A GENERAL HISTORY OF THE
TERRE HAUTE TYPOGRAPHICAL UNION

A Master's Thesis

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by
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TABLE OF CONTENTS

LIST OF TABLES. ................................................. v

PREAMBLE TO THE CONSTITUTION OF THE

TERRE HAUTE TYPOGRAPHICAL UNION. ....................... vi

Chapter

I  INTRODUCTION ............................................. 1

Purpose ..................................................... 1
Scope and Limit ........................................... 2
History of the International Typographical Union. .... 2

PART I

II  HISTORY OF THE TERRE HAUTE TYPOGRAPHICAL UNION 1864-1891

Charter of 1864. .......................................... 17
Charter of 1870. .......................................... 17
Charter of 1879. .......................................... 17
Charter of 1882. .......................................... 17

III  HISTORY OF THE TERRE HAUTE TYPOGRAPHICAL UNION 1891-1931

Struggle with the Terre Haute Evening Gazette. ....... 23
Period of Consolidation .................................. 25
"Open Shop" Movement. ..................................... 28
Depression. .................................................. 30

IV  HISTORY OF THE TERRE HAUTE TYPOGRAPHICAL UNION 1931-1960

Recovery. .................................................... 31
General Strike. .............................................. 33
Post-War Restrictions ...................................... 36
Nature Unionism ............................................. 39

PART II

V  LOCAL UNION MEMBERSHIP AND THE INTERNATIONAL

TYPOGRAPHICAL UNION

Apprenticeship. ............................................. 41
VI. LOCAL UNION LEADERSHIP AND THE INTERNATIONAL

TYPOGRAPHICAL UNION

The Charter ................................................. 51
Officers ...................................................... 52
Powers ....................................................... 53
Collective Bargaining ................................. 55
Technological Change ................................. 57

PART III

VII. CONCLUSION ............................................. 60

APPENDICES

I .............................................................. 66
II .............................................................. 70

BIBLIOGRAPHY ................................................ 75
# LIST OF TABLES

<table>
<thead>
<tr>
<th>Table</th>
<th>Description</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Assets of the International Typographical Union and Union Printers Home at the End of the 1960 Fiscal Year.</td>
<td>9</td>
</tr>
<tr>
<td>2.</td>
<td>Average Annual Earnings of Members of the International Typographical Union 1943-1960</td>
<td>44</td>
</tr>
<tr>
<td>3.</td>
<td>Apportionment of Dues Payment for a Member Earning $125 a week, for a Four-Week Month.</td>
<td>48</td>
</tr>
<tr>
<td>4.</td>
<td>Direct Benefits Received by Members (For the Year Ending May 20, 1960)</td>
<td>48</td>
</tr>
<tr>
<td>5.</td>
<td>Direct Benefits Received by Members (For the Year Ending May 20, 1959)</td>
<td>48</td>
</tr>
</tbody>
</table>
PREAMBLE TO THE CONSTITUTION OF THE

TERRA HAUTE TYPOGRAPHICAL UNION

To establish and maintain an equitable scale of wages, and protect ourselves from sudden or unreasonable fluctuations in the rate of compensation for our labor, and protect, too, just and honorable employers from the unfair competition of greedy, cheap-labor, booksterring rivals; to defend our rights and advocate our interests as working-men; to create an authority whose seal shall constitute a certificate of character, skill, and intelligence; to build up an organization whereby all worthy members of our craft can participate in the discussion of those practical problems upon the solution of which depend their welfare and prosperity; to foster good fellowship and brotherhood and shield from aggression the isolated and defenseless toiler; to develop and stimulate, by association and social converse, those kindly instincts of humanity that most highly adorn true manhood; to encourage the principles and practice of conciliation in the settlement of differences between capital and labor; to promote all honorable efforts for the attainment of better conditions of labor—shorter hours, increased privileges, and greater enjoyment of the ennobling amensities of life, the concomitants of culture and civilization; to defend the defenseless, befriend the friendless, and in all charity inculcate the spirit of justice and good will among men—the Journeymen Printers of Terra Haute, Indiana, do enact, declare, and establish the following Constitution and By-Laws for their government.
CHAPTER I
INTRODUCTION

Purpose. In terms of continuous existence, the International Typographical Union is the oldest national labor organization in the United States. This organization was used by Selig Perlman, of the University of Wisconsin, as the basis for illustrating and developing a theory of the labor movement. Perlman's theory—"job consciousness"—expressed the belief that union policies were dictated by a sense of job scarcity and a desire to conserve limited employment opportunities for union members.

Although Perlman was primarily interested in verifying his theory by an examination of the union's efforts aimed to secure control of the job, he also was aware of the union's actions in politics, but he said "...unions had in essence become politicalized even before World War I—not because of their defection from job consciousness, but because of their very fealty with it."¹

This study has two purposes: first, to trace the historical development of the Terre Haute Typographical Union; and second, to examine Selig Perlman's labor theory after nearly forty years of economic, technological, and legal change.

¹Selig Perlman, A Theory of the Labor Movement, Unpublished material; Chapter 15. "In Retrospect and in Prospect," p. 4.
Scope and Limit. In this study, three chapters are devoted to the history of the Terre Haute Typographical Union, emphasizing the primary weapons—"fact" papers, "unfair" lists, union labels, "grass-root" political actions, publicity campaigns, and cooperation with county labor federations—used by the local union to extend unionism.

In addition, two chapters are devoted to a presentation of the relations between the International Typographical Union and local union membership and leadership. This section emphasizes job consciousness policies formulated by the national body and imprinted upon the local group as well as the methods used to control the actions and policies of members and leaders of local affiliated unions.

History of the International Typographical Union. Founded in 1852 and affiliated with the AFL-CIO, the International Typographical Union is the oldest national trade union in North America.

National organization of the printers was preceded by the establishment of local typographical societies in colonial days. In 1776, printers in New York organized to successfully strike for a wage increase; in 1786, Philadelphia printers organized to resist a wage reduction. These early societies were temporary local organizations established to achieve limited objectives through collective action. When the immediate

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2The International Typographical Union became an affiliate of the AFL-CIO in 1955 after this labor federation was formed by the merger of the American Federation of Labor and the Congress of Industrial Organization.

objective was achieved or lost, the societies disbanded until some future time when collective action again seemed necessary.

Local printers' organizations of a more permanent nature were instituted following the founding of the Franklin Typographical Society in New York in 1799. This society set out to function as a real trade union, having office facilities and regular meeting dates. An epidemic of yellow fever in 1803 so decimated the membership, however, that it passed out of existence the following year. Between 1799 and 1815, organizations of printers similar to the New York society were established in several large cities—Philadelphia, Boston, Albany, Baltimore, and Washington. These organizations, although performing in some instances as trade unions, are best described as fraternal and benevolent societies.

These early-day societies exchanged information about wages and working conditions either by letter or by journeymen who moved from city to city. Out of a desire to co-ordinate such information, and to standardize wages and conditions, came the first suggestions for the formation of a national printers organization.

The first flicker of national organization in the printing trades came in 1836, at a meeting in Washington, D.C., of the National Typographical Society. Primarily, however, this meeting served only as a point of contact for the many independent local printing societies which now existed. The attending delegates, before dissolving, did,


however, draft apprenticeship regulations and adopt resolutions covering the exchange of "rat" lists. The society did not follow up this beginning and nothing further came of it.

The immediate predecessor of a permanent national organization—the National Convention of Journey Printers—met in 1850 in New York. At its third session in Cincinnati, Ohio, May 3, 1852, the National Convention was reorganized and renamed the National Typographical Union. The local unions participating in this convention drew lots for charter numbers with Indianapolis drawing No. 1, Philadelphia No. 2, Cincinnati No. 3, Albany No. 4, Columbus No. 5, New York No. 6, Pittsburgh No. 7, St. Louis No. 8, Buffalo No. 9, Louisville No. 10, Memphis No. 11, Baltimore No. 12, Boston No. 13, and Harrisburg No. 14.

In 1869, the entry of a number of Canadian unions resulted in the name of this organization being changed from the National Typographical Union to the International Typographical Union. During this same year, the International Typographical Union opened its membership to women printers, requiring equal pay for equal work and barring all forms of discrimination against women in composing rooms.

In 1879, the International Typographical Union advocated calling the first meeting of an organization which was to become the American Federation of Labor. In that year, at a convention in Washington, D.C., the International Typographical Union adopted a resolution instructing the corresponding secretary to communicate with other trade unions.

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of North America on forming an international federation of unions. On November 15, 1881, the federation movement was successfully launched at a meeting in Pittsburgh after previous meetings had ended in disappointments. Among the 107 delegates at Pittsburgh were 15 printers and a bookbinder, all of whom were members of the International Typographical Union and all extremely active at this convention.

Originally, the International Typographical Union was an industrial union with membership drawn from all phases of the printing process. Technological developments in the closing decades of the 19th century, however, increased the specialization of printing tasks and led to a growth of special and separate organizational interests.  

As the interests of the other printing crafts diverged increasingly from those of the typographers, special status was at first granted these crafts within the International Typographical Union. When this failed to reconcile conflicting interests, the other crafts formed organizations of their own. The International Typographical Union recognized the right of pressmen to charter, regulate, and control pressmen and press feeders in 1896. The same autonomy was granted bookbinders also in 1896, stereotypers in 1901, photoengravers in 1903, typefounders in 1909, and newswriters in 1923.

The necessity for joint action among the printing crafts remained, however, and in 1911, the Allied Printing Trades Association was formed.

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7 Loft, p. 186.
The purpose of this association, besides ownership and control of the allied union label, is to pursue those goals still shared by the autonomous printing internationals.

While the International Typographical Union extended its control over the local unions in craft matters, it, at the same time, welded its members together in unbreakable bonds with the development of a fraternal program that was almost without parallel in the annals of organized labor. This fraternal program included an international death benefit, the Union Printers Home in Colorado Springs, and an international old-age pension.

The international death or mortuary benefit was established in October, 1891, by referendum vote of the members of the International Typographical Union. In the beginning, the union paid a benefit of $50. This amount was increased to $75 in 1908. Finally, in 1912, a revised plan provided for a graduated rate of benefits according to length of continuous membership, and today the union pays benefits ranging from $50 to $500. From 1891 to May 20, 1960, a total of $27,152,181.38 has been paid the beneficiaries of 68,407 members.

The Union Printers Home has been located at Colorado Springs since 1892. The Home is maintained for aged and infirm members of the International Typographical Union, fulfilling one of the union’s oldest objectives, since a home had first been suggested in 1857. At the present time, the Home covers more than 300 acres and represents a total expenditure of $20,643,358.34, yet each member of the International Typographical

8Elmer Brown, p. 18.
Union pays only fifty cents per month for its maintenance, improvements, and administration.

The international old-age pension system was inaugurated in 1908. Under the original plan, pension payments were $4 per week; this amount was adjusted until now the sum of $22 per week is paid all members who qualify for the pension roll. During the 52 years the old-age pension system has been in operation, the union has paid $173,999,653.54 in pensions to members.

The International Typographical Union has also devoted time and money obtaining pure trade union objectives; better working conditions, a shorter work-week, and increased wages. In most cases, differences with employers have been settled through negotiation, conciliation, or limited arbitration. In some cases, however, the union has become involved in major conflicts with employers over the objectives sought by the union. For these conflicts and the need for protecting gains already secured, the International Typographical Union created a defense fund in 1888.

Before 1888, any local union on strike was "on its own." As a result of this policy, strikes were lost, members lost jobs and earnings, and even local unions were destroyed. With the defense fund, however, local unions could receive aid if the strike received advance approval from the International Typographical Union.

To finance these innovations, union members' earnings were assessed. As the flow of revenue from union members to the International Typographical Union increased over the years, the power, prestige, and authority of the International Typographical Union increased proportionately.
A permanent headquarters for the International Typographical Union was not established until 1889, when Edward T. Flann, then president of the union, settled in Indianapolis and rented a room in the old Vance Block. During the next few years, as the growth of the International Typographical Union necessitated more office space, the headquarters was moved several times. Finally on January 20, 1925, the International Typographical Union purchased the residence and property located at the northwest corner of Meridian and 28th Streets in Indianapolis. The residence, built in 1906 by the Van Camp family, was named Typographical Terrace.

Typographical Terrace provides offices for the officers and departments necessary for handling International Typographical Union business and services. Located here are the Bureau of Education, Union Label and Public Relations Bureau, Bureau of Contracts, and Bureau of Statistics—all under the direction of the president of the International Typographical Union. Also carried on here are the duties of the secretary-treasurer of the International Typographical Union—maintenance of membership records, bookkeeping and accounting, official correspondence, and other duties related to finance and records. Published here are the Bulletin, The I. T. U. Review, and The Typographical Journal which supply members with complete information about union affairs.

The revenue of the International Typographical Union is collected from members through dues and assessments. The present assets of the International Typographical Union are presented in Table I.
### TABLE I

**ASSETS OF THE INTERNATIONAL TYPOGRAPHICAL UNION AND UNION PRINTERS HOME AT THE END OF THE 1960 FISCAL YEAR**

<table>
<thead>
<tr>
<th>Fund</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>$4,330,307.39</td>
</tr>
<tr>
<td>Defense Fund</td>
<td>$469,151.89</td>
</tr>
<tr>
<td>Strike Benefit Fund</td>
<td>$121,661.81</td>
</tr>
<tr>
<td>Special Defense Fund</td>
<td>$3,899,635.08</td>
</tr>
<tr>
<td>Joint Coordinating Fund</td>
<td>$50,000.00</td>
</tr>
<tr>
<td>Old-Age Pension Fund</td>
<td>$3,069,568.33</td>
</tr>
<tr>
<td>Mortuary Fund</td>
<td>$1,000,000.00</td>
</tr>
<tr>
<td>Home General Fund</td>
<td>$281,545.46</td>
</tr>
<tr>
<td>Home Reconstruction Fund</td>
<td>$263,022.12</td>
</tr>
<tr>
<td>Home Endowment Fund</td>
<td>$1,168,367.45</td>
</tr>
<tr>
<td>Howard Trust Fund</td>
<td>$1,000.00</td>
</tr>
<tr>
<td>Ford Foundation Fund</td>
<td>None</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$10,787,603.53</strong></td>
</tr>
</tbody>
</table>

The jurisdiction and authority of the International Typographical Union are well defined:

The International Union shall exercise complete and unrestricted authority to define its jurisdiction; enact, enforce and amend as provided in its constitution and by-laws all laws for the government of the International Union, its subordinate unions and its officers and members throughout its entire jurisdiction.10

Ultimate control of the union, however, is assured the membership through the use of the democratic process established and maintained by the International Typographical Union.

Delegates may be sent to the annual convention by each local union, with the number of delegates each local is entitled to send

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9 Trade Unionism, p. 154.

determined on the basis of membership.\textsuperscript{11} Each delegate is entitled to one vote in the proceedings of the convention; no proxy votes allowed. These national conventions have the power to enact new or alter existing International Typographical Union by-laws or general laws. Any action taken by the convention in these areas is accepted as final.

Amendments to the Constitution of the International Typographical Union may be proposed by the Executive Council, the national convention, or any local union which has a proposed amendment endorsed by 150 locals. The proposed amendments are then voted upon by the union members to determine whether they are to be incorporated into the constitution.

The election of International Typographical Union officers follows a procedure somewhat similar to that of public elections. Although the International Typographical Union has a two-party system—Progressives and Independents—with each party selecting a slate of prospective candidates, members may be nominated and elected to office without affiliation with either party. At an early election, which determines the top candidates for each office, the candidates are voted upon by the local unions. In this election, candidates for the offices of president, first vice president, and secretary-treasurer must receive the endorsement of at least 50 locals to qualify for the main election; candidates for other offices must receive the endorsement of at least twenty locals.\textsuperscript{12} All qualifying candidates are then placed on the ballot for the main election and voted upon. The winning candidates for

\textsuperscript{11} Local unions with 100 members or less, 1 delegate; more than 100 but less than 500 members, 2 delegates; more than 500 but less than 1000 members, 3 delegates; 1000 members, 4 delegates; and for each additional 2000 members thereafter, 1 additional delegate. \textit{Ibid.}, p. 6.

\textsuperscript{12} \textit{Ibid.}, p. 49.
president, first vice president, and secretary-treasurer must receive a majority of the votes cast; the winning candidates for other offices must receive a plurality.

General supervision of the business of the International Typographical Union is vested in the Executive Council. This council is composed of the president, first vice president, and secretary-treasurer. The Executive Council decides appeals filed against an action or decision of a local union, disputes between local unions, and local union-employer controversies. The council also has authority to interpret and enforce local union laws, contracts, agreements, and the laws of the International Typographical Union.

Selig Perlman, in using the International Typographical Union as a developmental and illustrative basis for his job consciousness theory of the labor movement, was primarily concerned with the union’s economic actions and policies. In this regard, job consciousness is expressed through seniority provisions, work-sharing plans, apprentice-journeyman ratios, long apprenticeship terms, restrictions on overtime accumulation, reproduction requirements, and bans on piece rate and bonus payments. The International Typographical Union’s attitude toward technological adjustment—cooperation and training—should also be included in this area.

Conservative in its method and hesitant to precipitate an open break, the International Typographical Union has exhibited throughout its history a patient and dogged determination to improve the

conditions of its members, and has succeeded in gaining the most complete control over job conditions of any union in the world.\textsuperscript{14}

The history of the International Typographical Union is replete with outstanding achievements. Many, if not all, of these achievements benefited members of other trade unions, either directly or indirectly, as well as printers.

As early as 1859, the International Typographical Union gave official support to the policy of negotiating contracts with employers through the process of collective bargaining and expressed the belief that the terms of a contract, once accepted, should be adhered to. The International Typographical Union added teeth to this belief when, in 1896, it banned "outlaw" strikes, the first union to take such action. During the years 1906, 1907, and 1908, the International Typographical Union engaged in a movement to secure an eight hour day and forty-eight hour week for printers. This movement was eventually successful.

The International Typographical Union initiated action on the subject of forming a federation of unions, which action eventually resulted in the formation of the American Federation of Labor. In 1935, Charles P. Howard was a member of the Committee for Industrial Organization, a committee set up within the AFL, organized for the purpose of encouraging and promoting the organization of workers in the mass production industries. Although the International Typographical Union believes in the principle of labor federations for promoting labor unity, it also insists on maintaining the autonomy of the national and international unions. The

International Typographical Union expressed this insistence when it stated, first in 1887 and again as late as 1956, that it would not acknowledge allegiance to nor recognize the supremacy of any other organization.

In 1883, delegates from the International Typographical Union took the lead in petitioning Congress to establish a United States Bureau of Labor Statistics. The 1920's found the International Typographical Union leading labor in opposing the "open shop" movement.

Since 1947, the International Typographical Union has actively opposed the Taft-Hartley Act, expending in excess of $130,000,000 in this cause. In 1959, it gave strong support to legislation in the United States Senate and House of Representatives calling for amendments to the Taft-Hartley Act. The proposed legislation, supported by the International Typographical Union, called for (1) a provision to prohibit the National Labor Relations Board from controlling collective bargaining by predetermining the rules under which the bargaining is to be held; (2) restoration of the right of unions to use the secondary boycott; and (3) elimination of the injunctive processes provided for by the Taft-Hartley Act.

The membership of the International Typographical Union has made remarkable gains, especially since World War II, by increased wages, shorter hours, and greater job security. This has been the direct result of a policy of good unionism—sticking together, acting together, and presenting a united front in relations with employers.

16 Ibid., p. 23.
CHAPTEII

HISTORY OF THE TERRE HAUTE TYPOGRAPHICAL UNION 1864 - 1891

The first Terre Haute newspaper, the Western Register and General Advertiser, was published in 1824 by John Osborn. This weekly newspaper was small, four columns, but contained some commercial advertisements as well as news stories. Between 1824 and 1880, approximately sixteen other newspapers were started in Terre Haute. Among these was Terre Haute's first daily newspaper, the Terre Haute Daily Express, which began publication in 1851.

Along with this increase in newspapers came a corresponding growth in the number of job printing shops. These shops handled specialized made-to-order printing assignments—books, circulars, notices, hand-bills, state statutes, administrative acts, and other items. The majority of these job shops were not connected with the newspapers although many of the weekly newspaper offices did job printing between issues.

It would seem, from the above, that employment opportunities for printers were plentiful. Closer inspection, however, reveals some discrepancies. The high mortality rate of the early newspapers was a primary cause of unemployment for groups of printers. During this early period,

2Ibid., pp. 632-639.
3Ibid., p. 633.

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too, many newspapers merged and, as one work force was needed where two had been, some printers lost their jobs.

Employment in the job shops was more unsteady and uncertain than it was in the newspaper offices. The owners of the smaller shops were usually able to handle the work themselves. When faced with a rush of work, however, these shop owners hired additional printers to help with the extra work; when the rush was over, the shop owner discharged the additional printers. The discharged printers remained unemployed until another increase in job printing orders gave them an opportunity to work. Some of the larger job shops maintained a small, semi-permanent work force and when a rush of work confronted these shops, this small force worked longer hours; when the rush slackened and all backorders were filled, they, too, were likely to be unemployed until new orders were placed with the shop.

Employment opportunities for printers were, then, subject to a high degree of fluctuation. Nor did the general working conditions present a happy picture for the printers—wages were low and the work day was long. Of course there were no employee benefits such as paid vacations, pensions, sick relief, or workmen’s compensation. Holiday observances were limited, for the most part, to an extra hour for the noon Thanksgiving meal and closing the shops at noon on Sundays and Christmas.

The only recourse left to an employee dissatisfied with the conditions and unsteadiness of his job was to quit and find another print shop or go into another occupation. This was sometimes not easy. Eventually there was something else a dissatisfied employee could do—join the union.
The Terre Haute Typographical Union has received four charters from the International Typographical Union. The first was issued in 1864, making the Typographical Union one of the oldest labor organizations in the Wabash Valley. Since receipt of this first charter, the Terre Haute Typographical Union has received other issues in 1870, 1879, and 1882.

**Charter of 1864.** There were approximately ten members in the Terre Haute Typographical Union while this charter was in effect. A recruiting drive by the Union Army during this latter period of the Civil War was responsible for the loss of this charter. The members of the Terre Haute Typographical Union enlisted in the army and the charter was revoked for lack of membership.

**Charter of 1870.** This charter was in force for only a couple of years. The chief difficulty for printers under this charter was the lack of employment. This charter, also, was eventually lost.

**Charter of 1879.** No information was found concerning the Terre Haute Typographical Union while this charter was valid.

**Charter of 1882.** This charter, the fourth issued to the Terre Haute Typographical Union, is still valid. At its issue, on May 18, 1882, seven men—J. E. Dodson, L. M. Priest, J. Moorehead, W. H. Schuman, J. W. Simpson, Edward E. Oliver, and Joseph P. McDonagh—signed it as charter members. From this small beginning the Terre Haute Typographical Union has grown to a present strength of 165 members.

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6 Interview with Eugene T. Brown, October, 1960.
In its early history under the 1882 charter, the Terre Haute Typographical Union was plagued by troubles similar to those which had caused the loss of the previous charters. Chiefly, these troubles were: the anti-union sentiments of the public and employers, the lack of steady employment opportunities, and the difficulty of collecting union dues. The union members at this time, however, exhibited a cohesive quality they had previously lacked—they united, worked, and stayed together.

Still, determination was not enough. Unionism had to be sold—to the employers, to the public, and even to the majority of the printers. In dealing with employers, the union could not cease seeking to win its objectives but, at the same time, it could not let itself be pushed into calling a suicide strike. The employers were strong, the union was not; the employers were rich, the union was not; the employers were respected by the community, the union was not. But, by accepting less than they asked for and constantly stressing the union members' skills as craftsmen, the union hoped to be eventually tolerated if not accepted by the employers.

The majority of the public did not welcome organized labor. Some persons even considered organized labor to be a menace to the city's welfare. The union, in combating these feelings, could only publicize its objectives and hope that people's fairmindedness would enable them to see the justice of the union's cause.

The Terre Haute Typographical Union was numerically weak in these early days. Many printers, who would have joined, were intimidated by their employers—if they joined they were fired. Some who did join paid their dues grudgingly if at all. These printers had to be convinced that their future lay with the union. For the most part, labor unions were not much of a force in the community.

In spite of this, the Typographical Union and other local trades unions of Terre Haute combined in planning and holding, in 1890, the first Labor Day celebration in Indiana. This celebration seemingly grew from a suggestion made by a printer. It seems to have happened this way. One day two printers, J. P. McDonagh and Ed Ewinger, visited the cigar-maker's union hall which was located over the Stumpfle and Welte Saloon. After finishing their business, the printers and some cigarmakers decided to drink a few beers. Over the beer, one of the printers suggested holding a Labor Day celebration. The cigarmakers agreed and arrangements were made to hold a meeting for further discussion of the idea.

The meeting was held and representatives of ten other local unions and the Farmers' Alliance responded. After some discussion, a committee was appointed to take charge of the planning. This committee was composed of Z. Heaberlin of the carpenters, chairman; C. F. Demarest of the farmers, treasurer; and Ed H. Ewinger of the printers, secretary.

Although most of the representatives had no authority whatsoever.

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8 The bulk of the material on this 1890 Labor Day celebration is from the Terre Haute Advocate, September 1, 1961, p. 1, cols. 1 & 2.
from their unions, the arrangements continued. Participating unions were: Bricklayers, Brickmakers, Cigar makers, Coopers (two unions), Carpenters, Iron & Steel Workers (two lodges), Painters & Paperhangers, Printers, Tinters, and Farmers' Alliance. About 700 persons marched in the Labor Day parade. This parade terminated at the fairgrounds where various amusements were offered for the 2,500 persons in attendance.

The featured speaker on this day was J. E. Maynard of the Fireman's Magazine. During his speech, Mr. Maynard said:

... Labor Day voices the conquering truth that working men have made, during the current century, and particularly during its last quarter, an incalculable advance in knowledge, practical knowledge.9

Before the 1890 celebration committee disbanded, another committee was appointed to arrange the formation of a central labor union. From this October, 1890, meeting grew the organization of the Central Labor Union of Vigo County. By 1896, all local unions in Terre Haute were affiliated with this body.

In the 1880's and 1890's, the area on South Fifth Street between Wabash Avenue and Ohio Street was called "Printing House Square."10 In this area, several of the city's printing shops were located. On the east side of South Fifth Street, J. Trainett's Printery, The Terre Haute Express, The Saturday Evening Mail, and the Moore-Iangen Company were housed. On this same street, but across Ohio, was Brown's Globe Printing House. On the west side of South Fifth Street were Gfrroer's Printery.

9 The Terre Haute Evening Gazette, September 1, 1890, p. 1, col. 2.
The Terre Haute Gazette, and the George H. Hebb Plant.

By 1890, the Terre Haute printers had a durable labor organization, but they lacked experience in and knowledge of the methods and objectives of practical unionism. If the organization was to endure, its members had much to learn.
CHAPTER III

HISTORY OF THE TERRE HAUTE

TYPOGRAPHICAL UNION

1891-1931

During the late 1890's and early 1900's, unionism among the Terre Haute printers was strengthened by the appearance of "tramp" or "hobo printers." These "tramp printers" were union men who traveled around the country working only a short while in any one city—sometimes a day, sometimes a few months. As a group, these men were intelligent, able craftsmen, but unable to settle down.

Colonel Hargett1 was one of the many "tramp printers" who came to Terre Haute at the turn of the century. He was a colorful character, extremely intelligent, and an interesting speaker. Colonel Hargett could captivate an audience with stories of his past experiences, quotes from Shakespeare, and his "tall tales."

However, "tramp printers" served a greater need than mere entertainment. Being strong advocates of unionism and having thorough knowledge of International Typographical Union rules and regulations, they were links of communication and consolidation between the many local printing unions in existence throughout the country. From these men, the Terre Haute Typographical Union received answers to such questions as: the union objectives other locals were seeking to achieve; the methods they

1 Ibid., March, 1961.
used in defending themselves from strong anti-union attacks; how they conducted successful strikes; ways in which they overcame organizational difficulties; and other questions of a similar nature.

**Struggle with the Terre Haute Evening Gazette.** One of the major struggles for the Terre Haute Typographical Union was with the Terre Haute Evening Gazette, a struggle which lasted approximately fifteen years.

The struggle began when union members received notices in their pay envelopes that they would no longer be employed by the Terre Haute Evening Gazette. William Ball, owner of this paper, said a group of young people would be trained as replacements for the fired union members.

The young trainees were soon hired and their training started. During the first few weeks of training, it is alleged that they received no wages. The wages they finally began receiving amounted to only a few cents per hour. In defense of this low wage policy, William Ball is alleged to have said that he thought "... too much money was harmful for young people and a wage of $1.00 for a ten hour day was sufficient."

The Terre Haute Typographical Union conducted its campaign against the Terre Haute Evening Gazette on two fronts. The first was directed at the paper's new employees and consisted of efforts designed to convert them to unionism. These efforts involved such things as the preparation and distribution by the union of "fact papers"; the establishment of personal contacts between union and non-union printers as an aid in converting the latter to unionism; and conducting organizational meetings to rally the non-union printers to the banner of unionism.

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These efforts, of course, as well as others related to conducting this struggle, cost money. The union solicited funds from the townspeople to help cover part of the cost, but the bulk of the required money came from the union members. At a time when their weekly wage was $12, each employed member of the Terre Haute Typographical Union donated $1,00 per week to help pay the expenses of this struggle. This fact shows, as well as anything could, the member's dedication for and confidence in the principles of the union and, also, their willingness to support the principles to the limit.

The second front of this struggle was aimed at the very existence of the Terre Haute Evening Gazette and consisted of efforts directed toward establishing a competing evening paper in Terre Haute. Two men, named Bicknell and Goldring, notified the Terre Haute Typographical Union of their interest in starting such a newspaper if twelve hundred subscriptions were secured as assurance of a successful beginning. The union printers of Terre Haute responded with a house-to-house canvass for the desired number of subscriptions. This canvass was highly successful; approximately twenty-five hundred subscriptions were secured. Soon afterward, the new evening newspaper, the Terre Haute Tribune, began publishing, in 1894.

Eventually, the efforts of the Terre Haute Typographical Union against the Terre Haute Evening Gazette were successful. The long struggle ended with the Tribune Publishing Company purchasing the Terre Haute Evening Gazette, which issued its last edition on June 14, 1904. However, Bicknell and Goldring had sold the company a few years after starting it, and were
no longer connected with the Tribune Publishing Company.

In 1909, the Terre Haute Typographical Union heard more of William Ball. On the occasion, Governor Marshall of Indiana had ordered an investigation of the Boys Reform School at Plainfield. The union printers of Terre Haute were interested in this investigation because William Ball was a member of the institution's Board of Trustees. On July 15, 1909, the printers drew up a resolution commending Governor Marshall for his action. The resolution stated:

Whereas, It has come to the knowledge of the Central Labor Union of Vigo County that the printing department of the Boys Reform School at Plainfield, Indiana, is being used to do printing for private printers' corporations in competition with free working men and

Whereas, William C. Ball of Terre Haute, a member of the Board of Trustees of said institution is responsible for said work being done

Therefore, be it resolved that the C.L.U. of Vigo County approves the action of Governor Marshall in ordering an investigation of said institution and pledge him all the support within the power of this organization showing that the said W. C. Ball is at present, and has been, a bitter enemy of organized labor for more than thirty years.

(Signed) A. G. Slemons
Ray Focht
F. E. Splady

The long struggle with William Ball over the Terre Haute Typographical Union could now turn the full strength of its efforts toward the consolidation of previous gains and the further expansion of unionism in the printing trade.

Period of Consolidation. The years between 1906 and 1920 were

consolidation years for the Terre Haute Typographical Union. Its strength had been tested in the struggle with the *Terre Haute Evening Gazette* and another great struggle would face it in the 1920's, but for the moment no life-or-death crisis confronted the union.

During these years, the Terre Haute Typographical Union sought to protect its previous gains and expand its authority in the printing trade through the use of two weapons—"unfair" lists and union label campaigns. "Unfair" lists contained the names of those printing firms which used non-union labor, refused to pay the union wage-scale, discriminated against union members, and refused to maintain union working conditions.

The "unfair" lists were distributed to the other local trade unions of Terre Haute, through the Central Labor Union of Vigo County, and the general public. It was the printers' hope that members of other unions and a sympathetic public would consult this list and refuse to do business with the "unfair" firms. Confronted by this economic boycott, the "unfair" firms would have to recognize and bargain with the union, thus becoming "fair," or go out of business.

The effectiveness of the use of "unfair" lists can be demonstrated by the fate of the Chase Printing Company. On January 31, 1907, representatives of the Terre Haute Typographical Union announced at a meeting of the Central Labor Union, that the Chase Printing Company would be placed on the "unfair" list for refusing to employ union men. By May, 1907, this company had been forced into the hands of a receiver and, by June, was completely out of business.  

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This is Entries of January 31, 1907; May 9, 1907; and June 20, 1907, pp. 53, 70, 74.
The union label accomplished the same results, but relieved potential customers from the necessity of constantly checking a long "unfair" list. This label was plainly marked on all printed material prepared in union shops by union labor. The Terre Haute Typographical Union conducted periodic campaigns designed to acquaint customers with the significance of this label and induce them to refuse non-label bearing printed material. If successful, the campaign would result in a boycott of non-union printed matter, leaving the non-union shops the alternatives of bargaining with the union, continuing business at lower profits, or going out of business.

The Terre Haute Typographical Union, seeking to maintain the effectiveness of its label as a union weapon, prevented any unauthorized or illegal use of it. In 1907, the union found it necessary to use the courts against F. H. Guthneck of West Terre Haute for illegally using its label. The court found Guthneck guilty of the offense and fined him $10 and costs, and granted the Terre Haute Typographical Union a permanent injunction against him.5

Although primarily concerned with its own problems, the Terre Haute Typographical Union, through the Central Labor Union, endeavored to give assistance to labor movements throughout the country. For example, in 1907, it donated $25 to the striking Indianapolis Telegraphers 6 and, in 1919, it started donating $25 per week to the striking Terre Haute Laundry Workers.7 Of course, in some cases the Terre Haute printers could only

5Ibid., Entry of October 24, 1907, p. 89.
6Ibid., Entry of October 10, 1907, p. 87.
adopt resolution which stated their sentiments, such as the resolution they adopted, in 1919, asking for the release of Eugene Debs from prison. 8

Although anti-union sentiments gave way, for a time, under the emergency conditions of World War I, they were still potent and awaited only opportunity. Some union men expected renewed opposition from employer groups and tried to prepare their unions for it. In 1918, Latslaw of the Terre Haute Typographical Union urged that "... local unions must not decrease dues, but must build them up and have finances to take care of the conditions that will arise after this war." 9

Latslaw was right. After the war was over, local unions needed all the finances they could get to defeat the nationwide "open shop" movement.

"Open Shop" Movement. The United Typothetae of America, an organization of commercial printers of Canada and the United States, was the chief advocate of the "open shop" in the printing industry. Influenced by this organization, the Terre Haute job printing shops fired their union printers in 1921. However, the newspapers of Terre Haute did not follow the job shops' example, but chose, instead, to retain their union printers. By so choosing, the newspapers eased the pressure of the "open shop" movement for the Terre Haute Typographical Union.

The Terre Haute Typographical Union placed pickets at the job shops for a while, but concentrated its major efforts in three areas—the union label, "fact" papers, and union-management talks. 10 In the union label

8 Ibid., Entry of July 3, 1919, p. 73.
9 Ibid., Entry of August 29, 1918, p. 23.
area, the efforts of the printers were the same as in previous union label campaigns. Against the "open shops," the union label program had three definite objectives—persuading all union shops to use the label, inducing customers to refuse printed matter not bearing the union label and convincing the general public not to read or purchase non-label bearing printed matter.

In the second area of concentrated effort, "fact"papers, the Terre Haute Typographical Union hoped to accomplish two objectives. The first was to acquaint, through this medium, the general public with the printers' position in this controversy and, thereby, attract public support if possible. The second objective was to take, by providing a competing medium, advertising and its revenue from the "open shops."

The third area of concentration was union-management talks. In these talks, the printers tried to persuade management to reconsider its position on the "open shop." One special point was always stressed by the printers during these talks—the proven craftsmanship of union printers.

The results of the Terre Haute Typographical Union's efforts—economic and public pressure—plus the skill of the union printer defeated the "open shop" movement in the Terre Haute job printing shops. In 1923, the movement collapsed.

For the next few years, the printers shared in the benefits of the generally prosperous 1920's. However, by 1930 the situation for the printers, as well as for many other occupational groups, had changed drastically.

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Depression. As a result of depressed business conditions, unemployment among the printers rose. The newspapers had to lay off some of their union printers because of decreased revenue—advertising fell off and circulations dropped. Another event which caused some unemployment among the printers, was the purchase of the Terre Haute Post by the Terre Haute Star in 1930.

The union printers who worked in the job shops were harder hit by unemployment. The number of printers employed in these shops was determined by the volume of made-to-order printing jobs and this volume declined precipitously.

The Terre Haute Typographical Union began, immediately, to seek an answer for its members' unemployment problems. In December, 1930, it announced that it was hopeful of implementing, in the near future, a plan for aiding unemployed printers. 12

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CHAPTER IV

HISTORY OF THE TERRE HAUTE
TYPOGRAPHICAL UNION
1931-1960

Before the Terre Haute Typographical Union could implement its plan for relieving unemployment among its members, another event added to the unemployment total. In March, 1931, the Terre Haute Tribune purchased the combined Terre Haute Star and Terre Haute Post.

Some unemployment among printers had occurred when the Terre Haute Star purchased the Terre Haute Post in 1930, but both newspapers had continued publishing, the former as a morning and the latter as an evening edition. However, with its purchases by the Terre Haute Tribune, the Terre Haute Post was eliminated. This elimination of a complete newspaper greatly increased unemployment among printers.

Recovery. In March, 1931, the Terre Haute Typographical Union announced the adoption of a plan designed to relieve unemployment among printers. This plan, accepted by the membership by referendum vote, called for the employed printers to share-the-work with the unemployed union printers. All employed printers would work a five-day week, donating the sixth day to the unemployed union printers.1

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Of course, this share-the-work plan did not aid all unemployed printers. Because of depressed conditions, the volume of job printing assignments had fallen greatly, but the Terre Haute Typographical Union did try to insure that the assignments available were performed by union printers. For example, after Goodwill Industries entered the commercial printing field, union representatives called on the Reverend Theodore Grob of Goodwill Industries. After hearing of the great amount of unemployment among the printers, the Reverend Mr. Grob agreed not to solicit any more printing for profit to the institution. 2

The Terre Haute Typographical Union also put pressure on political candidates, trying to convince them to have the union label on their printing. This pressure was evidently successful since the job printing industry picked up in April, 1934, due mostly to the forthcoming primary elections. 3

The Terre Haute Typographical Union also worked in conjunction with the Central Labor Union to relieve the unemployment of members of other trades and occupations. The printers, for example, supported the Central Labor Union committee which in 1932 called on the Terre Haute Chamber of Commerce to request that all work be given to unemployed residents rather than outsiders. 4

2 Ibid., Entry of March 28, 1932, p. 106.
3 Ibid., Entry of May 7, 1934, p. 144.
General Strike. The labor difficulties of the 1930's reached a peak in 1935 and Terre Haute was the site of a general labor strike. The strike was called in sympathy for the striking workers of the Columbian Enameling and Stamping Company.

The events leading up to the general strike began in March, 1935. On March 23, 1935, nearly 600 employees of the Columbian Enameling and Stamping Company went on strike, asking a ten per cent wage increase and a union shop. The strike, peaceful at first, became violent.

On Saturday, June 15, 1935, a crowd of several hundred persons gathered at the Columbian Company. The striking employees claimed that the company had hired armed guards. The Terre Haute Police Department kept order for a while, but early Sunday morning the crowd broke through the police lines and forced their way into the Columbian Company's offices. Additional police were needed to restore order. Officials of the Columbian Company estimated that damages amounted to $5,000.5

The armed guards, which the company had hired, were taken out of the factory Sunday afternoon under police protection. After this was done, the strike leaders promised the police that there would be no more trouble and agreed to furnish guards from their ranks to protect the company's property.6

The Terre Haute Chamber of Commerce sponsored a meeting, held at the Deming Hotel on July 2, 1935, of citizen groups worried about the preservation of law and order in the city. These groups urged the city to hire special officers as an aid to the present law enforcement agencies

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6Ibid., June 17, 1935, p. 1, col. 5.
and to adopt an ordinance preventing people from gathering near a plant
or building where a strike was in progress. These groups also felt that
the city's standing was being impaired because of strikes and other
labor troubles, that the city faced the loss of several industries if
such troubles persisted. John T. Beasley said "... false teachers and
false prophets have invaded the land, resulting in a new and dangerous
psychology. It teaches that employers and employees are natural enemies.
This we deny."8

T. N. Taylor, an organizer for the American Federation of Labor,
stated the union's side of the dispute later. He said:

"In July, 1934, the Columbian Company signed an agreement
with Federal Labor Union 19694. The agreement, among other
things, provided for arbitration of any disputes not settled
by themselves. Later, the company started a company union
which resulted in a production slow-up and caused an increase
in tension in the plant. The Federal Labor Union asked for a
union shop, the company refused; the Federal Labor Union asked
to arbitrate, the company refused. The strike was then called."9

The Columbian Company imported strikebreakers July 18, 1935.
When the company refused to remove these strikebreakers, the other
local trade unions of Terre Haute, more than forty in number, called a
general sympathetic strike. The Terre Haute Typographical Union objected
to calling such a strike, and, when the strike actually began, the typ-
ographers who worked for the Terre Haute Star and Terre Haute Tribune
refused to participate in it.10

7Ibid., July 2, 1935, p. 1, col. 3.
8Ibid., July 2, 1935, p. 1, col. 3.
10Interview with Walter Jenkins, December, 1961.
This general strike, which began July 22, 1935, was approximately ninety per cent effective. However, Park Fender, president of the retail clerk's union, said "... we are not striking. We regard it as a public protest over conditions at the Columbian Enameling and Stamping Company."

On the evening of July 22, Governor Paul V. McNutt sent eleven hundred National Guardsmen into the city and declared Terre Haute under martial law. These guardsmen used tear-gas and rifle butts to break up crowds on July 23, 1935, and arrested approximately 175 persons. Although the general strike was called off July 24, 1935, martial law was not lifted until February, 1936.

The dispute was finally placed in the hands of Federal Conciliators C. L. Richardson and H. B. Scheck, and on February 14, 1936, the National Labor Relations Board handed down a judgment which sustained the demands of the strikers. On April 28, 1938, however, the Seventh Circuit Court of Appeals held that the finding of the National Labor Relations Board that the Columbian Enameling and Stamping Company had refused to negotiate with the union was without support, and ordered the Board's decision set aside. The National Labor Relations Board then appealed the Circuit Court's ruling with the United States Supreme Court, but this body,

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In October, 1938, upheld the lower court's decision.\(^{15}\)

After the general strike was over, the Terre Haute Typographical Union spent the remaining years of the 1930's combating the unemployment problems of its members. And in the first half of the 1940's, union problems took second place to the emergencies of World War II.

Post-War Restrictions. During the depression years of the 1930's, the dominant political trend, buttressed by the "New Deal" policies of the Roosevelt Administration, was toward the enactment of legislation favorable to organized labor. Under the protection provided by this legislation, of which the Norris-LaGuardia Act of 1932 and the Wagner Act of 1935 are outstanding examples, the numerical and financial strength of labor unions increased tremendously.

After World War II, there was a general reaction against the power-position which organized labor had secured. This reaction was reinforced by the public disapproval generated by some war-time strikes\(^{16}\) and the successive waves of strikes of the immediate post-war period. In 1947, the United States Congress enacted, over President Truman’s veto, the Taft-Hartley Act which sought to restrain the powers of labor unions.

The International Typographical Union, one of the leading opponents of the act, believes the Taft-Hartley Act allows the National Labor Relations Board to move too far in the direction of regulating such internal union

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\(^{16}\) The 1943 strikes of John L. Lewis's United Mine Workers, for example, generated considerable public disapproval.
matters as the amount of initiation fees; collection of dues, fines, and assessments; interpretation of union constitutions and by-laws; and substance of union rules. Other aspects of the Taft-Hartley Act which are especially objectionable, from the International Typographical Union’s view, are those provisions which ban closed shops, prohibit use of secondary economic pressure, ban jurisdictional strikes, restore the use of injunctions in labor disputes, and encourage the states to enact legislation which further restricts union security.

In 1957, the Indiana Legislature enacted a Right-to-Work Law which forbids negotiation by employers and unions of any arrangement whereby membership in a union is required as a condition of employment. Since the Taft-Hartley Act, which outlaws the closed shop but allows union shop arrangements, in Section 14(b) permits the states to enact laws applying to the area of interstate commerce that make any form of union security illegal, the Indiana Right-to-Work Law affects unions involved in interstate as well as intrastate commerce. The effects of the Right-to-Work Law have been slightly mollified by a court ruling upholding agency shop arrangements which require employees who do not join the union to pay a sum of money equivalent to union dues, thus eliminating any potential “free riders.”

The Terre Haute Typographical Union opposes the provisions of both the Taft-Hartley Act and the Right-to-Work Law. The members of the

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17 Trade Unionism, p. 97.

Terre Haute Typographical Union have paid the special assessments which the International Typographical Union levied for the special purpose of fighting the application of the Taft-Hartley Act. The money raised by assessment has been used by the International Typographical Union in fighting employers who attempt to use the Act to weaken or break local unions, providing support to political candidates who favor repeal of the Act, and other defensive activities. The Terre Haute Typographical Union also contributes political support, at the "grass-root" level, for political candidates who favor repeal of the Taft-Hartley Act.

In opposing the Right-to-Work Law, the Terre Haute Typographical Union gives support to political candidates who favor its repeal. Its members also insist on adhering strictly to the union's rules and regulations which govern such things as: apprentices and apprenticeship, membership, working conditions, and standards of competency.

The stress on standards of competency is probably the dominant weapon the Terre Haute Typographical Union uses in opposing the Taft-Hartley Act and The Right-to-Work Law. The shop foreman, who is a union member, is required by the union-employer agreement\(^\text{19}\) to recognize priority when hiring as follows: first, regular situation holders; second, other journeymen who have worked in the composing room; and third, persons whose competency he has no reason to doubt. Potential employees having union

\(^{19}\text{Newspaper Agreement and Scale of Prices Between Terre Haute Tribune-Star and Terre Haute Advocate and Terre Haute Typographical Union No. 76. (May 1, 1958-April 30, 1960) Art. 1, Sec. 6, pp. 4-5.}\)
cards have either passed a qualifying examination or served a term of apprenticeship; therefore, the foreman has no reason to doubt their competency. However, the competency of persons not having union cards is highly in doubt and they can be refused employment.

Mature Unionism. At the present time, the Terre Haute Typographical Union is a good example of a mature union. It has secured for its members better wages, hours, and working conditions continuously through the years. As a labor union it has gained the respect of the employers as well as of its own members. It is, as Henry Hausman said, "... one of the finest organizations in the country."

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PART II
CHAPTER V

LOCAL UNION MEMBERSHIP AND THE INTERNATIONAL TYPOGRAPHICAL UNION

The International Typographical Union recognizes only two employee classifications—apprentice and journeyman. The apprentice, through training, is qualifying for union membership; the journeyman is a union member. Required of each, apprentice or journeyman, is subscription to this obligation:

I (Name) hereby swear (or affirm) that I will, in good conscience, and to the best of my ability, comply with and perform the Duties of Membership of the International Typographical Union, all of which shall in no way interfere with any duty I owe to God or my country.¹

Apprenticeship. Four basic requirements must be satisfied by an applicant before he is allowed entry into the printing trade as an apprentice. The applicant must have passed his sixteenth birthday, been approved by the local, passed a technical examination, and passed a physical examination.

The required term of apprenticeship is six years.² In these years, the apprentice receives training in all phases of the trade. As an assurance of quality apprentice training, the International Typographical Union allows the employment of apprentices only by those shops having the

²During this term of apprenticeship, the apprentice can be upgraded no more than four six-month periods or a total of twenty-four months of the six year requirement. Interview with O. Elbert Zimmerly, October, 1960.
necessary equipment for instruction in several classes of work.

Throughout this training period, apprentices are guaranteed union protection and are governed by the same shop rules, working conditions, and hours of labor as are journeymen. The apprentice wage scales, however, are arranged by the respective locals. Though exempt from pension and mortuary assessments, the apprentice must pay per-capita taxes and subscribe for the *Typographical Journal*.

Since an apprentice-journeymen ratio is fixed for each shop, new apprentices can not be hired to fill vacancies created by military service call-ups. Upon completion of military service, the original apprentice must have job and union rights and privileges formerly held restored to him, causing an apprentice-journeymen ratio violation should another apprentice have replaced him.

After completing the regular training, the apprentice can not be transferred to journeyman standing until he has completed, and the Bureau of Education so certified, the *Lessons in Printing* courses. On fulfillment of this provision, as well as the others pertaining to apprenticeship, the International Typographical Union then assigns a journeyman register number to the former apprentice.

Membership. Applications for membership in local typographical

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3 For an apprentice whose time has been interrupted for a period of not less than ninety days, by reason of his having served in the armed forces of the United States or under the National Security Act of 1940, local unions may establish regulations granting to said apprentice that priority standing which would have accrued to him, had not his time been interrupted by his having served in the armed forces. *Book of Laws of the International Typographical Union*, (Indianapolis: the I.T.U., 1955), pp. 101-102.

unions are made in writing to the secretary-treasurer. Besides the signature of the applicant this application for membership must be signed by two members of the local involved. After receiving the application, the secretary-treasurer refers it to the local's Executive Committee. This committee prepares a report on the application and presents its findings to the union members. After the report is presented a ball ballot is held. If three-fourths of the balls cast are white the applicant is accepted for membership; if the white balls cast are less than three-fourths the applicant is rejected.

If his application for membership is accepted, the new member of the International Typographical Union becomes eligible to receive two types of direct economic benefits. Of primary importance are the benefits secured through collective bargaining—higher wages, shorter hours, better working conditions, vacations and holidays, sickness and accident insurance, health and welfare plans, industrial pensions, and retirement claims.

The second type of economic benefits are maintained through the International Typographical Union by the general membership. These include trade education, defense activities, strike benefits, old-age pensions, Union Printers Home, and mortuary benefits.

There is no gauge, however, more accurate than that of wages and hours for determining a union's progressiveness. Thus, one of the most important functions of the International Typographical Union, for more than 108 years, has been in giving the locals advice and assistance for establishing fair wage scales and reducing hours for their members. A
Comparison of the average wages earned by union printers over the past 18 years indicates the success of accomplishment.

**TABLE II**

AVERAGE ANNUAL EARNINGS OF MEMBERS OF THE INTERNATIONAL TYPOGRAPHICAL UNION 1943-1960

<table>
<thead>
<tr>
<th>Year</th>
<th>Earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>1943</td>
<td>$2,337.36</td>
</tr>
<tr>
<td>1944</td>
<td>$2,559.11</td>
</tr>
<tr>
<td>1945</td>
<td>$2,945.20</td>
</tr>
<tr>
<td>1946</td>
<td>$3,125.72</td>
</tr>
<tr>
<td>1947</td>
<td>$3,559.96</td>
</tr>
<tr>
<td>1948</td>
<td>$4,038.79</td>
</tr>
<tr>
<td>1949</td>
<td>$4,563.08</td>
</tr>
<tr>
<td>1950</td>
<td>$4,601.73</td>
</tr>
<tr>
<td>1951</td>
<td>$4,732.08</td>
</tr>
<tr>
<td>1952</td>
<td>$4,938.37</td>
</tr>
<tr>
<td>1953</td>
<td>$5,254.65</td>
</tr>
<tr>
<td>1954</td>
<td>$5,433.08</td>
</tr>
<tr>
<td>1955</td>
<td>$5,591.53</td>
</tr>
<tr>
<td>1956</td>
<td>$5,880.98</td>
</tr>
<tr>
<td>1957</td>
<td>$6,098.26</td>
</tr>
<tr>
<td>1958</td>
<td>$6,181.29</td>
</tr>
<tr>
<td>1959</td>
<td>$6,299.93</td>
</tr>
<tr>
<td>1960</td>
<td>$6,758.88</td>
</tr>
</tbody>
</table>

The reduction of hours has been a slow but continuous development. In 1852, printers worked twelve hours a day, six days a week. Approximately twenty-five years later, the work-day had been reduced to ten hours and then to nine in 1899. However, attempts to establish an eight hour day were forcefully challenged by the United Typothetae of America, an employers association. The resulting struggle was costly and hard-fought, but, in 1909 the eight hour day had been won by the International Typographical Union.

Members of the International Typographical Union began working a five-day week January 1, 1933. Unemployment had hit printers, as it had all other crafts during this depression period, and no relief seemed in sight. Then, to alleviate unemployment among the printers, the employed members of the International Typographical Union voluntarily adopted a share-the-work plan. The execution of this plan was simple: members

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5 *Facts About the I.T.U.*, p. 9.
holding six-day jobs began working five days, giving the sixth to any competent union printer who was unemployed. At the present time, union printers work an average shift of 71\frac{1}{2} hours, five days a week, and future plans call for further reductions in hours until a thirty-hour work-week has been reached.

**Discipline.** The International Typographical Union maintains control over its membership through general and specific disciplinary measures. Violations of these measures can lead to trials, suspensions, or expulsions for the violators.

The general disciplinary measures declare that a member may not; disobey any laws, rules, regulations, or decisions of the International Typographical Union; reveal the business or proceedings of the union; belong to any group which seems to disrupt union business; or belong to an organization advocating the overthrow of the United States or Canadian governments by force and violence.

The specific disciplinary measures declare that a member may not: secure work except through application to the shop foreman, obtain work at a lower wage than the scale of prices calls for, apply for the position of another union man, actively engage in the formation of a "dual organization," use the name or number of a local as an imprint on commercial printing without union sanction, use counterfeit dues stamps or working cards knowingly, or perform a day's work in two union shops on the same day without union approval.

**Charges, Trials, and Appeals.** Charges may be filed against union members for—disruptable acts, conduct unbecoming a member, violation
of union laws, failure to observe contract provisions, and failure to observe scales of prices. The charges may be filed by local members or officers, and these charges must be in writing, specifying the union laws violated and the alleged acts constituting the basis of the charges, and signed by the complainant.

The accused has five days, after receiving a copy of the charges to file an answer or waive his right to file. At the next union meeting, the president has the charges and answer, if any, read. Then, by secret ballot, the members vote if the charges are worthy of further attention. If a majority votes affirmatively, a committee is appointed for further investigation.

This investigating committee gives all parties of the controversy a hearing and reports its findings to the membership. If the members signify, by majority vote, their wish for a trial, then a trial committee is appointed.

This committee hears the complainant, accused, and witnesses. After considering the evidence, the committee presents the evidence and its judgment to the union and a vote is held. A two-thirds majority is needed for conviction.

If the accused is judged guilty, the union then votes on the penalty. For the suspension or expulsion of the accused, a three-fourths vote by the union is required; for a lesser penalty, a majority is sufficient.

Any union member, convicted under this procedure, who believes his conviction irregular or unjustified, may appeal to the Executive Council of the International Typographical Union. This council studies an appeal brief, filed by the convicted member, and an answer to this brief,
filed by the convicting local. While this appeal is being considered, the
penalty voted by the local must be complied with—unless the penalty is
censure, reprimand, suspension, expulsion, or revocation of membership.
The enforcement of these latter penalties must await the outcome of the
appeal.

If the Executive Council upholds the conviction, its decision
may be appealed to the Convention of the International Typographical Union.
Finally, if the decision of the appeals committee of the Convention does
not satisfy the appellant, he may seek redress through the civil courts.

But:

In no case shall a member appeal to a civil court or any other
agency for redress from an action by the union until he has ex­
haueted his rights of appeal under the laws of the International
Union. Any member who violates this section shall be liable to
summary expulsion by the Executive Council.

Revenue. The International Typographical Union maintains five
funds—general, defense, mortuary, pension, and Union Printers Home—financed by revenue secured from the membership.

The general fund pays the operating costs of the International
Typographical Union. Revenue for this fund is gathered through the
sales of charters to locals, sales of other union supplies to locals,
the registration fees of new members, and from receipt of half the
### TABLE III

**APPORTIONMENT OF DUES PAYMENT FOR A MEMBER EARNING $125 A WEEK, FOR A FOUR-WEEK MONTH**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pension and Mortuary Union</td>
<td>$12.50</td>
</tr>
<tr>
<td>Strike Benefit Fund</td>
<td>$5.00</td>
</tr>
<tr>
<td>General Fund</td>
<td>$.50</td>
</tr>
<tr>
<td>Trade Union Activities</td>
<td>$8.00</td>
</tr>
<tr>
<td>Total</td>
<td>$13.13</td>
</tr>
</tbody>
</table>

### TABLE IV

**DIRECT BENEFITS RECEIVED BY MEMBERS (FOR THE YEAR ENDING MAY 20, 1960)**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Old-Age Pensions Paid to Members</td>
<td>$13,362,477.38</td>
</tr>
<tr>
<td>Mortuary Benefits Paid to Beneficiaries</td>
<td>947,289.00</td>
</tr>
<tr>
<td>Defense, Strike Benefits, Special Assistance</td>
<td>2,610,766.70</td>
</tr>
<tr>
<td>The Typographical Journal, 12 issues</td>
<td>151,909.72</td>
</tr>
<tr>
<td>Union Printers Home, from per-capita tax</td>
<td>665,503.50</td>
</tr>
<tr>
<td><strong>Total Direct Benefits for Year</strong></td>
<td><strong>$17,757,946.00</strong></td>
</tr>
</tbody>
</table>

### TABLE V

**DIRECT BENEFITS RECEIVED BY MEMBERS (FOR THE YEAR ENDING MAY 20, 1959)**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Old-Age Pensions Paid to Members</td>
<td>$12,567,476.47</td>
</tr>
<tr>
<td>Mortuary Benefits Paid to Beneficiaries</td>
<td>851,342.77</td>
</tr>
<tr>
<td>Defense, Strike Benefits, Special Assistance</td>
<td>2,951,414.26</td>
</tr>
<tr>
<td>The Typographical Journal, 12 issues</td>
<td>140,311.31</td>
</tr>
<tr>
<td>Union Printers Home, from per-capita tax</td>
<td>661,754.00</td>
</tr>
<tr>
<td><strong>Total Direct Benefits for Year</strong></td>
<td><strong>$17,172,298.81</strong></td>
</tr>
</tbody>
</table>

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8 *Facts About the I.T.U.*, p. 35.


total collected through per-capita taxes.

The defense fund is maintained at a minimum sum of a half-million dollars. If the balance in this fund falls below the required minimum, then an assessment of one-half of 1% is levied for the next 3 months, on the total earnings of all active members. The money in this fund is used to pay strikers' benefits, sustain legal strikes, pay the expenses of union representatives engaged in settling disputes or forming new locals, and for other purposes deemed wise or necessary by the Executive Council.

The mortuary fund is maintained at one million dollars. This total is perpetuated by allotting the fund, from the monthly pension and mortuary assessments, an amount equaling the benefits paid out during that month. Mortuary claims are paid to the beneficiaries of deceased members. 12

After the mortuary fund has been replenished, the remaining amount from the pension and mortuary assessments goes into the pension fund. Upon reaching the age of sixty and having a continuous membership of twenty-five years in the union immediately antedating the application, any member may receive a pension of $22 per week from this fund.

11 Since 1947, the I.T.U. has expended well over $130,000,000 to protect itself from the application of the Taft-Hartley Act. Elmer Brown, p. 19.

12 This benefit is primarily intended to guarantee proper burial for the member; any other considerations are secondary. The benefit paid is: for a continuous membership of 1 year or less, $50; more than 1 but less than 2, $125; more than 2 but less than 3, $175; more than 3 but less than 4, $250; 4 but less than 5, $325; 5 but less than 10, $400; 10 but less than 15, $475; for 15 years and over, $500.
The Union Printers Home Fund receives half of the membership per-capita taxes. It receives additional revenue, however, from the interest derived by investment of the "Union Printer's Endowment Fund." The money in this fund is used for maintenance of the Union Printers Home in Colorado Springs—a home for the invalid and infirm members of the International Typographical Union.

As a precautionary measure, to prevent any misuses or misappropriations of the money in these funds, the President of the International Typographical Union is required, twice a year, to appoint public accountants to audit the books and accounts of the secretary-treasurer of the International Typographical Union and the officers of the Printer's Home Corporation.
CHAPTER VI

LOCAL UNION LEADERSHIP AND THE INTERNATIONAL TYPOGRAPHICAL UNION

The International Typographical Union, through its rules and regulations, prescribes a framework within which the powers of local unions are contained.

The Charter. Local typographical unions, desiring to affiliate with the International Typographical Union, must formally apply for a charter. With this application, they must include their constitutions, by-laws, and names of officers and members for the International President's examination and approval.

Five dollars is collected from each signee of the charter application. The international office receives two dollars, from each five collected, in payment for the charter and "charter outfit"; the local treasury retains the remaining amount. In addition, the applicants pay the cost of "Lessons in unionism" required for all new members.

Once secured, a local charter is not necessarily permanent, but may be revoked or suspended by the Executive Council of the International Typographical Union under certain circumstances. The Executive Council may revoke the charter of any local having less than 8 active members or not maintaining union working conditions. Suspension of a charter may result from failure to pay per-capita taxes, failure to furnish required

1The "charter outfit" contains books of Union Traveling Cards, blank forms needed for union business, a union seal, and charter petitions.
reports, or refusal to obey the laws of the International Typographical Union.

The actual powers of the Executive Council, regarding charter suspension and revocation, could be extended much further. If it seems necessary for the protection of the jurisdiction of the International Typographical Union, then:

Any subordinate body of the International Typographical Union may be dissolved, or its charter may be revoked, or the International Typographical Union Executive Council may take full and complete charge of all the affairs of such organization.

Officers. Local unions affiliated with the International Typographical Union are required to elect a president, vice-president, secretary-treasurer, and other officers needed for conducting the union's business.

Nominations of officer candidates are made at the regular union meetings. After all nominations are made, the election is scheduled. This election is by Australian ballot and each member must personally cast his vote. As assurance of fair and free elections, each local elects 3 election judges to oversee the procedure.

Each officer, after his election, has specific duties to fulfill. The president presides over and maintains order at all union meetings. Further, he signs all authorized orders on the secretary-treasurer, appoints committees, and corrects any violations of International Typographical Union laws occurring within his jurisdiction.

The vice-president performs the president's duties in that officer's absence.

The union's financial and membership records are maintained by the secretary-treasurer. In addition to preparing itemized reports for his own local, he must prepare and submit monthly a complete financial and membership report to the secretary-treasurer of the International Typographical Union.

The International Typographical Union requires the locals to maintain one other office—auditor. In meeting this requirement, the locals have a choice—election of a three-man board or selection of an expert accountant. This board, or accountant, must make quarterly examinations of the local's financial records. A report, based on the findings of the examinations, is then presented to the local union. A copy of this report must also be sent the secretary-treasurer of the International Typographical Union.

Powers. The International Typographical Union allows the locals wide latitude in the exercise of some powers, but restricts the use of others.

Locals may take political action when the interests of organized labor and, especially, the printing crafts may benefit. Specifically, locals should establish Political Action Committees for cooperation with city, county, and state Labor's League for Political Education organizations; study and publicize the voting records of political candidates;

3L.I.P.E. was created by the A.F.L. in 1947, under the chairmanship of George Meany. It was to be a political arm in organized labor's fight against the Taft-Hartley Act. Joseph G. Rayback, A History of American Labor (New York: The MacMillan Company, 1959), p. 400. Since the AFL-CIO merger, this political arm is known as COPE, a merger of the UFC of the AFL and the CIO Political Action Committee. Trade Unionism, p. 98.
and cooperate with groups seeking repeal of the Taft-Hartley Act of 1947. However, a membership assessment for partisan political purposes is prohibited.

A local, in conjunction with the Executive Council may declare a general amnesty to non-unionists working in its jurisdiction, provided the local conforms with instructions adopted by the Charleston Convention of 1928. These instructions are:

1. Permission to accept applications under amnesty must be granted by the Executive Council of the International Typographical Union.
2. A resolution in request of such permission must be adopted by the local union, stipulating the time period of the amnesty.
3. At the same time, organizational powers may be conferred upon the local officers or upon a designated committee.
4. Where such power is conferred, applicants for membership who are competent workmen, may be accepted into membership without their applications being submitted to a vote of the local union.
5. The Executive Council may restrict this grant of organizational power as it deems necessary for the protection of the union's interests.
6. Where a local union does not confer these organizational powers on officers or committee, applications for membership must be submitted to a vote of the local. The applications are accepted by majority vote rather than the three-fourths vote required at other times.
7. In unorganized territory, representatives of the International Typographical Union may be authorized by the Executive Council to oblige applicants under the same conditions as those applying to local unions operating under conditions of general amnesty.

As protection for its property and other legal rights, the local may secure a charter from the state in which it is located. The charter of the International Typographical Union, providing it does not conflict with laws of state or nation, is still supreme, however, and governs all craft matters.

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Restrictions are placed on the powers of locals in two very important areas: boycotts and strikes. A local may not use a boycott, which affects a sister local, without the express consent of that local. A local’s strike powers are restricted by the provision that the International Typographical Union must sanction the strike before the local receives any money from the defense fund.\(^5\)

Collective Bargaining. The International Typographical Union allows the locals wide latitude in negotiating with employers on wages, hours, and working conditions. However, it is the policy of the International Typographical Union to have essential features, such as wages and hours, uniform in all offices within the same jurisdictional area.

Although the local union is the contracting party negotiating with the employer, it must adhere to minimum requirements set by the International Typographical Union\(^6\) if the contract is to be approved. If the local union encounters difficulties in its negotiations, it may, upon request, receive assistance from an international representative who acts solely in an advisory capacity.

\(^5\) When the strike has the sanction of the Executive Council of the International Typographical Union, the subordinate union is entitled to the use of the money from this defense fund. All money received by the local from this fund is to be used with the approval of the Executive Council for the support of the men on strike, for assisting in their removal to other cities, for the payment of the necessary strike expenses, and for the further prosecuting of the strike in such manner as the striking local and the Executive Council deem advisable.

Members of striking locals are entitled to strike benefits from the fund after the strike has been in progress for one week. Each striking member who is the sole support of one or more persons receives 60% of the daily work scale as a weekly benefit. Members without such dependents receive 40% of the daily work scale as a benefit. However, members with one or more dependents may not receive a weekly benefit of less than $36, and members without dependents may not receive a benefit of less than $24 per week.

The International Typographical Union also suggests proposals which the local unions may use as guides in future negotiations. These proposals suggest that local unions should incorporate in all proposed contracts provisions seeking: retirement pensions; payment for night work of not less than 15% over the day scale; payment of double time for overtime; shorter and shorter hours until a 30-hour-week has been reached; payment for accumulated vacation credits for journeymen who cease employment; hospitalization allowances for sickness or accident; two weeks' severance pay for each year of priority in the office for journeymen affected by newspaper suspensions or mergers; and two weeks' severance pay for each year of continuous priority for situation holders laid off to reduce the work force.

At present, the International Typographical Union's traditional local-by-local collective bargaining system is threatened by a monopoly trend in the newspaper publishing industries of the United States and Canada. As more newspapers are suspended or merged due to this trend, with resulting job losses for printers, the position of individual local unions at the bargaining table is commensurately decreased.

Conventions of the International Typographical Union have adopted resolutions asking Congress to investigate this monopoly trend and take remedial action, but at the moment nothing has been accomplished. However, the Canadian Restrictive Trade Practices Commission has recently sought to relate the law governing mergers and monopolies to newspapers. This occurred when the Commission recommended that a court order be secured to

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7Ibid., pp. 35-37.

to prevent the *Vancouver Sun* and the *Province* from slipping further toward monopoly control. The Commission said in part:

*As far as we can see, the public will be heavily dependent on the press as the principal channel of communication. It is important, therefore, that as far as possible the organization of the press should be such as will most adequately serve the public interest.*

Though the Commission's opposition is concerned with the possible detrimental effects on communication and the International Typographical Union's with the effects on future collective bargaining, both seek the same goal—preventing any further extension of this monopoly trend. The International Typographical Union would welcome the support of other like-minded groups.

**Technological Change.** Elmer Brown, president of the International Typographical Union, expressed the position on technological change when he stated "... our basic objective is to advance with progress, not to try and hold it back."¹⁰

Historically the International Typographical Union has maintained the practice of encouraging and co-operating in the development of new methods and processes within the printing industry. At the same time, however, it has insisted that union members be given the opportunity of becoming proficient in the operation of these machines and processes, through training programs, rather than allowing newspapers to hire specialized outside help.

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Specialized training in the new processes is provided union members through the International Typographical Union's Training Center. At present, this Training Center, which is maintained by the Bureau of Education, offers 12 courses covering all phases of these processes.

Since the training need is industry-wide, the Training Center cannot carry the burden alone. Therefore, the principal functions of the Training Center are (1) to serve as a model for local union training centers and (2) to train union members who can and will teach the new processes to other members.

Thus, instead of opposing progress, the International Typographical Union has succeeded in turning each new invention into a medium for increasing wages and reducing hours for the union members.
PART III
CHAPTER VII

CONCLUSION

In his theory of the labor movement, Selig Perlman stressed job consciousness as the primary determinant of union policies and actions. He believed job consciousness developed from a sense of job scarcity and a desire to conserve limited employment opportunities for union members. After thirty-two years of economic, technological, and legal change, his theory of the primacy of job control in union thinking still retains its essential validity.

Job consciousness can be ascertained as the underlying force for the International Typographical Union's policies toward seniority provisions, work-sharing plans, apprentice-journeyman ratios, long terms of apprenticeship, restrictions on overtime accumulation, reproduction requirements, bans on piece and bonus payments, and technological adjustments. In union printing shops the foreman, who is a union member, is the only one empowered to hire and discharge employees. With this power he is in the position to insure union members priority for employment opportunities. After being hired, seniority provisions guarantee the union printer an element of job security which would be unavailable without the union.

These provisions require reductions in the work force—caused by such reasons as slack business conditions, newspaper mergers and consolidations, and technological change—to be made according to length of service. If, at a later time, additions to the work force are necessary, employees
previously discharged must be reinstated before any new personnel can be hired.

The scarcity of employment opportunities is lessened for union printers by the use of work-sharing plans. These plans, designed to create more employment opportunities by reducing the hours of the work-day and work-week, have been instituted in two ways. The first way, used in the 1930's, is to reduce the work-week voluntarily through a referendum vote by the union members; the second is to secure reductions in the work-day and work-week through collective bargaining with management. The ultimate goal of the union is a 30-hour week for union printers.

The number of apprentices in each shop is held to a minimum by the maintenance of a set apprentice-journeymen ratio. After securing employment, the apprentice must undergo a maximum of six years of training before being admitted to journeymen standing. One reason for the apprentice-journeymen ratio and the lengthy term of apprenticeship is to insure that the apprentice becomes—through time, training, and supervision—a competent printer. A second reason is to keep the number of journeymen printers competing for the available employment opportunities relatively stable; the ideal situation is to have the number of new journeymen entering the trade equal the number of older journeymen leaving the trade through death, retirement, or other causes.

Additional employment opportunities for competent union printers are gained by the restrictions placed on overtime accumulations. Any overtime accumulated by a union printer must be canceled by hiring the same or another to work the overtime hours possible. Each new hire would also have to be a first available competent substitute. When such a substitute becomes available
available the printer with the greatest accumulation of overtime hours in the shop must cancel first. All overtime accumulations must be canceled in this manner; any time lost through mere "begging off" does not fulfill the cancelation requirement.

Available employment opportunities for union printers are increased by the union's requirement that some printed matter secured from other newspapers and job offices is subject to reproduction. Printed matter exchanged, bought, borrowed, or interchanged between newspapers or between newspaper and job offices owned by different firms and printed matter transferred between newspaper and job offices which are owned by the same firm but conducted as separate institutions must be reproduced by the employees of the shop receiving the matter. The reproduction requirement is fulfilled when the printed matter secured from the other newspapers and job offices is re-set as nearly like the original as possible, made up, read, corrected, and a proof submitted to the office chairman. As long as there is reproducible printed matter equalling one page available no union printer wanting to work is allowed to walk off the composing room floor.

Union printers are prohibited from accepting a salary or wage computed on the basis of production and local unions are strictly forbidden from establishing piece rate and/or bonus payment methods of compensation. The union feels that basing wage and salary payments on production would cause the individual printer to overload himself with work in order to obtain the highest wage possible. Such a situation could only result in a lower quality of workmanship and a decrease in available
employment opportunities for other union printers.

Rather than engage in a futile fight to retard progress in the printing trade, the union attempts to use each new machine and process as a medium for increasing wages and reducing hours for union printers. The union accomplishes this in two primary ways. The first is by prohibiting employers from hiring non-union specialized employees as operators; the second is the insistence that union printers be given opportunities via training programs to become proficient as operators of the new machines and processes. While the introduction of new machines and processes may reduce the total number of jobs available throughout the printing industry, the union hopes to safeguard the remaining jobs for union printers.

These job control policies were secured by the union through collective bargaining with management. In addition, to safeguard economic gains won from management and secure a political climate which is fairer to labor, the union early engaged in a limited type of bargaining with political parties. In this bargaining the union, in full accord with Samuel Gompers' advice to reward friends and punish enemies, negotiated with its mass voting power and the political candidate with his record of friendship to and understanding of labor's needs and desires.

Gains secured through political action, however, are difficult to maintain as they are subject to change, distortion, amendment, and

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elimination by future political action. As Perlman stated:

... what political action has given to labor under a government free since 1937 of its former constitutional limitations, political action has in part already taken away from labor, notably through the virtually unapproachable Taft-Hartley Act, to say nothing of the dozen and a half state "right-to-labor" acts.

Not only past legislative gains but also economic gains, won in collective bargaining, might be lost through political action by labor's opponents. Therefore, the union has remained active politically in order to protect its position.

Gaining control of the job remains the central aim of the union, but political activity necessarily has become a vital part of effective unionism.

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2 Selig Perlman, A Theory of the Labor Movement, Unpublished material; Chapter 15, "In Retrospect and In Prospect," p. 4.
APPENDICES
The Terre Haute Typographical Union, in accordance with the regulations of the International Typographical Union, has established a six-year training program for apprentices. The program follows this sequence:

First Year. Proofing and correcting galleys; sorting and storing leads, slugs, cuts, base furniture, and other materials; learning type cases, type sizes and face; and basic sound work leading to composition. Optional work may include holding copy and assisting proofreaders.

Second Year. Use of base, flat casts and slug strippers; use of saws, metering machines and material-making equipment; ad composition including proportion, display, use of borders, ornaments, grouping of type masses and relationship of type faces and their uses.

Third Year. Advanced ad composition; placing of ads; makeup of news, editorial and classified pages; lockup forms for stereotype room; operation of material-making machines.

Fourth Year. Advanced phases of all composing work; reading of all classes of proofs. The last 3 months of this period shall be devoted to markup of ads.

Fifth Year. Complete instruction on Ludlows. When competency is established on this phase, instruction must begin on all other line-casting machines.

Sixth Year. Entire sixth year to be spent on keyboard operation of all line-casting machines used in the plant in their various capacities and/or any other machinery or equipment which functions as a substitute for or the evolution of the type-setting process.

The shop foremen and the chairman of the Joint Apprenticeship Committee share the responsibility of seeing that apprentices are given every opportunity to learn the different processes outlined in the training program. Should an apprentice become careless or neglectful in his training, his case is investigated by the Joint Apprenticeship Committee and then presented to the union for any necessary action.

1 Newspaper Agreement, Art. III, Sec. 3, pp. 9-10.
Apprentices may be employed within the jurisdiction of the Terre Haute Typographical Union, according to this formula: One apprentice if the shop has 10 regularly employed journeymen, two apprentices if 20 journeymen are regularly employed, and 3 apprentices if the shop employs 40 or more journeymen regularly.  

The Terre Haute Typographical Union, in accordance with rules of the International Typographical Union, maintains a minimum wage scale for apprentices. This minimum scale is expressed as a proportion of the journeymen's scale; however, this scale cannot be less than provided for by federal, state, county, or municipal laws nor, in any instance, less than $1.00 per hour. The Terre Haute Typographical Union's scale for apprentices is:

<table>
<thead>
<tr>
<th>Year</th>
<th>1st 6 months</th>
<th>2nd 6 months</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Year</td>
<td>$38.50</td>
<td>$38.50</td>
</tr>
<tr>
<td>Second Year</td>
<td>43%</td>
<td>43%</td>
</tr>
<tr>
<td>Third Year</td>
<td>49%</td>
<td>55%</td>
</tr>
<tr>
<td>Fourth Year</td>
<td>61%</td>
<td>67%</td>
</tr>
<tr>
<td>Fifth Year</td>
<td>73%</td>
<td>79%</td>
</tr>
<tr>
<td>Sixth Year</td>
<td>85%</td>
<td>91%</td>
</tr>
</tbody>
</table>

Application for membership in the Terre Haute Typographical Union is made in writing to the secretary-treasurer. The application must be signed by the applicant and two members in good standing of the union. The local initiation fee of $50, plus the International Typographical Union fee, must accompany each application.

After receiving an application for membership, the secretary-treasurer refers it to the Executive Committee. This committee prepares an

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2 Ibid., Art. III, Sec. 1, p. 8.
3 Ibid., Art. II, Sec. 7, p. 8.
application report which is presented to the union members. After hearing the report, the union members vote by ballot; if three-fourths of the ballots cast are white the applicant is elected to membership in the union.

The presiding officer of the Terre Haute Typographical Union, at the initiation of a new member of members, first administers the obligation of membership and, then, delivers the following charges:

You have been duly proposed and elected by the good will and votes of those whose earnest wish is the success of our system of unity and protection. We are banded together for a laudable purpose, morally and legally, and you are obligated by your word of honor, before all present, to adhere to the principles of this organization; and you are committed, by your own free will and handwriting, to abide by the Constitution and By-Laws of this Union. I therefore proclaim you, by virtue of the authority invested in me, a fully recognized and accepted member of this body, and may your conscience lead you to preserve inviolate the pledge you have taken, and to act in the truest sense for the good and welfare of this Union.

Newly elected members of the Terre Haute Typographical Union enjoy all rights and privileges of membership except voting on alterations of the scale of prices, strike orders, changes in the constitution or by-laws, or appropriations of money. In the above exceptions, a continuous membership of six months is required before such rights accrue to new members.

After being admitted to membership, the new member is required to support his union through the payment of dues. The regular dues of

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4 By unanimous consent of the union members, the local president may cast the vote for the union.


6 Id., Art. V., Sec. 2, P. 18.
the Terre Haute Typographical Union are 1% of each member’s earnings, plus the International Typographical Union’s per-capita tax, old-age pension and mortuary assessment, and special assessments.
APPENDIX

II

The elective officers of the Terre Haute Typographical Union are president, vice president, secretary-treasurer, reading clerk, sergeant-at-arms, and three auditors. Delegates to the Allied Printing Trades Council, Central Labor Council, Indiana State AFL-CIO Convention, Indiana State Printers Conference, and the International Typographical Union Convention are also elected.

The results of the election of Wednesday, May 18, 1960, by the Terre Haute Typographical Union were: Eugene Brown, re-elected as president; Frank Kaperak, elected as vice president; John Gealz, Secretary-treasurer; T. A. Orlender, reading clerk; J. P. Black, auditor; and H. M. Hausman, sergeant-at-arms. Delegates elected were: Eugene Brown and Joseph Corridan for the International Typographical Union Convention, James Bouillez and Frank Kaperak for the meeting of Indiana Typographical Unions, James Bouillez and Merle Pettijohn for the Indiana State AFL-CIO Convention, and Floyd Bryant, Robert Shaw, and Fred Brown for the Allied Printing Trades Council. William Brighton and Walter Jenkins were elected as delegates to the Vigo County Central Labor Council.

These officers and delegates, except the auditor, serve a one-year term. There are 3 auditors, only one being elected each year, and each serves a three-year term. Before assuming his office, each newly elected officer must assent to this obligation:

Do you pledge your honor that you will, to the best of your ability, fulfill the duties devolving on you as an officer of this union, and that you will act in your assigned capacity for the general benefit of the members?  

The Terre Haute Typographical Union provides its officers with salaries and its delegates with allowances. The president receives a salary of $11.00 per week, the vice president receives $10.00 per month, the secretary-treasurer receives $19.00 per week, and the auditors receive $5.00 for each meeting of the Board of Auditors.

Delegates to the International Typographical Union Convention receive $35.00 per day for 7 days attendance at the convention, $35.00 per day while traveling to and from the convention, and railroad fare by the shortest route. Delegates attending state conventions are allowed $35.00 plus transportation and, in addition, are reimbursed for each work-shift lost.

In addition to officers and delegates, the Terre Haute Typographical Union also utilizes the services of several committees in conducting its business. These committees and their duties are:

1. a Laws Committee composed of two members from the newspaper chapels and one member from the job printing shops. This committee keeps a record of all changes in the laws of the Terre Haute Typographical Union, keeps abreast of changes in the laws of the International Typographical Union, revises the law book of the Terre Haute Typographical Union whenever


3. Ibid., Art. V, Sec. 1, pp. 31-32.

4. A Chapel is established in each office in the jurisdiction of the Terre Haute Typographical Union. Composed of the members of each work-shift having a separate foreman, these chapels are relatively independent and self-governing units, but are always subject to the laws and regulation of the international and local unions.
such revisions are necessary, and gives aid and advice to individual members proposing changes in local laws.

(2) A Label Committee composed of 3 members, one of whom must be a delegate to the Allied Printing Trades Council. This committee promotes a demand for the use of the union label on all printed matter, giving special attention to school books, fraternal organizations, and the magazines and periodicals circulating in their jurisdiction.

(3) A Sanitation Committee, consisting of 3 members, visits the newspaper and job printing offices in their jurisdiction at least twice a year and reports their findings on the sanitary conditions in these offices. Copies of this committee's reports must be filed with the president of the International Typographical Union.

(4) An Apprentice Committee, consisting of 5 members, guides and examines the work of apprentices throughout the training program. If an apprentice's progress is unsatisfactory this committee reports that fact to the union. The union then takes any necessary action.

(5) An Executive Committee, consisting of 5 members, manages all strikes, distributes relief money on such occasions, keeps a record of all money received and expended during a strike, and performs other duties as the union might direct.

In addition to the standing committees mentioned above, the Terre Haute Typographical Union also uses special committees as problems and circumstances necessitate.

If questions arise over interpretation of the terms of an employer-employee agreement, a committee of a special type may be formed. This
committee—a Joint Standing Committee—consists of 4 members, two appointed by employers and two by the union, and is formed within 48 hours of the time such questions arise. If this committee cannot reach an agreement, the 4 members select a fifth person to act as the committee's chairman. The decision of the Joint Standing Committee, once made, is final and binding upon both parties; however, the General Laws of the International Typographical Union and local union laws not affecting wages, hours, or working conditions are not subject to arbitration.

The Terre Haute Typographical Union has authority—

(1) To make such by-laws, establish such rules and adopt such regulations as may be deemed necessary for its government.

(2) To determine the wages at which the labor of its members shall be sold.

(3) To require its members to obey its will in all matters relating to the printing business.

(4) To inflict penalties upon its members when they disobey its will.

(5) To do all things that may be necessary to secure its perpetuity and the welfare of its members. Provided: It does not enact any by-law, or establish any rule, or adopt any regulation, or require its members to do any act, or inflict upon its members any penalty that may be in conflict with the Constitution and Laws or the will of the International Typographical Union when legally expressed.\(^5\)

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[Entries]

[Page numbers]

[References]
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