

CHAPTER 14

Service Industries

BARBERS', HAIRDRESSERS' AND COSMETOLOGISTS' INTERNATIONAL UNION OF AMERICA, JOURNEYMEN

Address: Delaware and 12th Sts., Indianapolis

I. CHRONOLOGY

- 1887 Organized as Journeymen Barbers' National Union by group of unions formerly in Knights of Labor.
- 1888 Affiliated with AFL under name of Journeymen Barbers' International Union of America.
- 1941 Adopted present name.

II. PUBLICATIONS (Code Number: B3)

1. Proceedings.
5th, 1892; 9th, 1898; 10th, 1901; 11th, 1904; 12th-17th quin., 1909-1934; 18th, 1941
2. Constitutions.
1887; ann. 1891-1893; 1896; 1898; 1899; 1901; quin. 1904-1934; 1941
3. Journal.
Published as: (Cleveland; Los Angeles; Indianapolis)
1899-Jul 1903: *The Barber's Journal*
Feb 1905-Sep 1936: *The Journeyman Barber*
Oct 1936-1941+ : *The Journeyman Barber, Hairdresser and Cosmetologist*
(Suspended Aug 1903-Feb 1905. V. 14, nos. 9-12 marked v. 15, nos. 9-12.)
Editors:
1899-Sep 1905: William E. Klapetzky
Oct 1905-Oct 1909: Jacob Fischer
Nov 1909-Jan 1915: William E. Klapetzky
Feb 1915-Apr 1929: Jacob Fischer
May 1929-Jan 1930: Leon Worthall
Feb-Oct 1930: Herman C. Wenzel
Nov 1930-1941+ : William C. Birthright

III. CRITIQUE OF PUBLICATIONS

After a short-lived publishing venture in 1889, the Barbers' Union succeeded in 1899 in establishing a monthly journal which, except for a brief suspension from 1903 to 1905, has been published continuously since that time.

The editorial section was at first devoted almost entirely to union affairs—organizing campaigns, improvements secured in working conditions, activities of employers' associations, reports of visits to locals by the general officers, and appeals to members to take part in legislative campaigns and to buy goods bearing the union label. In time, however, editorials were lengthened and their content broadened to include government activities and general problems of the labor movement. From 1929 onward, in particular, editorials discussed not only union problems such as the percentage system of wages, the effects of competition on the industry, campaigns for state licensing laws, and the barbers' code under the National Recovery Administration, but also such general questions as remedies for unemployment, recognition of Russia, labor legislation pending in Congress, and the activities of chambers of commerce.

The views of international officers were expressed also in special pages, of which the secretary-treasurer's page was probably the most important. Entitled the "Official Section" until 1911, it included lists of members suspended or fined, locals organized or disbanded, changes in union rules, decisions rendered by the international officers in appeal cases, results of referendum votes, and a detailed monthly financial statement. After 1930, this page included also the secretary's opinions on issues before the union and on current events. A president's page was introduced in 1911, and included originally administrative notices, official rulings, and executive board votes. This section was broadened after 1922 to include news of the union's successes in securing licensing and Sunday closing laws, results of organizing drives, working agreements endorsed, and general discussions of the meaning of trade unionism and the significance of current events. In 1936 the secretary-treasurer assumed the duties of the president in addition to his own, and the two pages were combined. In addition to the monthly financial report of the secretary-treasurer, an auditor's report appeared each September from 1909 to 1915 and each May and November from 1915 to 1935. In 1935 financial data were eliminated from the journal and were thereafter mailed to each local.

Organizers' reports were introduced into the journal in 1907. The general organizer, in addition to describing organizing drives, wrote editorial comments on current issues in the union and the labor movement. The traveling organizers wrote brief descriptions of their activities and the condition of the locals under their supervision. The office of general organizer was abolished in 1922, but reports of traveling organizers continued to be published. An intensive organizing drive, intended to restore the loss in membership suffered during the depression, was carried on from 1932 to 1935 and was reported in a special journal section entitled "Campaign News Reel."

The correspondence section was an important part of the early journals. Members commented on trade unionism in general and on particular issues under discussion in the journal; reported complaints and grievances of the locals, resolutions passed by the locals, attempts to secure higher wages and better hours, and strikes in progress; and contributed personal notes and news of social events. The correspondence section frequently reflected personal controversies and criticisms of the international officers or of other locals. In 1915 the executive board granted the new editor, Jacob Fischer, the right to refuse to publish articles which he considered detrimental to the interests of the union. Much of the former personal controversy disappeared from the journal after this time. Correspondence dwindled and became confined increasingly to social events and local working conditions, except in issues of the journal immediately preceding conventions. When the journal was reduced in size in 1918 because of the wartime paper shortage, the correspondence section was cut drastically and never regained its former size. Moreover, the union in 1919 passed a law which was interpreted as barring officers from publishing their opinions on proposed constitutional amendments. The resulting decline in discussion apparently discouraged members from expressing their own opinions on union legislation. From 1920 on contributions to the journal from the rank and file were negligible.

Articles reprinted from AFL publications and other sources appeared in the journal from the beginning. As the scope of the journal was expanded to include current events, news of the labor movement, and foreign labor news, reprinted articles occupied an increasing amount of space. This trend was particularly marked from 1929 on. Articles on hair styles, anatomy, diseases of the skin and scalp, and the elevation of the barber's trade to a profession, have been frequent since the middle twenties. A "Beauty Culturist" department, added to the journal in 1937, was devoted

largely to educational and technical articles, though the need for organization among workers in beauty parlors was also discussed. In general, technical and educational articles have been the dominant element in the journal in recent years.

Since the Barbers' union is composed of workers in a highly competitive service trade, it has faced certain problems not found in most American trade unions. The union early found it necessary to regulate the prices of barber shop services and the opening and closing hours of barber shops in order to secure satisfactory wages and working conditions. There has also been an unusual mutuality of interest between employers and employees because of the relative ease with which a journeyman barber can become an employing barber.

The Barbers' union has depended on legislative devices to an unusual degree, and most of the important questions treated in the journal have involved some sort of legislative campaign. The Barbers have endeavored from the beginning to secure Sunday closing laws or ordinances and by 1941 more than half of the states had legislation requiring Sunday closing. Agitation for state barbers' license laws also appeared in the journal almost as soon as the union was organized. License laws were desired in order to eliminate the competition of the "incompetent products of fly-by-night, learn-barbering-in-six-weeks schools." The arguments appearing in the journal, however, were based mainly on protection of the public from unsanitary shops and incompetent barbers. Most of the early discussions attempted to show the members how to secure passage of a license law; more recently, proper administration of existing laws has been emphasized. In September 1910 the union called a conference of members of state barber examining boards, which proceeded to draw up a model license law. Locals were urged to secure enactment of the model law, which was revised from time to time, in their states.

The easy transition from employee to employer produced persistent discussion in the journal of the status of the employing barber. The union rules originally provided that a journeyman who went into business for himself became ineligible for membership. If his venture failed and he rejoined the union, he found that he had lost his accrued benefit rights. The proponents of the "once a member, always a member" principle argued that it was unjust to place such a heavy penalty on ambition. On the other hand, opponents of this principle held that there was no place for employers in an organization of journeymen. The convention of 1924 finally established a special status, that of non-active beneficiary members, for union barbers who had become employers.

These members were allowed to continue dues payments and to receive benefits but could not participate in the control of union affairs.

The union's attempts to regulate prices and opening and closing hours of shops also produced frequent controversy. Some members held that these efforts encroached on the employer's prerogatives and that the union should control only wages and total hours of work. Other members maintained that if the union relaxed its control over prices and operating hours, the industry would lapse into price-cutting and hour-lengthening competition to the detriment of the journeyman barber. During the existence of the National Industrial Recovery Act the union was able to regulate prices and hours under an industry code. After this act was declared invalid, the union attempted to control competition by securing the passage of state unfair practice codes.

Two other issues which appeared frequently in the journal were the admission of women workers and the adoption of additional benefit plans. The first question was decided in 1924, when women as well as men were allowed to join the union after serving a three year apprenticeship. Not until 1929, however, when the convention lowered the apprenticeship requirement for beauty shop workers to one year, was there an effective effort to organize the women in this field. Proposals for a pension plan and a home for aged members were consistently defeated in both referendum and convention votes.

Union conventions were held annually from 1887 to 1894, biennially until 1900, triennially until 1904, and quinquennially thereafter. Discussion by delegates was not printed until 1909, but after that date it made up the largest part of the proceedings, which also contained officers' reports, committee reports, and the results of the election of officers.

From 1901 to 1909 the president's report dealt with the duties of officers, the president's expenses, vacancies on the general executive board, achievements of the union, conferences held, general policy, and recommendations for action by the convention. From 1909 to 1919 the report consisted mainly of the president's decisions in appeals cases, with an account of any investigations made into the cases. In 1924 President Shanessy broadened the scope of the report by adding comments on organizing policy, the shorter work day, Sunday closing, publicity for shop and license laws, trade schools, child labor, city and state federations of labor, the political policy of the AFL, and the Master Barbers Association. In 1934 several new topics were added, including racketeers and communists in trade unions, the National Industrial Recovery Act

barbers' code, the journal, and the headquarters building. The president's report in 1941 included the general secretary's report, the offices having been consolidated after the death of President Shanessy in 1936.

The proceedings of 1901 to 1914 contained vice-presidents' reports, which summarized the achievements of the union and contained suggestions for convention action. From 1901 to 1919 the general organizer reported on the activities of his department and submitted a list of locals organized during the year. The secretary's report contained membership statistics, lists of locals organized, suspended or disbanded, a financial report, and comments on such subjects as the shop card, license laws, the journal, working conditions, benefit funds, trade schools, lady barbers, and amendments to be submitted to the convention. The financial report covered inter-convention years and gave the receipts and expenditures of each fund by months and years.

BILL POSTERS AND BILLERS OF AMERICA, INTERNATIONAL ALLIANCE OF

Address: Room 820, Longacre Bldg., 42nd St. and Broadway,
New York

I. CHRONOLOGY

- 1903 Organized by group of AFL federal locals as National Alliance of Bill Posters and Billers of America. Affiliated with AFL.
- 1907 Adopted present name.

II. PUBLICATIONS

1. Proceedings.
2nd, 1903; 5th, 1906; 6th, 1907
2. Constitutions.
ann. 1903-1907; 1920; 1922

BUILDING SERVICE EMPLOYEES' INTERNATIONAL UNION

Address: 130 N. Wells St., Chicago

I. CHRONOLOGY

- 1917 Organized by group of AFL federal locals.
- 1921 Affiliated with AFL.

II. PUBLICATIONS

1. Proceedings.
7th, 1935; 8th, 1940
2. Constitutions.
1917; 1935; 1940
3. Journal.
Published as: (Chicago)
Oct 1929-Jun 1937: *Public Safety* (Ceased publication)

COMMUNICATIONS ASSOCIATION, THE AMERICAN

Address: 10 Bridges St., New York

I. CHRONOLOGY

- 1931 Organized as American Radio Telegraphists' Association.
 1937 Affiliated with CIO.
 1938 Adopted present name. Marine Division continued to be known as American Radio Telegraphists' Association.

II. PUBLICATIONS

1. Proceedings.
4th, 1938; 5th, 1940
2. Constitutions.
1937; 1938; 1940
3. Journal.
Published as: (New York; Philadelphia; New York)
1935-Jun 1936: *Arta*
Jul-Oct 1936: *People's Press. ACA Edition*
Aug 20, 1938-1941+: *ACA News*

HOTEL AND RESTAURANT EMPLOYEES' INTERNATIONAL ALLIANCE AND BARTENDERS' INTERNATIONAL LEAGUE OF AMERICA

Address: 530 Walnut St., Cincinnati

I. CHRONOLOGY

- 1890 Organized as Waiters and Bartenders' National Union of the United States.
 1891 Affiliated with AFL.

- 1892 Changed name to Hotel and Restaurant Employees' National Alliance.
- 1898 Adopted present name.
- 1929 Changed name to Hotel and Restaurant Employees' and Beverage Dispensers' International Alliance.
- 1934 Resumed present name.

II. PUBLICATIONS

- 1. Proceedings.
[1st-5th ann., 1892-1896; 6th, 1898; 7th, 1899]; 8th-13th ann., 1900-1905; 14th-25th bien., 1907-1929; 26th-29th bien., 1932-1938; 30th, 1941 (13th-28th *with journal*)
- 2. Reports.
Officers: 1938
- 3. Constitutions.
1892; ann. 1899-1905; bien. 1907-1925; 1931; bien. 1934-1940; 1941
- 4. Journal.
Published as: (Cincinnati)
1890-Sep 1929: *The Mixer and Server*
Oct 1929-1941+: *The Catering Industry Employee*

LAUNDRY WORKERS' INTERNATIONAL UNION

Address: Room 812, 7 N. Meridian St., Indianapolis

I. CHRONOLOGY

- 1900 Organized as Shirt, Waist and Laundry Workers' International Union. Affiliated with AFL.
- 1909 Transferred shirt workers to United Garment Workers of America (*q. v.*). Adopted present name.

II. PUBLICATIONS

- 1. Proceedings.
1st-6th ann., 1900-1905; 7th, 1909
- 2. Reports.
President: ann. 1910-1932
- 3. Constitutions.
ann. 1901-1905; 1908; 1909; 1914; 1916; 1919; 1925; trien. 1934-1940
- 4. Journal.
Published as: (Troy, N. Y.)
1903-1904?: *Official Journal* . . .

POLICE AND WATCHMEN, BROTHERHOOD OF PRIVATE

I. CHRONOLOGY

1920 Organized.

II. PUBLICATIONS

1. Journal.

Published as: (Mt. Morris, Ill.)

Jun 1921-Jan 1922?: *The Flashlight*

**RETAIL CLERKS INTERNATIONAL PROTECTIVE
ASSOCIATION**

Address: Lock Drawer 248, Lafayette, Ind.

I. CHRONOLOGY

1890 Organized by group of AFL federal locals. Affiliated with AFL as Retail Clerks National Protective Association of America.

1899 Adopted present name.

1937 Expelled faction organized United Retail and Wholesale Employees of America (*q. v.*).II. PUBLICATIONS
(Code Number: C4)

1. Proceedings.

1st, 1891; 2nd, 1892; [3rd-7th ann., 1893-1897]; 8th, 1898; 9th, 1899; [10th, 1901]; 11th-14th bien., 1903-1909; 15th-17th trien., 1912-1918; 18th, 1924; 19th, 1939 (8th, 9th, 11th-18th *with* journal)

2. Constitutions.

1892; bien. 1899-1909; trien., 1912-1918; 1924; quad. 1931-1939

3. Journal.

Published as: (Denver; Lafayette, Ind.)

Nov 1893- ? 1901: *Retail Clerks National Advocate*? 1901-1941+: *Retail Clerks International Advocate*

Editors:

1902-Jul 1909: Max Morris

Aug 1909-Mar 1926: H. J. Conway

Apr 1926-1941+: C. C. Coulter

III. CRITIQUE OF PUBLICATIONS

The Retail Clerks International Protective Association was founded in 1890 and its journal, the *Retail Clerks International Advocate*, in 1893, but no issues before 1902 are now available. The relative youth of the union influenced the monthly issues of its journal for that year. Attention centered on the activities and problems of the locals rather than on the achievements of the international. News from locals comprised more than half of each issue. Most of the remainder was made up of organizers' reports of their activities, official announcements to locals, and a long directory of local unions and their officers. The international office's only contributions were a detailed monthly financial statement, an occasional editorial or lead-off article, and clippings from other union journals.

From 1903 to 1907, a gradual change took place in the *Advocate's* make-up and subject matter. The section of local news was shortened, eventually to one page, though news items continued to appear also in correspondence from members. Organizers' reports were discontinued in 1904, the directory in 1903, and the financial statement in 1905. There was some increase in the number of editorials and articles, most of which discussed the Association's policies concerning hours of work, wages, union label, dues, and benefit plans, and described campaigns to organize various branches of the trade. The most marked change, however, was an increase in the number of articles reprinted from other union journals, from non-labor newspapers and periodicals, and from retail trade journals, which soon came to occupy the greater part of each issue. By the end of 1907 the only original material contained in the journal, apart from three or four editorials and a lead article, was a page of announcements and instructions from the international office to locals, a list of locals delinquent in per capita tax payments, and a statement of claims paid from the union benefit fund. Except for one brief period, the journal remained substantially the same in make-up and subject matter for the next twenty years.

The brief deviation from this pattern was inaugurated in February 1909 by Editor Max Morris with the announcement that ". . . the paper will be devoted in every article, in every page, in every thought and sentence to the battles of the international and its locals. . . ." This promise was kept in the next few issues. Detailed accounts of organizing campaigns, membership drives, and the Association's program for shorter hours and higher wages

supplanted almost all the reprinted material. The change was brief, for on the death of Morris in July 1909, H. J. Conway became editor and returned the journal to its previous form.

It has been noted that between 1907 and 1927 at least three-quarters of the *Advocate* consisted of reprinted material. Some of this pertained to trade unions and the labor movement, but most of it dealt with problems of salesmanship and merchandising or with subjects of an "uplift" nature, such as virtue, character, and morality. A considerable amount of the original material in the journal also concerned salesmanship and there were regular departments, which ran concurrently, entitled "Snappy Suggestions for Salespeople," "Merchants' Corner," "Window Display," "Advertising," and "Talks on Selling Points of Our Advertisers' Goods."

In the late twenties local news increased and more editorials and original articles appeared. Reprinted material declined and by the end of the thirties only a page of items from the AFL News Service and one salesmanship department remained. In July 1929 the *Advocate* became a bi-monthly.

The content of the journal indicates the basic interest of the Retail Clerks in organization, higher wages, and shorter hours. The journal described campaigns to organize drug store clerks from 1905 to 1910 and again in the early twenties, women clerks from 1910 to 1920, and chain store employees in the thirties. The impetus to organization provided by the National Industrial Recovery Act, and later by the competition of the rival Retail and Wholesale Employees Union (CIO), also left its mark on the journal.

The Retail Clerks have always been concerned with limiting the hours worked by retail employees. At first, the union fought for "early closing." News from locals, organizers' reports and editorials all described efforts to persuade or force merchants to close their stores at six o'clock and remain closed on Sundays. In 1906, however, union officials began recommending in the *Advocate* limitation of the total number of hours a week during which union stores might remain open, rather than insistence on particular closing hours. The movement for early closing was revived in the thirties during the organizing drives among chain store employees. The union campaigned also for the establishment of a union minimum wage and made repeated efforts to secure standard collective agreements providing uniform wages and hours for all organized retail employees.

The Association's benefit system was also of frequent concern to its officers and members. A sickness benefit plan was undertaken in 1905, and this was coupled in 1907 with a funeral benefit plan of some years standing. Sickness benefits were abolished in 1924. The advisability of these actions, together with proposals concerning the administration of the plans, were discussed at length in the *Advocate*.

The proceedings of the Association's conventions, which were printed in the September issue of the *Advocate* each convention year from 1903 to 1924, paralleled the issues discussed in the journal. The reports of the international president, secretary-treasurer, and executive board contained a great deal of information on the union's administration and finances, and on its policies concerning hours, wages, apprenticeship, benefit plans, and the union label. They also described outstanding incidents in organizing campaigns, strikes, and negotiations with merchants' associations.

Until 1915, the proceedings contained little besides officers' reports, resolutions, and constitutional amendments. Discussion of delegates was rarely printed. The 1915, 1918, and 1924 proceedings, however, furnished verbatim accounts of delegates' remarks and a synopsis of arguments made for and against amendments to the constitution. These accounts reveal conflicts of opinion among union members not evident elsewhere in the Association's publications. No convention was held from 1924 to 1939. The 1939 proceedings consisted principally of speeches, although officers' reports and resolutions were also included.

RETAIL, WHOLESALE, AND DEPARTMENT STORE EMPLOYEES OF AMERICA, UNITED

Address: 100 W. 42nd St., New York

I. CHRONOLOGY

- 1937 Organized by expelled faction of Retail Clerks International Protective Association (*q. v.*) under name of United Retail and Wholesale Employees of America. Affiliated with CIO.
- 1941 Adopted present name.

II. PUBLICATIONS

1. Proceedings.
1st, 1937; 2nd, 1939
2. Constitutions.
1939
3. Journal.
Published as: (New York)
Oct 1937-Apr 1938: *The Retail Employee*
May 1938-1939: *CIO News. Retail and Wholesale Edition*
1940-Jan 1941: *The Retail and Wholesale Employee*
Feb 1941+: *The Retail, Wholesale and Department Store Employee*

**TELEGRAPHERS' UNION OF NORTH AMERICA,
COMMERCIAL**

Address: 5913 Georgia Ave., N. W., Washington

I. CHRONOLOGY

- 1903 Organized under name of Commercial Telegraphers' Union of America as the result of merger of International Union of Commercial Telegraphers with Order of Commercial Telegraphers (formerly Brotherhood of Commercial Telegraphers). Affiliated with AFL.
- 1928 Adopted present name.

II. PUBLICATIONS

1. Proceedings.
1st, 1903; 2nd, 1904; 3rd-9th bien., 1906-1918; 10th 1919; 11th-13th bien., 1921-1925; 14th, 1928; 15th, 1930; 16th-19th bien., 1935-1941 (1st-17th with journal)
2. Constitutions.
1903; bien. 1904-1916; bien. 1919-1925; 1928; 1930; bien. 1935-1939
3. Journal.
Published as: (Chicago)
Jan-Mar 1903: *I. U. C. T. Journal*
Apr-Jul 1903: *Journal*
Aug 1903-1941+: *The Commercial Telegraphers' Journal*