and commit suicide? I say, "No." In my opinion the I. W. W. members should stay on the job, for, if the strike is lost we lose our jobs, and, if the strike is won we lose our union; either way we lose.

Let us see. What have we almost invariably done in the past? Well, every time a strike is called by anybody, the I. W. W. members strike. Maybe the strike was for more wages, less hours, or maybe to force the boss to sign a contract with some scab union and maybe, and very likely, the ulterior purpose of the strike was to get the I. W. W. members off the job. Have we ever investigated before we struck? Sometimes, perhaps, but we struck, nevertheless. We struck, we picketed; they got the contract. We, who fought, either had to join their so-called union or walk the streets. Honestly, fellow workers, we have at times actually struck ourselves out of existence.

Imagine this: it happened in Baltimore. The I. W. W. Central Committee of the local has no power to call the members of the I. W. W. on strike. But, if the District Council of another union (hostile to us) calls a strike the I. W. W. members on the job think it

their duty to strike. In other words, the I. W. W. Committee can not call a strike of its own members, but the District Council of another union can. Is there anything more ridiculous?

All this, in my opinion, is absolute foolishness. It is time that the I. W. W. decide to do its own striking, unhampered by a lot of sentimental slush about members of other unions being workers and should always be supported. Too often, their strikes are to the interest of the labor faker and not the members. I feel that the I. W. W. members have as much right to say whether they think that a strike can be won and the demands granted, as any other union.

Therefore, I hold, **THAT IT SHOULD BE MADE CLEAR THAT I. W. W. MEMBERS ARE NOT BOUND, BY ANY LAW OR PRINCIPLE, TO STRIKE WHEN THE STRIKE HAS BEEN CALLED BY THE OFFICIALS OF ANOTHER UNION, ESPECIALLY WHEN THE SIGNING OF A CONTRACT HAS BEEN AN ISSUE.**

If an organization of any kind possesses no ulterior motive, detrimental to the I. W. W., they will consult the I. W. W. before striking, that is, if I. W. W. members are employed on the same job or, locally, in the same industry. It is ridiculous to suppose that I. W. W. members would refuse to strike in conjunction with any group of workers, organized in any union, if they saw a chance to win and knew that no effort would be made by the other union involved to break up our organization.

GETTING BACK ON THE JOB AFTER ONCE BEING DRIVEN OFF.

I would not dare to suggest how this might be done. It is a puzzle which is beyond me to answer, yet it is vitally necessary that it should be answered.

To illustrate, I will try to give some of the points of interest in the Sonneborn's shop in this city. When this shop started to really organize, both the I. W. W. and the Amalgamated were on the job. When partially organized, a strike was called. At the end of the strike (both I. W. W. and Amalgamated out) the Amalgamated, who were a majority, got a time agreement from the firm.

At the time of the settlement of the strike there were about 200 I. W. W. members in the shop. Since then these members have had either to join the Amalgamated or get out of the shop.

During the present Strouse strike the Amalgamated members working in Sonneborn's, not only acted as guards for the scabs, but, assessed themselves, through their union, 25 cents to 50 cents a week to cover the expense of bringing scabs to Baltimore from other sections and maintaining them here.

The Amalgamated officials boast that they have enough people in Sonneborn's to break any strike of the I. W. W. Taken, all in all, Sonneborn's shop has become the scab center of Baltimore.

Now, suppose Sonneborn should refuse to sign a new agreement with the Amalgamated and the Amalgamated should go on strike. I will not say what I think that the I. W. W. members should do, but I am going to tell you what will happen, ten chances to one. The former I. W. W. members working there will remain at work and many I. W. W. members that have been forced to walk the streets because of the Amalgamated scabbery are going to go to work and let the world say what it will.

What should be the attitude of the I. W. W. in such a case? I leave it with the delegates. It is a case of "damned if you do, and damned if you don't."

Of course all the foregoing does not take into consideration the possibility of educating those who today are the lifeless tools of scab-

herding labor fakers. It deals simply with a few of the complicated situations that the I. W. W. must face at the present time, and it might be well to bear in mind that each question that arises must be answered now and not after the slaves have been thoroughly educated to their best material interests.

We live in a world that is largely scab, both organized and unorganized. They are the allies of the boss, and so long as they are, we must find a weapon more effective than a brick to fight them with. What is it?

E. F. DOREE.

Moved and seconded that we concur with the recommendation. Carried unanimously.

At this juncture Fellow Worker Dawson asked the floor for a few minutes to make a special announcement. Granted.

He invited the delegates to take part in the finishing of the movie news film of the Joe Hill Memorial meeting, the distribution of the ashes. He also asked the delegates to attend a viewing of the screen the following Tuesday.

Moved and seconded, that the delegates be back at 1:00 p. m. to take part in the making of the picture.

After some discussion, the question was called for. Carried unanimously to vote on the motion. Motion carried 17 for, 4 against.

Delegates Klein, Sinclair and Lenekewitzky asked to be recorded as voting "No."

Resolution No. 23:

Addition to the Constitution:

Section 1. Auditing Committee.—Four members of at least one year's standing, and in good standing, shall be elected by the Locals in the city in which General Headquarters are located, to audit the books of General Headquarters at the end of each quarter of the fiscal year. They to be paid \$3 per day for their services. Not more than 3 days to be allowed for each auditing. Committee to be elected for each quarter.

As amended, we concur.

Sec. 2. The General Secretary-Treasurer shall publish the Auditing Committee's report along with his monthly report. And shall give the names of the Auditors, together with their card numbers and the numbers of the Locals of which they are members.

We concur. (Carried.)

Endorsed by Local No. 71 and Local No. 334.

C. L. LAMBERT, Secretary.

Sacramento, Calif., Sept. 14, 1916.

Moved and seconded, that we concur with the committee's recommendation.

Moved to amend by G. E. B. Member Miller, seconded by Delegate Klein, that the G. E. B. Members audit the books of the General Office at their semi-annual meeting. At the meeting previous to the Convention they be assisted by three members, one from the Pacific Coast, one from the Central States, and one from the eastern Locals. The Locals in the respective sections to elect their member to the committee.

At this point Delegate King announced that some of the Delegates were in the play tonight at the dance, and needed some time to practice.

Moved and seconded, that when we adjourn we adjourn to meet at 9:00 a. m. Monday morning.

Then the Chairman ruled that all resolutions could be handed in Monday morning. Objected to on the point that it had been decided the day before that all resolutions must be in at 3:00 p. m. today.

Moved and seconded, that the time for handing in resolutions be extended to 10:00 a. m. Monday.

Moved and seconded to amend, that all resolutions be handed into the General Secretary at the office.

Moved and seconded, to table the amendment. For 17, 2 opposed.

Moved and seconded, that the motion and the motion to adjourn till Monday 9:00 a. m. both be tabled. Carried unanimously.

Moved, that all resolutions be turned at 3:00 p. m. Ruled out of order.

Moved, to adjourn until 2:00 p. m. For 18, opposed 2.

It was 12:15 when the Convention adjourned.

AFTERNOON SESSION, NOVEMBER 25TH.

Convention called to order at 2:00 p. m. by Chairman Foley.

Roll Call showed the following Delegates absent: Joe Laukki and Jos. J. Ettor.

Minutes of previous afternoon session were read, corrected, and placed on file.

Communications and Resolutions read and disposed of as follows:

Virginia, Minn., Nov. 23rd, 1916.

Report of General Organizer J. J. Ettor.

To the Delegates of I. W. W. Convention of 1916,
Chicago, Ill.,

Fellow Workers:—Being busy with the defense work of the Iron Ore Strike prisoners I am unable to attend the Convention, and on your request I submit to you a brief report of my activities since taking office on the first of the year of 1915.

Immediately upon being notified of the election I arranged for a tour from New York to Chicago in January. On reaching Bellaire, Ohio, I was arrested on a charge of treason and lodged in the Belmont County jail. I was released on bond that I never put up and returned to Brooklyn to take part in a strike of the United Shoe Workers of America to keep a promise made to a committee that had waited upon me prior to leaving for the west.

In the early part of February, when the strike was declared off, I started for Chicago, stopping off at Toledo for a meeting.

I remained in Chicago a few weeks intending and preparing to remain in the office and carry on my work of directing the organization work, but I found out that neither the conditions of the organization financially or otherwise were such as to warrant carrying out my plans. So I arranged for a tour to start from New York through New Jersey, Pennsylvania, Maryland, Ohio, New York, Massachusetts, Maine, New Hampshire, Rhode Island and Connecticut. While the tour was being organized I put in some time in the mining regions of Wilkes-Barre and Scranton, also made various trips to Boston to effect the organization of the laborers in that city and attend to work in connection with the textile workers in that district. My tour through the route stated was very successful. Naturally, in many places, particularly Connecticut, in the regions where munition factories were the predominant factor, I met with bitter opposition on the part of the police and the other agents of the employers.

After my tour was over I took up the work of trying to effect organization work in such places as during the tour I had established proper connections and I thought the chances were favorable for immediate success, a local union was organized in Waterbury, Conn., but it was disrupted by a premature strike. However, the Italian propaganda league—an old section of the Italian Socialist Federation—was reorganized, and it is still active and doing excellent work just now for the fight here. I also managed to arouse new life into va-

rious Italian propaganda groups in such places as Wallingford, Conn.; Danbury, Conn.; Stamford, Conn.; New Haven, Meriden, Hartford, Torrington and many other places in that state.

I put in the same sort of work in Rhode Island, Massachusetts and in New York State.

In the summer of 1915 final and complete arrangements were made whereby the Italian Socialist Federation as an organization, with its official organ, *El Proletario*, came into the I. W. W. as the "Italian Propaganda League," and that organization is now part and parcel of our organization. The official organ having gone through some hard travels at the hand of the editor, who had caused disgust and discouragement among the Italian radical workers of this country with the propaganda pro the Allies' fortunes in the European war. When the paper was moved to Boston and its direction undertaken by the I. W. W. league there I put in considerable of my time in securing subscriptions and support for the paper so that it would be able to live through its bitter experience.

I put in considerable time on various occasions in Philadelphia in connection with various matters of Local 8, M. T. W.

In the fall of 1915 I went into the Anthracite region and remained there doing organization work pretty nearly steady till spring, with the exception of such time as I took special trips in January or February into Maine in connection with a strike of quarry workers and into Nashua, N. H., in connection with a strike of textile workers. From time to time I left for various points east, west, south and north from the Anthracite region doing special work, such as organizing and perfecting the union of pastry workers in Brooklyn, the Bakery Workers' Amalgamation in New York City, the Shoe Repairers in Philadelphia, etc.

In July I came here and have been here ever since. There is no necessity to go into details of my work here, that is a matter you are all pretty familiar from reports in our press.

I would like to have made a more comprehensive report, but I have neither the time nor the information, such as papers, etc., at my disposal to do so.

For details of various matters that I have handled, the delegates can obtain the desired information from my letters filed in the General Office.

I would like to make some recommendations and observations that I believe are warranted by my experience as General Organizer these last twenty-two months, but neither the time at my disposal nor a consideration of other fellow workers' interests warrant that I take the matter up now. Then there is the additional consideration that I shall not be in the convention to put them to the test of discussion.

But there is one matter that I believe of utmost importance, which I believe should be taken up and a definite decision reached. I make the following suggestion and I hope that none of the delegates will consider that I have any personal reasons for it, for I want it understood that I am not a candidate for General Organizer or any other office in the organization.

Since the office of General Organizer and Assistant General Secretary-Treasurer was established it has not functioned except probably as Assistant to the General Secretary-Treasurer.

The reasons for this are two—one, that there has never been enough funds at the disposal of the organization, that is to warrant the General Organizer staying in the office and carry on the organization work as prescribed in the constitution; two, that the theory of our organization is based on the importance of the General Secretary-Treasurer.

These conditions prevailing have been of so much importance that not one who has held the office ever wanted another term. So far this creation in fact of dualism and inferiority in the General Administration has only generated misunderstanding and friction, where there should be accord and fellowship in the effort of shoving the work of organization forward.

This convention, to my mind, will only crown the work of the past years and lay the foundation for future good work by doing either of the two things; give the General Organizer full power to carry out the work of his office and furnish him with the means in authority and funds to do so, or abolish the office altogether and give the work of organization to the General Secretary-Treasurer. To my mind, there is no middle course.

In conclusion let me say, that the present work on hand here bids well to end satisfactory. All preparations are being made for the coming trials. While I feel convinced that we shall come out with flying colors, we must not be too confident. We are not leaving any stone unturned to obtain the freedom of our fellow workers. We are dealing with capitalist courts and they are treacherous just when we least expect it. So every one on his guard and to his duty.

Auguring your deliberations will mean much for our common organization.

Sincerely yours,

JOS. J. ETTOR.

Moved and seconded, that report be accepted and placed on file. Motion carried.

Turned over to incoming General Executive Board.

"To the 10th Convention of the I. W. W.,

Fellow Workers:—The newly born Metal and Machinery Workers' Industrial Union, No. 300, has been up to this time a very quiet and anemic baby union.

In order to start organization of the Metal and Machinery Workers in earnest I propose:

1. That a convention of M. & M. W. be called in Cleveland, Ohio, the middle of January for the purpose of launching the M. & M. W. U. 300 in earnest.

2. That this be composed as follows:

(a) All branches of L. U. 300 and groups of members of M. & M. W. 300 of 20 members or more in one locality to send delegates who will have two votes for each 20 members.

(b) All mixed locals having among their members more than 10 metal and machinery workers arrange for separate meeting of bona fide metal workers, at which delegates to the M. & M. convention shall be elected.

(c) Such delegates immediately upon their election to write for credentials from the secretary pro tem. of L. U. 300, and to transfer all the M. & M. workers in their respective mixed local into 300, and also to start at once initiating new members into M. & M. W. I. U. 300.

(d) Such delegates coming from ex-members of mixed locals to have one voice for every 20 members transferred or initiated by them into 300 during the last two months.

(e) Fifty cents commission be allowed every job delegate of 300 the same to go towards paying his mileage and expenses at the convention of Metal Workers. In this manner the convention would cost I. U. 300 nothing but the rent of hall.

(f) All delegates to the M. & M. convention to be members of the I. W. W., for six months in good standing and Metal Workers by trade, or if laborers, should have worked in the steel and machinery industry at least for the last two years.

BYORK LENEKEWITZKY, Delegate from 593."

Resolution 91—

"To the 10th Convention of the I. W. W.,

Fellow Workers:—As most of the delegates are aware the Russian I. W. W. weekly, "Rabochaya Rech" ("The Workers' Voice") was suppressed by the postal authorities.

The ire of the postmaster general was brought about not by any wild and bombastic editorials, but by a translation from the International Socialist Review, and by a passage in another article quoting the I. W. W. preamble namely, "We must inscribe on our banner the watchwords 'Abolition of the Wage System.'"

Of course the real reason for the suppression of "Rabochaya Rech" will be found not so much in the editorials printed in it (there have been several very radical Russian papers published in the United States and never molested) as in the fact that "Rabochaya Rech" carried the message of Industrial Unionism in a very clear and simple language to the foreign speaking slaves of the Steel Trust.

In the Pittsburgh district alone (Pittsburgh, McKees Rocks, Homestead, Braddock) "Rabochaya Rech" had a circulation of about 150 copies weekly. In Gary, Ind., it had about 20 regular subscribers. Several copies of this "silent agitator" circulated in Youngstown, Ohio, and a few got into the Rockefeller owned steel mills of Pueblo, Colo.

It seems not to be altogether a casual coincident, that the postal authorities turned their unwelcome attention to the "Rabochaya Rech" a couple of weeks after copies of "Rabochaya Rech" were taken by the Pittsburgh police from pickets arrested during a strike at the National Tube Co. (a subsidiary of the U. S. Steel Corporation) plant in that city. During the strike at the Pressed Steel Car Co. plant in McKees Rocks, Pa., last May copies of "Rabochaya Rech" circulated freely among the Russian and Ruthenian speaking strikers. Result—the issues of "Rabochaya Rech," June the 6th and 13th, were confiscated by the postal authorities and in the end the whole paper was denied even the privileged class of mail (first class).

At present the Russian branch of Local 593, which had published "Rabochaya Rech" is publishing a new weekly under another name, "Rabochiy" (The Worker), but it is forced to send it out by first class mail, which means \$10 more expenses per each issue. On the other side the confusion, caused by changing the name and address of the paper, caused a considerable decrease in the renewal of subscriptions and in getting new subscribers. To make the matter still worse, several of the most active members of Local 593, who went in the Dakota harvest with the intention to make a good sized stake and devote a large part of it to the Russian I. W. W. paper, came back with hardly enough money to buy a new overcoat or mackinaw for the winter, owing to the bad crop of spring wheat this year.

In a word, the press fund of Local 593 is nearly exhausted, and, unless some immediate help be forthcoming the aim of the postal authorities and the Steel Trust will be achieved—the Russian I. W. W. paper will cease to exist.

For this reason I propose that this convention vote a loan of \$200 to the press fund of Local 593 (to be repaid inside of 10 months) as an expression of protest against the action of the postal authorities in suppressing freedom of press and as a means of tiding the "Rabochiy" over hard times caused by the action of the Postmaster General.

I wish the delegates when voting on this motion to remember that, if the I. W. W. is ever really going to organize the great industries of the east, it MUST educate the "hunkies" up to some understanding

of the basic principles of Industrial Unionism. One of the members of Local 593 was in McKees Rocks last spring, and he could not find there any traces of I. W. W.'s in spite of the fact that the I. W. W. conducted there a large and successful strike in 1909. The reasons for this failure to hold ground once won may be many, but one of them, undoubtedly, was the absence of literature and periodicals in the foreign languages spoken in McKees Rocks (Ruthenian [Little Russian], Polish, Slovak, Hungarian, Italian, Russian, Roumanian, Greek, and a few others). Russian branches of the I. W. W. existed once in Honolulu, Hawaii; Vancouver, B. C.; San Francisco, Cal.; Minneapolis, Minn.; not mentioning a very numerous and strong Ruthenian I. W. W. branch in Winnipeg, Manitoba, and the couple branches of Ruthenians, who came within the influence of the I. W. W. during the strike on the Canadian Northern and Grand Trunk railroads in British Columbia.

At present there are hardly any traces left of those organizations. On the other side the Ruthenian branch of the political Socialist party in McKees Rocks flourishes, the Canadian Socialist party has a healthy Ruthenian branch in Winnipeg, and the Federation of Unions of Russian Workers (an anarchistic organization with some nationalistic flavor) has branches in San Francisco, Vancouver, and members in Minneapolis. All because the political Socialist and the Federation of Russian Workers were able to have their own press and publish pamphlet literature.

Also there are not very many Russian speaking workers in the United States (only about 150,000, not counting the Ruthenians, who speak a little different dialect, of which there are 500,000 in Canada and about 300,000 in the United States), they are to a certain extent concentrated in the Steel Industry.

The steel mills of the Homestead, Pa., and Gary, Ind., employ each nearly 3,000 Russians. The "Hunkie Town" of McKees Rocks is populated mainly by Ruthenians, and in the steel wire mills of Joliet, Ill., there work a few hundred Russians.

In Erie, Pa., the Russians compose over 90 per cent of the A. F. of L. union of dock laborers (and it would be an easy matter to swing it in the I. W. W.), several thousands of Russians and Ruthenians are employed as longshoremen at the New York water front; a few hundred belong to the I. W. W. Marine Transport Workers in Philadelphia.

The steel mills of Pueblo, Colo., the eastern sugar factories, the packing houses of Kansas City and Sioux City, the lumber camps and sawmills of Minnesota and Wisconsin, the eastern sugar factories and the machine shops of Chicago, Cleveland, Detroit and South Bethlehem, Pa., have each a goodly proposition of Russian wage-slaves. I submit to the convention that it will repay the I. W. W. in general to make a temporary loan to a paper which, although started only a year ago, has made a steady increasing circulation, which has already passed the 1,500 mark, which is not only read in the United States and Canada, from New Orleans and Baltimore to Anchorage, Alaska, but also has quite a bunch of readers in Australia and a few subscribers in England, France and even Japan. Last, but not least, the Russian I. W. W. paper was instrumental in collecting over \$250 for the Mesaba Range strike and the money for the defense of the boys in Duluth jail is still coming in. I may add that there are no "meal tickets" attached to the "Rabochiy," the editor, business manager and circulation manager giving their time and energy entirely free. Much of the work around the printing plant (such as folding and mailing the paper, printing appeals and circulars for distribution in shops, etc.), is done by members of Local 593 free in spare time at nights.

The only work which is paid for is typesetting and running the papers off the press. A monthly account of all expenses and expenditures of Russian press fund is published in the "Rabochiy" regularly. This account contains monthly itemized expenses of the printing shop. The day by day expenditures of "Rabochiy" and its publishing bureau are read every two weeks at the business meetings of Local 593, are audited every month by auditing committee elected by 593, and the books of the Russian Publishing Bureau are always in complete order and at all times open to inspection, not only of members of Local 593, but of any member of the I. W. W. in good standing.

By order of the Press Committee of the Russian Branch of the Chicago West Side Industrial Union.

BYORK LENEKEWITZKY,

Delegate from 593.

Motion made to turn this Resolution over to Ways, Means, Press and Literature Committee, but after General Secretary-Treasurer Haywood had told what the organization has already done for the Russian Paper to which this Resolution refers, an amendment was made to turn it over to the incoming G. E. B. Amendment carried.

92—Turned over to incoming General Executive Board.

To the Tenth Convention of the I. W. W..

Fellow Workers:

Whereas, A resolution has been presented to this Convention from Metal Miners L. U. 490, requesting that steps be taken to organize the steel industry; and

Whereas, We think that the organizing of the Marine Transport Workers on the Great Lakes is equally, if not still more, important to the metal miners on the Mesaba Range, as a strong Marine Transport Workers' Union on the Great Lakes could completely tie up the shipping of ore from the mines to the steel mills, and having in mind that a large proportion of Russian-speaking workers are employed in the steel industry, and knowing that in Erie, Pa., there exists an A. F. L. Union of dock workers consisting ninety per cent of Russians, which union could be easily swung to the I. W. W.; be it

Resolved, That a Russian-speaking Organizer be placed in Erie, Pa., or Cleveland, Ohio, in order to help to organize the transport workers of the Great Lakes and the steel workers in western Pennsylvania and Ohio. The General Organization of the I. W. W. to pay half of the wages of that Organizer and his railroad fare (if any); also rent of halls for mass meetings (if necessary), and the Russian-speaking branch of L. U. 593 to pay the other half of his wages, car fare, the cost of printing appeals and circulars and all other expenses except rent of halls and mileage. The said Organizer to work entirely under the direction of the G. E. B. or M. T. W. L. U. on the Great Lakes, if formed. To Local 593 he should report only on sales of the Russian paper and literature.

BYORK LENEKEWITZKY,

Delegate from 593.

93—Turned over to incoming General Executive Board.

In regard to the communication read on this floor from the M. T. W. No. 8 in New York, which Local consists mostly of Spanish-speaking fellow workers, I wish to propose the following:

1. That the M. T. W. of New York furnish exact information of what nationalities the dock workers of New York are composed, and in what proportion.

2. That upon receipt of such information the G. E. B. send out an English-speaking and as many foreign-speaking Organizers as needed on the New York water front. In my opinion a union having in its ranks only workers of a certain nationality stands on a very

narrow foundation indeed, and is in continuous danger of being broken up by the use of scabs, or even honest but ignorant and misinformed workers speaking in other languages. For this reason, and especially not wishing to see the Russian dock workers of New York (of which there are several thousands) to play the shameful part of scabs in a possible future strike of the Spanish M. T. W., propose the following arrangement in the name of the Russian Branch, Local 593, of Chicago:

(a) That a Russian Organizer be sent out to the New York water front to work under the orders of the M. T. W. of New York.

(b) That Local 593 of Chicago pay half of his salary and personal expenses.

(c) That the M. T. W. or the General Organization pay the mileage, rent of halls for mass meetings and printing bills.

(d) That the Russian-speaking transport workers initiated by the Russian-speaking Organizer should be taken in the same local with the Spanish-speaking workers, and that no Russian branch shall be formed, as this in time may lead to nationalistic friction arising between the different language branches.

BYORK LENEKEWITZKY,

Delegate from 593.

Discussion on Resolution 23, report of Constitutional Committee, was then resumed. Resolution reads as follows: "Addition to Constitution, to be known as 'Article XIII': Four members of at least one year's standing, and in good standing, shall be elected by the Locals in the city in which General Headquarters are located, to audit the books of General Headquarters at the end of each quarter of the fiscal year, they to be paid \$3.00 a day for their services, not more than three days to be allowed for each auditing. Committee to be elected for each quarter."

Discussion by the following Delegates: King and Lambert. G. E. B. Member Miller was asked to explain amendment which he had made during the discussion of this resolution in the forenoon session of the Convention. Amendment to amendment made, and seconded, that Miller's amendment be turned over to Constitution Committee to bring in a report on. Further discussion. Substitute motion made for the whole, that the books be audited twice a year, the first time being audited by the G. E. B. members, and the second half by a committee of three, elected from the Eastern Locals, one from the Middle States Locals and one from the Western Locals. Substitute motion carried.

Resolution 24—Addition to Constitution, to be known as "Article XIV," International and National Election Committee: "Four members of at least one year's standing in the Organization, and in good standing, shall be elected by the Locals in the city in which the General Headquarters are located, to act as an Election Committee. They shall have charge of all elections and referendums. In reporting through the Monthly Bulletin the results of referendums and elections, the General Secretary-Treasurer shall give the names of the Election Committee, together with their card numbers and the number of the Local of which they are members." Committee recommended that Convention concur. Motion made and seconded that this be changed to read: "Two members and a G. E. B. member."

Discussion by Klein, Nef, King, Hardy and Lambert.

Question called for on amendment. Motion lost.

Vote taken on original report. Motion carried, 14-3.

At this point General Secretary-Treasurer read telegram which he had written to Mrs. Jack London, offering condolences, which was approved by the convention and sent.

Resolution 25—Article II, Section 4, Paragraph 3, to be changed to read: "The General Secretary-Treasurer shall close his accounts for the fiscal year on the last day of September for each year." Committee concur with resolution. Moved and seconded that convention concur with Committee's report.

G. E. B. Member Little pointed out that this would make it necessary to change the date of the Convention, as Convention is held in September.

Delegate Klein made motion that this be changed to read "the last day of the month preceding the Convention." Motion seconded. Unanimously carried.

Resolution 26—Change in Article III, Section 7, to read: "The Provisional General Executive Board shall meet only on call of the General Secretary-Treasurer." Committee concur in this Resolution. Motion made and seconded that Convention concur in Committee's report. Motion made by G. E. B. Member Little, and seconded, that "or vote of G. E. B." be added to this change. Discussion by G. E. B. Member Little and Delegate Prashner. Carried unanimously.

Resolution 19, from Delegate Mehling, Local 86, in regard to convention for Marine Transport Workers. Committee concur with Resolution. Motion made and seconded that this Resolution be turned over to incoming General Executive Board. Discussion by Klein, Prashner and Sinclair. Motion carried.

Resolution 37—Committee recommend that this be turned over to incoming G. E. B. Moved and seconded that Convention concur. Motion carried.

Resolution 64—Whereas, The workers in various industries are at various times out of touch with their Industrial Union and Headquarters, I offer the following change in the Constitution:

Article VIII, Section 3: Members who become delinquent for dues and assessments for more than six months shall not again be entitled to any benefits until ninety days after such dues and assessments shall have been paid.

A. R. SINCLAIR.

Committee do not concur in this. Moved and seconded that Convention concur with Committee's report. Motion carried.

Resolution 59—Organizers under pay must furnish the Secretary of the Union in the Local in which he is working an exact duplicate of the report that he sends in to General Headquarters. Committee concur. Motion made and seconded that Convention concur. Motion carried.

Resolution 58—That an appropriation of \$2,000 be made for organizing the miners of California, Nevada, Arizona, Colorado, Montana, Utah and Idaho. This appropriation should be used towards maintaining stationary Delegates, traveling Delegates and Organizers and should in no way be interpreted as to include soap-boxers. The Union (if any) in each district to have power at all times to remove any paid Organizer or Delegate if his work is not satisfactory. Submitted by Dan Buckley. Committee concurred in this Resolution. Motion made that Convention concur with Committee's report. Amendment made by Prashner, and seconded, that this Resolution be turned over to incoming General Executive Board. Amendment made to amendment that it be tabled. Question called for on amendment to amendment. Vote was 5 affirmative and 10 negative. Amendment to amendment lost.

Delegate King opposed to turning over to G. E. B.; that if we give G. E. B. power to handle this, we are ignoring this Convention.

Delegate Prashner in favor of turning it over to G. E. B. G. E. B. has power to handle funds of Organization and direct their use.

Delegate Nef in favor of turning it over to G. E. B.

Delegate Sinclair expressed himself in favor of turning it over to G. E. B. as Convention has no way of investigating whether or not money should be spent in the mining industry. Recommends that G. E. B. make a thorough investigation.

G. E. B. Member Little spoke of the change of conditions in West. Miners are disgusted with W. F. of M. and are now ready for organization in the I. W. W. Don't believe in holding the amount down to \$2,000, but believe in using whatever amount necessary and that organization can afford.

Delegate Buckley asked for the opinion of General Secretary-Treasurer Haywood on this.

General Secretary-Treasurer Haywood is of opinion that splendid work can be done among the miners of the West, but is against naming a stipulated amount to be used. Time is ripe for organization in the mining districts of the West, and feel it urgent that we should have Organizers there.

Further discussion by G. E. B. Member Miller, Klein, Saverino, Carter, Jones, Logis and Nef.

Question called for and put. Motion carried.

Resolution turned over to incoming G. E. B.

Resolution 55—Committee recommend that this be turned over to incoming G. E. B. Motion made and seconded to concur with report. Motion carried.

Announcement was made of Convention Ball and Protest Meetings to be held at different places.

Convention adjourned at 3:45.

FORENOON SESSION, NOVEMBER 27, 1916.

Convention called to order at 9:30 a. m. by Chairman Foley.

Roll Call showed the following absent: W. T. Nef, F. H. Little and Jos. J. Ettor. Nef and Little came in at 10:00 and Ettor at 11:00.

Minutes of the forenoon session of the previous day were read and approved.

Communications.

No. 94—Report by the General Executive Board recommending that the Convention levy a one dollar assessment on the membership, to be equally divided for the defense of the Everett prisoners and the prisoners of the Mesaba Range.

Moved and seconded that we concur in the recommendation of the Executive Board. After some discussion the motion was withdrawn by the mover on consent of the second.

Delegate Jones asked if it was the understanding of the Secretary that the assessment would be compulsory. General Secretary-Treasurer Haywood replied that he understood that it would be. It was an assessment levied by the General Executive Board for purposes of defense and all members not paying it would not be in good standing.

Moved and seconded that we turn the matter over to the Ways and Means Committee.

Amendment moved and seconded: That we act upon the recommendation now. Lost, 9 to 11; recount, 10 to 10. Chairman decided against the amendment.

Vote on the original motion, 12 for, 7 against.

Resolutions.

No. 56—"That the per capita be raised to 20 cents, 25 per cent of the whole be turned over to the Press."

Recommendation by the Committee that we do not concur. Moved and seconded that we concur in the Committee's recommendation. For, 17; against, 2.

No. 52—Recommendation by the Committee that we turn it over to the incoming G. E. B.

Whereas, The I. W. W. agitation on the Great Lakes has reached a point where favorable results in organization could be accomplished if the organization end of it was properly managed, I hereby recommend the following for consideration before the delegates of the Convention:

First. That the newly elected G. E. B. appoint a secretary to take charge of the M. T. W. on the lakes at once, with office in Cleveland. His duties shall consist of compiling facts regarding the Great Lakes, issue appeal to all members of the I. W. W. working in the industry to transfer their membership; in general, prepare the launching of a campaign when lakes open next spring. This office should be financed by General Headquarters.

Second. That the Convention call a conference of all I. W. W. organizations in the Great Lakes ports for the purpose of systematizing the campaign to be carried out. The appointed secretary by the G. E. B. to act till conference is called and then the secretary be elected from the floor at the conference.

BEN KEANE,
Member M. T. W. 245, Duluth.

Turned over to incoming G. E. B.

Moved and seconded that we concur in the recommendation of the Committee. Carried unanimously.

226 Champlain St., Cleveland, Ohio.

To Tenth Convention of the I. W. W.:

Fellow Workers and Delegates—At a special meeting held on the 28th of October, we decided in favor of the following resolution:

Be It Resolved, That this Prop. League is in favor of forwarding a communication to the Convention explaining that they are not in favor of Prop. Leagues where no Local or National Industrial Unions exist, and not in favor of abolishing mixed Locals.

Our reasons are that we do not believe that the I. W. W. has reached a stage of development that warrants the exclusion from representation members who are in mixed Locals or Prop. Leagues.

We claim by so excluding these members we would not only be excluding a large percentage of the support to General Office, but also excluding the most revolutionary portion of rank and file—men with the best organizing qualities, for it must be remembered that our organizers of today are a product of the activities of the mixed Locals and receive jail sentences. If we exclude or abolish M. L.'s and leave the Prop. League in charge of propaganda without representation, it will be asking them to do something that they have no say in—no say in the policy of the papers which are a large portion of the propaganda; no say who shall edit same; no say in the G. E. B., which controls Publication Bureaus, and, in short, no say in anything which they are expected to carry out, namely, the building up of the Publishing Bureau.

We are aware of the time consumed in conventions by delegates from M. L.'s; but this is on account of their being brighter intellectually, which is in favor of their representation, rather than the opposite. It may be argued that they do not represent an industry, so consider the stage of development we are in, with no Local or National Union in a majority of centers where M. L.'s or even Prop. Leagues exist.

We know Prop. Leagues have a place where the Local or National Unions exist which would give the members a voice and vote through their Local or National Unions and should not have two votes if they saw fit to form a Prop. League.

The effect of abolishing the M. L. in favor of Prop. Leagues without representation would be to adopt an outside organization based on the individual Anarchist group system, which we are opposed to, as a social organization, in a social society. We speak of the large numbers of M. L.'s where no Local or National Union is established.

Cleveland Prop. League wants a voice and vote in the affairs of the organization on the same basis as all other I. W. W. members—not for one-half cent per member per month, but on the 15 cents per member, as we already pay it voluntarily, and have no wish to reduce it, providing we get representation. We know the name does not make an effect, the cause of the effect is a part of the rank and file of the organization, and produces a propaganda in accordance with the make-up, let the name be whatever it may be.

Even the General Secretary says in a communication to Cleveland Prop. League that he would be in favor of urging that no member of a mixed Local transfer to this Prop. League if it's legitimate per capita tax was all that has been paid.

We ask the Convention to give consideration to the effect that disfranchisement would have and see if the abolishment of the mixed Local would not drive progressive members out of the organization, for we already have experience on this line, because members would not transfer to this Prop. League, and lots gradually became extinct, as far as being active and a support financially to the organization.

Do not destroy this end of the organization, because there does not exist a Local or National Union in their midst. We care not what you call an organization, but preserve its representation and see that the basis of the mixed Local stays in existence and is maintained in centers where no Local or National Union exist.

(Signed)

GEO. S. HARDY,
WM. F. HOLLIDAY,
W. T. BURNS,

Committee.

No. 10—From Cleveland Propaganda League, saying that the League was not in favor of Propaganda Leagues, and not in favor of the abolition of the mixed Locals.

Recommendation that it be filed. Moved and seconded that we concur with the recommendation of the Committee. Carried.

Special meeting October 31, 1916, Fellow Worker Perry in chair. Resolutions presented and passed by the Cleveland Propaganda League, as follows, to-wit:

That all persons hired by the I. W. W. be members of the I. W. W. where possible, and that it is instructed to insert in the I. W. W. press for three successive issues for the above applicants.

Amended to read that all persons employed in an official capacity be members of the I. W. W. for six months.

No. 8A—Recommendation that we do not concur. Moved and seconded to concur with the recommendation. Carried; 17 for, 4 against. Recorded as voting "No," upon request: Delegate Dan Buckley, Delegate Michael Mattis.

That we send a communication to the Convention that they elect alternate officials to take offices when they become vacated during the ensuing year. That the nominated person who receives the second highest number of votes be the alternate official to fill the vacancy.

Passed on by Fellow Workers.

W. T. BURNS,

One of the Committee.

No. 8B—Recommendation by the Committee that we do not concur. Moved and seconded that we concur with the recommendation of the Committee. Carried.

Omaha, Neb., September, 1916.

To the General Convention of the I. W. W.:

Local No. 595 of Omaha, Neb., presents the following suggestions to amend the Constitution for your approval:

1. Strike out Section 3 of Article VII.
2. Add to Article II. to follow Section 3: "No member shall be eligible for any of the following offices more than two years in succession: General Secretary-Treasurer, General Organizer, or member of the General Executive Board."
3. No officer of a Local Union shall be elected to hold office more than two terms of six months in succession.
4. Add to Article X of the By-Laws to be known as Section 3: "Whenever a member transfers, having his dues paid in advance of the current month, all advance dues shall revert to the Local to which he transfers."
5. Add to Article X of the By-Laws to be known as Section 4: "Any member accepting employment in a locality in which there is a Local, shall transfer to that Local within 15 days, and no member shall be allowed to transfer unless he be actually employed in the locality over which the Local has jurisdiction."
6. Strike out in Article II, Section 2, the following: "President, Vice President," and add the word "Chairman."
7. Substitute the following for Article III, Section 1: "Officers of Local Unions shall be elected semi-annually, except Chairman, Recording Secretary, Warden and Conductor, and shall be nominated at two regular meetings immediately preceding December 1 and June 1. Election shall take place the last regular meeting of December and June."
8. The Chairman, Recording Secretary, Conductor and Warden shall be elected from the floor at each meeting.
9. Strike out Article V, Sections 1 and 2.
10. Strike out the words "Floor of Convention" from Section 2 of Article II of the Constitution and insert the words "Membership of the I. W. W."
11. Strike out the words "Floor of the Convention" in Section 3 of Article II and insert the words "Membership of the I. W. W."

No. 44—1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11. Recommended by the Committee that we do not concur, except in the ninth. In the ninth concur with the exception that the sentence "All committees shall be elected from the floor" shall be transferred under some other heading. It can be placed under Article III, entitled "Election of Officers."

Moved and seconded that the matter be filed indefinitely. Carried.

507 W. Trent Ave., Spokane, November 9, 1916.

Fellow Worker:

Just to let you know what we are doing in Spokane at the present time: Our new hall is in the best location in Spokane. I have been carrying on the agitation here for several weeks. Since the latest Everett outrage five special street meetings right off the reel for the defense. These street meetings have yielded the good sum of \$127.50, the record for Spokane street collections. Who says that Spokane is dead? As a member of the Defense Committee I have already arranged a big mass meeting for this next Sunday in the I. W. W. Hall. I have been agitating amongst the newsboys here in town with rather encouraging results. I have called a meeting of the boys for this next Saturday in the new I. W. W. Hall to try and find out the sentiment of the boys for organization. Send me full instructions and advise how to act. Let me know what the initiation fee would be for the boys. I think we could put them in the Public Service Department.

Will let you know the result of the boys' meeting as soon as possible. With best wishes.

Yours for the I. W. W.,

FRED GOULDER.

No. 42—Reported by the Committee that the matter was referred to the G. E. B. and acted upon.

Moved and seconded to concur with the action of the Committee. Carried.

No. 68—"That Paragraphs, 5, 6, 7 and 8 of Article I, Section 2, Sub-section C, be stricken from the Constitution."

The Committee recommends as follows: "That we amend by striking out the word 'Local' and inserting the word 'Industrial,' which would make the four paragraphs read as follows: 'Each Branch of an Industrial Union shall be entitled to two delegates for the first fifty members or less, and one additional delegate for each 100 additional members or major fraction thereof; provided, however, that this basis of representation may be changed by the Industrial Union to meet industrial conditions. Each delegate shall have one vote in the Central Committee.'

"Paragraph 6. The officers of the Central Committee and of an Industrial Union shall be as follows: Chairman, Financial Secretary and Treasurer and three Trustees, who shall hold office for a term of six months, or until their successors are elected and installed in office."

"Paragraph 7. The Chairman, Financial Secretary-Treasurer and Trustees of the Central Committee shall be elected by the Central Committee of the Industrial Union from the delegates to the Central Committee."

"Paragraph 8. The Central Committee of the Industrial Union shall meet at least once every month, and shall hold at least one general membership meeting every three months, or on a demand of any of the Branches, or when called for by a majority of the Delegates."

Moved and seconded to concur in the action of the Committee. For, 14; against, 4.

No. 73—Recommendation of the Committee that we do not concur.

That Article I, Section 2, Paragraph "F," be amended to read as follows: "City Central Committees, for the purpose of establishing general solidarity in a given locality, may be organized, and shall be composed of delegates from Industrial or Recruiting Unions!"

Moved and seconded that we do not concur with the recommendation of the committee. Nine for, 8 against.

Moved and seconded that we amend the proposed amendment to read instead of "City Central Committee" "Industrial District Council." Carried.

Article I, Section 2, Paragraph H, be stricken out.

Recommendation by the Committee that we do not concur.

Moved and seconded that we do not concur in the action of the Committee.

Moved and seconded to amend by striking out the words "Supervise the work of organization in their respective jurisdictions, and," making the paragraph read: "Industrial District Councils shall employ such Organizers as may be deemed necessary, subject to the approval of the General Executive Board of the I. W. W." For, 14, against, 0.

Paragraph "I." "That it be stricken out of the Constitution."

Recommendation by the Committee that we do not concur.

Moved and seconded that we do not concur with the recommendation of the Committee. Seventeen for, 6 against.

Moved that the resolution be accepted.

Moved to amend to read: "Industrial District Councils shall hear all appeals on charges from members of Industrial Unions directly affiliated with the General Organization, within their jurisdiction. For, 16; against, 0.

Paragraph "J." Recommended by the Committee that we do not concur.

Moved and seconded that we concur with the recommendation of the Committee.

Moved and seconded to amend by striking out the word "shall" and substituting the word "should."

Moved and seconded an amendment to the amendment that we strike out the word "not." Ruled out of order.

Amendment lost. Original motion for, 10; against, 3.

No. 74—Recommendation that we concur.

Whereas, There are two paragraphs conflicting with each other in the Constitution, Article VII, Section 9, where it states that no member shall be considered in good standing who fails to pay dues and assessments inside of sixty days, and in the By-Laws, Article VIII, Section 2, which reads that members who do not pay dues or assessments for current month before the last day of the month shall be in bad standing; be it

Resolved, That the By-Laws read "that members who do not pay dues or assessments for sixty days shall be in bad standing."

A. R. SINCLAIR.

Moved and seconded that we concur with the recommendation. For, 18; against, 0.

No. 75—Recommendation by the Committee that we concur.

Whereas, Our members are lacking in knowledge how to run business meetings, especially so with our newly organized fellow workers; and

Whereas, Our main object is to educate our membership so that they can take part in transaction of all business; therefore, be it

Resolved, That a few pages be used in back of our Constitutions for the purpose of outlining the most important phases of Robert's Rules of Order and Parliamentary Procedure.

DEL. D. GOLDSTEIN.

Moved and seconded that we concur with recommendation. Carried.

Recommendation of the Committee on Constitution and Organization:

"We recommend that all reference to Propaganda Leagues be stricken from Article XIV of the By-Laws, and that existing Charters of Propaganda Leagues be called in and Recruiting Union Charters be issued in their stead."

Moved and seconded that we concur in the recommendation of the Committee.

Carried with one dissenting vote.

Recommendation from the General Secretary-Treasurer's report:

We recommend that Section 2, Sub-section A, of Article I, be changed to read as follows: "Individual members, those actual wage workers in isolated or unorganized localities, who desire to attach themselves to the Industrial Workers of the World, shall become members of the General Recruiting Union, until such time as an Industrial Union or Branch of an Industrial Union shall be organized in their locality. Officers and employees of the General Office and Organizers under pay shall be members of the General Recruiting Union."

"The Secretaries of Recruiting Unions shall be empowered to initiate all wage workers of any industry in their locality where an

Industrial Union does not exist. Application of accepted members eligible for membership in existing Industrial Unions shall be forwarded to the Secretary of the General Recruiting Union, who shall transfer them to the proper Industrial Union.

"The Recruiting Union shall retain from each initiation fee the sum of \$1.00, and from each due stamp the sum of 25 cents (or any other sum that may be agreed upon) of each member sent in to an Industrial Union. Due books, due stamps and Constitutions to be supplied by the Industrial Unions."

Moved and seconded to concur with the recommendation of the Committee.

Information was asked of General Secretary-Treasurer Haywood as to just what the function of the General Recruiting Union would be. He explained that the idea was that it should take the place of the Union-at-Large. Members in isolated districts could join that on the same basis as they now join an Industrial or Recruiting Union, paying 50 cents a month dues. He mentioned groups of workers at Racine and Nakomis as examples.

Moved to adjourn. Carried.

Adjourned until 2:00 p. m.

AFTERNOON SESSION, NOVEMBER 27, 1916.

Convention called to order at 2:05 p. m. by Chairman Foley.

Roll Call showed following absent: Delegate Laukki, G. E. B. Members Little and Miller. Little and Miller came in a few minutes later.

Minutes of previous afternoon session were read and placed on file.

Grievance Committee made report on special meeting they had held in reference to Resolution 72, which reads as follows: "That all communications in the possession of W. T. Nef and the General Office, relative to disruption within the A. W. O., be turned over to the incoming G. E. B. for investigation and action." Committee recommended that this matter be taken up on the Convention floor in executive session and all communications regarding the resolution be read. Moved and seconded that Convention concur with Committee's recommendation, and go in session at 9:00 the following morning. Carried.

Report of Constitutional Committee resumed.

Discussion on the change proposed in Section 2, Sub-section A, Article I, by following Delegates: Prashner, Plahn, Klein, Lambert, G. E. B. Little, Nef, Klein, G. E. B. Miller, Brazier and General Secretary-Treasurer Haywood. Haywood suggested that this resolution be taken up, section by section.

First clause was read as follows: "Individual members, those actual wage workers in isolated or unorganized localities, who desire to attach themselves to the Industrial Workers of the World, shall become members of the General Recruiting Union until such time as an Industrial Union or Branch of an Industrial Union shall be organized in their locality. Officers and employees of the General Office and Organizers under pay shall be members of the General Recruiting Union." Motion made and seconded that first clause be adopted. Discussion by Delegates King and Klein. Question called for and put. Unanimously carried.

Second clause was then read, as follows: "The Secretaries of Recruiting Unions shall be empowered to initiate all wage workers of any industry in their locality where an Industrial Union does not exist. Application of accepted members eligible for membership in existing Industrial Unions shall be forwarded to the Secretary of the General Recruiting Union, who shall transfer them to the proper

Industrial Union." Motion made and seconded that Convention concur with second clause. Motion carried.

Third clause was then read, as follows: "The Recruiting Union shall retain from each initiation fee the sum of \$1.00 and from each due stamp the sum of 25 cents (or any other sum that may be considered proper) of each member sent in to an Industrial Union, Due Books, Due Stamps and Constitutions to be supplied by the Industrial Unions." Motion made and seconded that Convention adopt third clause. Discussion by the following Delegates: Hardy, Plahn, Nef, Klein, Lambert, Sinclair, Brazier and Buckley. General Secretary-Treasurer Haywood explained how this General Recruiting Union would function in regard to existing Recruiting Unions.

Delegate Sinclair not in favor of Recruiting Union receiving as much as the \$1.00 for each initiation fee, and the 25 cents for each due stamp. Makes amendment to motion that the specified \$1.00 and 25 cents be stricken out.

Further discussion: Delegates Jones, Prashner and G. E. B. Member Miller.

General Secretary-Treasurer Haywood reported the Committee had changed that section to read as follows: "From each initiation fee the sum of \$1.00 and from each due stamp the sum of 25 cents, or any other sum that may be agreed upon."

Motion made and seconded that clause be adopted as amended. Motion carried.

Resolution 66—Amendment to Article III, Section 2, to be amended to read: "The G. E. B. shall have general supervision of the entire affairs of the organization between conventions, and watch vigilantly over the interests throughout its jurisdiction. They shall be assisted by the officers and members of all organizations subordinate to the I. W. W. They shall appoint such Organizers as the conditions of the organization may justify. The G. E. B. shall not appoint or cause to be appointed any Delegate or Organizer without first notifying the Union (if any) where the Organizer is about to operate." Committee recommend that we concur. Motion made and seconded that Convention concur with Committee's report. Motion carried.

Report of Organizer John Pancner.

To the General Secretary-Treasurer and General Executive Board of the Industrial Workers of the World.

Fellow Workers:

Now that Local 490 has its branches established in nearly all the towns on the Range, I wish to recommend a method whereby we could hold and strengthen our organization in northern Minnesota.

First, I wish to inform you that Duluth is a city of one hundred thousand population, and is the center of the mining and lumber industries of Minnesota, Wisconsin and Michigan.

Second, that the Red Finnish Socialist Locals of northern Minnesota, in convention assembled, have voted to withdraw from the Socialist party, and also to appeal to the other Red Finnish Socialist Locals of other sections to do likewise; the object is to concentrate their time and energy toward the building up of the I. W. W.

This will mean that we can have the use of the halls controlled by the Finns. We should grasp this great opportunity and make the most of it.

I would recommend that the Lumber Workers withdraw from Local 400 and establish an organization with Headquarters in Duluth and secure the services of some Secretary like W. T. Nef. Move the headquarters of 490 to Duluth. The same office and Secretary could be used by the workers in these two great industries; also they could use the same foreign and English speakers.

In time the Delegates to the Central Committee of Miners and the Delegates to the Central Committee of Lumber Workers could meet with the Delegates from the Hotel and Restaurant Workers, Marine Transport Workers, and other Locals, and also form a District Industrial Council, for the purpose of routing a force of speakers in all the towns and for the workers of all the industries. This does not mean that the Industrial Locals would give up any of their autonomy; they would continue to have their own Local Organizers and Delegates, but would have the backing and co-operation of a Central Organization.

The District Council could be financed by the sale of Local assessment stamps printed for that purpose.

I am afraid in case that several strikes would break out in this country; that the General Organization would be unable to give much co-operation or assistance, so I want to prepare them to stand on their own feet.

To bring this about I ask the G. E. B. to call a convention of all I. W. W. in northern Minnesota, northern Michigan, and northern Wisconsin.

In this work we can have the co-operation of the Finnish daily paper, Sosialisti, and the Slavonian paper, Industrialni Radnik.

Resolution 40—Report of John Pancner. Committee recommends that this be turned over to the incoming G. E. B. Motion made and seconded that Convention concur with Committee's report.

General Organizer Ettor believes this should be threshed out on Convention floor.

Motion made and seconded that John Pancner be given floor to explain this report.

General Organizer Ettor makes point that this matter does not belong in Convention, and asked the Chair what he rules in the matter of allowing discussion on this.

Chairman ruled that discussion would be allowed.

Delegate Sinclair states that as neither Convention nor G. E. B. have anything to do with this matter, makes amendment that this report be placed on file. Amendment seconded. Further discussion by Delegates Brazier, Wiertola, Prashner and Klein.

Fellow Worker John Pancner was given the privilege of the floor to explain this communication. Stated that he had addressed the report to the General Executive Board, and had not expected it to come before Convention. Outlined the situation in regard to moving of Headquarters of No. 490. Further discussion by General Organizer Ettor, G. E. B. Member Little, Prashner, Pancner, Wiertola and King. Question called for and put. Vote 10-3. Amendment carried.

Committee recommend change in Article III, Section 3, Paragraph 2: Strike out the word "General Organizer" and insert "General Secretary-Treasurer." Committee recommend Convention concur. Moved and seconded that Convention concur. Unanimously carried.

Committee recommends change of wording in Article IV, Section 1: Strike out the word "September" and insert "November." Committee concur in this resolution. Moved and seconded that Convention concur with Committee's report. Discussion by Delegates Klein, Lambert, King and G. E. B. Member Miller. Motion carried.

Seattle, Wash., November 21, 1916.

To the Officers and Delegates to the Tenth Annual Convention of the Industrial Workers of the World.

Fellow Workers:

The members of Local Unions 178, 382, 432 and 252, in business meeting assembled on November 20, 1916, unanimously passed the following resolution for your consideration:

"Owing to the recent tragedy occurring at Everett, Wash., it was decided not to send a delegate to the Tenth Annual Convention, and that the funds set aside to pay the mileage of the Delegate be turned over to the Everett Prisoners' Defense Fund. We realize that the \$125.00 necessary to pay the mileage of our Delegate to the Convention will be greatly needed for the defense of our fellow workers in prison, and so for the above reason we will be unable to have a Delegate present at the Convention and ask you to carefully consider the following request:

That the membership of the locals in the Pacific northwest be allowed to elect one member to the General Executive Board which will be elected by this Convention and that this member be elected by a referendum vote of the locals in the northwest."

The membership of the Seattle locals feel that they are entitled to make this request from the Convention and that when all the facts are taken into consideration that the request should be allowed. The Seattle Locals are at present one of the largest locals in the I. W. W. and have a membership of nearly one thousand. Our reason for not sending a delegate is one that should be appreciated by all members of the I. W. W. We feel that the Pacific northwest should have representation on the General Executive Board. There is no delegate present at the Convention other than Richard Brazier of 400 from the Pacific northwest. It is a foregone conclusion that 400 will have one or more representatives on the G. E. B., so to consider him as a representative of this section will be out of the question at this present time.

We consider the only proper solution to the problem is to allow the locals in this section to elect a G. E. B. member in the manner suggested. With best wishes to all, we are,

Yours for industrial freedom,
SEATTLE LOCALS I. W. W.,

Per Herbert Mahler, Secretary.

Resolution No. 78:

Committee report that they do not concur.

Motion made and seconded, that Convention concur with committee's report.

G. E. B. Member Little contended all discussion on this resolution was out of order as the constitution provides for the election of the G. E. B. members. Asked for ruling of the chair on this.

Chair rules that this matter is open for discussion.

G. E. B. Member Little appealed against the decision of the Chair.

Chair was vacated by Chairman Foley, and taken temporarily by Delegate Lambert.

Temporary Chairman Lambert put the question as to whether the Chair should be sustained. Chair sustained in his ruling.

Discussion by Klein, Plahn, G. E. B. Miller, Lambert, Prashner, Buckley and Brazier.

Amendment made that this resolution be tabled until another resolution along this same line comes up. Amendment seconded. Amendment carried.

Resolution No. 79:

Article 14, page 31, Section 1, By-Laws: "Fifteen members shall constitute a quorum for the transaction of business of a union, instead of seven."

Committee do not concur in this resolution.

Motion made and seconded, that Convention concur with committee's report.

Discussion by G. E. B. Member Miller, Delegates Sinclair, Jones, Brazier, Klein, Buckley, Nef and King.

Amendment made by G. E. B. Member Miller, and seconded, that not less than seven members shall constitute a quorum. Question called for and put. Amendment carried. Votes, 13—3.

Resolution No. 80:

Article 6, Section 1, that the words "District Councils" be stricken out.

Committee do not concur. Motion made by Prashner, and seconded, that it be amended to read "Industrial Councils." Carried unanimously.

Resolution No. 81:

Section 2 be stricken out.

Committee do not concur. Motion made and seconded, that this be tabled. Motion carried.

Resolution 82:

Article 4, Section 2, be changed to read: "The expenses of delegates attending the annual convention shall be borne by their respective unions."

Committee do not concur. Motion made and seconded, that report of committee be accepted.

Amendment made and seconded, that paragraph be changed to read that the mileage be pooled, for the purpose of sending delegates to the Convention.

Discussion by G. E. B. Members Miller and Little, Delegates King, Ray, Nef.

Question called for and put. Vote, 4—14. Amendment lost.

Question called for and put on original motion. Vote, 10—9.

Recount of vote called for by Delegate Saverino.

Discussion on recount of Delegates Klein, G. E. B. Little, Pfahn, Sinclair and Prashner.

Recount showed the following result: Affirmative, 15; negative, 8. Motion carried.

Resolution No. 83:

Article 6, Section 3, be changed to read: "Industrial Departments shall pay as dues into the General Treasury at the rate of 5c per month, per member. Branches of Industrial and Recruiting Unions shall pay at the rate of 15c per month per member. Branches of Industrial Unions shall purchase all due stamps and other supplies from the Headquarters of their Industrial Union, but shall fill out the quarterly report blanks and forward same regularly to the General Secretary-Treasurer of the I. W. W."

Committee concur. Motion made and seconded, that we accept committee's report.

Discussion by G. E. B. Member Little, Delegate Lambert, General Organizer Ettor, Delegates Prashner and Hardy.

Amendment made by Delegate Nef, and seconded, that the word "branches" be stricken out. Amendment carried. Vote, 11—4.

Resolution No. 84:

Article 6, Section 4, be changed to read: "The regular dues of Unions affiliated with the General Organization shall not be less than 50c nor more than \$1.00 per month, together with such assessments as may be levied as provided for in Article 3, Section 8."

Committee do not concur. Motion made and seconded, that Convention concur with report of committee. Motion carried.

Resolution No. 85:

Amendment to Constitution that Article 10, Section 1, be stricken out.

Committee concur. Moved and seconded, that Convention concur with report of committee.

Discussion by G. E. B. Member Miller, Delegates Prashner, Nef and Plahn.

Plahn made motion, which was seconded, that this Article be left in Constitution, and the word "shall" be changed to "should" and that the "two months" be changed to "30 days."

Discussion by Delegates Jones, King, Brazier, Prashner, and G. E. B. Members Miller and Little.

Chairman made announcement that from 9:00 a. m. to 11:00 a. m. the following day, Convention would be in closed session.

Convention adjourned at 5:00 p. m.

FORENOON SESSION, NOVEMBER 28TH.

The Convention was called to order at 9:40 by Chairman Foley.

Roll Call showed the following Delegates absent: Rodney Mehling, Joe Laukki.

The Minutes of the forenoon session of the day previous were read and approved as read.

Communications:

No. 96—A telegram from No. 33: "At regular meeting No. 33 the following resolutions were passed: We do not concur with Convention in the appointment of editor. We are in favor of electing both editor and manager by referendum. And that the Business Manager be in full charge of the Publishing Bureau. George Hardy, Sec'y; Frank Miller, Chairman."

It was moved and seconded that the telegram be filed. Filed without objection.

At this point the Chairman announced that the Convention would now go into executive session.

Moved and seconded, that all members in good standing be left remaining in the hall during the special executive session. Carried.

Moved and seconded, that before we go into executive session we send telegrams to Fellow Workers Thorne and Edwards to come to the meeting today and that we do not go into executive session until they arrive.

Chairman appointed Lambert and Little to see that the members who were not delegates were in good standing or left the hall.

Fellow Worker Falk Torkenson was made Door Warden.

Moved and seconded, that we amend the motion by turning the proposition over to the G. E. B. and let them do the investigating.

Moved and seconded, as a substitute of the whole that we get all the correspondence asked for in the resolution, and all correspondence connected with the matter and turn it over to the grievance committee with instructions that they report back to the Convention.

The Chairman ruled that the whole matter was out of order. An appeal was taken from the Chair and the Chair was not sustained.

Moved that the whole matter be tabled. For, 11; against, 9.

Delegate Klein objected that the above motion was out of order, was ruled out of order, and then took an appeal from the Chair. Chair sustained, 13 to 1.

Moved and seconded, that the Convention now be opened to anyone who wishes to come in. Carried.

The Chairman announced that the next order of business was the report of the Constitution Committee.

Moved and seconded, that the Minutes of this session be read now. Carried.

After the Minutes were read it was moved and seconded that all reference to the communication from Hibbing be stricken from the Minutes. Carried.

The Chairman announced that the next order of business was the recommendations by the Constitution Committee.

No. 85 (see 27, p. m.)—In reference to striking out Section 1 of Article 10 of the Constitution.

Committee had recommended that the section be stricken out.

Motion was that the Convention concur with the recommendation of the Committee.

Moved and seconded, that the matter be placed on the table until we get the Minutes of the afternoon session. Carried.

No. 86.—Moved and seconded, to concur with the recommendation of the Committee, that is to concur with the original resolution.

Moved and seconded, that we amend by inserting "That nominations for G. E. B. Members from the different Industrial Unions and Branches be sent into General Headquarters before thirty days prior to the Convention, and that the thirteen highest of the members be sent out to the membership to be voted upon.

Moved and seconded, to amend the amendment that when an Industrial Union comes to have 5,000 or more members it be allowed to elect a member to the G. E. B. until the Industrial Department is organized.

The question was asked as to how recruiting Unions would be represented under this arrangement. Answer: Could be elected from the floor of the Convention.

The Committee asked that this be offered as an amendment to the motion: "Provisional members of the G. E. B. shall be nominated by Industrial Unions or any subordinate part of the I. W. W. through delegates to the Convention. Industrial Unions or subordinate parts of the I. W. W. who have no delegate at the Convention shall be allowed to send in nominations, provided such nominations shall be in the hands of the Secretary-Treasurer before the Convention convenes. All nominations sent in shall come before the Convention and the twenty-one nominees receiving the highest number of votes shall go on a referendum ballot to the membership.

Provided, however, that no industry shall be allowed more than one member on the General Executive Board.

Moved, as a substitute for the whole, that Industrial Unions with Branches that have a membership of 5,000 or more shall elect one of their members to represent their organization on the G. E. B. of the I. W. W.

The provisional G. E. B. shall consist of seven members and the Secretary-Treasurer. In case there are less than seven members elected by the Industrial Unions, the balance of the G. E. B. members shall be elected from the floor of the Convention.

After some discussion, the Chairman announced that the time for adjournment had arrived.

The Chair announced that the members of the Convention were invited to meet at General Headquarters at 1:15 to go to the Selig Tribune Studio to view the Joe Hill Funeral and Memorial Pictures.

Adjourned at 12:00 noon until 2:00 p. m.

AFTERNOON SESSION, NOVEMBER 28TH.

Convention called to order at 2:45 p. m. by Chairman Foley.

Roll Call showed following absent: Manuel Ray, Rodney Mehling, Joe Laukki, G. E. B. Members Mattingly and Little. Ray, Mattingly and Little reported "present" a few minutes later.

Minutes of previous afternoon session were read, corrected, and placed on file.

Communications read and disposed of as follows:

No. 98—Letter from Seattle, Washington, giving names of men held in prison at Everett and Seattle.

"Seattle, Wash., Nov. 23, 1916.

William D. Haywood,
164 W. Washington St.,
Chicago, Ill.,

Fellow Worker:—Enclosed you will find a list of the prisoners. The list of men charged with murder are held in the Snohomish County jail at Everett, Washington. Those charged with unlawful assembly are held in the King County jail in Seattle, Wash.

Yours for industrial freedom,

HERBERT MAHLER."

BOYS CHARGED WITH MURDER.

- | | | |
|--------------------------|----------------------|-----------------------|
| 1. James Kelly. | 25. Frank Boyd. | 50. William Mitchell. |
| 2. Ed Truitt. | 26. Fred Cryster. | 51. John Downs. |
| 3. Jack Patterson. | 27. Ed Miller. | 52. George Murphy. |
| 4. John Ross. | 28. Ed Roth. | 53. C. D. MacLennan. |
| 5. John Nugent. | 29. Harry Feinberg. | 54. John Rawlings. |
| 6. Victor Johnson. | 30. John W. Bowdoin. | 55. Thomas Tracy. |
| 7. Pat Lyons. | 31. D. Stevens. | 56. J. F. Billings. |
| 8. William Lawson. | 32. Lewis Morgan. | 57. Charles H. Cody. |
| 9. Jim Powers. | 33. Charles Adams. | 58. Harvey Hubler. |
| 10. Ben Legg. | 34. J. H. Beyer. | 59. Charles Berg. |
| 11. Earl Osborne. | 35. H. Sackol. | 60. Jack Leonard. |
| 12. E. J. Shapero. | 36. W. H. Brown. | 61. Charles Hawkins. |
| 13. Clarence Cyphert. | 37. James Bates. | 62. J. A. Kelley. |
| 14. Lawrence Manning. | 38. E. M. Beck. | 63. Albert Shreve. |
| 15. Charles Black. | 39. Oscar Johnson. | 64. Frank Stewart. |
| 16. Jim Mack. | 40. H. T. Cheethan. | 65. Harston Peters. |
| 17. E. F. Hollingsworth. | 41. William Davis. | 66. William Coffin. |
| | 42. F. O. Watson. | 67. George Martin. |
| 18. Mike J. Reily. | 43. Theodore Lauer. | 68. Charley Austin. |
| 19. Roy Davis. | 44. H. Shebeck. | 69. Alfred Howard. |
| 20. Carl Newman. | 45. Charles Hayward. | 70. Adolph Ersson. |
| 21. James Manning. | 46. Harold Miller. | 71. John Black. |
| 22. William Shea. | 47. William Winn. | 72. Malachi O'Neil. |
| 23. Pete Breed. | 48. J. E. Houlahn. | 73. A. B. Winborne. |
| 24. Tom Savage. | 49. Robert Leonard. | 74. Axel Douney. |
- Names of men charged with unlawful assembly and held in King County jail:

CASE NO. 8572.

- | | | |
|-----------------|-------------------|--------------------------|
| W. O. Lilly. | James E. Hadley. | Frank Thorpe. |
| C. L. Johnson. | Willis Johnston. | William McGregor. |
| F. Lansing. | A. O. Hooper. | Frank Gough. |
| Steve Keletour. | R. W. Jones. | John Ford. |
| James Callahan. | C. C. Hulburt. | Dewey Askmore. |
| Robert Woods. | Charles Ellis. | Charles Day. |
| L. E. Butcher. | Thomas Smye. | Harry Parker. |
| O. Genty. | Harry Chase. | John Ryan. |
| Geo. Turnquist. | E. Belmat. | Joe Kelly. |
| Samuel Scott. | Henry Gluckstadt. | Carl Borke, alias Bjork. |

CASE NO. 8591.

- | | |
|-------------|-------------------|
| E. McBride. | H. P. Hunsburger. |
| Mark Skoma. | R. Nicholson. |
- Names of men charged with unlawful assembly and held in City Hospital in Seattle:

CASE NO. 8572.

Ed Roth.

H. Golden.

Oscar Carlson.

Joseph Gahilezano.

Motion made and seconded, to make these names a part of the Minutes. Unanimously carried.

No. 99—Report of meeting of General Executive Board, which read as follows: "G. E. B. met in session at 164 West Washington street, Monday, November 27th, 1916. Members Little, Mattingly, Miller, Gen. Secy.-Treas. Haywood, Gen. Org. Ettor, and Elizabeth Gurley Flynn, present. Little, Chairman; Mattingly, Recording Secretary. Moved by Mattingly, seconded by Miller, that the sum of five thousand dollars be kept on hand at the General Office and to be used for the defense of the Fellow Workers in jail at Duluth, same to be drawn upon and used as needed. Motion carried."

Discussion on this communication by following delegates: Lambert, G. E. B. Members Miller and Little, Delegates Prashner, Sinclair, King, General Organizer Ettor.

Motion made by Ettor, and seconded, that action of General Executive Board be approved. Motion carried.

No. 100—Referred to Ways and Means Committee.

No. 101—Referred to Committee on Education.

Next on order of business was recommendations of Constitutional Committee, continued from previous session.

Discussion resumed on No. 86, and G. E. B. Miller was asked to explain the motion he had made as a substitute for the whole, which he did.

Motion made by King, and seconded, that this matter be tabled until the Minutes of forenoon session were read. Motion carried.

No. 88—Recommend that Convention go on record to change the Order of Business on last page of Constitution to (6) Reports of Officers; (7) Financial Report of Receipts and Expenditures; (8) Reports of Committees; (9) Reports of Delegates. W. T. NEF, 400.

Committee concurred. Motion made and seconded, that Convention concur.

Discussion by Brazier, Ettor and Prashner.

Motion carried.

Committee recommend that Section 2 of Article 6 be stricken out.

Committee concur in recommendation. Moved and seconded, that Convention concur with report of Committee.

Discussion by Lambert, Millert, Prashner, General Organizer Ettor, King, Little, General Secretary-Treasurer Haywood, Nef, Jones and Miller.

Motion carried.

Committee recommend that Section 5 of Article 2 be stricken out.

Committee concur. Motion made and seconded, that Convention concur with report of Committee. Motion carried.

Committee recommend that the last sentence of Section 1, Article 3, be stricken out.

Discussion by Delegate Prashner, General Organizer Ettor and General Secretary Haywood.

Motion made and seconded, that Convention concur with Committee's recommendation. Motion carried.

Committee recommends that Section 1, Article 6, be amended to read as follows: "The revenue of the Organization shall be derived as follows: Charter fees for Industrial Departments shall be \$25.00. Charter fees for Industrial Unions, Branches of Industrial Unions, District Councils and Recruiting Unions shall be \$10.00."

Committee concur. Motion made and seconded, that Convention concur with report of Committee.

Amendment made and seconded, that the word "branches" be struck out.

Discussion by following delegates: King, G. E. B. Miller, Nef and Prashner.

Amendment to motion withdrawn, with the consent of delegate who seconded the amendment.

Further discussion by General Secretary-Treasurer Haywood, Delegates Sinclair, Nef, General Organizer Ettor, G. E. B. Miller, Klein, Lambert, Prashner, King and Hardy.

At this point Chairman ruled discussion was closed, and put the question. Motion carried.

Committee recommend that words "president" and "vice-president" be stricken out wherever found in the By-Laws, and word "chairman" inserted.

Committee concur. Motion made and seconded, that Convention concur with Committee's report.

Discussion by Delegates Hardy and Lambert. Motion carried. Vote, 9-2.

Constitutional Committee announced that this concluded their report with the exception of the recommendations and resolutions, which had been tabled.

Motion made and seconded, that Resolution No. 83 be taken off the table.

Discussion as to whether this should be placed before Convention.

Chairman ruled it is right to place this before Convention as to whether they take this off the table or not.

Motion carried. Vote, 10-1.

Committee recommend that all reference to Propaganda Leagues be stricken from Article 14 of the By-Laws and that existing charters of propaganda leagues be called in and Recruiting Union Charters be issued in their stead.

Motion made and seconded, that Convention concur with report of committee.

Discussion by Delegate Sinclair and G. E. B. Member Mattingly.

G. E. B. Member Miller made motion, which was seconded, that everything under the head of Propaganda League be stricken out.

Discussion by General Secretary-Treasurer Haywood, Delegate Hardy, General Organizer Ettor, Lenekevitzky, King, Saverino.

Amendment to amendment, made by Delegate Lambert, and seconded, that all reference to Propaganda Leagues be stricken from Article 14 of the By-Laws.

Discussion by Delegates Jones, King and Nef.

Convention adjourned at 5:00 p. m.

FORENOON SESSION, NOVEMBER 29TH.

The Convention was called to order by Chairman.

Roll Call showed the following members absent: Rodney Mehling, D. Goldstein, W. T. Nef, Wm. Wiertola, Ragnar Johanson, Joe Laukki.

D. Goldstein, W. T. Nef, Wm. Wiertola, and Ragnar Johanson came in a little late. Nef explained that he and Wiertola were delayed on account of working on the G. O. Books until 3:00 a. m.

The Minutes of the session of the forenoon of the day previous were read and approved.

Communications:

There being no communications, the next order of business was continuation of the discussion of Recommendation of Constitution

Committee, "That all reference to Propaganda Leagues be stricken from Article 14 of the By-Laws, and that existing Charters be called in."

At the time the session of the previous day—afternoon—adjourned the motion before the house was an amendment to the amendment that all Propaganda Leagues be stricken from Article 14 of the By-Laws.

After some discussion, the previous question was called for.

Motion to put it carried. For, 15; against, 2.

The vote on the amendment was, for, 15; against, 6.

This concluded all the report of the Constitution Committee.

Moved and seconded, that the recommendation with its motion and amendments in regard to the election of members of the G. E. B. be taken off the table. Carried.

The Secretary read the motion and its amendments with the substitute for the whole.

The Chairman announced that the vote would be on the substitute.

Five members then called for a roll call vote on the substitute.

Roll Call was as follows:

Name—	Union.	Votes.	Yes.	No.
Manuel Ray	8-2	13 $\frac{2}{3}$	..	13 $\frac{2}{3}$
Chas. Carter	8-1	13 $\frac{2}{3}$	..	13 $\frac{2}{3}$
Michael Mattis	8-1	13 $\frac{2}{3}$	..	13 $\frac{2}{3}$
Thos. Jones	16	1	..	1
Dan Buckley	69	1	..	1
Rodney Mehling	86	1	Abs.	..
D. Goldstein	179	1	..	1
Jos. Saverino	192	6 $\frac{1}{2}$	..	6 $\frac{1}{2}$
Ignatius Logis	192	6 $\frac{1}{2}$	..	6 $\frac{1}{2}$
C. L. Lambert.....	334	1	..	1
Richard Brazier	400	36	..	36
W. T. Nef.....	400	36	36	..
A. R. Sinclair.....	400	36	..	36
Chas. Plahn	400	36	36	..
Ben Klein	400	36	..	36
J. B. King.....	400	36	..	36
A. B. Prashner.....	400	36	36	..
Wm. Wiertola	490	10	..	10
Ragnar Johanson	574	1	..	1
Ragnar Johanson	480	1	..	1
Byork Lenekewitzky	593	1	..	1
Fred Hardy	600	2	2	..
Joe Foley	85	5	..	5
Joe Laukki	604	1	Abs.	..
C. L. Lambert.....	71	1	..	1
Francis Miller	G. E. B.	1	1	..
Frank H. Little.....	G. E. B.	1	..	1
W. E. Mattingly.....	G. E. B.	1	1	..
Jos. J. Ettor.....	Gen. Org.	1	..	1
Wm. D. Haywood, G. Sec.-Tr.		1	1	..
Totals		338	113	223

The Chairman then declared the vote would be on the amendment to the amendment. Five members called for a roll call vote on the amendment to the amendment.

Roll Call was as follows:

Name—	Union.	Votes.	Yes.	No.
Manuel Ray	8-2	13 $\frac{2}{3}$	..	13 $\frac{2}{3}$
Chas. Carter	8-1	13 $\frac{2}{3}$	..	13 $\frac{2}{3}$
Michael Mattis	8-1	13 $\frac{2}{3}$	..	13 $\frac{2}{3}$
Thos. Jones	16	1	..	1
Dan Buckley	69	1	..	1
Rodney Mehling	86	1	Abs.	..
D. Goldstein	179	1	..	1
Jos. Saverino	192	6 $\frac{1}{2}$	..	6 $\frac{1}{2}$
Ignatius Logis	192	6 $\frac{1}{2}$	..	6 $\frac{1}{2}$
C. L. Lambert	334	1	..	1
Richard Brazier	400	36	..	36
W. T. Nef	400	36	36	..
A. R. Sinclair	400	36	..	36
Chas. Plahn	400	36	36	..
Ben Klein	400	36	..	36
J. B. King	400	36	..	36
A. B. Prashner	400	36	36	..
Wm. Wiertola	490	10	..	10
Ragnar Johanson	574	1	..	1
Ragnar Johanson	480	1	..	1
Byork Lenckewitzky	593	1	..	1
Fred Hardy	600	2	2	..
Joe Foley	85	5	..	5
Joe Laukki	604	1	Abs.	..
C. L. Lambert	71	1	..	1
Francis Miller	G. E. B.	1	1	..
Frank H. Little	G. E. B.	1	..	1
W. E. Mattingly	G. E. B.	1	1	..
Jos. J. Ettor	Gen. Org.	1	..	1
Wm. D. Haywood, G. Sec.-Tr.		1	1	..
Totals		338	113	223

As the amendment to the amendment was lost, the Chairman put the amendment to the motion. Roll Call vote again demanded. The vote stands as follows:

Name—	Union.	Votes.	Yes.	No.
Manuel Ray	8-2	13 $\frac{2}{3}$	..	13 $\frac{2}{3}$
Chas. Carter	8-1	13 $\frac{2}{3}$	..	13 $\frac{2}{3}$
Michael Mattis	8-1	13 $\frac{2}{3}$	..	13 $\frac{2}{3}$
Thos. Jones	16	1	..	1
Rodney Mehling	86	1	Abs.	..
D. Goldstein	179	1	..	1
Jos. Saverino	192	6 $\frac{1}{2}$	..	6 $\frac{1}{2}$
Ignatius Logis	192	6 $\frac{1}{2}$	..	6 $\frac{1}{2}$
C. L. Lambert	334	1	..	1
Richard Brazier	400	36	..	36
W. T. Nef	400	36	..	36
A. R. Sinclair	400	36	..	36
Chas. Plahn	400	36	36	..
Ben Klein	400	36	..	36
J. B. King	400	36	..	36
A. B. Prashner	400	36	..	36
Wm. Wiertola	490	10	..	10
Ragnar Johanson	574	1	..	1
Ragnar Johanson	480	1	..	1
Byork Lenckewitzky	593	1	..	1
Fred Hardy	600	2	..	2

Joe Foley	85	5	..	5
Joe Laukki	604	1	Abs.	..
C. L. Lambert	71	1	..	1
Francis Miller	G. E. B.	1	..	1
Frank H. Little	G. E. B.	1	..	1
W. E. Mattingly	G. E. B.	1	..	1
Jos. J. Ettor	Gen. Org.	1	..	1
Wm. D. Haywood, G. Sec.-Tr.		1	..	1
Totals		338	36	300

As the motion to amend was lost, the vote was next taken on the original motion. The Roll Call vote was called for, and stood as follows:

Name—	Union.	Votes.	Yes.	No.
Manuel Ray	8-2	13 $\frac{3}{4}$	..	13 $\frac{3}{4}$
Chas. Carter	8-1	13 $\frac{3}{4}$	..	13 $\frac{3}{4}$
Michael Mattis	8-1	13 $\frac{3}{4}$	13 $\frac{3}{4}$	..
Thos. Jones	16	1	1	..
Dan Buckley	69	1	..	1
Rodney Mehling	86	1	Abs.	1
D. Goldstein	179	1	1	..
Jos. Saverino	192	6 $\frac{1}{2}$	6 $\frac{1}{2}$	..
Ignatius Logis	192	6 $\frac{1}{2}$	6 $\frac{1}{2}$	..
C. L. Lambert	334	1	1	..
Richard Brazier	400	36	36	..
W. T. Nef	400	36	36	..
A. R. Sinclair	400	36	..	36
Chas. Plahn	400	36	..	36
Ben Klein	400	36	..	36
J. B. King	400	36	36	..
A. B. Prashner	400	36	..	36
Wm. Wiertola	490	10	..	10
Ragnar Johanson	574	1	1	..
Ragnar Johanson	480	1	1	..
Byork Lenekewitzky	593	1	..	1
Fred Hardy	600	2	..	2
Joe Foley	85	5	5	..
Joe Laukki	604	1	Abs.	..
C. L. Lambert	71	1	1	..
Francis Miller	G. E. B.	1	..	1
Frank H. Little	G. E. B.	1	1	..
W. E. Mattingly	G. E. B.	1	1	..
Jos. J. Ettor	Gen. Org.	1	1	..
Wm. D. Haywood, G. Sec.-Tr.		1	..	1
Totals		338	149 $\frac{3}{4}$	186 $\frac{3}{4}$

Moved and seconded, that the Constitution Committee be instructed to bring in a recommendation that would take the place of the motion just voted down. This was ruled out of order, on the ground that more business would have to be done before the matter could come up in any manner whatever.

The Chair then called for the next Committee.

General Secretary-Treasurer Haywood reported for the Educational Committee by reading a portion of the letter from the Work People's College at Smithville, Minnesota, offering co-operation in teaching of the members of the I. W. W. in English.

Communication No. 16:

"Smithville, Minn., Nov. 18, 1916.

National Organization of the I. W. W.,
164 W. Washington St.,
Chicago, Ill.,

Dear Fellow Workers:—During the past three or four years the shareholders and the supporters, consisting mostly of common laborers, of the WORK PEOPLE'S COLLEGE have begun to affiliate themselves with the Industrial Workers of the World, thus bringing the workers of all nationalities together. This close relationship has resulted in a desire of the shareholders and supporters to make our college an I. W. W. institution and to open its two big modern dormitories with several class rooms, a library of 2,000 volumes of scientific literature, etc., to the general use of the I. W. W. members and sympathizers.

A large number of our stockholders and supporters, who are also members of the I. W. W. have instructed us, the Board of Directors of this institution to make a proposal to the National Organization of the I. W. W. regarding this matter. Ultimately, it depends on the stockholders what further changes might be made regarding this, but the Board of Directors under the constitution of our college can now start only a discussion to realize this desire; we can, however, promise that the class rooms and the library can be used without charge by any of the I. W. W. members who wish to do so, the National Organization securing and paying the salaries of the instructors. The only expense as far as we are concerned then is board and room, which may be had for \$15.00 per month for board, room may be had for single \$5.00 and doubles \$3.00. Rooms may be also secured outside of the College if the students so desire. Whatever tuition there is to be paid by such I. W. W. students would go either to their instructors or to the I. W. W. Organization, according to the plan the instructors or the National Organization make.

We are at present able to accommodate not more than 100 students besides our regular students.

We think that in the I. W. W. Organization there are some who would possibly be eager to grasp this opportunity to start an I. W. W. department in English under the control of the National Organization of the I. W. W. in co-operation with our Finnish department. We also think that there are in the Organization many who would be more than glad to become students, when the facilities are at hand, if subjects that they are interested in would be ably taught.

Hoping that this matter will receive your favorable consideration, especially when it is the desire of several of the I. W. W. Organizers. We are waiting the action of the Convention or the action of the committee it may select to consider this proposal.

Yours for the Industrial Revolution,

WORK PEOPLE'S COLLEGE,

By the Board of Directors—

Otto Hagman, President.

William Tanner, Secretary."

The recommendation of the Committee follows:

"That a letter of appreciation be sent to the Board of Directors of the Work People's College at Smithville, Minnesota, expressing our full appreciation of their cordial invitation to the Members and sympathizers of the I. W. W. To accept the splendid advantages of the Work People's College, saying to the Board of Directors that we will send an announcement to our members urging that a few take advantage of the opportunities offered by the school. Further, that

definite arrangements will be made for the employment of a capable English teacher. We, your Committee, feel that this generous offer of the Board of Directors of the Work People's College should be taken advantage of in the same whole hearted spirit in which the invitation has been extended. It has been pointed out that many of our members are anxious for the learning that can be obtained only in such an institution. We believe that when our membership is notified there will be more demands for admission than the accommodations will permit. While this may not be true this winter, it will certainly be the case after next harvest. With the assurance of such a school for the winter and the knowledge to be acquired, many will save their money for this purpose."

Moved and seconded, to concur with the Committee's recommendation. Carried.

Resolution No. 102: Read by Chairman Prashner of the Resolutions Committee.

Moved and seconded, that the resolution be turned over to the Constitution Committee. Carried.

Resolution No. 51:

"Whereas, The 'Allarm,' the Scandinavian paper now owned and controlled by the Scandinavian Propaganda League of the I. W. W. in Minneapolis, has been in the field for nearly two years, and advocating and fighting for the principles of a revolutionary industrial organization such as the I. W. W.; and

Whereas, The 'Allarm' during these two years showed very good results, educational as well as financial, in propagating the ideas of revolutionary industrial unionism among the Scandinavian workers throughout the country; be it therefore,

Resolved, That the floor of this Convention approve the 'Allarm' as an official organ of the Industrial Workers of the World in the Scandinavian language.

RAGNAR JOHANSON,

Delegate for L. U. No. 480 and No. 574, Rockford, Ill."

Committee recommended that the G. E. B. investigate the "Allarm," and if found to be consistently advocating the principles of Industrial Unionism that it be made an official organ of the I. W. W.

Moved and seconded, that we concur in the recommendation of the Committee.

At this point the Chairman called on all Chairmen of Committees to call their respective members together during the noon intermission, if they desired.

The Chairman then declared the Convention adjourned until 2:00 p. m.

AFTERNOON SESSION, NOVEMBER 29TH.

Convention called to order at 2:10 p. m. by Chairman Foley.

Roll Call showed the following delegates absent: Rodney Mehling, Joe Laukki, W. T. Nef, absent on business; reported present at 3:00 p. m.

Minutes of previous afternoon session were read, accepted, and filed.

There being no communications, next order of business was report of Ways and Means Committee, continued from forenoon session.

Discussion on the "Allarm" proposition by General Organizer Ettor, Delegates Johanson and Sinclair.

Chairman Prashner read recommendation of Committee that the G. E. B. investigate the "Allarm," and if found to be consistently advocating the principles of Industrial Unionism, that it be made an official organ of the I. W. W.

Question called for and put. Motion carried.

Resolution No. 53: That we adopt a coupon book consisting of 10 coupons, each new member to receive a coupon book with his or her initiation fee, same to be handled through General Headquarters. Instead of locals receiving cards for 5 cents they will be charged 55 cents, by so doing Headquarters has the money. The new member can either send in his or her whole coupon book, and receive a six months' sub., or he can receive a paper in any local with a coupon of the book, coupon is worth 5 cents. Locals to send in their coupons to the newspapers, same to send them to Headquarters and receive their money. No duplicate coupon book to be issued in case it gets lost. That way Headquarters always will have a Miscellaneous press fund. This coupon system will get a paper into everybody's hands. No paper to be given if coupons are detached. That's up to the secretary of the local or literature agent to do.—Ben Klein.

Committee does not recommend plan, as outlined as it is too cumbersome in comparison to results obtained.

Motion made and seconded, that Convention concur with Committee's Report. Motion carried.

Resolution No. 54: That we get constitutions of various languages published—German, French, Jewish, Austrian, and others, if necessary.

Committee recommend that Constitution be printed in various languages when necessary.

Motion made and seconded, that Convention concur with report of Committee.

Discussion by General Organizer Ettor, Delegates Prashner and Jones. Motion carried. Vote, 12—2.

Resolution No. 60: That the manager of Solidarity be empowered to appoint three or four members to solicit subs., sell literature, and write up new members, and if it pays, to increase number of agents. If any agent fails to make it a paying proposition for the paper he is to be recalled at any time by the Manager of Solidarity.

Committee recommend that manager of Solidarity be allowed to use best judgment in regard to the matter of increasing the circulation of Solidarity.

Motion made and seconded, that Convention concur with recommendation of Committee. Motion carried.

Resolution No. 71: That no more papers like the "Strikers' News" be published by the Organization. Reasons: First—It was not in the best interests of the Organization as a whole. Second—Instead of a Special Paper being published, a correspondent be stationed in the strike district who will send strike news to each and every one of the papers affiliated with the I. W. W. Third—Two thousand copies of Solidarity and two thousand copies of Industrial Worker could have been distributed cheaper than the Strikers' News was printed. Fourth—With the distribution of our official papers, the men on strike would get a comprehensive view of the work of the Organization as a whole. Whereas such strike bulletins as the Strikers' News only gave them the news of the districts on strike. With the men on strike reading our papers their view of Industrial life is broadened. When the strike is over such papers as the Strikers' News die and leave the men without a paper. Whereas, if they were started in on reading our official papers, they would continue to demand our papers after they went back to work. This will probably require that a press association be formed by the editors of I. W. W. papers, so that they can come to a definite understanding on some matters, such as accredited correspondents, wages, and how they are to be paid, and others that will come under this head.

Committee recommend that the publishing of such papers as the Strikers' News be not prohibited in strike districts, but that official papers be made the organs of the strikers wherever possible and given preference.

Motion made and seconded, that Convention does not concur with Committee's recommendation.

Discussion by following delegates:

Lambert stated that he did not think such papers were to best interest of Organization. Thinks men on strike would become more interested in Organization by reading official papers.

Elizabeth Gurley Flynn pointed out that Strikers' News was intended from beginning of publication to end to counteract the tremendous agitation carried on against miners and against the I. W. W. Further discussion by Klein, General Organizer Ettor, Sinclair, G. E. B. Member Little, Jones, Prashner, Saverino, Wiertola, Brazier and Foley. Motion lost.

Motion made and seconded, that Convention concur with report of Committee. Motion carried.

Resolution No. 31: At a regular business meeting held November 9, 1916, it was moved and seconded and carried that Local 174 instruct the Convention, through you, to Offer Vincent St. John whatever wages may be due him.

E. C. PLUNKETT.

Committee recommend this communication be turned over to the General Executive Board.

Moved and seconded, that Convention concur with report of Committee. Motion carried.

Resolution No. 38: Whereas, A very large percentage of the membership of the I. W. W. work in seasonable industries changing their place of habitation several times during a year and being out of touch with the organization for several months at a time; be it Resolved, That special voluntary assessment stamps for one dollar be issued for the benefit of the Press Fund of the I. W. W. Members having such stamps in their due book shall be entitled during a year from the date of buying the stamps to get one copy of the I. W. W. paper in any local of the I. W. W. and also to get as many back numbers (one copy each) as he or she desires.

Committee recommend that Convention not concur with this resolution.

Motion made and seconded, that Convention concur with Committee's Report. Motion carried.

Resolution No. 94: G. E. B. met at 5:30 p. m., November 25, 1916. Little, Chairman; Mattingly, Secretary; Little, Mattingly, Miller and Haywood, present. It was moved and seconded, that a special Defense Assessment Stamp of one dollar be levied, same to be used and to go to the Everett, Washington, Fellow Workers' relief and defense, and to the defense of the Fellow Workers on the Iron Range, to be paid by February 1. Carried.

Committee concur in this resolution. Motion made and seconded, that Convention concur with Committee's Report.

Discussion by G. E. B. Member Little, General Secretary-Treasurer Haywood, Delegates Prashner and Jones.

Amendment made by Prashner, and seconded, that this be made a 50-cent compulsory assessment stamp.

Further discussion by Sinclair, Little, Plahn, Saverino, King, Ray and Haywood.

General Executive Board changed form of Resolution to read as follows:

"It was moved and seconded, that a special defense assessment stamp of fifty cents be levied, same to be used and to go to the Everett, Washington, Fellow Workers' relief and defense, and to the defense of the Fellow Workers on the Iron Range, to be paid by February 1st."

Further discussion by Sinclair and Klein.

Roll Call vote called for by five members, showing following result:

Union.		Votes.	
Manuel Ray	8-2	13 $\frac{2}{3}$	No
Chas. Carter	8-1	13 $\frac{2}{3}$	No
Michael Mattis	8-1	13 $\frac{2}{3}$	No
W. T. Nef	400	36	Absent
Thos. Jones	16	1	No
Dan Buckley	69	1	No
D. Goldstein	179	1	No
Jos. Saverino	192	6 $\frac{1}{2}$	No
Ignatius Logis	192	6 $\frac{1}{2}$	No
C. L. Lambert	334	1	No
Richard Brazier	400	36	No
A. R. Sinclair	400	36	Yes
Chas. Plahn	400	36	Yes
Ben Klein	400	36	No
J. B. King	400	36	No
A. B. Prashner	400	36	Yes
Wm. Wiertola	490	10	Yes
Ragnar Johanson	574	1	Yes
Ragnar Johanson	480	1	Yes
Wm. Lenekewitzky	593	1	No
Fred Hardy	600	2	Yes
Joe Foley	85	5	Yes
C. L. Lambert	71	1	No
Francis Miller	G. E. B.	1	Yes
Frank H. Little	G. E. B.	1	Yes
W. E. Mattingly	G. E. B.	1	Yes
J. J. Ettor	Gen. Org.	1	Yes
Win. D. Haywood	G. Sec.-Tr.	1	Yes

Yes, 132. No, 168. Motion lost.

Motion made and seconded, that Voluntary Assessment of one dollar be levied by first of February.

Amendment made and seconded, that this be a 50c voluntary assessment stamp.

Discussion by Delegates King, Saverino, Klein, Haywood and Plahn, Ettor and Haywood. Motion carried. Votes, 15-4.

Lambert made motion, which was seconded, that every delegate on the floor donate one day's pay, or \$3.00 to Everett Defense Fund.

Chairman rules no discussion on this motion and immediately put the question. Motion carried.

Motion made and seconded, that this assessment be collected immediately.

Collection of assessment fund was made by Secretary calling roll. National Organizers were also included. Following is Roll Call:

Manuel Ray, 8-2	.....Paid	Wm. Wiertola, 490	.....Paid
Chas. Carter, 8-1	.....Paid	Ragnar Johanson, 480-574	.....Paid
Michael Mattis, 8-1	.....Paid	Byork Lenekewitzky, 593	.....Paid
Thos. Jones, 16	.....Paid	Fred Hardy, 600	.....I.O.U.
Dan Buckley, 69	.....Paid	Joe Foley, 85	.....Paid
D. Goldstein, 179	.....I.O.U.	Francis Miller, G.E.B.	.....I.O.U.
Jos. Saverino, 192	.....Paid	Frank H. Little, G.E.B.	.....Paid

Ignatius Logis, 192.....	Paid	W. E. Mattingly, G.E.B....	Paid
C. L. Lambert, 334.....	Paid	J. J. Ettor, Gen. Org.....	Paid
Richard Brazier, 400.....	Paid	Wm. D. Haywood, Gen.	
W. T. Nef, 400.....	Paid	Sec.-Treas.	Paid
A. R. Sinclair, 400.....	Paid	E. G. Flynn.....	Paid
Chas. Plahn, 400.....	Paid	A. E. Woodruff.....	Paid
Ben Klein, 400.....	Paid	John Pancner	Paid
J. B. King, 400.....	Paid	W. R. Reitman.....	I.O.U.
A. B. Prashner, 400.....	Paid	Geo. Dawson	Paid

Collection was also taken up among the spectators. Entire amount reached \$106.75.

Delegate Prashner moved that Convention consider the matter of voluntary assessment. Discussion by Jones, Brazier, Prashner, Ettor, Miller and Klein. Prashner asked ruling as to whether his motion was in order or not. Chairman ruled that as he voted in affirmative, and negative carried, motion was out of order.

Motion made and seconded that telegram be sent to Herbert Mahler, of Seattle, advising him about the donation. Discussion by Miller and Jones. Amendment made that notice be sent to papers that each delegate was assessed one day's pay. Chair ruled amendment out of order. Motion carried.

Report of Ways and Means Committee (Continued.)

Resolution 100—Committee reports that it is impossible for them to report on this with the material they have in hand. Make no recommendation, because they cannot act.

Motion made and seconded that this be taken out of the hands of the Ways and Means Committee and placed upon the table. Amendment to motion made that it be taken out of hands of Ways and Means Committee and given to incoming G. E. B. Chairman ruled amendment out of order. Question called for and vote taken on original motion. Motion lost.

Motion made and seconded that it be placed on file for future reference. Amendment made and seconded that it be turned over to incoming G. E. B. Amendment to amendment made that it be threshed out on Convention floor. Amendment to amendment declared out of order by Chairman. Discussion by General Organizer Ettor, Sinclair, Haywood, Little, Prashner, Jones, King and Klein. Amendment made to amendment that this matter be tabled until further information could be obtained. Vote, 9-6. Amendment to amendment carried.

Motion made and seconded that it be taken off the table and taken up seriatim. Discussion by Haywood, Jones and Miller. Vote, 5-13. Motion lost.

Motion made by General Organizer Ettor and seconded that the G. E. B. be empowered to handle the matter of renting or leasing building for Headquarters and the Publishing Bureau. Discussion by Saverino, Jones, Ettor and Sinclair. Motion carried.

Communication 103—Read by Secretary, as follows:

"To Our Comrades of 'Solidarnose,' 164 West Washington street, Chicago: The strike ended with relative or partial triumph for us. Your help is not needed, so please communicate to the Union. Thanking you, we are, Carlos Garcia, Secretary Cigarmakers, L. U. 102, I. W. W., P. O. Box 157, Ybor City, Tampa, Fla.

Placed on file.

Motion made and seconded that we reconsider the action taken in regard to wages of Organizers. Motion carried.

Motion made and seconded that Organizers receive \$21.00 per week and incidental expenses. Amendment made and seconded that hotel

bills, etc., be left to the discretion of General Secretary-Treasurer and G. E. B. Discussion by Plahn, Prashner, Ettor and Miller. Amendment to amendment that we do not allow leeway of over \$1.00. Not seconded. Amendment to amendment made that we pay Organizers \$23.00 per week. Not seconded. Discussion by Carter, Sinclair and Little. Amendment lost.

Question on original motion put. Vote, 12-6. Motion carried.

The following telegram was read by Wm. D. Haywood for approval of Convention, and sent:

Herbert Mahler, I. W. W. Hall, Seattle, Wash.: Delegates in Convention have assessed themselves and Organizers one day's pay for relief and defense of Everett prisoners.

WM. D. HAYWOOD.

Convention adjourned at 5:00 p. m. until 9:00 a. m. following day.

FORENOON SESSION, NOVEMBER 30, 1916.

The meeting was called to order at 9:30 a. m. by Chairman Foley.

Roll Call showed the following absent: Michael Mattis, D. Goldstein, Wm. Wiertola, Ragnar Johanson. All but Michael Mattis came in late.

The minutes of the forenoon session of the day before were read and approved.

Communications.

Chicago, November 27, 1916.

To the Tenth Annual Convention of the Industrial Workers of the World,

Bush Temple, Chicago, Ill.

Greetings:

Fellow Workers—"The Workers' Institute is an institution organized by the Workers of Chicago for their own social and intellectual development. Its aims are:

1. To bring true modern education within the reach of every man, woman and child.
2. To free education from the plague of philanthropy and the curse of profit; and by its organization and purposes, it is uncompromisingly dedicated to the principles of class struggle and the emancipation of Labor.

While recognizing the overshadowing importance of organization in our movement, all true rebels will agree with Fellow Worker Haywood that "Education plows the soil, prepares the ground, sows the seeds of the true rebellion."

The Workers' Institute maintains classes in English for our foreign fellow-workers, conducted by class conscious teachers.

Classes in history, economics, science and public speaking.

It conducts a Sunday school for children of the workers, the first children-school in the country which is not bound by any party lines, except by its allegiance to the cause of Labor.

It maintains an Open Forum and series of lectures by the best radical lecturers and has a small but complete radical library.

The Workers' Institute is maintained by its own members, among whom are a number of I. W. W. rebels, and we invite all free-footed rebels who make Chicago their temporary home to take advantage of our facilities, attend our classes and lectures and help us to realize our ideal—Education for Organization and Organization for Revolution. Yours for the Industrial Democracy,

A. S. TOBINSON,

Superintendent Workers' Institute.

There being no more communications the Chairman called for the Committee to complete its report.

The following recommendation was brought in and read by Delegate A. B. Prashner, Chairman of the Educational Committee:

"We desire to express our appreciation of your invitation to our members in Chicago to attend the classes and lectures of the Workers' Institute. We will urge all our members to take advantage of the opportunity. It is in accordance with the principles and aims of the Industrial Workers of the World, that education uncompromisingly dedicated to the class struggle be spread among the workers."

Moved and seconded to concur in the recommendation of the Committee.

Moved and seconded to amend by placing the whole matter on file. Amendment lost. Original motion carried.

Moved and seconded to take resolutions off the table. Motion withdrawn on consent of the second.

Chairman of the Constitution Committee reported the following recommendation for that Committee: "To amend Section 2, Article II of the Constitution as follows: The General Secretary-Treasurer and the provisional members of the General Executive Board shall be nominated from the general membership by the Delegates on the floor of the Convention. And the three candidates for each respective office receiving the highest number of votes in the Convention shall be submitted to the general membership of the Organization for election."

Provided, however, That no more than three members of any one Industrial Union are sent out on the ballot, and no more than one member of any one Industrial Union shall be elected on the General Executive Board.

Moved and seconded to concur with the recommendation of the Committee.

General Organizer Ettor stated that he would like to suggest to the Committee that they embody in their recommendation that in Section 2, Article II, of the Constitution, after the words "General Secretary-Treasurer," add "and seven provisional members of the G. E. B. shall be nominated from the general membership and the three for each office receiving the highest vote on the floor of the Convention shall be submitted to the general membership for election."

The Chairman declared the amendment lost for want of a second. On Ettor's explaining that it was not meant for an amendment, but as a suggestion for the Committee to incorporate in their recommendation, the objection was raised from the floor that the Committee could accept nothing after the matter had gone to the convention, but that the matter, if considered, would have to be put as an amendment. The objection was sustained by the Chair. General Organizer Ettor then made the above suggestion as an amendment, and Delegate Jones seconded it.

Moved as an amendment to the amendment that no more than three members of any one Industrial Union shall go on the ballot and that no more than one member shall be elected from any one Industrial Union. Carried. Sixteen for, 5 against.

Resolution 102—Industrial Unions with five thousand or more members shall elect one member to the G. E. B. Five provisional members of the G. E. B. shall be nominated in the same manner as the General Secretary-Treasurer. Provided, that there shall be no more than one member in any one industry. Provisional members of the G. E. B. shall be nominated from the General Membership and the three receiving the highest for each respective office, on the floor of the Convention, shall go to the general membership for election. Provided, however, that no more than one G. E. B. member be elected from any one Union. Lost.

Moved and seconded to take the Seattle matter from the table. Carried.

Moved and seconded that the communication be filed.

Moved and seconded that the matter of the A. W. O. be taken from the table. Carried.

Moved and seconded that the communication be filed.

The Chairman ruled that the whole matter was out of order.

Delegate Sinclair appealed from the decision of the Chair. The Chair was not sustained.

Moved and seconded the call for the previous question. Twelve for, 7 against. The discussion was not closed, as the vote was less than two thirds.

Moved and seconded to amend by turning all letters and recommendations on the matter over to the incoming G. E. B., with instructions that they investigate the matter.

Point of order raised that the G. E. B. could not make any investigation until charges had been brought in. Chairman ruled the whole matter out of order. Point of order made by Miller that the Chairman had made the same ruling before and had not been sustained in it. The Chairman withdrew his ruling, letting the amendment stand.

Previous question called for. For, 14; against, 5.

The amendment was carried by a vote of 11 to 3.

Delegates King, Jones and Goldstein asked to be recorded as voting "No."

Moved and seconded that the letter and resolutions from Seattle be read by the General Secretary-Treasurer. Carried.

The communication was read.

Moved and seconded to file.

Objected to by Delegate Nef on the ground that the resolutions ought to be read, as they deal in part with organization work. As there was no objection, the resolutions were read.

Moved and seconded that the resolutions be taken up seriatim. Carried.

Res. No. 104—

Seattle, Wash., November 21, 1916.

Wm. D. Haywood,
164 W. Washington St.,
Chicago, Ill.

Fellow Worker:

Enclosed you will find Resolutions which were adopted by the joint Locals of Seattle for presentation to the Tenth Annual Convention. Owing to the Everett trouble, we decided not to send a Delegate, so am mailing the Resolutions to you, hoping that they will be presented to the Convention.

I was elected Delegate, but considered that I would be of more service to the Organization by helping the Defense Committee to free our Fellow Workers in Everett. I was elected Secretary-Treasurer of the Defense Committee and will turn the Locals over to the new Secretary, who will be elected Wednesday night.

We are in a very peculiar position here at present. Most of the active members are still in jail and the result is that we are having a hard time to find men with the proper ability to assist on the Defense Committee.

The members here decided that it would be better to donate the \$125.00 which we had intended to allow for the mileage of the Delegate to the Defense Fund. We trust that all of our Resolutions will

be brought before the Convention and dealt with accordingly. With best wishes, I am,

Yours for Industrial Freedom,

HERBERT MAHLER.

Resolution No. 3.

"That ledgers be indexed alphabetically: A, B, C, D, E, F, G, H, etc., in the same manner as the one made up and forwarded to the Convention. Names of members to be entered under the first letter of their surname—for instance, Kelly under K, Johnson under J, Wilson under W, etc."

By using this style one could readily turn to the page bearing the member's name instead of as at present having to spend two or three minutes searching for same. In order to get the highest degree of efficiency from the suggested change, loose leaf ledgers would necessarily be needed, as some pages will fill more rapidly than others; loose leaf ledgers are more desirable, as the pages for each year can be readily filed.

The General Office has many of the present style in stock which, of course need not be rendered useless but can still be used in the manner suggested. Index tags could be attached to them, allowing a certain number of pages for each letter and arranged so that those letters which occur more frequently than others will have more pages than those which occur less frequently. The cost of indexing the present ledgers, if done in large quantities, would be very small, as I have found that single ledgers, 200 pages, can be indexed for 50 cents each.

The saving in time and patience, if the above suggestions are adopted, will be greatly appreciated by Auditing Committees, Secretaries and others who have had experience with our books.

An argument may be advanced that an index book can be used nearly as effectively, but experience shows that it is not as practical. Page numbers would have to be entered and every change recorded; also names of new and transferred members entered, while, on the other hand, by using the style suggested, the member's name will give you the exact location of his ledger page.

HERBERT MAHLER.

Resolution No. 4.

"That a compulsory assessment of 25 cents per member be levied to defray the mileage expenses of Delegates attending the Convention, the assessment to apply to the membership of the General Organization. The General Secretary-Treasurer shall issue assessment stamps to Locals in January of each year and same must be paid by the end of July of each year. The General Office shall pay the mileage of all Delegates from the fund so created."

Reasons for the above are many. First, the voluntary assessment provided for in Article IV, Section 2, of the Constitution, has proven to be a failure. Mileage of delegates has in the past been paid by their respective Locals. The assessment stamps have been issued to Locals with the understanding that funds derived from their sale shall go to the Local to defray mileage expenses. That is only another way of saying that each Local shall pay the mileage of their Delegate. The question of mileage to Locals near Chicago is nothing, but to all Locals a great distance from Chicago, for instance, Los Angeles, San Francisco, Oakland, Portland, Bisbee, Arizona, Tampa, Fla., and Seattle it presents a difficulty that is nearly insurmountable. This is especially true when the Convention is held during the fall or winter and it is impossible for Delegates to beat their way. The mileage of a Delegate from any of the above-mentioned Locals will amount to

over one hundred dollars, and as a result the Locals mentioned are to an extent disfranchised and many of them will be unable to send a Delegate.

Resolution No. 5.

"That it is to the best interest of the Organization that the present method of owning a printing plant to publish *Solidarity*, pamphlets and other literature be abolished."

Experience shows us that the method of owning our own printing plant is not a success. Comparison of the Industrial Worker and *Solidarity* brings this point out clearly. The Industrial Worker is printed in a capitalist printing plant. In the short time of its existence it has already been placed upon a firm financial foundation. This has been done without the aid of donations. The Worker has received in donations since its first issue came out less than one hundred dollars. Starting with approximately three hundred dollars and never at any time having a circulation of over 6,500, it has actually earned money and now has to its credit over five hundred dollars.

Solidarity, on the other hand, even while it was the only English paper in the I. W. W., has been continually appealing for funds and has received in donations during the last three years three thousand dollars or more. This money is used to repair the machinery of the printing plant and to purchase more equipment. The result is that members of our organization have been, and will be, continually called upon to donate funds with which to defray the necessary expenses for maintaining the many and varied expenses incident to the up-keep of such a plant.

An up-to-date printing plant such as would be necessary to the Publishing Bureau for printing *Solidarity*, books and pamphlets, will cost in the neighborhood of between fifteen and twenty thousand dollars. Much of this machinery would be standing idle the greater portion of the time. The Publishing Bureau does not own at present a linotype machine, and if it did have it, would require the services of an expert operator. The wages of the operator would be at least twenty-five or thirty dollars a week.

HERBERT MAHLER.

Resolution No. 6.

"That the plant be sold at the highest price obtainable and the money obtained thereby be used to print *Solidarity* and as many new pamphlets as early as possible."

If the Convention decides to discontinue the present method we deem it advisable to dispose of the printing plant as soon as possible, and the money obtained from its sale be used to get out some new literature and to make *Solidarity* a better paper. The present stock of literature has been printed for years, and it is about time that we had some new pamphlets.

HERBERT MAHLER.

Resolution No. 7.

"That the I. W. W. Publishing Bureau be required to furnish all Locals doing business with it a monthly statement showing receipts and expenditures. Receipts for literature and receipts for *Solidarity* to be kept separate."

Our idea is that the monthly statement should be made similar to that of the Industrial Worker. By doing this the membership would be always informed as to the exact financial standing of the Publishing Bureau and appeals for aid would be more readily responded to.

Solidarity never has issued a monthly statement to the membership while, on the other hand, since its first publication one has been issued

by the Industrial Worker. It is reasonable to assume that if the Treasurer of the Industrial Worker could, along with his other duties as Secretary of the Seattle Locals, find time to issue a detailed monthly statement, that the person handling the finances of the Publishing Bureau only should be able to do likewise.

HERBERT MAHLER.

Resolution No. 8.

"That a complete stenographic report of the Convention be published in the style similar to the one published of the Eighth Annual Convention."

We believe that a complete stenographic report should be published, regardless of cost. It is a ready reference to the proceedings of the Convention.

HERBERT MAHLER.

Resolution No. 9.

"That Article XI, Section 3, be changed to read: 'Provisional members of the G. E. B. shall be elected one from each of the various geographical districts by a referendum vote of the membership of the Locals in each district. Said districts to be defined by this Convention.'"

As the Constitution now reads, it is necessary that the General Executive Board be elected from among the Delegates on the floor of the Convention. In the past all Conventions have tried to see that each of the various sections of the country had a representative on the G. E. B. They have never been successful.

Our idea would be as follows: That the Locals in the Pacific Northwest, for instance, the Locals in the States of Montana, Oregon, Idaho, Washington, Alberta and British Columbia would be entitled to have one member on the provisional General Executive Board. He to be elected by a referendum vote of the membership of the Locals in the above mentioned States. The Locals in the Pacific Southwest, including New Mexico, Arizona, Utah, Nevada, California, etc., to do the same. One to be elected by the A. W. O. 400, and two from the Atlantic seaboard, and another, if necessary, from the eastern portion of the Middle West. This would give all sections of the country representation on the General Executive Board. It would be the duty of the G. E. B. member from each section to take care of that particular section from which he was elected.

HERBERT MAHLER.

If this resolution is carried this Convention should make provisions so that the incoming G. E. B. would be elected before the next Convention and be able to meet the outgoing G. E. B. and take charge of affairs at the close of each convention.

The advantages of having General Executive Board members elected in this manner are various and many. During times of strikes or other trouble a representative of the General Organization would always be present. He could assist in organizing in the district and be in a position to take up the needs of the district with the General Organization.

Another very important thing that he could do would be to audit the books of each Local quarterly. Auditing Committees appointed by Locals, through lack of knowledge or experience, are not in a position to make a thorough audit and the result is that the books are in a chaotic state sometimes.

Many times Secretaries are appointed who have only a slight knowledge of the duties of their office. The G. E. B. member could instruct them as to what their duties are and the most efficient methods of doing their work.

We believe that if General Executive Board were elected in the manner suggested that it would be able to function and not, as now, be an Executive Board in name only.

HERBERT MAHLER.

Resolution No. 10.

"That Charles Ashleigh be nominated for the position of Editor of Solidarity."

HERBERT MAHLER.

1. Moved and seconded to file. Carried.
2. Moved and seconded to file. Carried.
3. Moved that it be filed. Tie vote. Chairman decided in favor.
4. Moved to file. Carried.
5. Moved and seconded to file. Carried.
6. Moved and seconded to file. Carried.
7. Moved and seconded to file. Carried.
8. Moved and seconded to file. Carried.
9. Moved and seconded to file. Carried.
10. Moved and seconded to file. Carried.

Delegate Nef asked that the meeting adjourn for the afternoon in order to give the Auditing Committee time on the books.

Moved that when we adjourn, we adjourn to meet tomorrow at 9:00 a. m. Objected to.

The Chairman ruled that the Convention would adjourn to meet at 2:00 p. m. today.

Adjourned at 12:00 m.

AFTERNOON SESSION, NOVEMBER 30.

Convention called to order at 2:05 by Chairman Foley.

Roll Call showed Delegate Wiertola absent, but he reported present a few minutes later.

Minutes of previous afternoon session were read. Delegate Sinclair pointed out an error in the Ways and Means Committee's recommendation on Resolution 71, which was corrected. Several other corrections were made, after which minutes were accepted as corrected.

Motion made to strike out of the minutes that part that says "incidental expenses," in regard to Organizers' salaries, and let it stand as simply \$21.00 per week. Not seconded.

Motion made and seconded to reconsider action of previous day in regard to Organizers' salaries. Vote 6-8. Motion lost.

At this point Chairman asked all who wished to attend I. W. W. banquet in the evening to raise their hands, so that they would know how many to prepare for. About eighteen responded.

Motion made by Delegate Nef, and seconded, that Convention reconsider the matter of voluntary assessment stamps, or if the motion was lost, that he be allowed to record his vote. Question put on this matter. Vote 10-9. Recount of vote asked for. Vote, 11-11. Motion lost.

Chair rules it be not reconsidered.

General Secretary-Treasurer states that as motion to reconsider was lost, Delegate Nef asks privilege of recording his vote. Chair rules Delegate Nef has right to record vote. Delegate Lambert appealed from the decision of the Chair. General Secretary-Treasurer Haywood took chair. Chairman Foley stated that in his judgment Delegate Nef had a right to record his vote. Lambert claimed he had no right to record his vote either way, as he was not present. Temporary Chairman Haywood put the question as to whether or not Chair should be sustained. Vote, 6-11. Chair not sustained.

Motion made and seconded that Nef's absence be recorded as on important business for the Organization.

Discussion by Ettor, King and Prashner. Motion carried.

Resolution of the Local Unions 178, 432, 252 and 382, Seattle, Wash., to be submitted to the Tenth Convention of the Industrial Workers of the World:

November 21, 1916.

Resolution No. 1.

That we favor maintaining the mixed Local in preference to the Propaganda Leagues.

Resolution No. 2.

That Article VII, Section 8, be changed to read, "There shall be a free interchange of cards between all organizations subordinate to the Industrial Workers of the World and any Recruiting Union, or Industrial Union, or Industrial Department shall accept in lieu of initiation fee the paid-up membership card of any recognized Labor Union or Organization. And that applicants shall be allowed to retain their cards."

The ruling in the Constitution as it now stands where we accept paid-up cards of any recognized Labor Union in lieu of initiation fee is based on the Universal Transfer System which we believe in and always advocate. We consider that when a man has paid one initiation fee it is sufficient, yet as our Constitution now stands we also say that he must either give up his card or pay an initiation fee. In most cases their cards are practically their meal tickets and they would be foolish to give them up. In fact, according to our Constitution as at present, it is just like saying that any one wishing to join the I. W. W. must pay an initiation fee. Of course we can advance the argument that they can turn their cards in, but we know that is impracticable, as in most cases his card is his job. If it is logical not to charge an initiation fee if he turns his card in, it is just as logical to allow him to keep his card as it is an easy matter for him to secure a duplicate of the card he has already turned in. The I. W. W. is a class movement and it is trying to organize the working class. We do not believe in charging prohibitive fees or high dues, as that would exclude men from our Union, and therefore we must try and make it as easy as possible for any worker to join our Organization. We knock the high initiations of the A. F. of L.; we knock them for charging a man an initiation fee every time he joins a different craft union, and yet at the present time we are practically doing the same thing. We cannot hide behind the flimsy excuse that a man can turn his card in. We already know that his card is practically his job, so the Constitution at present states clearly to either give up your job or pay an initiation fee.

HERBERT MAHLER.

Organization Committee report an Resolution 104, No. 2, that Article VII, Section 8, be changed to read: "There shall be a free interchange of cards between all organizations subordinate to the Industrial Workers of the World and any Recruiting Union, or Industrial Union, or Industrial Department shall accept in lieu of initiation fee the paid-up membership card of any recognized Labor Union or Organization. And that applicants shall be allowed to retain their cards." Committee concur in this recommendation. Motion made and seconded that Convention do not concur with recommendation of Committee. Discussion by Sinclair, Lambert, King, Nef, Brazier, Ettor, Little, Saverino, Plahn, Miller. Vote, 14-1. Motion carried.

Motion made and seconded that this Resolution be placed on file. Vote, 13-2. Motion carried.

Delegate Sinclair asked permission to introduce resolution. Discussion by Prashner, Klein and Miller. Motion made and seconded that Sinclair be granted the privilege of introducing a resolution. Vote, 13-2. Motion carried.

Motion made and seconded that Convention adjourn to give the Auditing Committee a chance to report Friday morning at 9:00 o'clock. Delegate Lambert rose to point of order. Chair announced he would sustain no points of order until the motion had been put. Lambert appealed the decision of the Chair. General Secretary-Treasurer Haywood took chair, and put question as to whether or not Chair would be sustained. Vote, 8-11. Chair not sustained.

Discussion by Plahn, Nef, Prashner. Prashner withdraws motion with consent of second. Second objects to withdrawal, so motion to adjourn was put. Motion lost.

Resolution 105—Be It Resolved, That Section 7, Article VIII, be amended to read: "There shall be a free interchange of cards between all organizations subordinate to the Industrial Workers of the World." Referred to Constitutional Committee.—A. R. Sinclair.

No Committees to report.

Reports given by King and Klein on Protest Meeting Committee.

Reading of communications.

Omaha, Neb., November 24, 1916.

William D. Haywood,
164 West Washington St.,
Chicago, Ill.

Fellow Worker:

I cannot let Convention pass without sending a greeting and my regrets that I could not be with you. Rogers' escapade was no surprise to me. I hope he gets what he deserves and that Union 595 will learn a lesson.

Fellow Worker Sullivan is temporarily in charge and no doubt has sent you particulars.

With greetings to all true rebels in convention assembled.

Yours for Industrial Freedom,

KATHARINE T. LEONARD.

Box 580, Omaha, Neb.
106—Filed.

November 25, 1916.

Fellow Workers and Chairman: I came here with the purpose of presenting to you a proposition which is of vital importance to our Organization, particularly to the labor body at large. It is a question which has been neglected by our Organization, as well as by many others, but which we must now endeavor to consider in order to assure success to our undertakings. This question is, What do we do towards the organization among women? No doubt you all realize the power of the woman in fighting the unjust conditions in the industries, as well as the social world. The woman, and mother, and earliest educator of the coming generation, is the one who has the first effect upon the thoughts and actions of our youth. She is torch-bearer of her husband, as well as of her family, the woman, the ignorant woman, and most of them are ignorant, through the unbearable conditions among us, not only does not do anything for the betterment of our life, that even compels her husband to stay at home, and keep her company, instead of preparing himself to fight our exploiters, the greedy boss. Although she works at lower wages, and longer hours, than man, and robs him of his job, and at the same time robs herself of her honor, and is forced into prostitution, which is a menace to our community. It is the general belief the woman is not as qualified as the man, but the war refutes this argu-

ment; woman has taken hold of almost every industry, and has conclusively shown that she is man's equal, if not his superior, in every line of work, in all the warring countries. The men are engaged in wholesale slaughter, and the women are holding most of their positions. All these facts show that the women are as qualified as the man in bringing about the betterment in the industrial world.

As long as she will be organized, I feel that something ought to be done for our women. Therefore we must make it a point in our Constitution. I have the plans all ready for you, and if you prefer, we can consider them, and make it a part of the Constitution. If we will be organized, men, women and children, we will have a song to the tune of the social revolution.

Fellow Workers and Chairman, my plans are as follows:

1. We shall have a special literature for women, how to organize them to become active members.

2. There should be a special page devoted to women in the Solidarity.

3. The general office should give expenses, to organize a special league for women, in the way of propaganda, including lectures, lecturers who can explain to them, how necessary it is for them to be organized. Am sure that for us rebels, in comparison with other work to be done, this will be a very simple task to be carried out.

R. GORDON,

Local 85, Branch 2.

By F. H. Little, G. E. B. Member.

107—Motion made and seconded that this be turned over to incoming General Executive Board. Discussion by King, Sinclair and Prashner. General Organizer Ettor made amendment that it be turned over to Committee on Education, and that Education Committee be instructed to publish same in the official organ. Further discussion by Sinclair, King, Klein, Little, Jones and Saverino. Fellow Worker A. E. Woodruff asked privilege of the floor to talk on this resolution. Motion made by Delegate Prashner and seconded that Woodruff be granted the privilege of the floor to speak on this. Motion carried.

After Woodruff had concluded his talk, motion was put. Vote, 8-11. Amendment lost.

Question put on original motion to turn over to incoming G. E. B. Vote, 14-1. Motion carried.

Constitutional Committee report on Resolution 105: Be It Resolved, That Section 7, Article VIII, be amended to read: "There shall be a free interchange of cards between all organizations subordinate to the Industrial Workers of the World."—A. R. Sinclair. Committee do not concur. Motion made and seconded that Convention concur with Committee's report. Vote, 11-10. Motion carried.

Motion made that Constitution Committee be discharged. Not seconded.

Motion made and seconded that Convention stand adjourned. Motion withdrawn in favor of General Organizer Ettor, who asked the floor to give a short talk on his connections with the Organization. Discussion by Plahn, King and Prashner.

Next in order of business came new business.

Under this head motion was made by G. E. B. Member Little that \$5,000 be kept on hand at Headquarters subject to the demand of the Defense Committee at Everett, and to be sent on their request. (Note—Previous motions had been made in regard to this, but were all incorporated in Little motion.) Discussion by Sinclair, Ettor,

Saverino, National Organizer McGuckin and Brazier. Motion carried unanimously.

Motion made and seconded that Convention adjourn to meet at 12:00 tomorrow noon, and that we hold session from 12:00 to 5:00. Delegate Brazier explained he made motion in this way so that Auditing Committee would have time to bring in their report.

Convention adjourned at 4:30 to meet at 12:00 noon the following day.

AFTERNOON SESSION, DECEMBER 1, 1916.

Convention called to order at 12:35 by Chairman Foley.

Roll Call showed Delegate Michael Mattis and General Organizer Ettor absent. Mattis reported present a few minutes later.

Minutes of previous day's session read, corrected and placed on file.

Delegate Buckley asked for point of information in regard to letter received from Australia. Discussion in regard to this matter by Brazier, Haywood, King, Sinclair and Hardy.

Motion made and seconded that Jack Carney be given the special privilege of the floor on this matter. He reported all communications coming from America were strictly censored, and especially those addressed to members of the I. W. W. Further discussion by Delegate Prashner.

Motion made by King, and seconded, that there be \$100.00 set aside at Headquarters for the prisoners of Australia, to be sent them, providing they asked for it. Discussion by Delegates Sinclair and Haywood. Amendment made by Lambert, and seconded, that this amount be \$500.00 instead of \$100.00. Amendment unanimously carried.

Next in order of business was report of Auditing Committee, which reads as follows: Report from September 1, 1914, to August 31, 1916. To the Delegates of the Tenth Convention, assembled in Bush Temple—Fellow Workers: We, the undersigned Auditing Committee, found the following errors to the credit of the Secretary: August 3, 1916, Check No. 4969, entered \$20.00 instead of \$35.00; difference, \$15. February 3, 1916, Check No. 4389, entered \$3.00 instead of \$3.93; difference, 93 cents. April 8, 1916, Check No. 4536, entered \$11.10 instead of \$11.15; difference, 5 cents. July 22, 1916, Check 4829, entered \$20.00 instead of \$21.00; difference, \$1.00. Total difference, \$16.98, for which voucher has been drawn now and corrected. Otherwise the books are in good shape, and are a credit to the Organization. We find that the bank balance tallies with the books, and accounts are correct. (Signed) W. T. Nef, Wm. Wiertola, J. B. King, Ignatius Logis, Auditing Committee Tenth Convention. Motion made and seconded that report of Auditing Committee be accepted and Committee be dismissed. Unanimously carried.

Delegate Klein asked point of information in regard to statement of Mesaba Range strike. General Secretary-Treasurer Haywood stated that statement of the Defense Committee was published in Strikers' News.

King asked point of information as to how much Organization owed Vincent St. John, to which Delegate Nef replied that in looking over personal ledgers, found this to be about \$0.50.

Motion made and seconded that we pay St. John this amount. Discussion by Prashner and Sinclair. Motion ruled out of order.

Resolution 109—Report of Wheatland Hop Pickers' Defense Committee.

To the Delegates of the Tenth Convention of the I. W. W.:

Fellow Workers: In submitting the financial report of the Wheatland Hop Pickers' Defense Committee, I believe that it would not

be out of place to give some account of the efforts made to effect the release of our imprisoned Fellow Workers. They were tried and sentenced by the Superior Court of Yuba County, State of California, to life imprisonment for their activities in forcing better working and living conditions in the Agricultural Industry of California. An appeal was taken to the Third District Appellate Court and the lower court was upheld. The case was then carried to the Supreme Court of the State for a rehearing, but a rehearing of the case was refused. Agitation and action on the job was continually carried on by the members of the I. W. W. and the State of California has already paid eight million dollars per year (the State's own figures) since 1913 for holding Ford and Suhr in prison. Early in 1915 the case came up on a petition for pardon before the Governor. The matter, as far as Governor Johnson was concerned, lay dormant for over nine months. He then made the statement that he would not consider the cases of Ford and Suhr further until sabotage and threats of sabotage were stopped. It is not generally known that more than forty members of the I. W. W. languish in prisons of California, serving sentences ranging from one to six years, for their activities, nor that two of our members have been killed in the fight with the employing class of California for the freedom of Ford and Suhr. These things have not dampened our spirits in the least. Nor have they altered our determination to keep banging away at them until either Ford and Suhr are free, or that we are all in prison with them. We do not want any money from the General Organization; we can get along without that, but what we do want is "Men, and lots of men, who are willing to help us battle the employing class of California by any and all means at our command, for the freedom of Richard Ford and Herman Suhr." Yours for the O. B. U.,

C. L. LAMBERT,
Secretary.

Report of receipts and expenses by report of September 24, 1914:
Receipts, January 31 to September 10, 1914..... \$2,548.63
Cash on hand February 1, 1914..... 12.56

Total receipts \$2,561.19
Expenses from January 31 to Sept. 10, 1914..... 2,357.10

Balance September 10, 1914..... \$ 204.09
Receipts from September 10, 1914, to October 31, 1916..... \$ 577.89
Cash on hand September 10, 1914..... 204.09

Total \$ 781.98
Expenses from September 10, 1914, to October 31, 1916..... 670.59

Balance on hand November 1, 1916..... \$ 111.39

Wheatland Picket Line Fund.

Total receipts \$479.04
Total expenses 472.59

Balance \$ 6.54*

*Turned over to the Ford and Suhr Defense Fund.

C. L. LAMBERT, Secretary;
GEO. GALLAGHER,
H. C. EVANS,
J. NISBET,
Auditing Committee.

Motion made and seconded that the report be accepted and incorporated in the minutes. Motion carried.

Will Be Daily I. W. W. Paper.

A few months ago a resolution to the effect that the name of the Finnish paper published by the Socialist Publishing Company, of Duluth, Minn., called the "Sosialisti" be changed to "Tellisuustyöläinen," meaning "Industrial Worker," was submitted to a referendum vote of the stockholders, with the result that returns of the referendum now show that the new name of "Teollisuustyöläinen" has been adopted by an overwhelming majority of 1,230 as against 83 votes for retaining the old name. At the same time another resolution to the effect that the policy of the paper be that expressed in the latest preamble of the Industrial Workers of the World, has also been carried by a large majority in the late referendum.

The "Sosialisti" has been now published by the Socialist Publishing Company for a period of two years with constant friction going on, as to what stress should be given by the paper to the efficacy of political and economic action. With the returns of the late referendum this friction has been abolished and the paper will now bend its efforts to securing an Industrial Organization of the Workers, which will function on the economic field and thus work for the betterment of and the final emancipation of the working class.

The "Sosialisti" was the only Finnish paper that gave its wholehearted support to the strike of the Iron Miners of the Mesaba Range during the recent strike of the Iron Miners in that district, which fact has led to the persecution of the paper by the Steel Trust. The latest developments show that one Matt Vahasaari, of Crosby, Minn., through his attorney, O. J. Larson, of Duluth, has started a libel suit against the paper, because the paper in one of its issues called him a "SCAB." Matt Vahasaari was during the Mesaba Range strike acting as a strike breaker in one of the mines of the district and now asks \$5,000 damage from the publishing company for injury to his character.

The organized labor movement of this country and its press have never had any hesitancy in calling a strike breaker a scab, and the case will no doubt be one of great interest in labor circles in general. As developments in the case are made publicity will be given to the same to let the workers of this country know if, under the existant state of society, it is a crime to call a man that allies himself with the employers to defeat a struggle among workers for better living conditions a "scab."

Yours for Industrial Unionism,
THE SOCIALIST PUBLISHING COMPANY.

No. 110, with reference to changing name of "Sosialisti." Moved and seconded this be placed on file.

No. 111—To the Tenth Convention of the Industrial Workers of the World—Fellow Workers: At its regular business meeting, held November 25, 1916, the Russian Branch of the Chicago West Side Industrial Union, 593, decided to request the Tenth Convention to go on record as protesting against the unwarranted persecution by the postal authorities of the Russian I. W. W. paper, "Rabochaya Rech" (The Worker's Voice), especially against the arbitrary attempt of the postal authorities to establish in this country PRELIMINARY CENSORSHIP, which at present is abolished even in Russia, and to send a wire to the Postmaster General to this effect.—A. E. Meleshko, Secy. Fin. Motion made and seconded that incoming G. E. B. and General Secretary-Treasurer be instructed to investigate this matter

and send a telegram to the postal authorities protesting against the suppression of this paper. Motion carried.

No. 112—A DECLARATION:

We, the Industrial Workers of the World, in convention assembled, hereby reaffirm our adherence to the principle of Industrial Unionism, and rededicate ourselves to the unflinching, unfaltering prosecution of the struggle for the abolition of wage slavery and the realization of our ideals in Industrial Democracy. With the European war for conquest and exploitation raging and destroying the lives, class consciousness and unity of the workers, and the ever-growing agitation for military preparedness clouding the main issues and delaying the realization of our ultimate aim with patriotic and, therefore, capitalistic aspirations, we openly declare ourselves the determined opponents of all nationalistic sectionalism, or patriotism, and the militarism preached and supported by our one enemy, the capitalist class. We condemn all wars and, for the prevention of such, we proclaim the anti-militarist propaganda in time of peace, thus promoting Class Solidarity among the workers of the entire world, and, in time of war, the General Strike in all industries. We extend assurances of both moral and material support to all the workers who suffer at the hands of the capitalist class for their adhesion to these principles and call on all workers to unite themselves with us, that the reign of the exploiters may cease and this earth be made fair through the establishment of the Industrial Democracy.

F. H. LITTLE,
W. E. MATTINGLY,
FRANCIS MILLER,
WM. D. HAYWOOD.

National Organizer McGuckin suggested that every effort should be made to get this published in the capitalist press, and that it should also be printed in leaflet form and widely distributed. Motion made and seconded that this be adopted unanimously, and published in the presses throughout the United States of America and the world. Unanimously carried.

Motion made by Delegate Buckley, and seconded, that incoming G. E. B. and General Secretary-Treasurer Haywood be instructed to draw up leaflet addressed to the miners of the West, on the question of organization. Motion carried.

No. 113—Report of minutes of General Executive Board.

SESSION OF THE GENERAL EXECUTIVE BOARD.

SEPTEMBER 26, 1914—FORENOON.

Board called to order by F. H. Little at 9:45 with following members present: F. H. Little, W. E. Mattingly, M. J. Welsh, A. C. Christ, W. D. Haywood.

Francis Miller unable to be present; Vincent St. John busy in office.

F. H. Little elected Chairman. A. C. Christ elected Secretary.

After discussion on various subjects pertaining to the Organization, the Board adjourned at 12:00 m.

AFTERNOON SESSION.

Board called to order by Chairman Little at 3:30 p. m., with following members present: F. H. Little, W. E. Mattingly, M. J. Welsh, Wm. D. Haywood, A. C. Christ.

Moved by Mattingly, seconded by Welsh, that the Board recommend that fifty per cent of the initiation fee of Locals be used for subscription for the applicant on one of the official papers—SOLIDARITY, A BERMUNKAS, IL PROLETARIO, PRUMYSLOVY DELNIK, SOLIDARNOSC, CONSCIENCE INDUSTRIAL, THE

WORKER, L'EMANCIPATION, EL OBRERO INDUSTRIAL. Carried.

Moved by Welsh, seconded by Mattingly, that Resolution No. 18D of the Convention report be embodied in the report of the Board. Carried.

Moved by Little, seconded by Welsh, that resolution No. 18E of the Convention report be embodied in the report of the Board. Carried.

Moved by Little, seconded by Christ, that General Secretary assist the Locals of the Lumber Industry to select an Organizer for said industry, per Resolution No. 22B of the Convention Report.

Moved by Little, seconded by Mattingly, that General Secretary be instructed to get data on the Lumber Industry for the publication of a leaflet on said Lumber Industry, per Resolution No. 22B of the Convention Report. Carried.

Moved by Little, seconded by Mattingly, that General Secretary be instructed to obtain data on the disruption of the National Industrial Union of Lumber Workers. Same to be compiled in leaflet form for members in said industry, per Resolution 22B of Convention Report. Carried.

Moved by Little, seconded by Christ, that General Secretary be instructed to secure such data as mentioned in Resolution 11 of the Convention Report.

Moved by Welsh, seconded by Little, that we adjourn until 9:00 a. m., September 27.

SEPTEMBER 27, 1914—FORENOON SESSION.

F. H. Little elected Chairman. A. C. Christ elected Secretary.

Meeting called to order by Chairman Little at 9:30 a. m., with the following members present: Little, Welsh, Mattingly, St. John, Christ, Haywood.

Minutes of previous meeting read and accepted as read.

Moved by Little, seconded by Welsh, that the reinstatement case of Louis Harris, of No. 84, St. Louis, Mo., be referred back to St. Louis Local No. 84 for action. Carried.

Moved by Little, seconded by Mattingly, that we take up the matter of engrossing the official ballot. Carried.

OFFICERS.

Financial Secretary-Treasurer—Wm. D. Haywood, J. P. Thompson, C. L. Filigno.

General Organizer—J. J. Ettor, E. Gurley Flynn, Fred Isler.

Editor of Solidarity—Ben Williams, Justus Ebert, J. P. Cannon.

ARTICLE VII, SECTION 14, OF CONSTITUTION.

The General Organization, Industrial Departments, National Industrial Unions and Local Unions shall be prohibited from employing or reinstating expelled members unless as provided for in Article VI of the By-Laws of the Industrial Workers of the World Constitution, until such expelled members shall have been reinstated and placed in good standing by the Local from which they were expelled.

INITIATING OF REFERENDUM.

1. Any Local Union in good standing with the General Office may institute or initiate a call for a referendum to be submitted to the General Office at once, with reasons and arguments for same.

2. Upon receipt of the initiative call for a referendum the General Office shall publish same with arguments for and against and must submit it to all Local Unions, National Industrial Unions, Industrial Departments, for seconds, within thirty days.

3. Before any referendum shall be submitted, the call for the same must be seconded by at least ten Local Unions in good standing in at least three different industries.

4. All seconds from Local Unions must be in the General Office within forty-five days from the date the call is submitted to the Locals for seconds. Should sufficient seconds not be received at the General Office within forty-five days, the call for referendum shall be null and void.

5. After sufficient seconds are received, the General Office must submit the motion for referendum vote within fifteen days. Tabulated returns of the vote of the Local Unions must be returned to the General Office within sixty days from the date the referendum is submitted to the Locals.

6. The returns of the referendum vote shall remain in Headquarters, in sealed envelopes, until the Election Committee, as provided for in Section 7, meets. Such Committee shall meet not later than ninety days from the date the referendum is submitted to the Locals. The General Secretary-Treasurer shall notify the Local Unions, or body initiating the referendum, of date set for Committee meeting.

7. The Election Committee to canvass the vote on referendum shall be composed as follows: One member of the General Executive Board, one from the Local Unions initiating the referendum, and one to be elected by a joint meeting of the Locals in the city where General Headquarters are located.

8. The Local Union or body initiating the referendum shall pay the expenses of its own Delegate on Election Committee, unless the referendum is carried, in which event the expense shall be paid by the General Organization, as provided for in the Constitution under "Officers' Salaries."

Assessment proposition for organizing purposes also to be submitted.

Moved by Mattingly, seconded by Little, that we take up matter of organizing Migratory Workers and Harvest Hands. Carried.

Moved by Little, seconded by Welsh, that we adjourn until tomorrow morning at 9 o'clock. Meeting thereby adjourned at 12:55 p. m.

SEPTEMBER 28TH, 1914—FORENOON SESSION.

Meeting called to order by F. H. Little, at 9:45 a. m. F. H. Little elected Chairman. Christ elected Secretary.

Following members present: Little, Mattingly, Walsh, Haywood, Christ.

Minutes of previous meeting read and accepted as read.

Moved by Walsh, seconded by Christ, that we once more take up the Harvest Hand organizing plans. Carried.

Moved by Mattingly, seconded by Walsh, that General Secretary be instructed to gather all data pertaining to the harvest fields, i. e., number of men required for each district, plus the program planned by the Convention for calling of conference in Kansas City about April 15th, 1915. Carried.

Moved by Mattingly, seconded by Walsh, that we once more take up matter of engrossing official ballots. Carried.

After due and serious consideration on Convention Resolution No. 15, relative to leather card covers, it was moved by Mattingly, seconded by Christ, that the same be filed for future reference. Carried.

Moved by Welsh, seconded by Mattingly, that Mattingly, Little and Christ be instructed to draw up a ringing appeal, in form of a leaflet, to the Harvest Workers. Same to be turned over to the General Secretary for printing. Carried.

Moved by Mattingly, seconded by Christ, that we take up the issuing of Organizers' Credentials. Carried.

CREDENTIALS ISSUED.

J. P. Cannon, voluntary.	E. G. Flynn, national.
E. F. Doree, voluntary.	J. M. Foss, national.
E. F. Danner, voluntary.	Wm. D. Haywood, national
M. A. Durso, voluntary.	and general.
J. J. Ettor, national.	C. F. Howard, national.
C. L. Filigno, national.	

Moved by Mattingly, seconded by Welsh, we adjourn until 1:00 p. m.
Meeting adjourned at 12:05 p. m.

SEPTEMBER 28TH, 1914—AFTERNOON SESSION.

Meeting called to order by Chairman Little at 2:00 p. m., with following members present: Mattingly, Haywood, Welsh, Little, Christ. St. John busy in office.

Minutes of previous meeting accepted as read.

Moved by Welsh, seconded by Mattingly, that we proceed with issuing of Organizers' Credentials. Carried.

ORGANIZERS' CREDENTIALS (Continued).

J. W. Kelly, voluntary.	J. Smith, voluntary.
Geo. Leppert, voluntary.	Ewald Koettgen, voluntary.
John Pancner, voluntary.	H. E. McGuckin, voluntary.
Matilda Robbins, national.	Jos. Schmidt, voluntary.
(Changed from Rabinowitz.)	J. P. Thompson, voluntary.
George Speed, voluntary.	August Walquist, voluntary.
W. A. Thorn, voluntary.	Joe Parry, voluntary.
Jack Whyte, voluntary.	Vincent St. John, national.
G. H. Perry, voluntary.	Charles Clinton, voluntary.
John Halberstadt, voluntary	George V. Cary, voluntary.

(Swede).

Board decided by majority vote not to renew the credentials of the following:

Jack Law.	Fred Isler.
W. T. Nef.	Nathan Herman.

Moved by Mattingly, seconded by Christ, that we send out a call to all rebels to head for Montana. St. John also to send good available men to work on the job in mines and telegrams to be sent to Governor and Secretary of State per instruction of the Convention. Carried.

Moved by Christ, seconded by Welsh, that we lay over the matter of a legal defense bureau until funds permit its inauguration. Carried.

Meeting adjourned upon motion at 5:00 p. m.

SEPTEMBER 29TH, 1914—FORENOON SESSION.

Meeting called to order at 9:30 a. m., with following members present: Little, Mattingly, Welsh, Haywood and Christ. St. John busy in office.

Minutes of previous meeting accepted as read.

Moved by Christ, seconded by Mattingly, that Wm. B. Cook of Los Angeles, Calif., be reinstated on default of Locals at Los Angeles or send charges and data pertaining to case. Unanimously carried.

Moved by Mattingly, seconded by Welsh, that if there is no demand made to the General Secretary for German Press Fund, held in trust, within sixty days, then the same be divided equally between the Polish "Solidarnosc" and Hungarian "A Bermunkas." Carried.

Moved by Welsh, seconded by Mattingly, that Secretary be instructed to communicate with Ben Williams of Solidarity staff as to non-members of the I. W. W. being employed on the plant, and that they make some effort to reorganize the locals there. Carried.

After considerable discussion on a leaflet for Harvesters, meeting adjourned upon motion at 12 noon.

AFTERNOON SESSION.

Board called to order by Chairman Little at 1:45 p. m., with Little, Mattingly, Welsh, Haywood and Christ present.

Minutes of morning session read and accepted as read.

Moved by Christ, seconded by Mattingly, that the General Secretary be instructed to notify members of the organization through the official bulletin, as well as official papers that the I. W. W. members should refrain from going into a strike zone or factory, mill, mine, etc., with purpose of Sabotage or otherwise, without notifying the Strike Committee or responsible parties with witnesses of their actions. This same to apply to the I. W. W. strikes as well as strikes not under the auspices of the I. W. W. Carried.

Moved by Christ, seconded by Welsh, that the Board draw up a message to the locals about the plans and hopes and outlook for the coming year. Carried.

Moved by Christ, seconded by Mattingly, that Haywood be instructed to finish drafting the leaflet to Harvest Workers. Carried.

Moved by Welsh, seconded by Mattingly, that we adjourn sine die until the call of the General Secretary-Treasurer. Carried.

A. C. CHRIST, Secretary.

SESSION OF THE GENERAL EXECUTIVE BOARD, APRIL 3RD, 1916.

Board called to order at 10:30 a. m., with the following members present: F. H. Little, W. E. Mattingly, A. C. Christ, Wm. D. Haywood.

Francis Miller unable to be present, on account of sickness. M. J. Welsh not heard from. Ettor detained in the East.

F. H. Little elected Chairman. A. C. Christ elected Secretary.

Minutes of last Board Meeting (September 26th, 1914) read.

Moved by Christ, seconded by Little, that Minutes of afternoon session of September 28th, 1914, be corrected to read that W. T. Nef and Nathan Herman were recommended for Credentials as voluntary organizers, instead of refused. Carried.

These Minutes were then accepted as corrected.

Letter of resignation of Fellow Worker J. J. Ettor as General Organizer, received.

Moved by Little, seconded by Mattingly, that the General Secretary be instructed to wire Ettor for his reasons for such action. Carried.

COPY OF TELEGRAM.

"Jos. J. Ettor,
1427 Madison Ave., N. Y. C.

General Executive Board requests reasons in full for resignation. No action will be taken until same is received.

WM. D. HAYWOOD."

Letter from joint locals of Sacramento, California, dated March 16th, 1916, relative to Little's bill of expenses at Western A. W. O. meeting read.

Moved by Christ, seconded by Mattingly that, after explanation of discrepancy of one day's expense overdrawn on Conference expenses was made by Little, it was shown that this day was balanced by work done in Roseville, California, bill be indorsed. Carried.

Moved by Little, seconded by Mattingly, that action of Local No. 177 relative to their "Agreements" be sanctioned. Carried.

Adjourned on motion until 1:00 p. m.

AFTERNOON SESSION.

Called to order by Little at 1:00 p. m., with Haywood, Christ and Mattingly and Little present.

The Minutes of the morning session were read and accepted.

Resolution from Los Angeles Re Magon Brothers read.

Moved by Little, seconded by Mattingly, that a letter be drafted and sent to Los Angeles Locals, explaining that we deem it inadvisable to take any action against the Magons at this time. Carried.

Letter from No. 601 requesting permission to lower dues to 25c read.

Moved by Little, seconded by Mattingly, that, inasmuch as the Constitution specifically provides in Article VI, Section 4, we can merely reply it is beyond our jurisdiction and power to alter same. That General Secretary reply to same in that sense. Carried.

Letter with copy of letter to Chief of Police of Brawley, California, by Local 602, relative to men in jail, read.

Moved by Little, seconded by Christ, that the General Secretary be instructed to caution Locals against sending such communications over seal of I. W. W., and through the mails. Carried.

Adjourned on motion at 5:00 p. m.

MORNING SESSION, APRIL 4TH.

Called to order at 9:00 a. m. by Little. Mattingly, Little, Haywood and Christ present.

Minutes of previous session read and accepted.

Letter from Sacramento, California, relative to A. W. O. subs. to "Solidarity" being 25c for six months, read.

Moved by Little, seconded by Christ, that we notify B. H. Williams that we have received protests from Locals on 25c sub. rate to A. W. O., that Bureau treat all Locals alike, allowing discounts to none. That Bureau allow no Local literature below cost of production, as Bureau must be kept on a self-sustaining basis.

Letters from Western Locals relative to Porterville, California, situation—that is, protests of Little's activities in Porterville district, read.

Moved by Mattingly, seconded by Christ, that these letters be replied to in the sense that if these Locals or individual members have any charges to prefer, or desiring to register same, should do so in regular channels, instead of using mere disruptive tactics of Fault Finding. Carried.

Letter from U. S. Department of Labor requesting that the I. W. W. participate in "Citizenship Preparedness Campaign," read.

Moved by Christ, seconded by Little, that same be filed.

Letters from Los Angeles, California, relative to the Moving Picture Industry, read.

Moved by Little, seconded by Mattingly, that the General Secretary-Treasurer be instructed to communicate with these parties, giving them whatever assistance is logically necessary to organize said industry. Carried.

Letters from National Executive Board of Textile Workers, relative to disbandment of the National Union of Textile Workers, read.

Moved by Little, seconded by Mattingly, that the General Secretary be given full power to handle the Greenville-Lessig situation. Carried.

Adjourned on motion at 12:00 noon until 1:00 p. m.

AFTERNOON SESSION.

Board called to order by Little at 1:00 p. m.

Little, Haywood, Mattingly and Christ present:

Letter from Baltimore relative to existing relations between A. C. W. U. G. W. and I. W. W. read.

Moved by Christ, seconded by Mattingly, that Little go to Baltimore to look into the situation and report his findings to the Board. Carried.

Letters from No. 400 relative to financial standing of No. 400 read.

Moved by Little, seconded by Mattingly, that \$250.00 be forwarded to the I. W. W. Publishing Bureau as a loan to No. 400 in order to pay part of their indebtedness, as per request of Nef, Secretary of No. 400. Carried.

Letter from No. 85, Branch 2, as a resolution on "No credit to Local Unions by the I. W. W. Publishing Bureau" read.

Moved by Little, seconded by Mattingly, that we do not comply with same, owing to its impracticability in event of necessity of credit, as in A. W. O. case. Carried.

Adjourned on motion at 5:00 p. m.

APRIL 5TH, 1916—MORNING SESSION.

Called to order by Little at 9:30 a. m.

Mattingly, Little, Haywood and Christ present.

Minutes of previous session read and accepted.

Moved by Mattingly, seconded by Christ, that we change due books as per sample, except for minor alterations noted in same. Said change to be made as soon as present supply is exhausted and new supply ordered. Carried.

Letter from Porterville, California, requesting information as to whether No. 313 should pay for expenses of organizing Porterville Branch, read.

Moved by Little, seconded by Mattingly, that above Local be notified that they, No. 313, must finance organizing and maintenance of its Branches, as per Article I, Section 2, of the Constitution. Carried.

Adjourned on motion until 1:00 p. m.

AFTERNOON SESSION.

Board called to order by Little at 1:00 p. m.

Little, Haywood, Christ present. Mattingly absent.

Moved by Little, seconded by Christ, that owing to the absence of Mattingly we start the auditing of General Headquarters Books. Carried.

Adjourned on motion at 5:00 p. m.

APRIL 6TH, 1916—MORNING SESSION.

Called to order by Little at 9:30 a. m.

Little, Haywood, Mattingly and Christ present.

Moved by Little, seconded by Mattingly, that the regular Convention be postponed until the third Monday in November. That a referendum vote of the membership be taken for that purpose, together with the necessary explanations for such postponement. Carried.

Moved by Little, seconded by Christ, that we do not accept the resignation of Ettor from General Organizership; and that General Secretary write him, stating reasons for our action and explaining the necessity for him retaining office until the next Convention. Carried.

Moved by Little, seconded by Christ, that Fellow Workers Chaplin, Schrager, Halcro, Farley, Kohler, be appointed as a committee to secure a suitable site for the building of a General Headquarters, to interview Dr. Greer on his proposition relative to same, and secure prices on cost of moving and maintaining "Solidarity" and the Publishing Bureau in Chicago. Committee to report to Board at next meeting. Carried.

Adjourned at 12 noon on motion.

AFTERNOON SESSION.

Board called to order at 1:00 p. m. by Little. Little, Haywood, Mattingly and Christ present.

On motion it was decided to again take up the auditing of the books.

Adjourned at 5:00 p. m.

APRIL 7TH, 1916.

Christ, Haywood, Little and Mattingly present.

The day spent in auditing the books.

APRIL 8TH, 1916.

Day spent in auditing the books.

APRIL 10TH, 1916.

All present but Mattingly.

Day spent in auditing the books.

APRIL 11TH, 1916.

All present.

Day spent in auditing the books.

APRIL 12TH, 1916—MORNING SESSION.

All present.

Forenoon spent auditing the books.

AFTERNOON SESSION.

Called to order by Little at 1:30 p. m.

Christ, Haywood, Little, Mattingly present.

Minutes of preceding sessions read and accepted as read.

Moved by Little, seconded by Christ, that books of N. I. U. T. W. be closed and accounts be kept in regular books of General Organization the same as other Locals. Carried.

Moved by Little, seconded by Christ, that General Secretary-Treasurer and General Organizer be empowered to place such Organizers in the Textile Industry as are necessary, and render all possible aid in building up the Unions. Carried.

Moved by Little, seconded by Christ, that new Locals chartered in the Textile Industry be brought in on regular 15c per capita; that all Textile Locals now existing should be brought into same standing—that is, 15c per capita—as soon as possible; and General Secretary-Treasurer be instructed to this effect. Carried.

Moved by Mattingly, seconded by Christ, that the following be recommended for organizer's credentials: G. Cannata, Joe Krause, Schiminski, Zumpano, Shatoff and Ben Klein. Carried.

Moved by Mattingly seconded by Little, that we issue a Charter to Metal and Machinery Workers' Industrial Union. Said Charter to be kept in General Headquarters, and all Metal and Machinery bodies be chartered as branches of same; all job organizer's and delegate's credentials be issued by the General Secretary-Treasurer; all books and accounts of that body be kept by him until such body becomes strong enough to maintain its own secretary; and that the General Organization aid in organizing and maintaining said M. & M. W. I. U. Carried.

Moved by Christ, seconded by Mattingly, that we reconsider our action relative to sending Little to Baltimore. Carried.

Moved by Christ, seconded by Mattingly, that General Secretary-Treasurer be empowered to handle the Baltimore situation as time shows necessary. Carried.

Moved by Little, seconded by Christ, that General Secretary-Treasurer be instructed to notify Local No. 1 to pay in full—that is, 15c—for its dues stamps, and that any organizing work that is necessary but cannot be financed by said Local should be paid by General Headquar-

ters, at the discretion of the General Secretary-Treasurer and General Organizer. Carried.

Moved by Christ, seconded by Little, that General Secretary-Treasurer be instructed to notify all Locals to instruct their organizers and delegates to secure receipts for fare paid to railroad companies when traveling for the Organization, same to be turned over to Local Secretary when expense account is tendered. Above also to apply to all General Officers and Organizers and Delegates under employ of General Organization. Carried.

Moved by Little, seconded by Christ, that the I. W. W. Publishing Bureau be instructed to issue monthly statements to Locals and Individuals indebted to Bureau, that a monthly financial report be sent to General Headquarters for distribution with Bulletin of the General Office, and that General Secretary-Treasurer notify Bureau of above. Carried.

Letters from Porterville, California, refuting insinuations and declarations of Little's incompetency, received and read. Ordered filed.

AFTERNOON SESSION.

Moved by Little, seconded by Mattingly, that Federal Railroad Commission be notified that Harvest Workers going to and from Harvest Fields, must be made secure from molestation and injury while riding on trains. Carried.

Adjourned on motion at 6:00 p. m.

APRIL 13TH.

Christ and Little present.

The following report was drafted:

Fellow Worker:—

The General Executive Board met in session from April 3rd to April 12th.

At this session the books of the General Organization were audited for the period of September 1st, 1914, to January 1st, 1916. They were found correct and showing a steady increase of receipts, and healthy growth of membership, and Organization activities.

Organization.

To successfully carry on the fight of the working class against the masters we must be organized industrially—which is the object of the Industrial Workers of the World. To accomplish this there were three periods to pass through—Agitation, Education and Organization. We are now entering the period of organization, and with proper harmony and co-operation in our ranks we should be able to get control of the Industries in a few years' time.

To carry on the work of agitation and organization it was necessary to start with the recruiting unions. Some of the members seem to be of the opinion that the recruiting unions have failed. Such is not the case, however. Through the recruiting unions the A. W. O. and other Industrial Unions have been organized. The success of the A. W. O. the past year has justified the life of the recruiting unions.

The success of the A. W. O. has caused some of the members to consider the recruiting unions out of date, and want to turn the members of these Locals into the A. W. O. until other industries are organized. This would mean that the A. W. O. would become one big mixed Local, and chaotic, instead of Industrial Organization.

We wish to impress on the membership the necessity of organizing all industries. And in such places where Industrial Unions cannot, as yet, be organized, the recruiting unions must carry on this work.

Press.

One of the most important factors in organization is the press—keeping in touch with all parts of the movement through a good, live

paper—as well as the publishing of books, pamphlets and leaflets. The price of all material used for publishing the paper and books has increased by leaps and bounds. Solidarity has no revenue through the medium of advertisements, and the subscription price of \$1.00 per year is hardly sufficient to pay for its production. It is, therefore, necessary that the membership aid in securing funds for the press.

It is the opinion of the General Executive Board that the press should be located in the same city and building as the General Office. With this in mind, the Board has appointed a committee of five members who live in Chicago, to find a suitable location, get prices on site, and the construction of a General Headquarters Building, and to report to the next Convention.

Ford and Suhr and Other Prisoners of Industrial War.

In the state where Ford and Suhr, and other workers are imprisoned with a life sentence, the members have been carrying on an active fight to force the prison doors open wide enough to permit the liberation of our Fellow Workers. They have met not only the opposition of the state, but also with that of the A. F. of L. officials.

This summer should be the banner year of the I. W. W. in the Pacific Coast States. The building up of a strong militant union will do more to open the prison doors to free our Fellow Workers than any other means. Let our slogan be:

"Ford and Suhr and All Prisoners of Class War Must Be Free. Organize."

On motion, the Board adjourned, sine die, until the call of the General Secretary-Treasurer.

A. C. CHRIST, Secretary.

SESSION OF THE GENERAL EXECUTIVE BOARD.

MONDAY, NOVEMBER 13TH, 1916.

Meeting called to order at 1:00 p. m. by Chairman Little; Mattingly, Recording Secretary. Little, Mattingly, Miller and Haywood present. Minutes of the General Executive Board of April 3rd were read.

Moved and seconded, that the Minutes be accepted as read. Carried.

Moved and seconded, that Wm. D. Haywood, General Secretary-Treasurer, draw up a leaflet embodying the statement of Mayor Gill of Seattle, Washington, dealing with the situation that now exists at Everett, Washington. This to be printed in conjunction with the last monthly bulletin, and distributed throughout the country. (Mayor Gill's statement appears in the November 8th issue of the "Seattle Daily Times.") Carried.

Moved and seconded, that the matter of organizing the newsboys of Spokane, Washington, as per Fellow Worker Fred Goulder's request be left for the local to handle, regarding the price of initiation fee, that they be instructed to make the initiation fee as small as possible to enable the boys to join us, as it will be of great educational value to them. Carried.

Moved and seconded, that telegrams of good cheer and encouragement be sent to the prisoners of the Iron Range Strike in Duluth and to the Fellow Workers in jail in Seattle, the victims of the Everett, Washington, outrage. Carried.

Adjourned on motion at 5:00 p. m.

The following telegrams were sent to the prisoners in Duluth, Minnesota, and Seattle, Washington:

"Prisoners of the Iron Range Strike,

Care John A. Keyes,

510 Manhattan Bldg.,

Duluth, Minn.

The General Executive Board of the Industrial Workers of the World now in session send their greetings. Keep up your courage.

The entire Organization is with you. The working class is rallying to your defense. WM. D. HAYWOOD."

"Herbert Mahler,
I. W. W. Hall,
Seattle, Wash.

The General Executive Board of the Industrial Workers of the World now in session send greetings to the Unions at Seattle in this, your hour of need; extending the deepest sympathy to the grieved families, words of comfort to the wounded and of cheer and courage to the imprisoned members. The entire organization is with you. The working class is rallying to your defense and support.

WM. D. HAYWOOD."

TUESDAY, NOVEMBER 14TH, 1916.

Day spent in auditing books.

Adjourned at 5:00 p. m.

WEDNESDAY, NOVEMBER 15TH, 1916.

Meeting reconvened at 9:00 a. m.

Little, Chairman; Mattingly, Recording Secretary. Little, Miller and Mattingly present. Haywood present in office.

Day spent in auditing books.

Meeting adjourned at 5:00 p. m.

THURSDAY, NOVEMBER 16TH, 1916.

Meeting reconvened at 9:00 a. m.

Miller, Little and Mattingly present. Haywood busy in office.

Day spent in auditing books.

Meeting adjourned at 5:00 p. m.

FRIDAY, NOVEMBER 17TH, 1916.

Miller, Mattingly and Little present. Haywood busy in office.

Miller and Mattingly spent day on books. Little busy on report.

Meeting adjourned at 5:00 p. m.

SATURDAY, NOVEMBER 18TH, 1916.

Miller, Mattingly, Little and Haywood present.

Miller and Mattingly spent day in auditing books. Little busy on report. Haywood busy in office.

Adjourned at 5:00 p. m.

SUNDAY, NOVEMBER 19TH, 1916.

Meeting convened at 2:00 p. m.

Spent several hours in discussion. Meeting adjourned at 6:00 p. m.

MONDAY, NOVEMBER 20TH, 1916.

Board met at 6:30 p. m. to discuss the Burt Lorton case.

Miller, Little, Mattingly, Haywood and John Pancner present.

After Pancner had related fully and in detail the conditions which now exist on the Iron Range, and which were brought about by the actions of Ettor and Burt Lorton, it was moved by Little, seconded by Miller, that John Pancner be sent back to the Iron Range to act as organizer and that the General Secretary-Treasurer be instructed to write Joseph J. Ettor that he confine his activities to the defense of our imprisoned Fellow Workers and not to interfere with Fellow Worker Pancner in his work of organization. Also that Fellow Worker Burt Lorton be recalled from the Range. Carried.

Adjourned at 8:30 p. m.

TUESDAY, NOVEMBER 21ST, 1916.

Meeting called to order at 6:10 p. m. Little, Chairman; Mattingly, Recording Secretary. Present: Little, Miller, Mattingly and Haywood.

It was unanimously agreed that a letter be sent to the Fellow Workers in jail in Seattle, and to the families of our murdered Fellow Workers. Also that the Convention go on record as having the Gen-

eral Office assist in all ways possible the situation at Everett, and also the prisoners on the Mesabe Range. Carried.

Meeting adjourned at 8:30 p. m.

WEDNESDAY, NOVEMBER 22ND, 1916.

Meeting called to order at 6:30 p. m. by Chairman Little; Mattingly, Recording Secretary. Present: Little, Miller, Mattingly and Haywood.

Considerable time was spent in planning a letter to the Fellow Workers in jail at Everett and to the families of our murdered Fellow Workers who were killed at Everett on November 5th, 1916.

The Board also discussed ways and means of assisting them in all ways possible, and voted to bring in a resolution to the delegates on the floor of the Convention.

Meeting adjourned.

NOVEMBER 25TH, 1916—SESSION OF THE GENERAL EXECUTIVE BOARD.

Meeting called to order at 4:15 p. m.

Little, Chairman; Mattingly, Recording Secretary. Present: Little, Miller, Mattingly, Haywood and E. G. Flynn.

Moved by Little, seconded by Mattingly, that a general assessment stamp of \$1.00 be levied, stamps sold to the general membership, the proceeds of sale of such assessment stamps to be divided evenly between the Mesabe Defense Fund and the Everett Defense Fund. Carried.

Moved and seconded, that a letter be sent the Secretary of the Iron Miners' Defense, asking for a statement, with the idea of assisting them, if they need it. Carried.

Moved and seconded, that all literature charged to F. H. Little, which has been charged to him at retail prices, be cut to wholesale price. Carried.

Meeting adjourned on motion at 5:00 p. m.

NOVEMBER 27TH, 1916—SESSION OF THE GENERAL EXECUTIVE BOARD.

Meeting called to order at 5:30 p. m. by Chairman Little. Present: Little, Miller, Mattingly, Haywood, Flynn and Etor.

Moved by Mattingly, seconded by Miller, that \$5,000.00 be set aside, and kept in the General Office, the same to be used in the defense of the prisoners in Duluth, and to be drawn upon when needed, and all that is not used to be left in the General Treasury. Carried.

Adjourned at 9:00 p. m.

NOVEMBER 28TH, 1916—SESSION OF THE GENERAL EXECUTIVE BOARD.

Meeting called to order at 6:00 p. m. by Chairman Little. Present were Little, Mattingly, Miller, Haywood, Flynn and Etor and John Pancner, Mattingly acted as Recording Secretary.

Pancner announced that he would rather some one else go to the Iron Range as organizer than himself as he wished to take a rest. The G. E. B. then agreed to see Fellow Worker J. B. King, and if possible have him go to the Iron Range and carry on the work of the organization among the miners.

Adjourned at 8:30.

Motion made and seconded, that this be placed on file.

Discussion by King and Little. Motion carried.

Motion made by Delegate Ray that Five Organizers be sent to the Marine Transport Workers. Not seconded.

Motion made by Little that G. E. B. be instructed to help Marine Transport Workers and Textile Workers in any way they can. Seconded.

Discussion by Haywood, Miller, Ray, Little, Saverino. Motion carried.

Motion made by Klein and seconded, that a duplicate leaflet be printed in Spanish for the Miners of the West.

Discussion by Nef, Miller, Klein, King, Ray and Sinclair. Motion carried.

Motion made by Sinclair, and seconded, that incoming G. E. B. be instructed to co-operate with Local 400 in sending organizers into the woods of Wisconsin, Minnesota and Michigan.

Discussion by Prashner, Little.

Sinclair embodied suggestion, made in his motion, which was changed that incoming G. E. B. be instructed to co-operate with Local 400 in bringing the Lumber Workers Locals together in One union. Motion carried.

Motion made by Delegate Plahn, and seconded, that incoming G. E. B. be instructed to get out a pamphlet dealing with the Agricultural Workers.

Amendment made by Delegate Lambert, and seconded, that this be turned over to Chairman of Organization Committee of the A. W. O. Motion declared out of order.

Discussion by King, Klein, Plahn, Little and Prashner.

Amendment made and seconded, that G. E. B. be instructed to have "History, Structure and Methods" brought up to date and published and distributed among the Agricultural Workers.

Discussion by King, Klein, Buckley, Nef and Brazier.

Amendment to amendment made and seconded, that incoming G. E. B. be instructed to revise "History, Structure and Methods," and also prepare a special leaflet for distribution among the A. W. O. Motion carried. Vote, 13-2.

Motion made by Delegate Sinclair that a special leaflet be issued dedicated to Propaganda Leagues and the Recruiting Unions.

Discussion by Johanson, Nef, Klein, Lambert. Motion Carried.

Motion made by Delegate Mattis, and seconded, that Jack Walsh be taken away from Philadelphia as organizer, and someone else sent there.

Discussion by Klein, Ray, Plahn, Carter, Little.

Communication No. 114 read by Haywood, as follows: "I was surprised to see that the Convention upheld the action of the Longshoremen staying at work while I. W. W. coopers were on strike. I tried to get a statement from McCarty, Secretary Coopers' Union, but he is thoroughly disgusted. If the I. W. W. is going to approve of such actions, I would rather see it go out of business. If we are going to look for membership instead of principles, let us drop principles altogether. I was not in the city when the strike vote of the Coopers was taken. As far as they asking the longshoremen's permission to go out when the freight handlers had a strike in Port Richmond, the longshoremen were not satisfied staying on the job and doing their own work, but scabbed on the freight handlers. This thing and the Coopers have been thrown in my face when I go out to organize the slaves. I would like to know if these are the principles of the I. W. W. I admit I do not know a hell of a lot about Industrial Unionism. I would like to have it defined by the Convention or the G. E. B. I remain, yours for the Solidarity of the Working Class. John J. Walsh. P. S.—I wish F. W. Mamuel Ray could speak English on that Floor."

Discussion by Prashner, Ray, Little, King, Klein, Carter, Sinclair.

Amendment to motion made by King, and seconded, that action of Grievance Committee in regard to the Walsh affair be rescinded.

Discussion by Miller and Jones.

Amendment carried.

Motion made by King, and seconded, that this matter be turned over to the G. E. B. for investigation as soon as possible. Motion carried.

Motion made that General Secretary-Treasurer write Walsh that Convention has endorsed no action whatsoever in regard to scabbing. Motion carried.

Motion made by Delegate Ray, and seconded, that \$300 be set aside as an emergency fund for "El Rebelde" to be drawn upon as occasion demands.

Discussion by King, Sinclair and Klein.

Motion carried.

Motion made by Delegate Jones, and seconded, that G. E. B. be instructed to do all in their power to send Hungarian Organizers wherever necessary.

Discussion by Little and Jones.

Motion carried.

Motion made by Delegate Goldstein that G. E. B. be instructed to send Jewish organizers to the East, especially New York. Seconded. Motion carried.

Motion made by Delegate Prashner, and seconded, that no Delegate be allowed the floor but once on a question, and that they be limited to five minutes. Motion carried.

Resolution No. 115: Introduced by Delegate Jones for Andreychine. "We would like to see this Convention go on record as endorsing the publication of an I. W. W. paper in the Bulgarian language and put aside as an emergency fund \$200. The necessity of a propaganda paper in the Bulgarian language is apparent, thousands of Bulgarians have been reached by the Message of Industrial Unionism in the various labor struggles in this country, and as the majority of these are non-English speaking, a paper in their own language will be of great educational value."

Motion made and seconded that this be filed.

Discussion by Miller and Little.

Motion made and seconded, that Fellow Worker Andreychine be given the floor to explain his reasons for wanting this introduced, but that no more persons be granted this privilege. Motion carried.

After Andreychine's explanation had been heard, an amendment was made and seconded that the amount be cut from \$200 to \$50.

Lambert made amendment to amendment that Andreychine write a Bulgarian leaflet and turn it over to the G. E. B. Ruled out of order.

Further discussion by Saverino, King, Miller, Brazier and Sinclair.

Amendment to amendment made by Miller, that Andreychine work in conjunction with the G. E. B. to bring this matter to a head. Motion carried.

At this time, General Secretary read telegram to John J. Walsh, for approval of Convention.

"John J. Walsh,

121 Catherine St.,

Philadelphia, Penna.

Convention condemns any act of disloyalty on the part of the members of the I. W. W. WM. D. HAYWOOD."

Motion made and seconded, that telegram be accepted and sent. Motion carried.

Motion made by Delegate Saverino that another leaflet be published for the Textile Workers. Not seconded.

Next on order of business came nominations and election of officers. Chair called for nominations for General Secretary-Treasurer.

NOMINEES.

Wm. D. Haywood, nominated by C. L. Lambert.

James Rowan, nominated by Ben Klein.

Nominations closed on motion, with one opposed.

Nominations for General Organizer were next in order.

NOMINEES.

W. T. Nef, nominated by Chas. Plahn (declined).

A. B. Prashner, nominated by Jos. Saverino (declined).

Jas. P. Thompson, nominated by Frank Little.

E. F. Doree, nominated by Thos. Jones.

J. T. Doran, nominated by Dan Buckley.

E. G. Flynn, nominated by J. B. King.

John Pancner, nominated by A. R. Sinclair.

Nominations closed on motion; 2 opposed.

ROLL CALL VOTE ON NATIONAL ORGANIZER.

	Union.	Votes.
Manuel Ray	8-2 for E. G. Flynn	13 $\frac{3}{4}$
Chas. Carter	8-1 for J. T. Doran	13 $\frac{3}{4}$
Michael Mattis	8-1 for John Pancner	13 $\frac{3}{4}$
Thos. Jones	16 for E. F. Doree	1
Dan Buckley	69 for J. T. Doran	1
D. Goldstein	179 for John Pancner	1
Jos. Saverino	192 for E. F. Doree	6 $\frac{1}{2}$
Ignatius Logis	192 for E. F. Doree	6 $\frac{1}{2}$
C. L. Lambert	334 for John Pancner	1
Richard Brazier	400 for J. T. Doran	36
W. T. Nef	400 for J. P. Thompson	36
A. R. Sinclair	400 for John Pancner	36
Chas. Plahn	400 for John Pancner	36
Ben Klein	400 for J. T. Doran	36
J. B. King	400 for J. P. Thompson	36
A. B. Prashner	400 for John Pancner	36
Wm. Wiertola	490 for E. J. Flynn	10
Ragnar Johanson	574 for John Pancner	1
Ragnar Johanson	480 for John Pancner	1
Byork Lenekewitzky	593 for E. G. Flynn	1
Fred Hardy	600 for E. G. Flynn	2
Joe Foley	85 for E. F. Doree	5
C. L. Lambert	71 for John Pancner	1
Francis Miller	G. E. B. for J. P. Thompson	1
Frank H. Little	G. E. B. for J. P. Thompson	1
W. E. Mattingly	G. E. B. for J. P. Thompson	1
I. J. Ettor, Gen. Org., absent.		
Wm. D. Haywood, Gen. Sec'y-		
Treas.	for John Pancner	1

Total votes as follows:

John Pancner	127 $\frac{3}{4}$
J. T. Doran	86 $\frac{3}{4}$
J. P. Thompson	75
E. G. Flynn	26 $\frac{3}{4}$
E. F. Doree	19

Three receiving highest vote go on ballot.

Nominations called for General Executive Board Members.

NOMINEES.

Ragnar Johanson, nominated by Buckley (declined).

W. T. Nef, nominated by King (declined).

Wm. Wiertola, nominated by Plahn.

R. Brazier, nominated by Sinclair.
 Manuel Ray, nominated by Goldstein (declined).
 Francis Miller, nominated by Jos. Saverino.
 Chas. Plahn, nominated by Mattingly.
 Frank Little, nominated by Nef.
 A. R. Sinclair, nominated by Lenekewitzky (declined).
 Dan Buckley, nominated by Carter (declined).
 C. L. Lambert, nominated by Goldstein.
 A. B. Prashner, nominated by Little.
 J. B. King, nominated by Jones (declined).
 Fred Hardy, nominated by Miller.
 Chas. Carter, nominated by Klein (declined).
 Ignatius Logis, nominated by Lambert (declined).
 Nominations closed on motion.

ROLL CALL ON GENERAL EXECUTIVE BOARD MEMBERS.

	Union.	Votes.	
Manuel Ray	8-2	13 $\frac{3}{4}$	Wiertola, Brazier, Miller, Lambert and Prashner.
Chas. Carter	8-1	13 $\frac{3}{4}$	Brazier, Miller, Little, Lambert and Prashner.
Michael Mattis	8-1	13 $\frac{3}{4}$	Wiertola, Brazier, Miller, Plahn and Prashner.
Thos. Jones	16	1	Wiertola, Brazier, Miller, Lambert and Prashner.
Dan Buckley	69	1	Wiertola, Brazier, Miller, Lambert and Prashner.
D. Goldstein	179	1	Wiertola, Brazier, Little, Lambert and Prashner.
Jos. Saverino	192	6 $\frac{1}{2}$	Brazier, Miller, Little, Lambert and Prashner.
Ignatius Logis	192	6 $\frac{1}{2}$	Wiertola, Miller, Plahn, Little and Prashner.
C. L. Lambert	334	1	Wiertola, Brazier, Miller, Plahn and Hardy.
Richard Brazier	400	36	Wiertola, Miller, Little, Lambert and Prashner.
W. T. Nef.....	400	36	Wiertola, Brazier, Miller, Plahn and Little.
A. R. Sinclair.....	400	36	Wiertola, Brazier, Miller, Lambert and Prashner.
Chas. Plahn	400	36	Wiertola, Brazier, Miller, Little and Hardy.
Ben Klein	400	36	Brazier, Miller, Little, Lambert and Prashner.
J. B. King.....	400	36	Wiertola, Brazier, Miller, Little and Lambert.
A. B. Prashner.....	400	36	Wiertola, Brazier, Miller, Little and Lambert.
Wm. Wiertola	490	10	Brazier, Miller, Plahn, Lambert and Prashner.
Ragnar Johanson	574	1	Wiertola, Brazier, Little, Lambert and Prashner.
Ragnar Johanson	480	1	Wiertola, Brazier, Little, Lambert and Prashner.
Fred Hardy	600	2	Wiertola, Miller, Plahn, Little and Prashner.
Joe Foley	85	5	Brazier, Miller, Little, Prashner and Hardy.

C. L. Lambert.....	71	1	Wiertola, Brazier, Miller, Plahn and Hardy.
Francis Miller	G. E. B.	1	Wiertola, Brazier, Plahn, Little and Lambert.
Frank H. Little.....	G. E. B.	1	Wiertola, Miller, Lambert, Prashner and Hardy.
W. E. Mattingly.....	G. E. B.	1	Wiertola, Miller, Plahn, Little and Prashner.
Wm. D. Haywood, G. Sec.-Tr.		1	Wiertola, Miller, Little, Prashner and Hardy.

Total count of vote as follows:

	Votes.
Wm. Wiertola	263 $\frac{3}{4}$
Richard Brazier	287 $\frac{1}{2}$
Francis Miller	331
Chas. Plahn	72 $\frac{3}{4}$
Frank Little	255 $\frac{3}{4}$
C. L. Lambert.....	231 $\frac{1}{4}$
A. B. Prashner	187
Fred Hardy	46

Francis Miller, Richard Brazier, Wm. Wiertola, Frank H. Little, C. L. Lambert, elected.

Next in order of business came nominations for Editor of Solidarity.

NOMINEES.

A. E. Woodruff, nominated by Prashner.

Phil Engle, nominated by King.

Justus Ebert, nominated by Goldstein.

Ralph Chaplin, nominated by Brazier.

E. F. Doree, nominated by Logis.

Ben Williams, nominated by Little (declined through Miller).

Chas. Ashleigh, nominated by Jones.

A. B. Prashner, nominated by Klein (declined).

Grover Perry, nominated by Little.

Nominations closed on motion.

Discussion as to the eligibility of Justus Ebert for Editorship by following delegates: King, Klein, Little, Brazier, Miller, Haywood, Jones, Sinclair, Nef.

Motion made by Miller, and seconded, that Secretary-Treasurer be instructed to find out whether Justus Ebert is a member of the Organization or not.

Further discussion by Brazier.

Motion amended by Goldstein, and seconded, that Ebert be allowed to run on the ballot, if he is a member of a Mixed Local or a Propaganda League, providing he is a member of the Organization in good standing.

Further discussion by Prashner, Klein, Little, Sinclair, Miller, Jones, King, Haywood. Motion carried. Vote, 12-7.

Ben Klein and Jos. Saverino ask to be recorded as voting "No" on this motion.

Discussion as to whether A. E. Woodruff is eligible to run for Editorship or not, by Prashner, Jones, Plahn, Haywood.

Prashner withdraws nomination of Woodruff.

ROLL CALL VOTE ON NOMINEES FOR EDITOR OF SOLIDARITY.

	L. U.	Candidate.	Votes.
Manuel Ray	8-2	Justus Ebert	13 $\frac{3}{4}$
Chas. Carter	8-1	Ralph Chaplin	13 $\frac{3}{4}$
Michael Mattis	8-1	Not voting	13 $\frac{3}{4}$

Thos. Jones	16	Chas. Ashleigh	1
Dan Buckley	69	Grover Perry	1
D. Goldstein	179	Justus Ebert	1
Jos. Saverino	192	Grover Perry	6½
Ignatius Logis	192	E. F. Doree	6½
C. L. Lambert	334	Grover Perry	1
Richard Brazier	400	Justus Ebert	36
W. T. Nef	400	Grover Perry	36
A. R. Sinclair	400	Ralph Chaplin	36
Chas. Plahn	400	Grover Perry	36
Ben Klein	400	Ralph Chaplin	36
J. B. King	400	Justus Ebert	36
A. B. Prashner	400	Justus Ebert	36
Ragnar Johanson	574	Ralph Chaplin	1
Ragnar Johanson	480	Ralph Chaplin	1
Byork Lenekewitzky	593	Chas. Ashleigh	1
Fred Hardy	600	Grover Perry	2
Joe Foley	85	Ralph Chaplin	5
C. L. Lambert	71	Grover H. Perry	1
Francis Miller	G.E.B.	Ralph Chaplin	1
Frank H. Little	G.E.B.	Grover Perry	1
W. H. Mattingly	G.E.B.	Grover Perry	1
Wm. D. Haywood	Gen.S.T.	Grover Perry	1
Vote showed following results:			
Phil Engle	None.	E. F. Doree	6½
Justus Ebert	123¾	Chas Ashleigh	12
Ralph Chaplin	92¾	Grover H. Perry	86½

Justus Ebert, Ralph Chaplin and Grover H. Perry go on ballot.

Motion made by Nef, and seconded, that Convention adjourn until following day, to have minutes read. Discussion by Sinclair, Klein and Saverino. Chairman asked General Secretary-Treasurer Haywood if he would see how long Convention could remain in hall to finish up business. Recess declared until Haywood reported. Haywood reported that Convention could stay in hall until 6:30.

Minutes of last session read from stenographer's notes. Moved and seconded that the minutes be accepted as read. Carried.

Motion made and seconded that Convention stand adjourned.

Chairman Foley asked General Secretary-Treasurer to give five-minute talk in way of closing address, but General Secretary-Treasurer Haywood said he would rather adjourn by singing "Hold the Fort." so convention stood adjourned at 5:35 by singing the stirring words of "Hold the Fort."

INSTRUCTIONS HOW TO ORGANIZE.

To secure a Charter of the Industrial Workers of the World, get the names of twenty actual wage workers. Those who make a living by working for wages.

All who sign the Charter Application Blank pledge themselves to be in accord with the principles of the I. W. W., as outlined in the Preamble.

The Charter fee is ten dollars. This covers the cost of all books and supplies needed to fully equip a Union of twenty-five members.

Dues paid by the Union to the General Organization are fifteen cents per member per month.

If those who sign the Charter Application Blank are employed in the same industry they will be chartered as an Industrial Union Branch, with jurisdiction over all wage workers employed in that industry in that locality. If the signers of the Charter Application are employed in two or more industries, they will be chartered as a Recruiting Union. Recruiting Unions are temporary organizations, formed for the purpose of having organizations to carry on the educational work necessary for the formation of Industrial Unions.

The methods used in getting a Union started depend upon the circumstances in the locality where the Union is to be formed. You can call a meeting, advertising the same. If there are any among you who are able to explain the principles of the I. W. W., have them do so to those who attend the meeting.

After the explanation has been made, you can call upon all those present, who are in accord with the principles of the Organization, to come forward and sign the Charter Application. Or you can circulate the Charter Application among those with whom you come in contact, and explain the principles of the Industrial Workers of the World to them individually. If they desire to organize, have them sign their names and addresses on the Charter Application.

When you have twenty names, or more, you can notify them to attend the meeting, form a temporary organization by electing a temporary Secretary and Chairman. Collect the Charter fee from those who sign the Application, forward the same to this office, with the Application. The Charter and supplies will be sent to you at once.

In forwarding the Charter Application be sure to specify in what industry those who sign the Blank are employed, so we will know how to make out the Charter.

Trusting that the above will be of assistance to you in organizing your fellow workers, I am,

Yours for Industrial Freedom,

WM. D. HAYWOOD,
General Secretary-Treasurer.

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