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NO. 12

PRESIDENT WEBER'S ANNUAL REPORT

To the Delegates of the Thirty-sixth Annual Convention.

Fellow Delegates:

It is not always correct procedure to judge the future by the past. This is more especially true in economic problems which develop from unfavorable conditions which affect all parts of society. During the thirty-six years of the existence of our organization, we never had need to conform to changed conditions in the same degree as we have in these last two years. After almost four decades in which we corrected conditions against which we had protested, we were of the opinion that we had practically stabilized employment conditions and that they would remain so forever more. However, the fact is that nothing remains stationary and, therefore, problems which develop from continual change also affect our organization.

The past thirty years have seen an evolution, revolutionizing the economic field to such a degree and with such speed as in the entire history of the Nation never before occurred. The automobile, the radio, photography of motion, photography of sound, aviation—and, in addition to these, discoveries making other inventions possible—have made the change in progress during this period one of mastodonic proportions.

Hand in hand with this change, over-inflation developed. Merger upon merger of financial interests took place, commodities were produced en masse, wage workers laid off, those reaching a certain age discriminated against; and, finally through this, the purchasing power of the masses reduced to the extent of being unable to consume commodities produced. The resulting underconsumption affected all values in Wall Street, the crash followed, and our country was in for a period of depression more serious and more prolonged than ever before. This is readily understandable, as never before in recent times were men subjected to such extensive unemployment by reason of the wholesale development of machines. The indiscriminate use of machines resulted in the practical undoing of industry for the time being. It caused great unemployment and through this the weakening of the home market.

This not only affected our country, but all other civilized countries as well. Our depression aggravated theirs. Countries are economically interdependent—those more dependent upon foreign than home markets suffer most; as for instance, England, Germany and Brazil. Luckily, the foreign trade of the United States only approximates about 10 per cent of production. In other words, the United States can be more self-sufficient if need be than any country that is primarily dependent upon its foreign markets. The Dominion of Canada is practically in the same position.

The depression in our country was primarily caused by the weakening of the purchasing power of the masses, and this, as already stated, was the result of unemployment. It proved more extensive and fiercer in its inhuman consequences than any former depression.

In what position did the musician find himself in this time of economic hardship? To properly illuminate this, one needs to be somewhat circumspect, that is, one needs to consider at least several decades of the history of our organization.

Some thirty years ago we began to realize that in order to be successful we must enroll everybody in our organization who was in competition with us for employment. The question of whether the qualifications of a musician proved satisfactory or his services reached a proper standard

Digest of the Past Year's Activities—Various Matters of Interest to Federation Members—State Officers' Reports—Unemployment—New Laws Recommended.

was one for the employers (that is, the public) and not our organization to decide. As the result of the efforts of a generation or more we built up an organization of approximately 140,000 men and women. Not all of them are professional musicians. Those who followed music exclusively for a livelihood approximated 60,000. The remainder had among them very efficient musicians who had drifted out of the professional field into some other occupation or calling; so our organization always consisted of professionals and non-professionals—both indispensable for the purpose of maintaining a really successful organization. About one-third of the professional element found employment in the theatres, and this remained so up to the beginning of 1928. However, it was not always so.

The increase of musicians employed in theatres kept exact pace with the increase of the Moving Picture Industry. Before the development of this industry, the professional men, employed in theatres, were hardly 10 per cent of their organization. The organization itself, before the development of the Moving Picture Industry, did not reach one-third of the membership it contained at the most prosperous period of its existence. As time went on, the call for professional men to work in theatres continuing, the number of professional musicians and its membership increased.

It will always be found that when an employment opportunity exists, the talent to take advantage of same will surely develop. As an illustration, in the first few years the Moving Picture Industry, after the people of our country and Canada accepted its product with such acclaim, many thousands of small theatres opened and the demand for organists developed in an incredibly short time to such proportions that the available supply could not in the least satisfy same. As time went on, the supply of organists became plentiful, and when the cataclysm of machine-made music came, organists, who positively had developed as a result of this industry, were sorely affected.

Together with the development of the Moving Picture Industry, which has its principal studios in Hollywood, the building of theatres proceeded. In the beginning most all were controlled by individuals or small corporations. As the industry developed, those controlling it—The Famous Lasky Players, Loew's, Universal, Fox and others—for the purpose of having an assured outlet for their productions, created, through absorption, mergers and building chains of theatres and huge corporations.

In time almost all representative theatres and palaces of amusement in the United States and Canada passed into the control of such corporations. As far as our organization is concerned, naught could be said against this. It was of greater advantage to us to deal with corporations, controlling thousands of theatres, than to deal with countless individual owners or small corporations. Independent theatre owners do not now control an appreciable number of representative houses, and their holdings are, in the main, confined to small theatres in small towns which never did represent a large percentage of the employment opportunities of our members; that is, considering the situation as a whole throughout the entire country and Canada.

In the beginning of the Moving Picture Industry the attempt was made to offer that kind of amusement to the people

without music, but the absence of the wanted glamour of the theatre was too pronounced, and as a result the Moving Picture Theatres became a source of great employment for our members.

It is, of course, well known and only repeated here for the purpose of clearly illustrating the affairs of our organization, that in the beginning of the organizing of musicians, they were woefully underpaid, entirely in economic dependence upon the men who controlled the engagements, and, outside of the favored few where the position looked for the man, instead of the reverse, which is generally the case, all suffered economic disadvantages which needed correction.

As time went on, the musician came into his own, and in 1928 we could rightfully boast of the most successful organization, insofar as hours of labor, wages paid and the demand for employment of a certain number of musicians were concerned. No other organization had such power. This led to the raising of the material standard of the musician commensurate with his calling, beyond all expectations of the pioneers in the movement, which well illustrates the progressive and militant spirit maintained by our organization.

Through his union the musician became an independent factor insofar as stipulating the conditions under which he was willing to render services, was concerned. The dependence upon musicians in places of amusement gave our organization a strike power far in excess of that enjoyed by other workers and their organizations. If, through a strike, a theatre was closed, the financial loss involved was irrevocable, as same could not be regained, as is for instance the case when a strike occurs in an industry manufacturing a material commodity.

Our Local Unions insisted upon improved hours and conditions, and on the employment of a certain number of men, as well as upon a season's contract. Up to the time of installing music and "sound" policies, the Moving Picture Industries had become stabilized to the degree of permitting a promoter to know in advance the probable length of a season and to contract with his musicians accordingly. As a result, in many jurisdictions, Locals did insist on long season's contracts; but even if they did not it made little difference as by reason of the stability of the industry almost all musicians were employed in the theatres for practically the same length of time; that is to say, those who worked without contracts seldom fared less advantageously than those who worked under contracts.

These were the conditions among us before the present economic depression and technological, as well as general, unemployment, which affected the workers so grievously, developed. This depression not only affected the United States and Canada, but the entire world with the possible exception of France. The unfavorable economic conditions it caused resulted in political unrest in many parts of the world. The revolutions in South America, Brazil, Bolivia, etc., developed from this cause. Many panaceas are offered for the cure of economic ills. The Marxians, the Communists, Fascists, all have their theories, generally in conflict with one another. All of these groups predicate their existence on economic dissatisfactions, and on the longing for conditions under which the economic relationship of man to man would be more

just. The demand for their correction is based upon human rights. They may be summed up with certainty, may sound like platitudes, but will remain eternally just and until met, we cannot even boast of a near approach to economic justice.

As long as a producer is willing to work he should not be subjected to pauperism because, through no fault of his, the opportunity to produce is denied him. As long as a worker is willing to help maintain society by producing, he must be protected against unemployment and the vicissitudes of life, such as sickness and old age.

There is no gainsaying the fact that essentially all economic beliefs have for their purpose primarily the eradicating or avoiding of the injustices to the workers enumerated above. This problem must finally be solved. It may exhaust our patience before this ideal is reached, but the genius of the American people and that of other civilized nations will solve the problem, of that I am sure, as its perpetuation would eventually endanger the state and its institutions. Cycles of unemployment become fiercer and longer in the order as they appear, and this is primarily the result of indiscriminate use of machines causing unemployment of men and overproduction of commodities.

No one protests the development of machines, but everyone protests its indiscriminate affecting of employment opportunities, and this will become more and more a world problem. In considering this matter, one cannot merely argue from the viewpoint of his particular calling, profession or station in life, but must do so objectively for the reason that no man remains unaffected by unfavorable economic developments engulfing the entire world, nor can he escape fear of consequences if the real causes responsible for same are not realized and corrected. It is necessary that we consider all this so as to realize more clearly our own respective position in this all absorbing human problem.

The American Federation of Labor has pointed the way to a practical solution of the problem by suggesting that machine use and development be confined to cheapening the production of a commodity and as a surcease to excessive hard labor, at the same time avoiding overproduction and the reduction of the number of men employed. Therefore, the use of the machine should not result in the discharge of the worker, but merely in the reduction of the days and hours and the hardships of this labor, so that hand in hand with mass production, mass enjoyment of a shorter working week and day and lightening of labor may go.

We often hear the fallacy that machine development creates new industries, but as proof only exceptions can be cited. The most notable is the automobile industry, which created a number of new industries by employing far more men than the development of the automobile displaced. In connection with this it is often ignored that the automobile industry itself is a new industry; the development of machines, however, is not confined to new industries, but affects chiefly the industries already developed, and here is cause for the loss of employment by multitudes of laborers. The machinist, flint glass worker, iron worker, the teamster, the miner, to mention but a few, have been grievously affected by the introduction of machines in their industries.

Mention of all this is made to show that no class of workers, be they common laborers, artists, or white-collared workers, peoples in factories, or banks, farms, railroads, can expect to see themselves

(Continued on Page 8)

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**OFFICIAL BUSINESS
COMPILED TO DATE**

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CHARTERS LAPSED

369—Frontenac, Kan.
370—Prosperity, Pa.

CONDITIONAL TRANSFERS ISSUED

104—B. Miner.
105—Miss Nell Endsley.

CONDITIONAL MEMBERSHIP ISSUED

- 5637—Emily H. Sibley (renewal).
- 5638—Claire Swoboda (renewal).
- 5639—Rae Zaida.
- 5640—Joe Meyers.
- 5641—Jeremiah Evans.
- 5642—Dick Libby.
- 5643—Natalie Littler.
- 5644—Paul Sanford.
- 5645—Wm. H. Fleming.
- 5646—Homer R. Curtis.
- 5647—Donald Kennelly.
- 5648—Rachael Bernstine (renewal).
- 5649—Llyal Griffing.
- 5650—Howard (Bus) Browne.
- 5651—Harry C. Sweeney.
- 5652—Frank E. Whitney.
- 5653—Nat A. Kitchell, Jr.
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- 5655—Jimmie F. Briggs.
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- 5660—Gonzalo Hernandez.
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- 5663—Chas. O'Bannon.
- 5664—Paris Thompson.
- 5665—Virgil C. Chatman.
- 5666—Edward L. White.
- 5667—Leonard Gay, Jr.
- 5668—Ford Grier.
- 5669—Chas. Wallace.
- 5670—Max Davis.
- 5671—Ruth Coburn.
- 5672—Larry Braddam (renewal).
- 5673—May Wilton.
- 5674—Rose Wilton.

**CHANGES IN OFFICERS DURING
MAY, 1931**

- Local No. 70, Omaha, Neb.—Secretary, Milton Utley, Room 201, Mickel Bldg.
- Local No. 73, Minneapolis, Minn.—Secretary, L. A. Brewer, 32 Glenwood Ave.
- Local No. 112, Joplin, Mo.—Secretary, W. R. O'Bryant, Route 1, Box 538.
- Local No. 188, Butler, Pa.—Secretary, Karl T. Kemper, 110 Orchard Ave.
- Local No. 218, Marquette, Mich.—President, Milton H. Robinson, 729 Pine St.; Secretary, Robert E. Bishop, 725 Pine St.
- Local No. 264, Keokuk, Iowa—President, Max Blake, 1109 Blondean.
- Local No. 288, Kankakee, Ill.—Secretary, Fred Ashby, 309 So. Chicago Ave.
- Local No. 300, Indianapolis, Ind. (colored)—President, Dr. Theo. Caele, Walker Bldg.; Secretary, Milton Walden, 349 1/2 Ind. Ave.
- Local No. 326, Pana, Ill.—President, Wayne L. Hunter, Owanece, Ill.; Secretary, Philip Collin, 310 W. Washington.
- Local No. 409, Lewiston, Me.—President, A. N. Pettingill.
- Local No. 480, Wausau, Wis.—Secretary, L. J. Kurtzwell.
- Local No. 533, Buffalo, N. Y. (colored)—Secretary, Raymond E. Jackson, 20 Potter St.
- Local No. 534, Greenville, Pa.—President, F. R. Carr, 16 No. Wood St.
- Local No. 665, Mount Vernon, N. Y.—President, Fred J. Bellesheim, 330 No. Terrace Ave.
- Local No. 685, Cathlamet, Wash.—President, Jack Maughn.
- Local No. 756, Sparta, Ill.—President, John W. Oliver; Secretary, N. J. Leary.
- Local No. 806, West Palm Beach, Fla.—Secretary, Wm. Boston, 204 Fagan Arcade.

FORBIDDEN TERRITORY

The Grill Leon, Bloomfield Ave., Newark, N. J., has been declared Forbidden Territory to all members of the A. F. of M. other than members of Local 16 of that city.

DEFAULTERS

A. M. Peachey, Beverly, Mass., is in default of payment of \$210 to members of Local 138, Brockton, Mass., for services rendered.

Elks' Lodge, No. 443, I. B. P. O. E., Battle Creek, Mich., is in default of payment of \$36 to members of Local 208, Chicago, Ill.

Eli Swavely and the Swavely School, Manassas, Va., are reported in default of payment of \$170 to members of Local 161, Washington, D. C., for services rendered.

The Brown and Davis Dance Co., Wernersville, Pa., is in default of payment of \$48 to members of the A. F. of M. for services rendered.

The Davenport Shore Club, New Rochelle, N. Y., is in default of payment of \$190 due members of the A. F. of M. for services rendered.

A. Goodside, Portland, Maine, is in default of payment of \$88 to members of Local 364, Portland, Maine, for services rendered.

Fred Spinney, Gray Road Inn Dance Hall, Cumberland, Maine, is in default of payment of \$52 to members of Local 364 for services rendered.

Fred Dolan, Dolan's Park, Escobel, Wis., is in default of payment of \$60 to members of Local 201, La Crosse, Wis., for services rendered.

WANTED TO LOCATE

Kindly forward any information as to the whereabouts of Jos. Smythers, saxophone player and promoter, blond, of small stature, stocky build, age 42, one artificial limb. Appeared in Waukegan lately under the name of Jas. F. Smith or Jimmy Smyth. In default to members of Local 8. Kindly address Roland Kohler, Secretary, Local 8, 934 North Edison St., Milwaukee, Wis.

Kindly address any information as to the present whereabouts of one C. M. Peck, formerly a member of the Thomas Saxotette Act, to R. B. Tippel, Secretary, Local 125, Tazewell Apts., Norfolk, Va.

THE DEATH ROLL

- Atlanta, Ga., Local No. 148—Henry L. Hatton.
- Battle Creek, Mich., Local No. 594—Michele Vatacco.
- Buffalo, N. Y., Local No. 43—Joseph Banyay.
- Chicago, Ill., Local No. 10—Arthur E. Aarseth, D. A. McDonald, Louis Cutler, Fred Travers, Wm. Fehl, O. J. Margulies.
- Columbus, Ohio, Local No. 103—Frank M. Sutphen, D. A. McDonald.
- Davenport, Iowa, Local No. 67—August G. Miedke.
- Hammond, Ind., Local No. 203—Lucille Glendenin.
- Los Angeles, Calif., Local No. 47—F. C. Balderman.
- Minneapolis, Minn., Local No. 73—Ted Silbeck, G. Curley Larsen.
- Newark, N. J., Local No. 16—Joseph Garren.
- New Haven, Conn., Local No. 234—Joseph Candido, Gustave Burgermeister.
- New York City, N. Y., Local No. 802—Harry Bimber, Peter Muller, Gennaro Scarfato, Max Voight, David Himmelbrand, Maurice Abrahams, Frank Preiss, George B. Leibling, Frank H. Losey, Geo. E. Knapp, Harry Nielsen, Julius C. Meyer, Louis Pisarenko, Nicola De Lorenzo.
- Paterson, N. J., Local No. 248—George Berner.
- Philadelphia, Pa., Local No. 77—Israel Sharlip.
- Scranton, Pa., Local No. 120—Robert Stenner.
- Spokane, Wash., Local No. 105—Ernest B. Smith, A. Bareuther, Edwin F. James, John Henry Czerny, Ferd. Wehmeier.
- St. Louis, Mo., Local No. 2—Frederick Fischer, Louis H. F. Schick.
- Tonopah, Nev., Local No. 426—Fred J. Thomas.
- Utica, N. Y., Local No. 51—William Schorge, Sr.
- Washington, D. C., Local No. 161—Carl Rond, Alexander Schinetti.
- Winnipeg, Mani., Can., Local No. 190—W. H. Carey, Thomas Cross.

NOTICE

The Shadowland Dance Pavilion, Wichita, Kan., has been removed from the Forbidden Territory List of the A. F. of M.

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Local Reports

LOCAL NO. 2, ST. LOUIS, MO.

New members: Seth Greiner, Benedetto Maniscalco. Transfers deposited: F. C. Baldwin, L. A. Burgess, Roy Dawson, Ray Evans, I. N. Gavin, Ernst E. Harszy, Paul H. Kennedy. Accounts closed: Lester Arquette, Mrs. Amelia Conti, Walter Sauer, Carl Steppi. Membership forfeited: F. C. Baldwin. Resigned: Carl J. Bonroe, Stephen H. Butler, J. Maurice Groeting, J. H. Nienaber, Chester Sableman.

LOCAL NO. 3, INDIANAPOLIS, IND.

New members: William Hadley, Ross M. Reynolds, M. M. Branch, Ed McConnell Don Ferrell, Robert H. Grove. Resigned: Ralph Leucht, Clair B. Hull. Transfers issued: Mary Lewis, Emery Fields, Mildred Lewis, Sam Kaplan, Jack Wright, Roberta Bragdon, Louis Anderson, Howard Carmichael, Harry Rudy. Transfer returned: Noble P. Howard. Transfer deposited: William Polk, 245. Transfers withdrawn: Jack Crawford, 10; Evelyn Burkett, 121.

Traveling members: Eva Jacobs, 10; Alice McGrath, Velma Schemmel, 289; Beulah Graham, 17; Julie Huth, 174; Winifred Burke, cond. 5879; Hazel Hadstone, 770; Eva Edwards, 5; Hazel Bayer-Kay, 147; Joyce Wayne, cond. 5380; Nell Endsley, 469; Joe Sanders, Carleton Coon, Harold Thiel, Elmer Krebs, John Thiel, Floyd Estep, Rex Downing, Joe Richardson, Russ Stout, all of 34 and 10; F. S. Pope, 8 and 2.

LOCAL NO. 4, CLEVELAND, OHIO

Resigned: Alvin McBurney. Accounts closed: Thomas E. Beresford, James J. Daubert. New members: Creighton H. Davies, Joe S. Conkley, Harold W. Fox, Josef Lazaroff, Lawrence Marsalek, Carl Phillips, Otto F. Shema, Kay Tusseil, F. Clyde Deubel, Wilbur Godin, Frank J. Kalal, Henry A. Mack, Griffith D. Morris, Ev Pierce, Joe Sisteck, Norman Weintraub, Edward C. Doubler, Trevor Guy, Frank Kramer, Arvin W. Mann, Edward Pell, Henry Sanson, Frank Thompson.

Change of name: Mrs. Paul Pavlick (nee Mrs. Charles Kramer). Transfers issued: Bruce Russell, W. James Walls, Joe Aumend, William Reinhardt, Eugene E. Beecher, T. L. Woods, Herbert Ross, John Leroy Miles, Karl E. Braun, Dudley W. Bush, Alfred Ginsburg, Elroy Bohentengel, Milan Harrison, Hariz, I. Smith, Robert Paolucci, Jack Schaller, Ray Williams, H. T. Stone, J. W. Huntingham, Josef Lazaroff, Isadore Edelman, G. C. Duffy, Emerson Gill, Ernie White, Italo Paolucci, Frank Fleming, Paul A. Schlacter, Erik Kahlon, Harry Shannon, Jr., Blaine Stone, Ralph E. Chapin, Dave Weimer. Transfers deposited: Milton W. Foy, Frank X. Miller, 234; Richard Clark, 382; Claude Love, 94; Paul Mitchell, Joe Haynes, 150; Al Jennings, 34; Gus Miller, cond. 2666; Carl Snyder, Stan Fletcher, 150; J. H. Mingener, 10; James F. Underwood, 5; J. T. Naylor, 34; John Langesford, 150; Lester Dimmitt, 297.

Transfers withdrawn: J. Baisel Dupre, 8; Irvin Marblestone, 162; Nic Hupfer, 3; John Carlson, 73; V. J. Hanprick, 166; Isham Jones, 10; W. Robert Paolucci, Jack Johnson, 10; Red Ballard, Jack Blanchette, 73; Richard D. Kissinger, 58; William Giese, 8; James Nable, 67; Wallace Lageson, 73; Harold Moeller, 78. Traveling members: Elliott Russell, Gus Steck, David Herman, George W. Odell, all of 802; E. M. Irish, 204; C. Embler, cond. 5633; Al Weber, Ross W. Dickson, W. Osborne, G. Gibbs, all of 802; Pat Casey, 20; Jack M. States, 802; Hugh D'ippolito, 77; J. W. Keran, 47; Bob Kuhn, 34; Helen Andrews, 10.

LOCAL NO. 5, DETROIT, MICH.

New members: Karl G. Osberg, Vera Richardson, Francis J. Gilbo, Bob Nolan, Lewis Smith, Eugene Randolph, Vincenzo Maccaroni, Milton N. Oberg, Paul E. Zalleritzi, Leonard Kukula, John Drombowski, Edward Jaswikowski, Philip Szlankiewicz, Bernard E. Klaus, Harvey Bushway, Arthur M. Patterson.

Transfers deposited: Maurice W. Cross, H. D. Longworth, 52; Phil Lamkin, 6; J. Frank Houston, 542; S. C. Hoffman, 54; Ernest Caputo, Howard Wilson, 655. Transfers withdrawn: Joseph Glavia, Patsy Petrucci, Ernie Holst, John Leick, all of 16; Steve Kretzmer, 802; Eddie Febody, 692; James E. Lightfoot, Alfred Berg, Roy Strom, Louis Condeli, Kenneth E. Snel, all of 802; Franklin Myers, 742; Howard Wilson, 655. Traveling members: Vilto Briedis, 802; Phil Schwartz, 10.

LOCAL NO. 6, SAN FRANCISCO, CALIF.

New members: Gertrude Kroger, Frank T. Cleaves, Ann Bruce. Readmitted: Vincent Keryte, Francis Baker, Paul W. Heder, William R. Sisson. Full members from transfer: T. F. Brown, Elisabeth Freshman, Cecil W. Harnack, W. C. Pierce, Misha Pelz. Transfers deposited: Tony Sunseri, 308; Floyd Robertson, 47; William Heckwood, 236; Charles S. Palizzolo, 802; Sammy (Rosey) Rosenthal, 10; Jack Souders, 76; S. Williams, 153; Woodrow C. Herman, 8; Wilson A. Athey, 367; Louis S. Shurtliff, 47; A. J. Hitchcock, 816; Roy E. W. Walford, Eddy Bernard, T. M. Solberg, 76; Albert Maracchi, 364; Katherine Farrar, 99; William Zimmerman, 47; Bernice Weiler, 58; Jack M. Danford, 153; Ruth Close, 99; Wilfred Yeaman, 356.

Transfers withdrawn and cancelled: Erwin Yeo, George G. Wetterau, Harry S. Paschel, Theodore R. Drake, Tony Sunseri, A. Spencer Hill, Floyd Robertson, Harold M. Bensen, Glen Wells, Louis S. Shurtliff, A. B. Grisinger. Transfers issued: W. R. D'Alfonso, John Klock, J. Damonte, Herbert L. Clark, Gregory Kreshover, Phil Bodley, E. Yunker, Ben Black, Lucile G. Russell, Diah Graham, Anson Weeks, James Walsh, Peter Fyling, Earl Moysan, Tom Thunen, William Morsing, A. J. Brown, Cecil Lee, Ted Walford. Resigned: Louis F. Persinger, Guy Buccolo, Everett Nourse, Martha Heimböckel, H. F. Patterson, Zella Miller, Leigh Herline, Clyde E. Vedder, Rudolph Wolmuth, Marjorie Gear. Traveling members: Paul Tisen, Fred Palmer, Koha Negra, Tamara Gordon, Sid Rosen, Sam Wolf, John Sarnell, Ed Rosenberg, Bea Blumfield, all of 802; Milton Schwarzenberg, 2.

Dropped: Lawrence Abbott, Dr. L. N. Alk-alay, Harold D. Atkinson, Mrs. Fred Balou, Joseph Teves Barros, R. A. Breck, Lionel L. Brenner, Henry Wood Brown, J. Ema Averette, Arthur Conradi, T. O. Craven, Geo. T. Davis, Luda Dorillon, Roy C. Dyer, Earl W. Evans, Betty Fineran, Don Fountaine, Paul Garin, J. Lowell Garrison, Robert Hadlock, William F. Hahn, Thomas E. Harde-man, Eleanor B. Hayden, Opal Hayes, Don A. Honodel, Lester I. Huna, Herbert Jaffe, R. W. Juul, Edward James Kennedy, Burton A. King, Percival Kniel, Henry Kraaymes, Ethel Langer, Paul Langer, Katherine Leslie, Russell G. Mahlman, Naomi McGarvie, Leo V. McInerney, Marcel L. Morrison, Geo. Newman, Joe Murr, Nina Nichols, Ramon E. Odery, George P. Onorodi, Enoch L. Pacheco, Geraldine Parsons, Simpson M. Phillip, Marvel J. Freshaw, Vincent Richette, S. E. Robinson, Francis O. Robison, Paul H. Rostain, Audrey Sage, Norma J. Sanders, Ralph J. Scherzer, Dr. Jascha Schwarzmann, Max L. Seedman, Felicia Schwarzmann, Grace Richards, Ollie M. Smith, Wilfred E. Smith, Mark D. Stanley, Howard Stanchfield, Leon Strong, Helen Troy, Leon Vavara, Lloyd P. Warren, Benjamin F. Watson, John E. Wel-dron, (Doc) G. E. Willats, A. Zahiout.

LOCAL NO. 8, MILWAUKEE, WIS.

New member: Kerme Keuhel. Full members: Alan Foster, Jules Costello, "Happy" Gavin Neison, Heiene Zaniis, Lester Frankenberg. Transfers issued: Raymond Cox, Ray G. Lutz, Baptiste Gardetto, Edna Dean Best, Edgar A. Roemid, V. Carlson, Harry Pierce, H. A. Bortner, Paul Pleyte, Ambrose A. Miller, Ray Detjen, O. W. Turner, P. E. Peregrine, J. Teter, E. L. Alexander, Milt. A. Hoppe, L. E. Simmons. Transfers deposited: Victor Bellemhumeur, 30; Harry Pooley, Louis Phelps, 10; E. L. Andrews. Transfers withdrawn: Jules Costello, Heiene Zaniis, 10; Homer O. Monroe, D. Hansie, William Cerverantes, all of 203; R. S. Hunziker, 732; Joseph Szot, 203; Harry Pooley, 10; Robert F. Garity, 328; Lester M. Frankenberg.

Traveling members: Robert Kuhn, 34; Mildred L. Tate, 26; John Ashton, John Jessen, Mike Mallia, Forrest Hedden, all of 76; John Depester, 556. Transfers deposited: Jack Chapman, Joseph A. Masek, Johnny Johnson, Gilbert Grau, Glen Roloff, Vern Birtwell, George Zander, William North, Ed Petersen, Jack Tinney, all of 10; Carl Dienstberger, E. J. Bernarde, 5; Fred Ross, 23; Eph Kelley, 410; Pedro Noriega, Gus Gilbert, Glen Hughes, Wray Sherrill, Audrey Stewart, all of 23; William Melquist, 94; Alb. Zukowski, 5; J. Fansher, 60.

LOCAL NO. 9, BOSTON, MASS.

New members: Joseph Bruno, William G. Hill, Jr., Charles Rosenberg, Israel Glaser, Bennie Chitel, Joseph Spectre, Joseph F. Fandel, Robert U. Jameson, Perry R. Lippson, Lincoln P. Crocker, Philip J. Corbett, John Costa, Harold Gardner, John J. Cuniff, Sidney Davidson. New members as per national law: Ferdie Stumpf, Lawrence Condon, Thomas J. Clinec, Norman Lanning, A. Fritz DeProsper, Harold Friars, Gregory Procidia, Thomas F. Parsley, Joseph P. Farley. Resigned: Harry J. Jenkins, Evelyn Haines Lyon. Erased: Francis L. Rice. On transfer: H. Harrison Flint, 143; Morton Rhodes, 802; Richard G. Edwards, 126. Transfers withdrawn: Clifton L. Mix, 499; Clarence E. Rougier, 126. Transfer cancelled: Samuel H. Harder, 735.

Transfers issued: A. A. David, A. R. Morrison, Saul Levitan, Ray Sinatra, Jacques Renard, C. Robert Downey, Pasquale Otterano, William H. Whites. Traveling members: Max Meth, S. Verber, R. Dolan, W. Peper, M. Cohen, J. Granata, P. Botkin, A. Gianelli, T. Rapp, I. Lapin, all of 802; R. N. Buttenuth, 10; Sabian Koussevitsky (Savitsky), 77; James Ellard, 20; Francis Wright, 10; Ed Moravec, 802; Mat Vuchin, cond. 5476; Frank Toplak, cond. 5475; Jim Kovack, cond. 5477; John Steele, cond. 5492; E. Deering, cond. 5543; J. Mann, cond. 5582; E. Barnes, 558; J. Kohn, 737; M. Benoit, 171; E. Booth, 777; L. Friedman, P. Land, G. Fusco, all of 400; M. Sunkie, 456; R. Patton, D. Cooper, T. Bollen, 802; E. Heidenreich, 349; Julian Hall, Frank Rose, Lew Wesker, Ed E. Forster, Jr., Henry Silverstein, all of 802; Edward Walley, 115; Harold E. Hill, 198; Robert Wilber, cond. 5488; Donald Shields, cond. 5634; J. M. Rumshinsky, Harry Lubin, 802; Bobby Gilbert, 47; Emory Levy, Harry Lubin, 802; Ben Liberman, 2; Herman Cottle, Frank Kitaeff, Francis E. DeGraft, all of 802; Amelio De-Vivo, 20; Harry Lash, cond. 5349; J. H. Bal-estrina, cond. 5601; Hal Elstenstein, 802; Dorothy O. Newman, cond. 5247; Helen Lewis, 138; Florence Belk, 802; Helen Stiles, 20; Julia Goldman, 802; Mable Hix, 265; Evelyn Payton, Myrtle Blodeau, 138; Marguerita Rivers, 802; Ida Cooper, 427; Ruth Harris, 73.

LOCAL NO. 10, CHICAGO, ILL.

New members: Elmer (Al) Mann, James H. Adair, James R. Markers, Stanley Sands, Roman Wojcik, Mable, Albert M. Garlock, R. W. Markoff, Paul P. Weigard, Sam Finkelman, Theodore H. Taylor, Sally Sheffield, Joseph Smola, Alfred A. Arteaga, Jack P. Wendell, C. J. Lynch, Al Goering, Paul Whiteman, Knot Dieterle, George Marsh, Jack Fulton, Jr., N. Fritz Hummel, Chester H. Hazlett, Harry Goodfield, Ray M. McDermott, John A. Ravincor, Deot F. Young, Elmer Elmer, William C. White, Raymond Ray Redwan, William E. Gimbel, Jr., Alfonso Rossi, Harlan Leo Hassberg, Erwin M. Puncchoff, (Jake) James Henry Mangan, James Stejskal, James C. Krcek, C. E. Wilson, Jack H. White, Howard C. Mehle, Milo J. Marcis, Ben Bernie, John L. Kavash, Emanuel Prager, Phillip Hart, Nelson F. Hall, Archie (Stuart) Hall, Robert C. Morton, Henry Dixon, A. W. Hartig, Walter Drusinsky, Ludomil Filisiewicz, N. Walter Anderberg, Herschel Henlere, John Bouman, Matt Malneck, Michael Pingitore, William Rank, Charles Strickfaden, Andy Secret, George Howard, F. L. Bastow, Mischa Russell, Freda Longfield, Ladd Seyk, Edward Picha, Stephen Sherwin, Melvin Elde, Herman A. White, John B. Ostrowski, Frank Frelberg, Alex J. Schiller, Howard D. Davis, Peter Walsh. Transfers deposited: Gertrude B. Nen-deck, 504; Linwood Atkinson, 770; Samuel D. Stone, 2; Claude Denegolesky, 34; F. O. Chase, 50; J. Albert Hurley, 802; Larry Vincent, 153; Edward J. Brugnani, 802; J. Strickler Jones, 472; Ralph Wyman, 672; Louis K. Frost, 70; Emil F. Batunou, 2; James J. Laughlin, 84; Raymond Kavanaugh, 214; Charles Helander, 288; Max Miller, 203; G. R. Cooke, 437; Jimmie Christian, 43; Irving Bur-taine, 802; T. B. Parsley, 60; L. E. Sheas-ley, 802; Miss Theone Hubbard, 15; Edgar J. Krewinghaus, 2. Transfers issued: Maxwell Rosensweet, Elmer Barr, Herbert F. Arney, R. E. Riley, Julius Kinsler, Frank B. Diesl, J. H. Garrigan, Peter Peterson, Jap Garber, William Madden, Charles Martin, L. Lyman F. Yates, Pat Kelly, Leonard Conn, Edward C. Spivak, Myrtle Paley Platt, Milton Schwartz, Joe Mannone, R. M. Turner, D. O. Gensel, Irving Barnett, Carroll Webster, J. H. Kurzen-knabe, Edward H. Keevins, Louis Panico, Nevin Simons, S. M. Christian, Austin Mc-Claire, R. D. Mueller, Bill Newell, Harold Hobbs, Jr., Michael Asher, Donald O. King, W. H. Neibaur, Robert C. Morton, Stephan W. Price, J. M. Licht, Arthur Groah, A. F. Fox, J. W. Julian, George S. Victor, Cecil Reader, Roy F. Weaver, Emery A. Granger, Art Bertoloni, D. J. Westlake, Frank J. Vratny, Frank Linala, Mrs. Maude Gallo, G. V. Oliver, Roy F. Davis, Augo Ramirez, Joseph C. Kovats, Bernard Dickson, Phil Levinson, Frank Sortino, R. H. Kalsen, I. E. Rouse, Helen F. Glenn, Frank Ryerson, H. Rurisill, Edward Paige, John Ray, Willis Kelly, Howard C. Everts, Herman E. Nadel, Milton W. Foy, Bruno Steindel, Henry Yo-hanon, Jack Crawford, J. Gibbs Spring, M. J. Campbell, Bert McDowell, Andrew Fani-co, Morris L. Bercov, D. H. Jones, Frank Uvari, Charles M. Kaplan, Waldemar Chris-toph, Michael Platt, Harry Pooley, Theodore Kromelov, Truman L. Johnson, Ernie Pra-ger, Jack F. Meyers, Palmer Whitney, Peter Sniadoff, A. J. Goes, Husk O'Hare, H. W. Braband, J. D. Greenburg, Don A. Barber, Don Gersman, Louis Phelps, Sig. Well, Fred Kalte, E. Purman, Frank D. Cibula, H. R. Lundy, J. M. Kirkwood, Ellsworth Gorman. Resigned: Arnold Schults, Anna Spranza, Luciene L. Bose, Josephine L. Patrovsky, Gladys H. Smith, Gotfried H. Seegaard, Glen Warmack. Traveling members: Max Fichandler, Charles E. Candee, 802.

LOCAL NO. 11, LOUISVILLE, KY.

Transfers deposited: R. Bennett, C. J. Buckner, D. E. Lally, G. E. McCullough, 72; J. T. Bourn, M. C. Park, 148; E. N. Brit-tain, G. Casey, D. M. Matteson, 20; J. L. Roberts, 73; E. R. Young, 50; Paul Rogers, G. E. Ricketts, 101; C. E. Fleissner, S. W. Gayles, Charles Corbett, E. Millard, 2; J. S. Sylvester, 46; Ralph Carfora, Mrs. Adelina Gavers, 802. Transfer returned: James H. Woods. Transfers withdrawn: A. J. Williams, Arch Tueller, Abe Tueller, Charles Spero, C. W. Noble, E. T. Neibaur, S. Morrison, E. M. Kuczborski, D. Flickinger, W. H. Davis.

LOCAL NO. 16, NEWARK, N. J.

Resigned: Warren Jefferson. Transfers deposited: Jaffe, David Ruttn-er, M. Mitzman, Franklin Madden, Charles Russo, all of 802; Joseph St. John, 365. Transfers withdrawn: Mike Landau, Duke Smith, H. Raderman, all of 802. Transfers issued: Sam Jacoby, J. Pana-relli, Louis Albert, James Mundy, G. Villa-novi, Fred Smith. Traveling members: Keo Garrison, 1; Al Kahn, 4; Billy Farley, 34; Babe Egan, Edith Griffith, Estelle Dillrey, all of 47; Shirley Thomas, Virginia Maupin, 50; Hal Thorn-ton, 66; Pat Wolf, 265; Charles Klein, 297; Juanita Klein, 353; Edris Christy, 356; Mir-iam Stiglitz, Morris Newman, Abedugo C. Reese, Joe Farrell, all of 802. Conditional cards: Carl Freed, 5144; Jack Ward, 5340; Thomas Gregorio, 5375; Marjory Case, 5410.

LOCAL NO. 18, DULUTH, MINN.

New member: Edward Bruneau. New members from transfer: Hugo Fer-raro, Vincent Grimaldi, 802. Transfers deposited: Fred J. LaLonde, 69; Wilbur Traverse, 73. Transfers issued: Max Goldman, Charles Ralph Williams, Harold Cranford, Paul Jen-son, Wyman H. Carey, Gustave E. Jackson, Frank E. Mainella, Irwin C. Smith, Wilfred Kronberg.

LOCAL NO. 19, SPRINGFIELD, ILL.

Officers for 1931: President, J. Miles Roche; vice-president, Dewey Blane; secre-tary, J. G. Ingersoll; treasurer, J. M. Mc-Coy. LOCAL NO. 20, DENVER, COL. Transfers deposited: Tom Rake, 574; Gene Quaw, Leon Gardner, Byron Stump, W. M. Bosserman, Theodore Klages, Clinton Ward-rop, all of 47. Transfers withdrawn: Charles Dooley; Norman Berg, Harold Wright, Paul Mc-Knight, Walter Williams, Marvin Hamby, Lix Riley, all of 10. Transfers issued: William Sarri, Merle B. Decker, R. G. Gordon, Anelio De Vivo, Katherine Kaderly. New members: Robert S. Vagner, An-gelo Petrino, Warren E. Taylor, Richard F. Macker.

LOCAL NO. 25, TERRE HAUTE, IND.

New member: Jack Isbell. Transfers deposited: Gene Medley, Bob Light. Transfers withdrawn: Wm. Johns, Andrew Daugherty. Transfers deposited: Robert Liggett, Gene Medley, Ray Martin. Transfers returned: Lowell Tennis, Ray Seller, Harry De Armott, Frank Shepherd, Ray Leonard. Transfers issued: Lowell Tennis, Bobby Gilley, Harold McNamy, Frank Shepherd, Russell Keller. New member: Jack Isbell.

LOCAL NO. 26, PEORIA, ILL.

Transfer issued: William E. Downey, Jr. Transfer returned: E. A. Sabey. Traveling members: Wilbur Cope, 1; Joe Sanders, Carleton Coon, F. S. Pope, Har-old Thiel, Elmer Krebs, John Thiel, Floyd Estep, Joe Richardson, Rex Downing, Russ Stout, all of 10; Mickey Garloch, Jay Leon-ard Kavash, Sammy Fink, Ed. Oliver, all of 802; Nelson Hall, 47; Rus Morhoff, 166; Dick Stabill, Manny Prager, Phil Hart, Al Goering, Ed. Ehlert, Paul G. Weigand, all of 802; Ben Bernie, 10.

LOCAL NO. 29, BELLEVILLE, ILL.

New member: James Pescetto. Transfers issued: Ernest E. Harszy, Roy Dawson. LOCAL NO. 30, ST. PAUL, MINN. Transfers deposited: Lew H. Sklar, Dean C. Stevenson, Richard C. Peyton, Edward Scuffell, Lee W. Armentrout, Fred Good-man, W. V. Newell, R. D. Mueller, Michael Platt, Elmo Mack, Husk O'Hare, J. M. Kirk-wood, Cecil Reader, Don Gersman, Arthur Groah, Carroll Webster, Ray T. Davis, Ellis T. Bennett, Roy F. Weaver, Ellsworth Gar-man, all of 10. Transfers issued: Myron Kats, Otto Truhler, Oscar A. Hirsch, Virgil Menard. Transfers withdrawn: Wilfred J. Buschard, R. J. Wiedemeyer, A. M. Allen, Howard Rus-sell, Tregometh E. Brown, Ford Canfield, J. P. Stephens, Charles F. Jeter, Eldred Harris, Ted Morse, Leonard Hinkle, N. C. Cochran, Robert C. Treaster, Edward Lapp, Arthur H. Olen, Stuart Charles, Malcolm (Johnny) Johnson, Harry G. MacDaniels, John Wright, E. Verne Brown, Fred Kintz, George B. Hill, Harold C. Morris, Husk O'Hare, J. M. Kirk-wood, Cecil Reader, Don Gersman, Arthur Groah, Carroll Webster, Ray T. Davis, Ellis T. Bennett, Roy F. Weaver, Ellsworth Gar-man. Resigned: Arthur R. Holtsapple. Traveling members: Mildred (Land) Tate, 36; Herman Weinberg, William Moltenbrey, Fred Hoff, Frank Grainone, all of 802; Meyer

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Minkow, Charles Kyner, Herbert Kay, M. A. Savage, F. J. Scherer, Larry Bauer, Fritz Miller, Joe Billo, William L. Alexander, Sigurd Budahl, Lester Bouchon, Charles A. Hands, Lowell Moore, all of 10.

LOCAL NO. 34, KANSAS CITY, MO.

Transfers deposited: Florence D. Belshaw, George R. Belshaw, 463; Stanley Phillips, 72; Herbert Six, 512; Frank Wilson, 463. Transfers withdrawn: H. L. Black, 70; Joe Browning, 137; G. R. Downey, 43; C. G. Eberhardt, 207; Frank L. Gibson, 661; Helen N. Hall, 110; Webb Owen, 267; Gene Warner, 110; Duke York, 181; Glen Zenor, 112. Transfers issued: Robert A. Greene, Julius Leib, Julie Leib, Claude Denegolesky, E. D. Shell, E. B. Coffey, F. A. Nall, Ted R. Wheeler, L. E. Colburn, Eugene Field, C. W. Sillett, Ray Laughlin, George Weiser, Fred Agnew, T. C. McCluskey, Travis Scogins, Clarence Hartman, L. M. Knowland, Hubert Willis, T. C. Summers, Eugene Thompson, Dott Massey, Lyle Ririe, Paul Sells. New members: L. James Souler, Al Coleman, William E. Blanchard, Ray Fisher. Traveling members: Adrian McDowell, 257; Buck Barber, Russell Keller, Ray Selzer, Frank Shepherd, Lowell Tennes, Harold McNarry, Robert Gilley, all of 25; William Jones, 600; L. L. McFarland, Vern Brown, John Wright, Harry C. McDaniels, Fred Kintz, all of 25; R. C. Tryster, Malcolm Johnson, 802; George B. Hill, 65; Edward Lapp, 15; A. H. Oren, 254; Harold Morris, 420; Charles Stewart, 35.

LOCAL NO. 42, RACINE, WIS.

New member from transfer: Steve Boisclair.

LOCAL NO. 43, BUFFALO, N. Y.

New members: Angelo Lombardi, Leonard J. Kahl, H. Mantz Kilgore, Fred L. Judd, Arthur G. Courson, J. L. Yeomans, Glen R. Hine, Oswald Rantucci, Jack Vitale, Dan A. Guerre, Arthur E. Miller, Victor E. Nicander, Jack J. Fischer. Transfers deposited: William B. Stahl, 802; Harold W. Cole, 272; George Willard, 423. Transfers withdrawn: Wesley Eddy, 161; Margaret Slosson, 66; Ben Ross, Bernard Weinstein, 802. Erased: Dave Dickey. Traveling members: Ed. K. Ellington, Arthur P. Whetsel, Freddie Jenkins, Charles Williams, Joseph Nanton, Juan Tizel, Albany Bigard, Fred L. Guy, John C. Hodge, Welvan Brand, Harry H. Carney, Jr., all of 802; H. Plumer, L. Lykins, R. Englander, G. Bonne, A. Thorsen, C. Moore, H. Moore, E. Krotts, L. Flemming, H. Heidt, all of 6; C. Prebble, B. Morgan, 802; L. Ehrhart, 1; L. Grow, 47; R. Lykens, 325; Herald Kuhn, 24; Harold R. Crocker, 427; Arthur Schultz, 243; Elroy Bohentengal, Karl E. Braun, 4; Al Messmore, 24; Harry Kaufman, 68; Albert L. Bancroft, Chester Bancroft, 107; Arthur White, 222; Virginia Meyers, 10; Clea Perkins, 47; Irene Hartel, 72; Marie Lenz, 4; Lenore Ewbig, 303; Lillian J. Halloway, 327; Ruth Singer, 31; May M. Carpenter; Hazel M. Brown, Harry Bernivici, all of 802; C. D. Miller, cond. 5442; Betty B. Johns, cond. 5219; Ruby J. Johns, cond. 5218.

LOCAL NO. 46, OSHKOSH, WIS.

Withdrawal card issued: Wm. A. F. Voss. Withdrawal card deposited: Harold Race.

LOCAL NO. 47, LOS ANGELES, CALIF.

New members: Ted Dawson, Donald E. Cave, Betty Travis Berger, Stan Kenton, Vladimir A. Ussachevsky. Transfers deposited: Lois Wann, Vic Ince, Edwin Sawtelle, Charles Margulis, E. E. Browne, Roy J. Maier, Ernest R. Wilbur, David Volkow, Thomas P. Hocking, Robert T. McGowan, Helmut J. Walz, Meta Moore, Frank Longon, Albert T. Shepherd, Al Farmer, Earle J. Brown. Transfers withdrawn: Lloyd Hill, Neal Castagnoli, Edwin N. Guckert, George L. Jackson, William Jackson, Dallas D. Davis, J. Lyle Roberts, C. M. Maffie, George W. King, Marvin R. Elliott, Floyd Matthews, John Holmes Robert E. Clarke, John A. Walsh, Winfield G. Well, Charles K. Saunders. Resigned: Violet Schwab Smith, Art Myattway, Clifford C. Wells, Merton Schoenbeck, Hazel Field, Wilma Bashor, Gordon Garinger. Erased: Art Whiting. Cancelled: Nathan Gooden, J. Clyde Elliott, Bill Covey, E. A. Kimball, Burton Swift, Roger G. Hall, Myron M. Geiger, Eva Balfout, Louis Maggio, Lucille Melster, Bud Bessette, Gene Byrnes, Oswald Coulthart, Waldo E. Edmunds, David Eisenberg, Fanie Fidler, Trivis Huntley, Frank Knoll, Vivian M. Kraas, Claude McNally, Enrique Montoya, Bruce Perelman, Harold B. Rhodes, Allyn Roberts, Joseph Terrell, Robert Tracey, Paul Beverly Trump, Claire Violentare, Fred W. Walker, Leonard Williams, Kenneth C. Winstead. Dropped: Marie Belle Abbott, Frank Albitz, Lawrence Anthony, Avery Woodie, Bee Bailey, Seth Baker, Prentice Ball, Jack Beckner, Serge Bersukoff, Betty Brandeberry (Mrs. W. B. Jenner), G. W. Coltrane, Yorkie Coplen, Jean R. Dabis, Jeanette Dempster, Michael Elsoff, V. Fiasconero, Madeline Gamble, Verla D. Gift, George M. Haber, Travis B. Hale, Boyd S. Harbrick, Everett Hanks, Walter Harghesheimer, Lillian Hartwell, Grace Herold, H. G. Hoffman, Meryle Holmes, Corrine Hubbard, Helen Hurst, Arthur Ingraham, Rollin R. Johnson, Carl S. Kegley, H. A. Kelsey, James P. Kerr, Karl Kraum, Helen La Comb, Celia Lewis, Billy Lynn, Ruth D. Marshall, J. H. Marten, Geo. Martin, William Leo Martin, John Matz, J. D. McBride, Minnie Lee McCamant, Alton A. McDermott, Ernst McKay, Adolph Miele, Jean Meunier, Leslie A. Moyle, Mark Murray, Samuel B. Nash, Stanley F. Pankopf, Julian Perez, Joe K. Perry, H. M. Pilkington, Russell I. Prugh, Olive Reed, Richard S. Reynolds, Ely Rifkind, Florence Rosen, Norberto Ruiz, Arthur R. Runyon, Ella Schick, Lee Scott, Alma Sollee, F. G. Showalter, Maudalys Sims, H. C. Smith, Leonard Stagliano, C. J. Sutton, Jr., R. L. (Spec) Thomas, Roger F. Wheldon, R. Wolmuth, Elmer Zoller, Fred Zumwalt. New members: Malcolm S. Rogers, Joel A. Yarbrough, Sybilla C. Bassett, Marcia Johnston, Robert T. Balch, Jr., Jack Martin, Frank H. Snodgrass, Jr., Hubert E. Baker, William A. (Bill) Lajones, Lucien Brunet, W. H. Hogan, Jr., Harold J. Fredericksen, Julius Mitana, Bill Covey, Nathan Harrison, Lloyd H. Carlson, Theodore Mendell, Lester Spencer. Transfers deposited: Frank Siegrist, Anastasia Burgund, Robert A. Greene, Willard Parkhurst, W. F. Curran, Paul G. Williamson, Kenneth Kniesche, Elmer E. Barr, G. J. Frennell, Waldemar P. Helmholz, Cleo Hibbs, Henry E. Norek, Charles Gauss, Clarence W. Coffin, David Silverstein, Daniel Feingut (Dan Gray), Ralph Dublin, Clement W. Barker, Francis X. Stricker, Secoy Evans, William Sarri, Thomas J. Wise, Janet Milroy, Henry (Hank) Frey, R. M. Capps, Edwin Michael, Madalyn Green, Merle Buster Decker, Irving Barnett. Resigned: West Gilland, Frances Stein, June Allen, Lowell M. Hambrick.

Cancelled: Adolphe Fox, Isadore Padwal, Paul N. Sterkel, Harry A. Reihm, Estelle Moran, William Musso, E. Hugh Ford, Lawrence Sullivan. Transfers withdrawn: Walter Clinton, Jack Young, Edward Roth, Jennie Dieterich, Roy Dieterich, Fred Hoff, Vic Ince, Frank J. HERN, F. Allen Lair, Don George.

LOCAL NO. 51, UTICA, N. Y.

New members: Raymond Martin, J. B. Springstead, William A. Hands, William J. Mackensen, Jr., Gerald Martin. Resigned: Charles Hungerford, A. Notaro, Edward Daly. Transfer issued: Stephen Boisclair. Transfers received: Joseph Basil, 313; William Pierce, 383; Clarence Kimball, 157.

LOCAL NO. 52, SOUTH NORWALK, CONN.

Transfer deposited: George Hale, 275. Dropped: Ralph Charlott, Fred Lepper, W. Ward Whipple, Walter Eddy, Tracy L. Knapp. Resigned: John Flint, Harold Dudson, Ernest John Maggie, Alfred Bergreen, Henry A. Stegmuller, Joseph Wasco, George Wetmore. Transfer issued: Mrs. Dorothy Wilson.

LOCAL NO. 58, FORT WAYNE, IND.

Transfers issued: H. D. Longworth, Maurice Cross, Philip B. Glessner. Transfer returned: Wyliss Wilcox. Transfer deposited: George P. Boutwell, 444.

LOCAL NO. 60, PITTSBURGH, PA.

New members: R. E. Canfield, Joseph Caplan, Alexander Feldman, Richard H. Frieberthausner, August Frisch, Jr., Howard E. Lenfesty, Peter M. Predite, Charles D. Simon, John F. Suszynski, Carl White. Reinstated member: Francis B. Dellert. Transfers issued: Delmar Kaplan, Clark Warren, Charles L. Schwartz, Roberta Ramsey Brown, Hyman Graver, Bernard Armstrong, John E. Mitchell, Jr., T. B. Parshley, C. Clemenson, Henry J. Miller, Herman Middleman, Thomas F. Gross, Jr., William B. Hanlon, Earl McFarland, Martin Gregor, Charles Marsh, William Scharbo, Cyril Guthoerl, Fred Jamison. Transfers returned: Charles A. Gaylord, William F. Jennig, Jr., Tony Litatie, Bernard Marini, Thomas A. Noll, J. Lawrence Ritchie, Bernhard Ebel. Transfers deposited: Lloyd Akridge, Orville Andrews, Jack T. Brown, John G. Davis, R. T. Hamill, H. C. Johann, J. W. Maples, O'Schaughnessy, Norman Smith, Frank Waterhouse, J. J. (Joy) Maloney, John Armstrong, Herbert Bouquin, Dudley Mecum, W. M. Yates, Charles Yontz, Tom Whalen. Transfers withdrawn: J. W. Maples, O'Schaughnessy, Norman Smith, Frank Waterhouse, J. J. (Joy) Maloney, Robert Conche, Lloyd Akridge, Orville Andrews, Jack T. Brown, John G. Davis, R. T. Hamill, H. C. Johann, Margaret Atwater Otto. Resigned: T. Thomas Kenyon. Traveling members: Sam Rosen, Cass Freeborn, Leo Paul, Florence Walton, Albert L. Estaro, Arthur Boyd, Arthur H. Gibbs, Rafael Dieppa, Demas Dean, Kenneth A. Roane, Bernard Parker, Fred H. Peters, Joseph G. Ortiz, Felix Weir, Joshua Saddler, W. E. Harper, James Revey, Hugh Davis, Clifton M. Davies, Herman Jester, Joseph Steele, Theodore L. Friedman, Geo. Brunies, Colombo Maistro, Vincent M. Padula, Samuel Blankleder, all of 802; Jacob Aronson, 2; Frances Spanier, 10; Jappy A. Masefield, David Klein, Samuel Shapiro, all of 802; Max Mills, 1; Donald Long, Ernst Neufeld, 802; Wesley Eddy, Eugene Fuerst, 802; Dave Schooler, 463.

LOCAL NO. 65, HOUSTON, TEXAS

New members: Leroy E. Hillyer, Grafton Fitzgerald, Vera Fransee, Josephine Cruz, Alta Stone Shriver, Julia Jack Routt, Edith E. Lord, James H. O'Donnell, Maria von Reydt, John B. Ross, Jr., Michel De Rudder, Ethel Lord, Gladys MacLennan. Transfers deposited: Ruth Howell, 23; Lawrence Farcher, 297; Paul Smith, 256; Lorain B. Hess, 5. Transfers withdrawn: C. M. Fredrick, Maxine Frederick, Vera Frederick, Frank Kalal, Harlan Burnett, Glen Franklin, Ruby Melsha, Roy Melsha, Joe Turley, all of 773; W. Don West, 147; G. W. Barnes, 395; Flem Ferguson, 116; Charles C. Manning, 10; Harry Howard, 2; Byron B. Wyman, Waino Erickson, 572; Pat Leonard, 396; Harold W. Johannet, 10; Leigh Havens, 334; Walter Coats, Irving Grossklagg, 181; Edward Texel, 351; Ralph Mandy, 8; Ralph Britt, 609; Leo E. Dunham, 736; Roy Buckner, 638; Bob J. Basten, 205; Gordon Foster, 166; Leo Hoke, 169; Kenneth Marshall, 160; Elmer Basten, 10; N. H. Thorp, 464. Resigned: Charles W. Gaedecke, Charles W. Ennis, Jr. Transfers issued: K. J. Wakefield, William Schertzer, W. C. Dunlap, Jr., V. Nikiforoff, Charles B. Pearce, Walter Bone, Leland Henry.

LOCAL NO. 67, DAVENPORT, IOWA

Traveling member: Floreeta Bomente, cond. 5339. New member from transfer: Otto Voita. Transfers issued: William Pierce, Otto Voita, Kenneth Kasenberg. Transfer returned: Densil Sandquist, 656.

LOCAL NO. 69, PUEBLO, COL.

Transfers deposited: O. H. Brobst, 739; Edgar Thomas, 687; Jack Young, 165; Harry Forbes, 47; E. J. Harris, 455; C. W. Rockwell, 512. Courtesy letter deposited: Earl Dearth, 47. Transfers issued: F. J. La Londe, L. C. Nelson. Transfer cancelled and returned to issuing Local No. 618, Lowell E. Taylor.

LOCAL NO. 70, OMAHA, NEB.

Resigned: Lyman B. Johnston. Transfers issued: Louis K. Frost, Al Price, Howard Addison, Roy E. Larsen, Geo. Poole, Harold Stokes, Ross Majestic, Thurman Rotroff, Hubert Doyle, George Breidenthal, Arthur Debus, Charles McConnell, E. McCall, Joseph L. Price, Ray Ehrhart. Transfer withdrawn: Wesley J. Lord, 174. Transfer deposited: Ray Spicker, 704. Traveling members: Larry Walker, Sid Rosen, Sam Wolfe, Ed. Rose, John Sarnelli, Ben Bloomfield, all of 802; Milton Schwartzberg, 2; Jack Frost, cond. 5346; Maurice Nitke, 802. Traveling member: Jack Frost, cond. 5346.

LOCAL NO. 73, MINNEAPOLIS, MINN.

Transfers withdrawn: L. Nergaard, 85; Franklin Miller, 774; Tom Franey, 495; Noel L. Robey, 483; Lew Caskey, 56; Gilbert Busby, Dwight L. Meredith, William Coburn, all of 101; Howard G. Davidson, 102; Don M. Ryan, 30; Miff Moy, 464; David W. Nelson, 774; Don F. Sturdevant, 107; William Fenimore, 160; Dick Baldwin, 455. Transfers issued: Lowell Weller, Joseph E. "Sarge" Farrell, Fred W. Birnbach, Philip T. Boutin.

Transfers deposited: Wilbur Hubler, 477; Myron Katz, 30; R. J. Yaeger, 638; Joseph B. Greco, 802; Wilfred J. Buschard, 477. Transfers revoked: Lloyd L. Stoddard, 567; Russell C. Johnston, 485; Roger Gale, 536; Earl Grindler, 815. New members: Tom Franey, Leonard A. Mach, Noel L. Robey. Traveling members: Hewit H. Thomas, 802; Allan Foster, 8; Mildred L. Tate, 479; Eugene Fuerst, Herman Weinberg, William C. Moltenbrey, all of 802; Meyer Minkow, 10; Fred Hoff, Frank Giannone, 802.

LOCAL NO. 75, DES MOINES, IOWA

New members: Percy L. Krantz, Don Hovey. Transfers issued: Lyle Piegler, J. Van-Hoomissen, Carl C. Bean, Don G. Wilson, Jack W. Bailey, H. Prosper, Bernard Lowe, Lloyd Hundling, S. B. Sternberg, L. W. Philbrick, C. Merritt Cook, F. Harold Peterson, Harry Shell, C. G. Spafford. Transfers deposited: Carleton Johnson, 483; Ross A. Comer, 542. Transfers withdrawn: Polk Burke, 176; Joe Head, 448; Lloyd Conway, 94; Theodore Summers, 329; Charles H. Williams, 152. Transfers returned: Harry Shell, Carroll Wallace. Traveling members: R. B. Courtwright, 103; Maurice Nitke, 802; William Immel, 480; Donald Despard, 73; W. Lauterbach, 301; K. Young, 70; J. Ziegenbein, 463; Dean Kincaide, 89; Buck Scott, 495; Don Bottenfeld, Lyle Harvey, Donald Bing, Harold Lyman, all of 334; Charles Embler, cond. 5633.

LOCAL NO. 77, PHILADELPHIA, PA.

New members: Val Adley, Emilio Castagna, Marcel A. Coviello, Maur Cramer, Joseph R. Fisher, Nath Freedman, Morris Freeman, Henry Gold, Edw. S. Gormley, Charles A. Graham, Flora B. Greenwood, Robert M. Holm, Charles H. Iseminger, Burton P. Mansfield, Bernie Marr, Leslie McNaughton, Allen B. Subel, Vin. C. Tomel, Maur J. Waters, Garry A. White, Arthur M. Wolfson. Transfers received: Arthur E. Barnett, 82; Albert Adelizza, 484. Transfers withdrawn: R. Kaspar, 40; T. A. Fristoe, 58; J. R. Mills, 325; Kent J. Terry, 419; G. H. Thomas, 661; Leon Warren, 735; Sid R. Hawkins, P. A. Holzer, Charles Koff, Frank A. May, W. N. Pollard, Samuel E. Puckett, Charles B. Roddick, Arthur Siegel, John A. Van Eps, all of 802. Transfers revoked: Frank Sambo, 279; Charles Fulcher, 694. Traveling members: Jess Baltimore, Frank B. Belt, James H. Blake, Alf. W. Brown, R. E. Brown, Edw. Brugnani, E. Burtain, Pierre DeReeder, Al Hurley, Cal B. Jones, George A. Rickson, J. Robinson, Earl W. Scott, F. L. Smith, L. A. Vanderver, all of 802. Transfers issued: Samuel Amorosi, Irving Brickman, Elmer G. Helm, A. Jamesworth, Fred B. Johnson, Jr., Fabien Koussevitsky, Shetlick R. Riccardi. Resigned: O. M. Ellsworth, John H. Frazer, George E. Gamble, Jr., Arman Margadonna, Jacob Morrison, Ethel R. Neal, Frank Rybka, Frank Travaline, Albert D. Viener. Erased: George M. Keach, Oliver Naylor.

LOCAL NO. 78, SYRACUSE, N. Y.

Transfer issued: Paul W. Tucker. Transfer deposited: Weldon M. Grose. Transfer cancelled: Robert Tower. Resigned: Edgar Schloop. Traveling members: R. F. Larson, John Broderick.

LOCAL NO. 81, ANACONDA, MONT.

Resigned: Vernon Hudspeth.

LOCAL NO. 99, PORTLAND, ORE.

New members: L. E. Wright, Mary W. Ryckard. New members by transfer: Viljo Maenpaa, Kenneth McIntosh, Escha Bledsoe. Exempt: Harriet Wright, Mrs. G. Derim. Transfers deposited: Ervin Lessner, 505; Louis Shurtliff, 47; Joe Brown, 463; Harry Linden, 6. Transfers issued: Ruth Close, Clifford Bird, Appo Haken, Jane O'Reilly. Transfers withdrawn: Viljo Maenpaa, Ferenz Steiner, Escha Bledsoe. Cancelled: Misha Peltz, Charles W. Woods, W. K. Herndon. Annulled: C. P. Graham, H. A. Browning, M. A. Howell, Don Moore, Lowell Tigh.

LOCAL NO. 102, BLOOMINGTON, ILL.

Erased: Shelby Gassaway, Lawrence Loney, Carl Myers, Howard Davidson, Glenn Davidson. Resigned: Ben Scanlan, Merle Wiedig, Walter Chapman. Transfers issued: John Noonan, Arnold Lovejoy, Jewett Kopley, George Christopher.

LOCAL NO. 103, COLUMBUS, OHIO.

Transfers issued: K. D. Norsworthy, M. D. Thorpe, A. A. Gardull, Chas. E. Mack, Wm. M. Greene, Andrew Oliva, J. B. Lephardt, H. R. Furniss, E. E. Shinkle, J. F. Todhunter, Virgil King, R. B. Webster, John Horch, Wm. F. Curran. Transfers returned: M. D. Thorpe, J. F. Todhunter, A. A. Gardull, Chas. E. Mack, H. R. Furniss, Leroy Berry, Andrew Oliva, Robt. P. Moore, Fred Miller, E. S. Hoon, R. B. Webster, John Horch. Transfers deposited: F. True Smith, 683; Beasley Smith, Wm. McDowell, Percy Carson, Clinton Garvin, all 257; Ralph Swisher, 25; John J. Humble, 11; Tommy Miller, 280; Wm. Folk, 245; Herman Hall, 3; Aubrey Amann, 309; Erwin Wagner, 8; Dick Coy, 122; Kenneth Hoffman, 159; Leslie Wilson, 596; Robt. N. Miller, 192; Melvin McCreary, 417; Judson E. Foster, 801; Jas. J. Hays, 51; Cecil Wetmore, 443; S. Ross Bartlett, 15; Irene Scott, Mary Phillips, Carl Frank, all 1. Transfers withdrawn: Beasley Smith, Wm. McDowell, Percy Carson, Clinton Garvin, all 257; Ralph Swisher, 25; John J. Humble, 280; Wm. Folk, 245; Herman Hall, 3; Aubrey Amann, 309; Erwin Wagner, 8; Dick Coy, 122; Kenneth Hoffman, 159; Leslie Wilson, 596; Robt. N. Miller, 192; Melvin McCreary, 417; Judson E. Foster, 801; Jas. J. Hays, 51; Cecil Wetmore, 443; S. Ross Bartlett, 15; Gus Finn, 66. Members from transfer: Angelo G. Litz, 185; Abe Dworkin, 122; Ralph H. French, 4; Lyle Kirk, 24. Transfers cancelled: Carl G. Frische, 320; Angelo Litz, 188. Retired: Otto B. Heaton. Resigned: Edwin R. Hawley, R. M. Donaldson, Paul Birchfield, Emil Launer, J. L. Vlasak. Restored to active membership: Kathryn M. Kolp. Traveling members: Claire Field, Kenneth Cole, Henry Calderland, Geo. Korrman, John F. Barry, Arthur Odell, Gerald Stommer, all 24; J. Wallace Robinson, 273; S. J. Turpin, 206; R. H. Niewebuer, C. L. Shellabarger, Herb. Markle, Roy Marts, Dave Burrows, I. Timmerman, all 101; James Emert, 60; Julius Mendelson, 71; Dave Harmon, 761; Mickey McNeil, 700; Dan S. Ryan, 174; Joseph Swarzman, 661; Chas. F. Young,

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Advertisement for PIANO. Text: "Special arrangements as played by leading pianists with new, modern 'licks' and styles. 1 on 'Some of These Days,' 2 different on 'St. Louis,' 2 on 'I'm Waiting'—SEVEN IN ALL!! A veritable 'FIND' for solo work. Sent to you upon receipt of \$2.00. Limited supply—rush your order NOW! JULIAN FINNEGAN STUDIOS 7 East Sixth St., St. Paul, Minn."

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761: Harold Sellers, 21; Joseph Lafferty, 802; Preston Attig, 472; Marjono Dallolis, 595; Herbert Noel, 9; Geo. A. McDonald, 9; H. Becholt, G. R. Hinst, J. Ranes, Russ Ekken, Jack Walkup, all 101; Ervin Wagner, 8; Tommy Miller, 280; Aubrey Aman, 309; Wm. Polk, 241; Ralph Swisher, 25; Peggy Carson, Beasley Smith, Wm. McDowell, Clinton Garwin, all 257; Eldon Morris, 3; Herman Hall, 3; Ray Eberle, 802; Joseph H. Hostetter, 224; Robt. H. Jones, 111; Glenn G. Knoblauch, Frank Davis, Wm. C. Shofner, Russell Ranch, Walter Hunt, Stanley Dennis, Gene Gifford, Tony Boughlin, M. P. Jennesen, all 5; Harold E. White, John St. Roseve, John Hamp, Carl Raub, Lewis Snadling, Jack Gauke, Andrew Truman, Clifford Garret, C. D. Ward, Lester Brewer, Adise Hotkerk, Leonard Camet, all 70; Ed. Camden, E. H. Runkle, Wm. J. Uhl, Carl Richard, Michael Hauer, C. F. Penrod, Earl Williams, Wm. K. Davis, Oude Reynolds, Harry Yoder, J. W. Powell, all 101; Eugene Scott, Leroy McCoy, Frank Fairfax, Howard Abbott, Lawrence Watkins, Phillip Edwards, Charles Moore, L. Holt, Heywood Simpson, Joseph Branch, all 607; Austin J. Wylie, Joe Toth, Jr., Julius A. Johns, Clarence Hutchinside, Chas. M. Auld, Tessa E. George, Lyle Murphy, all 4; Joe Bishop, 65; Jack Jenny, 334; H. Grady Watts, 60; Harry J. Swift, 58; Harry Dickman, 15; Ernest Leak, 137; H. C. Johann, 306; John G. Davis, 25; Orville A. Andrews, 11; J. W. Marples, 11; Jimmie M. Joy, Lloyd Akridge, Jack Brown, R. F. Hamel, Gilbert Oshaughnessy, Norman J. Smith, Frank Waterhouse, all 147; Leslie Wilson, 596; Robt. M. Miller, Judson F. Foster, Danny Kenyon, James I. Hayes, all 721; Cerio Wetmore, 443; Dick Coy, 122; Melvin McCreary, 417; Kenneth Huffman, 192; Robt. H. Miller, 192; S. R. Bartlett, 5; D. C. Buckley, 605; L. Chowell, 450; Brain Cowrsin, 605; Leon Hill, 135; G. W. Troxwell, 608; Robt. F. James, cond. 5142; Michael D. Cosan, 170; Cotton De Keoperts, 77; Clark E. Horn, 515; Lester Yeager, 135; Edward Gill, Wm. Altoner, Gordon W. Glancey, Theo. J. Manns, Carl L. Boeklund, all 107; George Buttles, 118; Don Port, 86; E. C. Wardman, 545; Austin Hull, 24; John Miele, 4; Fernand Le Jeune, 179; Robert Gilley, Raymond Leonard, Clifton Plog, Harold McNary, Russell Keller, Roy Seiler, Wm. John, Frank Sheppard, Andrew Daugherty, Lowell Tennis, all 25; Dave Elridge, 300; Fred Brown, 542; Wm. Wakefield, Ben Richardson, Wm. Eldridge, Ell S. Wilson, Chas. Bloomer, Neal Bowles, Parker Jones, Gus Wilson, all 300; Clarence Ross, L. W. Curl, Ralph Sanders, Edw. Inge, Edw. E. Cuffee, Todd Rhodes, Davison, Jas. Dudley, P. Robinson, D. Redmond, Cuba Austin, all 5; George Oliver Hall, 814; Quentin Jackson, 814; Slatz Randall, 23; A. H. Jones, 403; Adams Clement, Alfred E. Little, A. C. Buie, all 73; A. W. Mansfield, 150; Wayne Smith, 643; E. L. Ousley, 444; Harry E. Jennings, 362; Tom Hamson, 36; John Parsons, 280; Marion Hughes, 257.

LOCAL NO. 105, SPOKANE, WASH.
New members: Everett Dallas, Ruth Brayson, Jack Holt, Marion Boyle, John McReynolds, Eda Roman, Joe Hughes, Earl McCarthy, William Pollard, William McKings, Shirley Sheffield, O. Brandvold, Edison Allen, Richard Lewis, Charles J. Taylor. From transfer: Allen Douglas, Dow Le-Roi, Walter Thomas.
Transfers deposited: Paul Lester, Mrs. Paul Lester, 131; C. A. Best, 202.
Transfers issued: William Spielberg, Nels Getlar, Anastasia Burgund, Helen Friedman, Harry Hale, Russell Bailey, Grace Seaver.
Transfers annulled: H. B. Pierce, Walter Thomas, E. W. Altvater, Evelyn Sparlin.
Resigned: Norton Jennings, Athol Laity, Vic Charbulak.
Exempt: Kathleen Hughes, Leah Driesbach, Flora Schulte, Ray Paulsen, Jack Myhre, Chester Davies, D. Byron McCoy.
Life members: Frank Barta, Robert Schmidt.

LOCAL NO. 106, NIAGARA FALLS, N. Y.
Transfer returned: Max Brown, 149.
Resigned: Arnold Haseley, Donald Wilson, Clarence Weaver, Harry Farley, William Conroy, Leonard Fortier, Theodore Karaska.
Transfer withdrawn: Roland Martin, 209.
Transfers issued: Dominic Lascala, Bernard Mayflower, Elmer G. Gansworth, Dean Goodwin.

LOCAL NO. 119, QUEBEC, CANADA
Traveling members: Joe Levitch, Armand Gombel, Amato Carbonera, Pauline Zelsler, Primo Simill, Tarmero Guglielmi, Edward Giannone, Nerio Bianchi, Fred Salvatore, Stella Valenza, Mario Margarido, Joe Mazzariello, Louis Rossi, Carl Pampari, Vincent Garzia, Frank Maurino, Frank Palmoro, Anelli Nappi, Eugene Soldo, Joe Buttimore, R. Mazzari, all of 802; F. Delcellier, 406.

LOCAL NO. 120, SCRANTON, PA.
New members: Edward Toper, Elesson Sellers, Willie Ceeas.
Transfer deposited: Willie Creager.
Transfer issued: J. D. Robinson.

LOCAL NO. 123, RICHMOND, VA.
Reported suspended through error: Victor A. Cowardin.
Transfer deposited: Bob Edwards, 619.
Transfer withdrawn: J. E. Freshour, 166.
Transfers issued: William Edgington, A. Sinclair Ross.
Resigned: Johnnie Kloss.

LOCAL NO. 125, NORFOLK, VA.
Resigned: E. J. Ahern.
Transfer withdrawn: Chester Poole.
New members: C. H. Bunting, J. R. Charlesworth.

LOCAL NO. 137, CEDAR RAPIDS, IOWA.
New members: John W. Getty, Edgar Harville.
Withdrawn: William Christie, Leo Dvorak, Kris Knudson, Henry Vyskocil, Jr., Mrs. Helen File, C. Wayne Newell.
Transfers deposited: Art Hats, Jr., E. H. Hinkle, 586; J. F. Adamson, 264; Cliff Foreman, 316; Ray Bandfield, 75; Edgar Richardson, 551.

LOCAL NO. 142, WHEELING, W. VA.
New members: Daniel H. Woods, Elwood Schrader.
Transfer issued: Roy Walden.
Transfers withdrawn: Edna Armbruster, Frank Sindelar, Darrell Freeman, Mrs. W. H. Conrad.

LOCAL NO. 143, WORCESTER, MASS.
New members: John Adamowicz, Francis J. Cronin, Thomas Cummins, Joseph R. Derosier, William L. Dinsdale, Alfred J. Eno, George A. Gilligan, Daniel Hebert, Harvey O. Laguerre, Alexi Lucier, Paul Mandella, Joseph A. Nozzolillo, Nathan Osterman, Anthony Patrick, Lincoln G. Porter, James E. Powers, Fay Tusciano, Alexander B. White, John A. Zelunki.
Resigned: Mrs. M. A. Abbott.
Transfer deposited: Yale White.

Transfers issued: Maurice Grossman, Adrian Zing, Stephen Cappuccio, Onell J. Smith, Ned Cosmo, Abel Garcia, Hugh Connors, Perley Archambeault, Ken. Stewart.
Transfers returned: Arthur A. Adams, John H. Dolan, Edgar Swanski.
Traveling members: Harry Wohl, 802; Harry Lubin, 802.

LOCAL NO. 145, VANCOUVER, B. C., CANADA
New member: C. E. Shaw.
Transfers deposited: S. Daykin, 53; H. Day, 247.
Transfer annulled: A. W. Pyc.

LOCAL NO. 147, DALLAS, TEXAS.
New member: Robt. L. Harris.
Transfers deposited: M. Ferguson, 23; K. Jack Wakefield, 65; Chas. Broad, 771; Chas. C. Manning, 10; Wm. Edw. Maginness (Ted Mack), 20.
Transfers withdrawn: Mrs. S. Donald Johnson, 65; James Ellard, 20; G. Carbonaro, 802.
Transfers issued: Harry J. Krousbars, Robt. L. Harris, W. H. Erwin, Charlie Gamble, Geo. M. Illis, Miss Janet Miiroy, Wray Sherrill, Geo. W. Caldwell, Mrs. George W. Caldwell.
Resigned: C. R. Witherspoon.
Traveling members: Ramon Ringo, 802; Perry F. Chailfoux, Howard J. Wulfus, Jois Lichter, Wm. Hodges, Robt. Riedel, Jess Cullan, E. W. Bell, R. J. Shurte, Edw. MacNicholl, all 8; Chester Walker, 89; Carl Harris, 10; Joe M. Gill, Frank Obernier, Robt. Casey, John J. Littich, Fred C. Lanfetter, Vernon L. Brown, Forrest G. Crofford, Jr., Russell Rohrkasse, Nordel J. Patrick, Arthur Gruner, Rola Coughlin, all 2.

LOCAL NO. 148, ATLANTA, GA.
Transfers deposited: Ernest Goodson, 730; Tom Hearn, 721; Douglas Van Deventer, 80.

LOCAL NO. 149, TORONTO, CANADA
New members: Archie Cunningham, Harold H. Frost, James B. Gibson, Charles W. Hannigan, Ross W. Hitch, Ivor Luce, Fred Pianosi, Ernest E. Waterfall.
Transfers deposited: Robert Godard, 321; Harold E. Lewis, 276; L. McKeever, 180; George Kettladze, 93; J. G. McNamee, 418.
Transfers issued: M. Steinberg, Bill Hurst, M. Adaskin, L. Crerar, W. Sartell, C. Glidden, L. V. Shilling, J. Levine.
Traveling members: Walter Brown, Cass Freeborn, Sam Posen, Max Pouch, all of 802.
Resigned: Mrs. E. J. Blackley, D. S. Challicom, Harry J. Sneath, Carl Sturm.

LOCAL NO. 154, COLORADO SPRINGS, COL.
New members: Chester H. Bright, Kenneth Robinson, James M. Waddell.
Transfer deposited: H. G. Miller, 60.
Permit withdrawn: Carl Maynard, 69.

LOCAL NO. 161, WASHINGTON, D. C.
New members: J. W. Parsons, J. J. Harblson, A. A. Tushin.
Transfers deposited: H. H. Wilder, Alex Manke, J. Chosak, R. Paolucci.
Resigned: Robert H. Greenwell.

LOCAL NO. 166, MADISON, WIS.
New member: T. Carroll Sizer.
Resigned: A. E. Frye, Al Friedl, E. C. Stacey, E. A. Meyers, S. D. Meyers, E. W. Altvater, C. J. Stutzman.
Transfers deposited: Clare Wilson, 278; Kenneth Sofky, Chas. C. Newman, Norval E. Martin, all 228; Billie Link, 232; James McConahy, 732; Jerry Summers, 59; Don Smith, 278.
Transfers withdrawn: Jerry Summers, 59; Jay C. Irelan, 10; V. Lauersdorf, 8.
Transfers issued: K. D. Simmons, L. Alveerson, R. Laylan, M. C. Bridwell, George Walrath, V. H. Weber.
Traveling members: Caesar Rivoli, cond. 5214; Austin McClure, Eva Jacobs, Louis Chico, all 10; Velma Schimmel, Alice McGrath, all 289; Julie Huth, V. A. Pellarini, all 174; Johnny Perkins, 48; Hazel Gladstone, 770; Nell Evasley, 469; Beulah Graham, 17; Winifred Burke, cond. 5379; Joyce Wayne, cond. 5380; Hazel Boyer-Kay, 147; Eva Edwards, 5; M. S. Fitchard, 473; Louis Chicco, 802; Amella Chicco, 86; Harriet Sunderland, 765.

LOCAL NO. 171, SPRINGFIELD, MASS.
New member: A. A. Anderson.
Transfers deposited: George Engstrom, 802; Benjamin Shapiro, 144.
Full members from transfer: Harry Hufnagle, Chester Murnane.
Transfer cards withdrawn: Rolland Cote, Ray Lefelure, A. Goebel.
Resigned: Robert Patterson, Frank Melle-dew.
Erased: Jack Yelln.

LOCAL NO. 174, NEW ORLEANS, LA.
New members: Robert De Cuir, Pat De Cuir, George R. Hanksin, Josef Cherniavsky.
Transfer deposited: Bert Lillie.
Transfer issued: D. Weinstein.
Transfers withdrawn: George (Devron) Chivo, Glenn Burrs, Joseph Magiletta, Jess Sutton, W. H. Veil.
Transfers cancelled: C. W. Robinson, Horace Diaz, Jr., Edward M. Quinn.
Erased: Emanuel Blessey, Virginia Schwan.
Traveling members: William Ortman, 5; Ramon E. Ringo, 802; Lynn Burno, cond. 5253.

LOCAL NO. 177, MORRISTOWN, N. J.
New member: Raymond C. Hantman.
Resigned: Eugene Osborne.

LOCAL NO. 183, BELOIT, WIS.
New member: Robert Mathew Richards.
Withdrawn in good standing: Christopher Kassebaum.

LOCAL NO. 188, BUTLER, PA.
Officers for 1931: President, Mark Porritt; vice-president, Mitch Rudlak; secretary, Karl T. Kemper; business agent, N. P. Seannell; treasurer, William T. Sudds; sergeant-at-arms, M. J. Kalina; executive committee, Alvin Elliott, C. E. Nicholson, C. E. Weigle.

LOCAL NO. 190, WINNIPEG, MANITOBA, CANADA
New members: William Craigon, William Dubowitz, Clare Kennedy, Miss Nora Longmuir, Harold T. Price, Frank Young.
On transfer: W. K. Palmer, W. H. Blondin.
Resigned: Samuel Rosenfield, Samuel Friedman, Ernest E. Harber.
Withdrawals: Arnold T. Johnson, Patricia Rignold, Albert Templin, Mrs. M. Tucker.

LOCAL NO. 196, CHAMPAIGN, ILL.
Transfers issued: R. Allyn Brooks, John Woy.
Transfer received: Henri E. Shephard, 224.
Erased: Lawrence Lonney.

LOCAL NO. 198, PROVIDENCE, R. I.
New member: William Brennan.
Transfer issued: J. J. Lilley.
Transfer revoked: Wassill Lepp, 802.
Resigned: Elizabeth A. Vellella, Benjamin Premack, Edmund Broadley.

LOCAL NO. 201, LA CROSSE, WIS.
New member: I. W. Peshak.
Transfers deposited: W. E. Maurice, K. Putnam.
Transfers withdrawn: H. McClernon, H. A. Hamlin, K. Putnam, R. Jonas, Theodore Lokemoen.
Transfer issued: August Sill.

LOCAL NO. 203, HAMMOND, IND.
Transfer deposited: Robert M. Hyde.
Transfers issued: Max Miller, Thomas J. Wise, W. N. Dutton.
Transfers returned: Thomas J. Wise, Max Miller, W. N. Dutton.
Traveling members: Cleo Balcom, 791; Irene Glese, 10; Esther Glese, 235; Bessie Moore, 10; Millie Frigze, cond. 4828; Marion Amidon, Axel Christenson, 10; Reggie Willis, 17; Robert Rinehart, 111; Bradley Rafferty, 485; Warren Knox, 107; H. K. Brownlie, 765; Tom Brown, Vern Brown, Tom Brown, Jr., Jack Carpenter, Kris Knutson, Jess Ewing, all of 10.

LOCAL NO. 204, NEW BRUNSWICK, N. J.
New member: Frank Frucel.

LOCAL NO. 220, NORTHAMPTON, MASS.
New member: John Burke.
Resigned: J. Raymond Lemon.
Honorary members from regular membership: Milton O. Wickes, George Budd.

LOCAL NO. 232, BENTON HARBOR, MICH.
New members: Cyril Crouwiler, Jerry C. Jones, Leo Wittbanks.
Transfer deposited: Jerry Summers, 59.
Resigned: William Hannaford, John M. Glade.
Transfer returned: Cassius L. Ramsdell, Jr., 237.

LOCAL NO. 234, NEW HAVEN, CONN.
New members: G. Gludice, T. Galligan, G. Palmer, Eugene Popolizio, Vincent Popolizio, Harold Rhein, Edmund Costanzo, Ernest De Gross.
Erased: H. W. F. Baldwin, Mrs. A. Beebe, D. R. Bonessi, R. H. Bretlinstein, A. Cardelli, Walter Clapp, Albert Cohen, Carl Cohen, Benny Di Biase, Mrs. C. Delaney, Sidney Diamond, Nathan S. Downes, Jack Greenspun, Earle B. Hanson, Albert J. Heck, Sidney Hillsoff, A. R. Hulse, Alfred Horton, James Johnson, Eldridge Jones, Justin Magner, Jacob Mark, Ernest Martino, Albert Miller, Edward Neary, Tom Noonan, Henry B. O'Connell, Fred J. Rausch, Godfrey Romberg, Jack Schapiro, Mrs. B. Schutte, John J. Sheehan, Morris Shindell, Winston Sharples, George Schofield, William C. Woods, Sidney Block, Frank Brigham, Constantine Carrano, Joseph Fogarty, Nels Irwin, Stanley Lesneski, Thomas O'Donnell, Jack Padley, George H. Scharf, Michele Garista, Howard S. Cook.
Members from transfer: Everett W. Pearson, William H. Baker, W. L. Hills, 400.
Transfer withdrawn: Bernard Devins, 106.
Traveling members: Horace Heldt, H. Moore, H. H. Plummer, L. H. Fleming, C. Moore, H. Lykins, R. Englander, E. Kralts, C. R. Bowne, A. R. Thorsen, P. A. Knox all of 6; D. Morgan, 802; R. Lykins, 325; Stewart Grow, Ted Lewis, S. Blankleder, V. M. Padula, H. A. White, G. C. Brunies, S. Shapiro, C. Malsto, H. A. Mansfield, G. Tookey, D. Klein, T. L. Friedman, all of 802; T. M. Spainer, 10; J. N. Mills, 1; J. Aronson, 2.
Transfers issued: R. Betts, D. Ferguson, Lee Voloshin, H. J. Klimpl, J. Devlin, S. Levine, Ed. Roy, Barney Rapp, J. Whalen, Frank Cipriano.
Traveling members: Helen Lewis, 138; Florence Belk, 802; Helen M. Stiles, 20; Lillian Sawyer, 9; Julia Goldman, 802; Mabel Hicks, 265; Evelyn Payton, 138; Myrtle Bodelou, 138; Marguerite Rivers, 802; Ida Cooper, 427; Ruth Harris, 73; Dorothy Newman, cond. 5247.

LOCAL NO. 236, ABERDEEN, WASH.
Traveling members: Mike Doty, D. Fitzsimmons, Roy Wager, Albert Andrews, Wm. Albrant, G. Morehead, Miles McCaffrey, Clyde Hunt, Lloyd Garkins, all of 117; A. Turner, H. Jimmer, F. Kelly, D. Dinbar, R. Kale, E. Gerdon, W. Hawkins, C. McAdams, B. Ulman, Vic Myers, all of 76.

LOCAL NO. 248, PATERSON, N. J.
Transfer revoked: H. W. Rubottom.

LOCAL NO. 264, KEOKUK, IOWA
Officers for 1931: President, Max Blake; vice-president, Duan Peterson; secretary-treasurer, J. E. Peterson.

LOCAL NO. 275, PORT CHESTER, N. Y.
Transfer deposited: Michael Lorant, 802.

LOCAL NO. 278, SOUTH BEND, IND.
New member: George L. Miller.
Transfers issued: J. W. Fredricks, Eddie Louth, Robert Helmcamp.
Transfer withdrawn: Joe Alexander.
Traveling members: John Ashton, Mike Mallia, John Jesson, F. Hedden, all of 76; John Dempster, 556; Merlin Dresden, 254; W. A. Copeland, 70; W. Burman, 704; O. L. Thayer, 136; L. McMannais, 2; H. Haumesser, 15; Joe Cappel, 280; W. Gilbois, 410; J. D. Wellmen, 94; J. C. Mason, 546.

LOCAL NO. 288, KANKAKEE, ILL.
Dropped: Napoleon La France.
Traveling members: Lawrence Lowney, 102; Ernest Miller, 280; Herschel McLean, 131; Henry Niles, 597; Frank Conti, 107; Mart McMillen, 59; Gene Wilder, 765; Henry Wright, 224; Bob Cole, 90; Ray Moser, 763.

LOCAL NO. 324, GLOUCESTER, MASS.
New members: William Knuntiba, Arnold Niemi, F. Walden Martin, Sulo Eokkila, Reino Kulju, Edmund Culver, Ownie Sampl, Matt Hautala, Roger Boynton, Eric Putonen, Raymond Jacobson, Donald Niemi.
Resigned: Berton Dollif.
Withdrawn: George Madsey.
Transfer issued: Ernest W. Hamilton.

LOCAL NO. 325, SAN DIEGO, CALIF.
New members: Stanley Bridges, Maxie Lerner, Robt. L. Williams, R. Di Rosen, Herbert Etchegary.
Transfer deposited: Donald Igoe.
Transfer withdrawn: Mike Schiller.
Erased: Alice Iboey.
Transfer issued: Lillas Johnson.

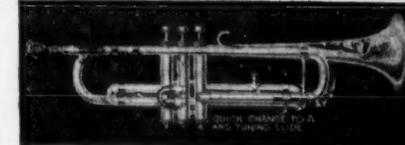
LOCAL NO. 326, PANA, ILL.
Officers for 1931: President, Wayne L. Hunter; vice-president, Cyrus Zohrodka; recording secretary, Philip Colin; financial secretary, Julius Stepping Jr.; treasurer, C. Fred Foll.



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LOCAL NO. 341, NORRISTOWN, PA.
New members: Horace H. Clyde, Henry N. Kutz.

LOCAL NO. 356, OGDEN, UTAH.
Transfers issued: Elmer Keil, Herman Hansen.
Transfer returned: Gayle Uggla.
Transfers deposited: Percy Marshall, Minnie D. Lee.

LOCAL NO. 375, OKLAHOMA CITY, OKLA.
New members: Herman Garretson, Tom Imel.
Transfers deposited: Paul L. Houser, 750; Robert Dawling, 66; Gordon Stiles, 266; Oliver Leonard, 75; Ray M. Cross, 94; Jack Teagarden, 802; Lloyd Akridge, 147; Orville Andrews, 11; Jack Brown, 147; John G. Davis, 25; R. T. Hamel, J. M. Joy, 147; Henry Johann, 308; J. W. Maples, 11; G. O'Shaughnessy, Norman J. Smith, Frank Walterhouse, all of 147; Frank Maculay, Don Potter, A. M. Small, Dick Manning, Barney Hasley, Walter Whitner, Ray Cowan, Bobby Howard, Bob Amick, Ted Wilmot, all of 94.
Transfers withdrawn: Jack Carroll, 65; Bobby Jackson, 765; Geo. Christensen, 693; C. J. Elliott, 466; Harold Haren, 137; Robt. F. Myers, 11; Geo. Zbanek, 157; Robt. Hut-sell, 11; R. Hawn, 116; Chester Gordy, 450; Carl Skinner, 19; Dick Dixon, 14; John Gordy, 116.

LOCAL NO. 380, BINGHAMTON, N. Y.
Transfers issued: Weltha G. Seide, Osborne L. Evans, Russell Van Slyke, Charles R. Elwoods.

LOCAL NO. 399, ASBURY PARK, N. J.
New members: Henry D. Lamke, H. Barker Piteg.
Traveling members: Sam Gregory, 249; Herbert Strockman, 750; Howard Shiver, 269; Harry Thomas, 750; Kenneth Fraw, 686; Guy Swigley, Park Tartenbaugh, Robert Louis, Clyde Moses, Robert Webster, George Kober, all of 296; H. De Vaugh, H. Andes, N. Simmons, K. Simmons, A. Gibbons, E. Bennett, J. Moore, E. Huffine, I. Goldstein, Don Bigelow, all of 802.

LOCAL NO. 403, WILLIMANTIC, CONN.
Transfers issued: John T. Quinlan, Dan Haigh.
Transfers deposited: M. J. Ball, 802; H. K. Scheldler, 440.

LOCAL NO. 409, LEWISTON, ME.

Officers for 1931: President, A. N. Pettengill; vice-president, Charles Diehl; secretary, J. P. Dumais; treasurer, R. H. Tuttle; examining board, J. P. Dumais, A. N. Pettengill, L. Barrett; executive board, Wilfrid Boucher, Harry Milliken, J. B. Teutain, E. Martin, C. Jalbert; sergeant-at-arms, H. Davis.

New members: Kenneth I. Wood, Thomas J. Gormly, William S. Walker, Rolfe H. Lavey, Harvey B. Rowe, James F. Donald, Gordon Gilbert, Richard A. Tuttle, Frank Corea, Harry DeAngelis, Helen Raffell.
Dropped: Clarence Joy, Carl P. Rowe, Charles L. Abbott, Lucien Arnoldy, Alcide Cormier, Alphonse Cote, E. T. Chandler, Jr., John Daly, Herman Ey, Harold L. Gove, J. L. Hobbs, Gerard Jean, Oscar Lebel, W. Lambert, Desire Labens, Wilfrid Nadeau, Napoleon L. Richard, L. A. Soule, John Y. Scruten, Clair Syphers, Clifton Shea, Leonard W. Thompson, Arthur Cotta, Bernard Kilbreth, Charles McGraw, Francis McPherson, Joseph L. Gaudreau, Ernest Juneau, Frank Corea.

LOCAL NO. 424, RICHMOND, CAL.

New member: Edward Champ Bergen.
Transfer deposited: J. E. Hill.
Transfers issued: D. E. Williams, Clarence Jarman.
Transfer withdrawn: A. Potter.

LOCAL NO. 473, WHITE PLAINS, N. Y.

Transfers withdrawn: Arthur Boman, Russell Banzer, Orville Knapp, all 802; Albert R. Vlerd, 214.
Transfer withdrawn: Anthony Lacio.

LOCAL NO. 476, MONET, MO.

New members: Ray E. Gosnell, Guy Sanderson, A. M. Barton.

LOCAL NO. 496, NEW ORLEANS, LA.

Transfers issued: Louis Cottrell, Albert Martin, Henry Turner.

LOCAL NO. 531, MARION, OHIO

New members: Lulu Smith, Virginia Grover, Arthur Wick.
Resigned: Virgil F. West.
Transfer issued: Roger N. Berry.

LOCAL NO. 534, GREENVILLE, PA.

Officers for 1931: President, F. R. Carr; vice-president, R. D. Rimer; secretary, C. E. Gibbs, Jr.; treasurer, C. F. McMillans; executive board, L. R. Aubel, Wm. McMillen, Jr., Ralph E. Williams.

LOCAL NO. 536, ST. CLOUD, MINN.

Erased: George Dods.
Transfer issued: Carl Whyte.

LOCAL NO. 542, FLINT, MICH.

Transfers withdrawn: Howard Mathis, Roy Dudley, L. A. Nortenstraugh, S. E. Mear, Ross A. Comer, Wesley Waldenmayer, Frank Davila, J. Frank Houston.
New members: Orville Breen, Emmet Ingelston, Manuel Mello, Roy Krieger, Elmer Cornwall, Jerry M. Miller.
Resigned: J. H. Bennett, L. C. Le Mieux, Gordon Peterson, Gerald Reikin.

LOCAL NO. 549, WICHITA FALLS, TEX.

Transfer withdrawn: W. J. R. Sunderland, 147.
Transfer returned: Lowell Riggs, 72.
Transfers issued: R. A. Broilier, V. M. Vance, Pete Brewer.
Transfers deposited: Ted King, 224; Geo. Henry, 23.

New members by transfer: A. B. Rische, Cleo Grantham, Paul Cooper.
Traveling members: Paul Nitke, 802; Jerry McRae, cond. 5557; Vivian Vardenbaum, cond. 5552; Gladys Jones, cond. 5553; Dorothy Jones, cond. 5554; Evelyn Jones, cond. 5555; Hazel Jones, cond. 5556; Vahra Thompson, 10; Estelle O'Connell, 23; Edw. R. Jucksch, 210; Glenna Thompson, cond.

LOCAL NO. 558, OMAHA, NEBR.

New members: Earl E. Bostic, Alfred S. Abney, R. L. Lewis.
Transfers issued: Joe Edwards, Archie Watts, Geo. Madison, Noble Floyd, Robert Welch, Lloyd Hunter, Walter Harrold.

LOCAL NO. 578, MICHIGAN, CITY, IND.

New member: Norman Heuck.

LOCAL NO. 594, BATTÉE CREEK, MICH.

New members: Bruce O'Leary, Russel Abbott, Earl Thayer, Clifton Brown, Domenic Zanotti, Jay Whittington.
Transfer issued: Wynn Van Cronk.
Transfers returned: Flavilla Spyker, 320; Al Buckner, 5.

LOCAL NO. 595, VINELAND, N. J.

New members: Paul Smith Golder, Clarence E. Hendrickson.
Honorary members: Achille Morland, Leon S. Cassidy.

Suspensions lifted: John Agovino, Samuel Freedman, Salvatore Russo, Frank Marino.
Resigned: Charles C. Baker, Jonathan Henderson, Rocco Russo, Frank Sharp, Merald Sockwell, G. Chester Weber, John Agovino.
Provisional membership terminated: Geo. Zechman.

Transfers issued: Norman W. Campbell, Marino Dalloio, John Gano, H. C. Gerlach, James B. Guida, Lewis Quadling, Enrico Serra, B. D. Streeter, Frank Testa, Charles S. Ware, Harry L. Wuest, John W. Augustine, Emil Bzezinski, Eugene Castellani, Herman D'ippolito, Salvatore D'ippolito, Dominick Ippolito, William Pearsall.
Transfers returned: Norman W. Campbell, James B. Guida, Nicholas Kelmayer, Lewis Quadling, Marino Dalloio.
Transfers deposited: Harry Bell, Ralph G. Earle.

Transfer revoked: Ralph G. Earle.
Traveling members: Rose Harper, Maurice, Bessie and Isidore Roisman, Jack Katz, all cond.; Ray Allen, 77; Nathan Gluck, 802; Richard Weidner, 411; Gerald McTermian, 399; Lawrence Andreini, Salvatore Gianfrasco, all 802.

LOCAL NO. 596, UNIONTOWN, PA.

New members: Joseph Essington, Edwin Ball.
Traveling members: Robert Hook, William Richie, Carl Gallaher, Jan Garnet, Geo. Durkach, James Whalley, Jr., Robert Doak, Jr., Pat Wright, Jess Kish, Harold White, Nat Townsend.
Transfers deposited: Don Soissons, Harold Rudy.
Transfers issued: Robert Hook, William Richie, Carl Gallaher, Jan Garnet, Geo. Durkach, James Whalley, Jr., Robert Doak, Jr., Pat Wright, Jess Kish, Harold White, Nat Townsend.

LOCAL NO. 612, HIBBING, MINN.

New members: B. N. Grossman, Armand J. Leroux, Lyle Francis Hachey, O. B. Dahle, Fred Kocian, Ronald Hachey.
Transfer issued: William M. Pomroy.

LOCAL NO. 618, ALBUQUERQUE, N. M.

New members: N. B. McCullough, P. W. Satsinger, T. H. Kilbourne, B. A. Kay.

LOCAL NO. 627, KANSAS CITY, MO.

New members: Ersal Douglas, Walter Monroe, Virginia Ruth Henley, Otto Perry, Denard Muse, Trezevant Sims.
Transfers deposited: Ben Thigpen, Floyd Brady, 286.

Transfers issued: William D. Woods, Charles Watkins.
Transfers returned: John William, William Dirvin, Billy Massey, Harry Lawson, L. E. Freeman, John Harrington, Mary L. Williams, Andy Kirk.

Traveling members: Harry Carney, Albany Biggard, Johnny Hodges, Arthur W. Parker, Charles Williams, Freddy Jenkins, Juan Tizol, Joseph Nanton, Fred L. Guy, William Bradford, William Sonny Greer, Edward "Duke" Ellington, all 802; Melvin Draper, cond. 5524; James Morris, cond. 5525; Richard Heard, cond. 5526; G. D. Graham, cond. 5527; Henry Brown, cond. 5529; David Young, cond. 5530; Daniel Dickerson, 208; Leonard Morrison, 5; Eddie Williams, 708; Earnest Williams, Ruben Lynch, Theodore Ross, Henry Smith, Ruben Roddy, James B. Simpson, all of 168; Charles Washington, Leonard Chadwick, Dan Minor, Drewie Egan, Walter Page, all of 627; George Bacon, 286; Fred Snapp, 814.

LOCAL NO. 638, ANTIGO, WIS.

New members: Peter Hall, Donald McDonough, Arthur E. Finnegan.
Transfers issued: Norman Jenkins, Peter Hall, Art E. Finnegan, Donald McDonough, Everett Hull, Bert L. Bigford.

LOCAL NO. 655, MIAMI, FLA.

Transfers issued: Frank Heinrich, Benton W. Johnson, Pasquale Carpinelli, Sterling F. Guerir, Max Orellana, Sunny Clapp, Howard E. Wilson, Ray Webber.

New members: Walter Harden, William N. Jones, Bernard Mayerson, R. Allison Whetstone, George L. Mayer.

LOCAL NO. 661, ATLANTIC CITY, N. J.

Erased: A. E. Bellinetti, H. Carpentieri, Olga Collins, Taddeo Di Girolamo, Kurt Florett, Edward Garrett, Maurice L. Goldsmith, Mrs. Maurice Metzinger, Leo Reynolds, Leon Rosenblatt, Mrs. Alma Russell, Lawrence Sherris.
Resigned: Louis Eschert, Henry G. Draine, Morton Max Engel.
New member: Francis Coviello.

Transfers issued: S. R. Fenton, D. T. Beckman, Edward Bradsky, Harry Dobkin, Artie Styne, Robert E. King, R. Bordoni, Chas. M. Scanlin, Eugene Costello, Maurice Garson, Walter J. Pfofmatter, W. S. Vansant, Morris Freeman.
Transfers returned: Angelo Matera, D. T. Beckman, Edward Bradsky, Robert E. King, Anthony Panico, Morton L. Bates, Edward Shelly, Louis Amorosi, George F. Loomis, Joseph Curto, Maurice Ancher, Marcel Coviello, Pantilo Coalucco, Carl Doell, Morris Freeman.

Transfers deposited: J. W. Semon, 406; Emanuel Platani, 585; John B. Augustine, 595; Louis A. Longo, Wm. Kaplan, Elmer G. Helm, all 77; Mrs. Dorothy Wilson, 52; Morris Silnutzer, 595; Richard Shetlick, 77.
Transfers revoked: John B. Augustine, 595; Adelehi De Nicolantonio, 77.
Transfers withdrawn: Nicholas Prospero, Frank Testa, Enrico Serra, all 595, 802; G. Rickson, 802; Harold Scott, J. Robinson, Ralph Brown, Leroy Vanderveer, Alfred Brown, Frank Belt, Clarence Burton, Calvin Jones, Frank Smith, J. Baltimore, Vincenzo Minecci, 802; John Cantrill, 77; Irving Pietrack, 802; Shura Olanetsky, 802.

LOCAL NO. 665, MT. VERNON, N. Y.

Change of officers: Bro. Frederick J. Bellesheim was elected president of Local 665, A. F. of M., 330 N. Terrace Ave., Mt. Vernon, N. Y., to serve for the balance of year 1931.
Transfers issued: M. B. Friedman, Dottie Baxter.
Transfers withdrawn: Philip Massi, 275; Alvah R. Morrison, 9; Roger Melanconk, 126.
Transfers cancelled: Howard W. Kirsch, 802; Solomon Dzazgo, 802.
Transfer deposited: Martin Teicholz, 802.
Transfer withdrawn: Collin Layton, 275.
Transfers issued: Dottie Baxter, Parker C. Lee, E. Gerard Paul Fisher.

LOCAL NO. 685, CATHLAMET, WASH.

Transfer redeposited: Harry Hendrickson.
Officers for 1931: President, Jack Maughn; vice-president, Theodore Johnson; secretary-treasurer, Giff L. Osborne, board of directors, Theodore Johnson, Harry Hendrickson, Harold Enge.

LOCAL NO. 691, ASHLAND, KY.

Traveling members: Ruth Heyde, Lulu Terry, Kathryn Forrester, Evelyn Robison, Verna D. Weaver, Marion Glassman, Mary Crocker, all 15.

LOCAL NO. 721, TAMPA, FLA.

New members: Larry Kenyon, Less Wilson, Kenneth Hoffman, James Hayes, Jud Foster, Bob Miller, Catherine Adams, Wm. E. Deane, Frank G. Sturchio.
Transfer issued: Walter Bean.
Transfers deposited: Stanley Lambert, 207; Ray Chestnut, 148; James O'Neill, 389; A. N. McNeill, 389.
Transfers withdrawn: S. A. W. Samuelson, Gilbert Davis.

LOCAL NO. 767, LOS ANGELES, CALIF.

Transfers deposited: Quintine Jackson, George Oliver, 814; William McKinley, Cuba Austin, Todd Rhodes, Edward Inge, David Wilborn, Donald M. Redman, Prince Robinson, L. W. Curl, Edward E. Cuffee, James Dudley, all of 5; Joseph E. Smith, William A. Taylor, 802.
Full memberships from transfer: Jack Jones, Henry Prince.

LOCAL NO. 768, BANGOR, ME.

Transfer deposited: William Railton, 198.

LOCAL NO. 774, JAMESTOWN, N. DAK.

New members: D. A. Munson, Odine Christianson.
Resigned: Bennie Bernel, Harley M. Moore.

LOCAL NO. 802, NEW YORK CITY, N. Y.

New members: Olin E. Alderheld, Angelo Canaruto, John D'Agostino, Fred Grand, Samuel Romm, George R. W. Schwartz, Geo. Davidson, Morris Axt, Willard Brady, Harry Kanney, Burt Rappoport, Sandy A. Williams, Irving Beckerman, Bernardo Colletti, William Flosser, Hyman Friedman, Morris Friedman, Sam Genuso, William Palermo, Jr., Louis Pocataggio, Anthony Pisan, Albert F. Postol, Mae Rich, Ryers Richardson, Valaida Snow, George Spears, Harry Thaler, Eric Zardo, Jack Balk, Thomas G. Bohn, Charles Harkless, Joseph C. Schramm, Art Shaw, Norman D. Sherman, Jr., Mrs. H. L. Thierin, Louis C. Trampoch, Pearl E. Wright, Evan L. Young, Max Cahn, Walter J. DeVer,

Nat. Fichtelberg, William Folch, Milton Forst, Michael A. Durso, Howard B. Garner, Harold Hemingway, Louis Tarnoff, Joseph Winchell, Frank A. Gummardo, E. H. Beechler, C. H. Frazier, Jr., Nicholas Garagusa, Clyde B. Jones, John J. Miller, Waldon L. Nelson.

Transfers deposited: Anthony Weaver, 5; Leo Rosenbaum, 77; William Middlebrooke, 13; Rutledge Hawn, 116; Isaac Minovich, Herbert Gordon, 181; Jacques Renard, Raymond Simarta, 9; W. N. Carter, 726; D. A. Greene, 349; John Henley, James Noone, John Wells, C. A. Cohn, Jr., Edward B. Pollock, all of 208; Jack Murray, 290; Aldo Bernini, 234; H. J. Alvis, 208; Douglas C. Hone, 11; Stanton Cannon, 76; James McLean, 208; Fred W. Birbach, 73; Gene Gaddo, 206; Ed. Kingsland, 400; Saul Levitan, 9; Louis F. Kieling, 40; S. C. Lewis, 34; Leon J. Sequin, 408; Robert Paolucci, 14; V. Hurtado, 400; Daniel Estrada, 327.

Transfers withdrawn: Ada M. Yerkes, F. A. Yerkes, 20; Sterling Bose, 10; A. S. Warner, 47; A. Pelofsky, 10; Salvatore Amaya, 103; Herman Stanchfield, 364; Harry I. Milen, 9; A. Barilles, 43; Edward Schultz, 100; Albert A. Wolfe, 347; Paul Caradonna, 77; Lee Cronlich, 161; James Bestick, 485; Victor Green, 190; M. Yerles, 20; A. V. Yory, 1; Albert David, 9; Jack Crawford, 10; John F. Strouse, 211; Bert Linger, 400; Ward L. Gamet, E. L. Gamet, Harold E. White, Jack Goulke, Lester C. Brewer, Andrew Freeman, John Hamy, all of 10; William Rose, 161; Lewis Quadling, 10; Adieh Hoffer, 10.

Transfers revoked: Louis N. Carroll, 378; Elmer Beecher, 5; F. G. Blakemoor, 543; Sam Greenfield, 10; James B. Donovan, 586; Gabriel Herrera, 103; Uriel Benjamin, 40; Evan L. Young, 211; Irvin Carver, 47; Raymond Love, 132; S. C. Austin, 149; Julius Welner, 132.
Transfers revoked: Jack V. Wilson, 406; Joseph R. Durbin, 10; Basil B. Rock, 78; Fred Prado, Henry Monterosso, 9.
Resigned: David E. Rosenblatt.

Membership terminated: G. Stanley Gold, Sylvan Greenwald, Riccardo Sodero, William Telfer, Robert Ecker, William V. Gropper, Joseph Kamenick, Robert Patterson, Jackie Taylor, Harold Veissl, Jules F. Freidin, Jack Scholl, L. E. Sheasby.

LOCAL NO. 806, W. PALM BEACH, FLA.

Erased: Harold Spangler.
Transfers deposited: Norman Dickens, 121; D. J. Courtnay, 655.
New members: J. C. Prescott, Lester Abrams.

LOCAL NO. 809, MIDDLETOWN, N. Y.

Transfer deposited: Wm. J. Loomis, 143.
Full members on expiration of transfer: John Nolan, 143; Norbert Ludwig, 802; Harold Stover, 660.
New member: Arthur Odell.

SUSPENSIONS, EXPULSIONS, RE-INSTATEMENTS**SUSPENSIONS**

Atlantic City, N. J., Local No. 661—Abe Belov, Charles Bense, Marsden Brooks, Carl G. Burger, Arturo Cercone, George Christine, Leslie G. Clayton, Frank Cox, Jules Dasen, John Dwyer, Jr., Joseph Frassetto, Saxi Holtsworth, Nat C. Kaskel, H. P. Lenihen, Rodney Lewallen, Liberato Martino, Arthur Meyers, Joseph C. Neary, Robert H. Olschwan, Mrs. Laura F. Peatony, Rocco Pepino, John Perry, Vito Pizzitola, William Preston, H. H. Prickett, Nicola Purri, Pietro Rosano, Clemente Santini, Ed. C. Schneider, John C. Simpson, J. S. Thorbahn, James Tierney, Anthony Valinote, Oreste Vessella, Giacinto Viticolonna.

Beloit, Wis., Local No. 183—James Gharrity.
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6432 Alpha Rubber Stamp Co., seal for Local 218, Marquette, Mich. 5.95
6433 R. R. Brant, Inc., supplies, Secretary's office 5.00
6434 Samuel T. Ansell, retainer fee quarter beginning May 23, 1931, and additional legal services 2,250.00
6435 A. R. Meeker & Co., stencils, Secretary's office 36.00
6436 Paul Sanford, refund on conditional card 10.00
6437 Homer R. Curtis, refund on conditional card 10.00
6438 Wm. F. Fleming, refund on conditional card 10.00
6439 New York Telephone Co., services, President's office 275.46
6440 Donald Kennedy, refund on conditional card 10.00
6441 Loyce C. Kellogg, Claim vs. Chas. Redrick 5.00
6442 Jay Klopferstein, Part Payment Claim vs. Henry Armantrout 12.50
6443 Al Costanzo, Part Payment Claim vs. Henry Armantrout 12.50
6444 Carl Covault, Part Payment Claim vs. Henry Armantrout 12.50
6445 Arthur Tenglund, Part Payment Claim vs. Henry Armantrout 12.50
6446 Addressograph Company, Addressograph supplies, Secretary's office 1.10
6447 Lilya Griffing, refund on conditional card 11.00
6448 W. J. Douglas, expense and per diem to Bellingham, Wash. 24.50
6449 Thorp & Martin Co., transfer case, Secretary's office 13.00
6450 Local 75, Minneapolis, Minn., telegraphic expense, Federation business 3.40
6451 The American Labor Banner, one year's subscription fee, Treasurer's office 2.50
6452 The American Labor Banner, one year's subscription fee, Secretary's office 2.50

6453 A. A. Greenbaum, telegraph expense, Federation matters 8.73
6454 W. W. Wyder, Claim vs. Oliver Naylor 25.00
6455 Thos. F. Gamble, salary, May 16th, assistant to President 144.23
6456 Wm. G. Dodge, salary, May 16th, assistant to President 115.38
6457 S. Hirschberg, salary, May 16th, stenographer to President 44.00
6458 J. R. Webster, salary, May 16th, stenographer, President's office 34.00
6459 Rose Bayer, salary, May 16th, stenographer, President's office 34.00
6460 Mary Checoura, salary, May 16th, assistant, President's office 34.00
6461 Marjorie Clements, salary, May 16th, file clerk, Secretary's office 20.00
6462 Leo Cluesmann, services in connection with H. Ostendorf case 15.00
6463 Wm. Cox, Claim vs. Henry Kiselk 11.60
6464 Fred W. Birnbach, expense and per diem to New York 116.11
6465 Howard (Bus) Browne, refund on conditional card 1.00
6466 Harry C. Sweeney, refund on conditional card 1.00
6467 Frank E. Whitney, refund on conditional card 1.00
6468 Nat A. Kitchell, Jr., refund on conditional card 1.00
6469 Alfred Sanstrom, refund on conditional card 1.00
6470 Jimmie F. Briggs, refund on conditional card 1.00
6471 Fred Smith, refund on conditional card 1.00
6472 Clyde Flenniken, refund on conditional card 1.00
6473 Wm. F. Vivier, Part Payment Claim vs. Isadore Gordon, exchange on checks 24,141.13
6474 John E. Meyer, supplies, President's office 7.17
6475 B. C. McSheehy, per diem, Lowell, Mass. 15.00
6476 Thos. F. Gamble, salary, May 23rd, assistant to President 144.23
6477 Wm. G. Dodge, salary, May 23rd, assistant to President 115.38
6478 S. Hirschberg, salary, May 23rd, stenographer to President 44.00
6479 J. R. Webster, salary, May 23rd, stenographer, President's office 34.00
6480 Rose Bayer, salary, May 23rd, assistant, President's office 34.00
6481 Mary Checoura, salary, May 23rd, assistant, President's office 34.00
6482 Marjorie Clements, salary, May 23rd, file clerk, Secretary's office 20.00
6483 Fred W. Birnbach, eleven days' salary to May 23, inclusive 180.83
6484 J. V. Sheridan, balance due from Fred Dexter 37.50
6485 Felix Vivier, Part Payment Claim vs. Isadore Gordon, seal for Local 326, Pana, Ill. 6.03
6486 Alpha Rubber Stamp Co., seal for Local 326, Pana, Ill. 6.03
6487 Jacobs & Parkas, filing cases, Secretary's office 22.75
6488 Richard E. Fiddler, Strike benefit 126.75
6489 Theo. R. Goetz, Strike benefit 84.50
6490 Gordon T. Sherwood, Strike benefit 84.50
6491 Richard M. Trimble, Strike benefit 84.50
6492 K. W. Zint, Strike benefit 84.50
6493 J. H. Gray, Jr., Strike benefit 84.50
6494 Yates Williams, Strike benefit 84.50
6495 J. M. Worthington, Strike benefit 84.50
6496 Arthur W. Zint, Strike benefit 84.50
6497 The Royal Bank of Canada, exchange on checks 14.61
6498 Vernon Bouknight, due from Bohumir Kryl 34.28
6499 Leo Cluesmann, expense and per diem to Bridgeton, N. J. 27.71
6500 Oscar Hebel, Claim vs. Harry McDaniel 35.00
6501 Harry Markin, Claim vs. Fred Van Eps 22.50
6502 Thos. F. Gamble, salary, May 30th, assistant to President 144.23
6503 Fred W. Birnbach, salary, May 30th, assistant to President 115.38
6504 Wm. G. Dodge, salary, May 30th, assistant to President 115.38
6505 S. Hirschberg, salary, May 30th, stenographer to President 44.00
6506 J. R. Webster, salary, May 30th, stenographer, President's office 34.00
6507 Rose Bayer, salary, May 30th, stenographer, President's office 34.00
6508 Mary Checoura, salary, May 30th, assistant, President's office 34.00
6509 Marjorie Clements, salary, May 30th, file clerk, Secretary's office 20.00
6510 R. R. Brant, supplies, Secretary's office 10.35
6511 Jos. N. Weber, Contingent Fund 250.00
6512 Jos. N. Weber, salary for May 1,666.66
6513 Wm. J. Kerngood, salary for May 833.33
6514 H. E. Brenton, salary for May 625.00
\$37,517.30

FINES PAID DURING MAY, 1931
Aldino, James 15.00
Bisordi, E. J. 25.00
Byrne, Frank 30.00
Braband, H. W. 10.00
Baker, Nathan 25.00
Behmer, Ervin 50.00
Behmer, Harold 50.00
Behmer, Art M. 50.00
Conary, H. 30.00
Criscuoli, Virginia 12.00
Carrano, Andrew 15.00
Corderman, Harold 25.00
Cohen, Samuel 12.00
Carmel, Oscar 10.00
Crolene, Frank 100.00
Christian, Earle J. 20.00
Croy, Martin 10.00
Dexter, Fred 50.00
Dolan, Bert 75.00
Drittall, Maurice 5.00
DeDonato, Antonio 10.00
Daines, Paul 20.00
Dow, Herschel 20.00
Daugherty, Emory 50.00
Elliott, Harold 20.00
Enzfelder, Glen 20.00
Everhart, C. H. 10.00
Fields, Claire 12.00
Fischer, Gus 5.00
Fritz, August J. 15.00
Finch, Al B. 25.00
Grimes, Herman 10.00
Gamelli, Jos. 30.00
Gentele, Raphael 12.00
Greenberg, J. D. 10.00
Green, Florence 25.00
Hamlet, Harold 10.00
Howard, Chas. 10.00
Herbat, William L. 15.00
Holme, Nigel 25.00
Heeter, Hershey 25.00
Harris, Keith 25.00
Julian, Jas. W. 10.00

Keeling, Albert 25.00
Kata, Nathan 50.00
Kuttner, David 5.00
Krause, Leo J. 20.00
Kurtz, George 15.00
Kennedy, Lincoln 50.00
Levotsky, George B. 25.00
Lustig, Billy 35.00
Martin, Leonard 10.00
Mercer, Wallace 10.00
Mirto, Ralph 30.00
Mansfield, Burton P. 25.00
Mills, Peck 50.00
Masurette, Ed. 15.00
Marshall, Frank 10.00
Moyer, Howard 15.00
Mann, Cato F. 40.00
Morris, Blyde 20.00
Mazetti, Louis 50.00
McKoen, Wm. 20.00
Olson, Edward 50.00
Olson, Martin 50.00
Olsen, Geo. Orch 45.00
Philco, Edw. 25.00
Pepper, Robert 5.00
Pillard, Chas. 10.00
Ross, Donald D. 25.00
Rohde, Lester N. 20.00
Shaus, Don 22.50
Strickland, Samuel 10.00
Sandus, Salva 10.00
Schultz, Wm. 25.00
Stewart, James 30.00
Spear, William 40.00
Strachan, Arthur 10.00
Seminel, Boris 25.00
Singerman, Chas. A. 25.00
Southern, Don 20.00
Sallinger, Abe 10.00
Toscano, Thomas 20.00
Tenglund, Arthur 37.50
Thompson, Clifford 10.00
Wiley, Earl 10.00
Westbrook, James 10.00
Wilmarth, Thos. W. 12.00
Walley, Ed. 10.00
Wolf, Albert 10.00
Walker, George 100.00
Zwald, Hubert 50.00
Zorn, George 2.00
\$2,267.00

CLAIMS COLLECTED DURING MAY, 1931
Ambrose, John 25.00
Burke, P. 25.00
Brown, D. E. 25.00
Bessel, E. 5.00
Dolans, Orch 118.20
Dexter, Fred 37.50
Ferdinando, A. 25.00
Grimes, Herman 2.20
Gorden, Isadore 50.00
Hamlet, Harold 2.20
Howard, Charles 2.20
Harmon, Dave 50.00
Henry, Tal 54.00
Hickman, Floyd 2.00
Kneeling, Albert 2.20
Kiselek, H. 11.60
Martin, Leonard 2.20
Mercer, Wallace 2.20
Moffett, Harold 5.00
Maples, Nelson 5.00
McDaniels, H. 35.00
McCrath, Jos. A. 25.00
Naylor, O. A. 25.00
Pillard, Chas. 2.20
Redrick, C. 5.00
Rich, Larry 25.00
Strickland, S. 2.20
Sanders, Salva 2.20
Shannon, H. 20.00
Steele, Blue 70.00
Smith, O. A. 20.00
Turner, F. A. 10.00
Van Eps, F. F. 22.50
Wiley, Earl 2.20
Westbrook, J. 2.20
Wait, W. 10.00
Wright, John L. 10.00
Walden, Cecil 40.00
Yates, Irving 168.60
\$954.60

Respectfully submitted, H. E. BRENTON, Treasurer.

THE PRESIDENT'S REPORT

(Continued from Page 1)

set apart to remain unaffected by conditions which have revolutionized in the last decade the entire economic structure of the world, and which continue to do so.

With this I will return to the position of the members of our profession in these trying times. In the past, by reason of certain advantages which quickened our impulse to demand a higher standard of life for our members, we created such for them in a speedier manner and to a greater degree than most all other workers enjoyed.

One of these advantages was that theatres were in the past dependent upon us and general business conditions were also favorable to the employment of our members in other establishments and functions. This is no longer so. What, therefore, is the proper policy for our organization to follow, and has it done all that can possibly be done to safeguard its members' interests, conformed to changed conditions as was imperative for its own good, that is, has it remained as highly constructive as conditions permitted? To consider these questions from their fundamental premise, we must bear in mind that music is not a material commodity; that in a higher sense it represents the poetic side of the soul, that as a cultural agent it is indispensable to society, but in itself has not the attributes of a material necessity. Its tendency is from the common and trivial to the mystic, beautifying and soul-inspiring, hence its expression is bound up in the soul and temperament, with the genius of its exponent. It does not lend itself to mechanization; its loftiness, its spirit and soul-inspiring qualities preclude this. Through mechanization it is reduced to emotionless, rasping sound, standing in even less valuable artistic relationship to real music than a cheap chromo of one of Raphael's masterpieces stands in relation to the original.

The first problem we had to meet was when machine development entered the realm of the Art of Music. This development represented retrogression of the art and a perversion of same for the purpose of profits, but nevertheless was a fact with probable reactions upon us.

However, photographed sound or canned music aroused the interest and curiosity of the people and, for the time being, proved an amazing success. How was the condition to be met?

The question of withholding our services in the manufacture of sound pictures would have availed us nothing except perchance to hold us up to the ridicule of the American people, as it would have involved us in assuming the attitude that theatregoers could only see, hear, or listen to that which we, the American Federation of Musicians, had approved. Much more could be said concerning this question. A misunderstanding and a misapprehension of the possibility, or rather impossibility of successfully coping with same could easily develop, and did develop among some members. I, myself, was for a time a victim of this illusion. All of which makes it clear that decisions concerning far-reaching policies, or such as may have far-reaching consequences, should never be made except after a thorough study and consideration of all elements entering in the situation.

Previous Conventions acted exceedingly wisely when setting their faces against sound pictures, but not committing the error of attempting to hinder their manufacture, as we could never have prevailed in this. Here we had to do with a development which interested many of the citizens of the United States and Canada. Sixteen million people patronize the moving picture theatres in this country and Canada each week, which means that inside of nine months the number exceeds that of the entire population of both countries. Millions upon millions, for the moment, acclaimed the development of picture and sound, which meant a decrease in employment opportunities, with attendant misery, for thousands of our members. Was our Federation to stand by and without protest permit this to become continuous? NO! But what was to be done? The answer is plain. Nothing short of an appeal to the public, emphasizing the facts that machine-made music does not in the remotest sense mean progress in the art of music, and such a development narrows the field of professional musicianship to such a degree that finally we will all become merely listeners to machines and cease to be creators of real music. The radio suggested itself as the proper agency to explain our position to the people, and efforts to make use of it were immediately made. They miscarried partly for the reason that the interests controlling the radio and the movie industries are more or less interlinked, and partly for the reason that those controlling radio obviously were out of sympathy with the efforts of a labor union to

The COMFORT SAX-HOLDER
WORN UNDER THE COAT
Flexible metal, leather covered; take the weight off the neck; preserve collars and shirt. Adjustable to every figure.
Price \$1.50 Each (Postpaid)
Also Use CHIRON Vibrator HAND-MADE REED
For brilliancy of tone and durability insist on VIBRATOR REEDS for Sax and Clarinet. They cannot be surpassed.
Ask Your Local Dealer or H. CHIRON CO., Inc. 233 West 42nd St., New York City

decry the results of a machine development in art, which, in their opinion, was obviously accepted as progressive by the people.

In consequence, advertising in the public press was taken under consideration, and the advertising campaign of our Federation, which is now partly a matter of history, was the result. Some criticism—however, not to be compared with the almost general approval of this policy—developed. However, be that as it may, the nature of our advertisements was in the direction of appealing to the multitudes to join the Music Defense League; we made them conscious that machine music is not progress, and that in receiving entirely synthetic theatrical performances, they did not receive that to which they are entitled, namely performances not entirely devoid of human appeal, soul and temperament. What was the result? Uncounted numbers joined the Music Defense League. We have now millions of sympathizers for our cause. The result is, and I say it without fear of successful contradiction, that the sound picture—that is the picture with continual music like a grind organ effect—is now an infrequent occurrence. The public resents canned musical shows and revues to the extent that their manufacture has been reduced to a minimum. To say that the turning of public opinion against this sort of entertainment was not chiefly due to our efforts would be denying an absolute fact. The impression which our progressive advertisements eventually made on the public is best explained by the following statement which appeared in Alsop Glim's Column in Printers Ink, a periodical which critically reviews all sorts of advertisements. In discussing the value of different advertisements the writer had the following to say:

"For instance, they like the 'masked robot' campaign which the American Federation of Musicians is now running to combat 'canned music in the theatres.' It's slowly getting them; that is really a double triumph, for they do go to the movies a good deal, like music average well and have never cared whether the music came from a phonograph, an organ, an orchestra, or anything else. Now they're beginning to care.

"The 'masked robot' illustrations are negative in their approach. They are vivid and arresting; they actually make you feel that you are being cheated. But they DON'T make you say, 'Ugh!' They lead right into the story; they are part of the story."

We did awaken the public conscience to the inferiority of canned music. Through our advertisements we have placed our organization in the foreground in the fight for living music—caused a general discussion of same in editorials, in the daily press and periodicals, etc.—have caused National Music Clubs and Women's Clubs to endorse our position; through this we have not only become the spokesmen of living music, but practically the authority insofar as the question of the perpetuation of the Art of Music is concerned.

Cinemas are no longer as popular as they have been, and without any doubt the readjustment in the theatrical amusement world will lead to the employment of more musicians than are employed at the present time with the tendency to continue. Many smaller theatres, however, will pass out of existence or will simply lead a vegetative existence. This was to be expected, because almost all the cities are over-seated, as there are too many theatres. This is the result of competition between theatrical corporations, which still continues, although not as keenly as formerly.

I emphasize that our advertisements were negative, but the results are positive. We waged a cultural fight. To this the entire progressive element of our country agrees. It is true the movie talkie is still with us, and I dare say will remain, but not as the result of pre-empting for itself the entire theatrical amusement field. However, if a talkie does not carry an interesting story it is short-lived. Conversely, however, if the story of the play keeps the interest of the audience, the talkie is generally highly successful. However, good stories are rare. They cannot be produced en masse any more than good musical scores, and the moving picture industry is now confronted with a problem as to how to keep the interest of the theatre-going public continually stimulated so that it may not have in its theatre box office receipts the fearful fluctuation now caused by the public's greatly emphasized discrimination between good and bad pictures and their stories.

As to whether the propaganda shall be continued, it is for this Convention to determine. I confine myself to the dispelling of possible opinions that same was not beneficial to us, as the contrary is true. It has made us better known than ever before; has made us more

recognized as a deciding factor in the music world of the North American Continent; it has given us prestige and standing such as few, if any, other labor organizations at the present time enjoy. It brought employers to the realization of the fact that the introduction of "sound" music has not ruined or destroyed the American Federation of Musicians; that the Federation remains a factor still to be reckoned with; and this had much to do with the success of the Federation in preventing a general onslaught upon wages paid to theatre musicians, and the union conditions under which they work. This alone, as elsewhere pointed out in this report, repays the theatre musicians manifold for the small financial sacrifice they made in order to make the propaganda possible. Thus it will be seen that the indirect results and advantages which the propaganda created for our organization appear in such sharp relief in comparison with opinions that the campaign had failed of its purpose, that naught more need be said. I am positively convinced that had it not been for the propaganda, the members of our organization who as yet play in theatres, would have experienced a reduction of their living conditions through being forced to accept a lower wage.

The usual policies of our Federation and its Locals in the safeguarding of their interests did not lend themselves to a practical application to hinder the development of an industry, the product of which was accepted by untold millions.

Strikes, picketing, boycotting, requesting people to stay away from the theatres for the reason that we have lost our employment would have advertised this sort of music. We are too experienced not to know that if men lose employment by reason of the introduction of a machine, no appeal to the public sympathy suffices, and, therefore, in our problem we had to interest the public in its own behalf in order to make an appreciable impression against "canned" music. Any propaganda in the nature of a boycott would have fallen flat.

A far-seeing policy was necessary. We knew that immediate success would not follow, but we also knew that with a change of public opinion against "canned" music—even though such change be generally slow—the re-employment of musicians in theatres would go hand in hand.

It was a question of tilling the ground for our organization for the future, and the Conventions which decided upon the public propaganda have certainly been far-seeing, and the benefits of their actions will continue to accrue to our members, and through them to our organization as time goes on.

Individual members and meetings reflecting their opinions, who have no contact with the immensity of the proposition nor with the need of its being handled in a way, commensurate with the bigness of their organization, of course, cannot be blamed for forming erroneous opinions about the propaganda, even though they should have assumed that if Conventions ordered same, that the value thereof must have appeared evident. I am not presumptuous enough to recommend to this Convention as to whether or not the advertising should be continued. I simply confine myself to emphasizing in the best possible manner I know how, that it had its value and that same redounded to the benefit of the organization much sooner and in a more emphatic manner than we had dared to hope for. If the propaganda is to be discontinued, it should be done in a manner not creating the public opinion that we had given up the ship or the ghost, or that we agreed that our propaganda was in a lost cause, as first of all such is not the case; and, secondly, the creating of such an opinion would greatly hinder our prestige and standing. Here I will say that it avails us very little to shrug our shoulders or appear apathetic as to the opinion of the general public concerning a particular organization. The fact remains that if such public opinion be that an organization is militant, strong, contends for the right thing, that it then has a greater chance to prevail than if the opposite were true. However, this matter is in the hands of the Convention; no matter what it may determine, I know it will be done in a manner best safeguarding our organization.

Insofar as the advertising ordered by the Convention and the law is concerned, will say that the same necessitated a contract with an advertising firm and a pre-estimate as to the probable cost so that the amount expended should not exceed the amount received. Such pre-estimate is entirely impossible as to its absolute correctness. We could only guess at same. This is true in all things where a budget is based upon prospective income. However, for every dollar expended, value was received by the Federation. There is a double check on expenditures for advertising. There is an auditor in the President's office, who constantly has the matter under supervision, and the

general auditor of the Federation also audits the money spent during the entire time of the advertising.

At present the manufacture of canned music for theatres has become greatly minimized, in some cases to the extent of 75 per cent. The writing of scores for movie performances is a thing of the past; song writers, musical directors, etc., have returned from Hollywood to their respective homes.

Conditions in the amusement world have not as yet reached an equilibrium, that is, they are not stabilized.

It appears that the novelty has worn off the movie talkie. The talkie has not the hypnotic influence which the silent picture undoubtedly possessed, and to which the people to the tune of millions responded. This is the reason that theatrical business now does not compare with that of the silent picture period and that theatrical corporations strenuously look for new things to offer their patrons, and in doing so they must fall back on the human element.

In concluding my observations concerning advertising, will report an amusing incident. Mr. Walter Damrosch caused same through uninvited and unsolicited advice given us to the effect that we should close our propaganda against the mechanizing of music, as it would avail us nothing. The press reported him as follows:

Walter Damrosch, widely known orchestra conductor, urged American musicians to give up their fight against sound reproducing devices on his return from Europe tonight.

"It is as futile as the efforts the hand weavers once made to stop the development of the machine age," he said. "I am deeply concerned over the plight of those who are being deprived of a livelihood by the introduction of sound reproducing machines into the theatres and motion picture houses.

"But nothing can stop the progress of these inventions, and I am convinced they will help in the musical development of the American people."

He said he believed a growing interest in fine music will result in the formation of symphony orchestras in many of the smaller cities, thus relieving the present unemployment among musicians.

It was to be assumed that Mr. Damrosch, if not agreeing with us, would remain neutral, and would not publicly give us gratuitous advice to surrender our activities against the mechanizing of the art of music, thereby injuring our cause. For this reason the President's office made the following rejoinder to him in the public press:

"Regardless of the gratuitous advice of Mr. Damrosch, which betrays a woeful lack of understanding of the position of the American Federation of Musicians against canned music, we will continue in our contention that the mechanizing of an art is an entirely different proposition than the developing of machinery for the purpose of reducing the cost of a necessary commodity.

"In the latter case we have to do with the possible benefit for the masses of the people; in the former such result has utterly no prospect.

"Mr. Damrosch is now in the employ of the National Broadcasting Company and has under him an exceedingly small number of musicians who happen to receive good wages. In making his comparison he evidently expects the public to conclude that all good orchestra musicians receive such wages. This belittles the issue, since many thousands of fully-qualified orchestra musicians are, by reason of 'canned music,' now out of employment and it is a poor solace to them to know that a handful of their colleagues in a broadcasting station are well paid.

"In the past the most qualified musicians—outside of symphony orchestras—were found in theatres because these enterprises offered the most permanent employment. With canned music destroying this class of employment the economic field of the professional musician is definitely narrowed. Of this there can be no question.

"As to the forming of new symphony orchestras by reason of the knowledge of music spread by canned music, as Mr. Damrosch would have it, will say that symphony orchestras have always been dependent upon the philanthropic munificence of public spirited citizens and will remain to be so for a considerable time to come.

"If the introduction of sound producing machines in theatres and moving picture houses will help the musical development of the American people and are really an advance in

the art, then by the same token the educational effect of the renditions which Mr. Damrosch and his famous orchestra gave to admiring audiences for many years would really have been enhanced had canned music been substituted therefor.

"If canned music is of such great value as Mr. Damrosch ascribes to it, and thus spreads the understanding of music among the people, then it is likely also to be sufficient to satisfy the demand for same, and, therefore, the forming of symphony orchestras would seem to become superfluous.

"Millions of subscribers who have joined the Music Defense League do not agree with Mr. Damrosch that the cultural fight which the American Federation of Musicians wages against the debasing of the art of music is hopeless and futile.

"We contend that canned music in theatres or elsewhere is the best way to destroy the understanding and appreciation of living music and that its proper place is in the nickelodeons or cheap museums.

"Mr. Damrosch states that electrical devices 'often' produce a much better effect than a poor orchestra which had to be formerly endured in theatres and moving picture houses, especially in the smaller cities and country districts. He does not state that electrical devices 'always' produce a better effect than even a poor orchestra in the places to which he refers. What of the multitude of good orchestras which were found in the larger theatres throughout the country? He does not maintain that electrical devices produce a much better effect than did these orchestras, hence his only defense for the introduction of canned music is that 'often' they may be an improvement in smaller cities and country towns.

"When has the world at large ever subscribed to the theory that because of conditions in a small city or town—or, for that matter, a number of them—the maintenance of attained standards in hygiene, science, architecture, sociology or any art must be surrendered, and such surrender accepted as progress?"

"We do not dispute the right of Mr. Damrosch to champion canned music if he elects to do so, but logically in order to be consistent, he should extend the 'canned' field to include musical pedagogues and conductors.

"However, we resent his gratuitous advice that we should abandon our contention against the canned form of music and we are not ready to accept his opinion that the future of music rests in the mechanizing of same.

"With the incentive to study the art and perfect proficiency on the various instruments destroyed, the world will lose musicians and it cannot lose musicians without suffering the loss of the Art of Music itself, or at the very least experience its debasement to a degree destroying its cultural effect."

It was anticipated that the statement of a Musical pedagogue of the standing of Mr. Damrosch would have a tendency to have tremendous influence on the music-loving people of our country, concerning the value of "canned" music, but quite the contrary proved true, as many editorials, of which the following is a sample, attested:

Machines or Musicians?

"Walter Damrosch, who has carried on a long series of broadcasts of symphonic music and interspersed lectures, seems too optimistic when he predicts that sound-reproducing devices—the radio and the sound film or disc—will foster many new orchestras. Dr. Damrosch thinks too much about the public he had helped train to listen to good music, and too little of the training of musicians who will pour good music into the microphone or other mediums of sound reproduction. The ear may be educated to higher levels, but the hand, too, must be trained to play that music. If machines are to get the job, who will want to know how to fiddle? For it takes fiddlers, it takes flutists, it takes human players to make up orchestras. And why the orchestra, if a machine is already on the job?"

"This is different from other problems of machine production in place of hand work. Machines have turned thousands out of jobs, but they have soon been absorbed by increasing production. The average man, however, finds it difficult to conceive how original production of music can be supplanted by machine reproduction that delivers at many points of reception, or can be shipped about the country like freight, to be run through a sound reproducer.

"Conservation of the old handicrafts is hardly a parallel. For the musician is an interpreter. By means of his own sensitivity, he plays on the sensitivities of his listeners. No robot can do this—at least, none yet manufactured. The human element must still intervene between composer and auditor.

"The American Federation of Musicians is right, when it warns a public that may cheat itself by failing to conserve, through patronage, the original sources of music, this side of the composer. The Federation may be criticised for having contributed to this situation by too dictatorial methods, when it was in a commanding position. The mechanical reproducer happened along to lend aid to those who found themselves weighed down by such dictation.

"But that does not lessen the rightness of the Federation in emphasizing the peril that might impend from too few human interpreters of musical compositions."

What in the world possessed the gentleman to give us his gratuitous advice, I do not know, but it is certainly perplexing that a musical pedagogue like Mr. Damrosch, who is justly considered an authority, should come to the conclusion that embalmed music would create a growing interest in fine music.

I wonder whether his environment as an employe of the National Broadcasting Company influenced his opinion and whether he mistook our propaganda against "canned" music as directed against the radio. If so, he confounded the two. "Sound" over the radio is directly transmitted, whereas "canned sound" is transmitted after having been embalmed, and it is against the latter kind of "sound" that we contend.

Another problem we had to meet was the loss of employment brought about by the economic depression in other forms of amusement than theatres. It had the result that members who ceased to work in theatres could not be absorbed in other employment and this caused great numbers to be subjected to economic misery. In addition to this, the disorganization of conditions in the Theatrical amusement field, brought about by the movie talkie, not having resolved itself as yet into the stage of stability, placed our Local Unions in an especially difficult position this season to contend for the continuation of permanent employment of their members in theatres.

In order that the entire situation be clearly understood, it is necessary to consider the following:

As you well know, the picture and movie talkie developed in an incredibly short time, and the Theatrical Corporations, vying with one another for the acclaim of the public, hastened to offer that form of entertainment. For this purpose thousands of houses became what is known as "wired." In other words, the proper electrical installations were made to make the offering of the movie talkie and sound possible therein. Payment for wiring of these houses was as a general proposition—an instalment affair, the employer figuring to recoup the cost by the saving of the cost of the orchestra. However, a picture with sound or a movie talkie proved a more expensive proposition to the exhibitor than the silent picture and the expectation and hope of immense saving in the discontinuing of orchestras were in the main not entirely fulfilled. In many instances the change from silent to sound took part in mid-season, and as often the musicians playing in theatres had contracts for a stipulated season, employers found themselves in the position that they were obliged to retain the musicians even though their theatres had gone into picture and sound. The same condition applied in cases wherein a contract covered several years. Some of these contracts have only terminated this season, the locals being lucky enough to escape the consequences of the installation of sound pictures all this while. The employers, as the Federation steadfastly refused to agree that its locals should agree to cancellation of the contracts, found themselves in a dilemma—obliged either to pay the musicians until the expiration of same, or buy them off. Both these policies were followed. Many scores of musicians received their wages, being obliged to render but little, if any, services at all. In other cases contracts were bought off, the price depending upon the number involved—the sum paid ranging from \$200 to \$46,000. This was the condition at the time the season 1929-1930 came to a close.

Meanwhile the existing economic depression naturally also affected the theatrical business. To add to the theatrical problem, a distinct distaste of the public for canned music or music and sound in theatres had developed, and the more canned music a picture carried, the surer it invited a flop. This applied generally to the larger houses. The public does not universally accept musical come-

dies, reviews or vaudeville numbers of the canned variety. The result of all this was that theatrical corporations, who were so sure of their ground when their houses were wired for the movie talkies, became fearful for the future, and realized that they were in for a considerable period of experimentation for the purpose of sounding the pulse of the public concerning the form of entertainment which would be lastingly accepted by it. As a result, some corporations are beginning to combine the human element with the talkies; the RKO strongly contends for the re-establishing of refined vaudeville, the Fox Corporation established a circuit of forty houses for traveling presentation shows and the Publix Corporation experiments in a like direction.

However, during this period of experimentation, the corporations, mindful of the fact that they were caught with unexpired musicians' contracts at the time their houses were wired, concluded that in view of existing conditions they could not give guaranteed season's employment, even though in the majority of houses employing orchestras, they would use the musicians for the season. They declined to leave themselves in the position of not being able to change their policies in the event that their experiments to sound the preference of the public as to the nature of performances desired might not prove successful. For this reason the five leading corporations formed a combine, agreeing among themselves not to employ more musicians than they held they needed, nor to give season's contracts; also agreeing that if one Local Union could not settle with one corporation, that the others would not settle with the same union. To this policy they agreed to adhere, even though it would necessitate the closing of their houses for a considerable time in any given district or city.

Meanwhile the close of season 1929-30 growing nearer, the President's office received many communications from Local Unions concerning demands made upon them by theatrical employers. These demands made upon them included the following:

- Longer hours.
- Decrease in wages.
- Free Radio Service to advertise the theatre.
- No charge for overtime.
- No payment for extra performances.
- No payment for doubling or playing on the stage and in the pit.
- Free rehearsal at the demand of the managers without time limit.
- No number of men.
- No season's contracts.

As a result of President's office forthwith advised every Local that attempts were made to place the unemployed against the employed, to lower the standard of those employed and to resent it. This created an impasse in all negotiations as locals awaited further advice from the National Office.

In addition to this, and so that the theatre corporations should know the exact position which the President's Office assumed in the matter, your International President addressed a communication to the President of each prominent theatrical corporation containing in effect the following:

Mr. _____
"Concerning the concerted action of theatrical corporations in lowering the wage and working conditions of the musicians by the following demands:

- Lower wages.
- Longer hours.
- No extra pay for doubling on stage and pit.
- Free Radio Services in the theatre building, not in connection with the show, etc., etc.

and on behalf of the American Federation of Musicians, I am constrained to say that the attempted reduction of the standard of life of the musicians cannot possibly be agreed to by our organization.

It appears that the appointing of a general counselor or labor czar by the theatrical corporations has for its purpose a concerted attempt to force to a lower level the wages and working conditions of theatrical musicians in general.

As far as our organization is concerned, the present condition of unemployment will not be found of ready advantage to be used for the purpose above explained.

For many years this office has bent its efforts towards economic peace in the theatres and now it appears that our organization, through no fault of its own, will experience the end of amicable relationship between it and the theatrical corporations. This development was forced upon us, and much to our regret will involve the theatrical corporations and the American Federation of Musicians in

general controversies concerning all the theatres and picture studios everywhere.

This office has no other alternative except to advise all our Local Unions of the concerted action against them and the American Federation of Musicians will consider any attempt to lower wages and working conditions in any individual case as directed against it. Many thousands of musicians are still working in the theatres, but they have in mind the ruthless discharging of additional thousands without much ado, when sound pictures were introduced. For this reason they will be found entirely willing to surrender their employment in theatres entirely, rather than agree to the lowering of their wages and working conditions.

We readily agree that in sound pictures, with which the country is already more than surfeited, you have an opportunity to run your theatres without music, but for all that, even though the theatrical corporations may be in a position to force upon the public that which they do not really want, the musicians will not lend themselves to be exploited, neither by reason of the existing unemployment nor the theatrical corporations possible decision to do without them unless they agree to demands for lower standard of life.

No one regrets more than I do, the disruption of amicable relations with theatrical corporations, should they actually develop, but at the same time we are constrained to accept same without hesitation, if forced upon us. As to our individual Local Unions, they have their own autonomy and few, if any, of them will be found willing to agree to the demands made upon them and in this each and every one of them will be fully sustained by their International Organization.

Very truly yours,

JOS. N. WEBER.

Kindly note the fact that in the demands upon these corporations, the right of locals to insist upon the minimum number of men and length of season was not included. The reasons, therefore, are obvious. The President's Office desires to assist must not hinder Local Unions who decided to make these points an issue. The latter could have easily developed had the Federation made same an issue and therefore the President's Office confined the national issue to the combating of decreases in wages or lengthening of working hours, etc.

The position of the President's office concerning the matter was that in the event that the theatrical interests would make an attempt to lower the standard of life of our members working in theatres, all Local Unions were advised to stand pat, that is, not to agree to the lowering of the wage; a general strike would have been called of the musicians still working in theatres. This, of course, would have immediately had as a result that theatrical strike fund assessment ceased, but strike funds had to be paid; therefore, it was the intention to include in the assessment all members who filled a permanent engagement, and through this insure the Federation the necessary funds during the continuation of the general strike. To proceed in this emergency in the way indicated was the unequivocal intent of the President's office.

After five days from the date that the communication quoted was sent to the Presidents of the Theatrical Corporations the matter was adjusted in conference between representatives of the corporations and myself, as President of the Federation. The corporations agreed that the standard of life of our members should not be lowered. As a result wages and conditions remained the same with the exception of a guaranteed time of employment, or the number of men to be employed. The latter question remained a matter of agreement between the individual Local Unions and the Theatrical Corporations. Corporations were advised that Local Unions would have the right to insist upon extra recompense if their engagements be terminated by notice during a season.

I would call the Convention's attention to the fact that maintaining of working and wage conditions in the entire jurisdiction of a National Organization is a result which exemplifies in a more than obvious manner the advantages which members of the profession gained through being nationally organized. There is not the slightest doubt that were Locals to fall in to the error of considering themselves self-sufficient at this time to entirely conserve their interests, that is, unassisted by other Local Unions through the National Organization, the vast majority of them would find themselves greatly disillusioned by their failure.

I have great admiration for the enthusiasm of Local Unions and their members in contending for their rights, but

do realize that generally nothing short of the National Organization is the final cause of their being able to successfully do so.

If musicians of one town could, without hindrance or control, freely trespass upon the jurisdictions of other towns, they could not successfully exist, more especially not in times of depression. Here and there, a Local Union, by reason of advantageous local conditions, may remain successful, but even so, not to the point, direction and degree that affiliation with the National Organization makes it possible for them to be.

I am forced to make these statements for the good of our movement, and the membership at large, as some Local Unions, more especially the officers thereof, are inclined to hold that the entire movement of the organized musicians begins and ends in their town; that the Federation owes them an obligation for being affiliated with it, whereas, quite the contrary is true. There is a true axiom, more especially in Labor Organizations, "it is the many that benefit the individual, infinitely more so than the individual can benefit the many." This holds true with individual Local Unions, as well as with individual members.

To continue with the narrative of the contentions which developed at the beginning of this season between theatrical interests, Local Unions and the Federation, respectively, will say that as already stated, these contentions could only develop if they involved the number of men to be employed, or the length of the season during which they should be employed. Here and there, local managers, to ingratiate themselves with the corporations which they represented, attempted to change wages and working conditions, however, the agreement between the President's office and the corporations that they be not changed was immediately applied, and the corporations conformed thereto.

Contentions developed in Philadelphia, Washington, Newark, Detroit, Boston, San Francisco, Seattle, St. Louis and many other cities concerning length of the season and the number of men to be employed. However, all of them were finally adjusted. As the officers of the corporations involved have their headquarters in New York, adjustments were made in this city with the exception of San Francisco and Seattle. By reason of the location of corporation headquarters, visits of local committees to New York were imperative; none of them were able to adjust the matter in the first visit—each visit resulted in many conferences during which deadlocks developed again and again.

In all these cases the militant position taken by the Local Unions, excepting a few which could have made the same adjustment before subjecting their members to sacrifices through a prolonged strike, no doubt resulted in a better adjustment than could otherwise have been made. All the committees of the Local Unions with which I am in contact bitterly contended for the rights of their local and members. They were steadfast in their demands that conditions which their locals had secured during years of struggle should be maintained, and none of them agreed to any compromise until after a careful consideration of the far-reaching consequences of changed conditions left them no other alternative. They contended for their locals' positions, inch by inch, and with steadfast decision not to go any further than sheer necessity forced them to.

The President of the Federation kept in continual touch with all these situations, assisted and conferred with the committees and was active in the consummation of most all such final agreements as were made in New York and influenced in favor of our locals those made outside of New York.

The conditions in the jurisdictions of our Local Unions are not all alike. Neither are their demands. This precludes the possibility of harmonious procedure by all locals in the submitting of their demands. However, as before said, Locals contending with corporations, found themselves in the position of being obliged only to confer concerning the number of men and length of time they were to be employed, as demands for the lowering of wages, lengthening of hours, refusal to pay overtime, extra performances or extra work of any kind, etc., were withdrawn by theatrical corporations through the activities of the Federation. (In connection with this matter, kindly see my statement under the caption, "The Finances of Our Organization".)

None of the wage controversies this year could be settled at meetings of respective unions. All of them were finally adjusted by committees to whom power to act was granted, or were settled after the committees who negotiated the adjustment realized possibilities and impossibilities, and had the moral courage, even though disillusioned and disappointed themselves, to advise Local Unions what adjustment could or could not be made. The prime

question to be considered at local meetings during these times was the reduction of number of men to be employed. To expect members of a union who feared unemployment to agree to this is expecting the impossible. What would any one of us do under the same condition? And yet the matter had to be settled because, failing to do so, would have added scores to the unemployment list. This certainly would not have been progressive.

I already spoke of losing strike power. This we had to realize. A union can never progress that does not recognize realities and throw theories to the winds. That we lost strike power was surely illustrated by the fact that not one single theatre anywhere was closed by reason that we musicians refused to render services in same. It was not so in the past. This change of conditions had to be realized. I agree that an employer does not care to run such of his theatres without music in which he gives a class of profitable performances for which music is essential, especially not since the public does begin to reject the movie talkie by reason of pictures with sound, but he is still in a position to keep his theatres open if we refuse to render services in same and do it for an indefinite time. Yes, had we to do only with individual owners, instead of corporations, it is obvious that many of them could not stand the gaff, as theatres, in spite of being kept open, were made unprofitable during the time that the strikes continued. However, we had to do with corporations, and they, foreseeing that some of our Local Unions would stubbornly resist the lowering of the number of men to be employed, and the failure to give season's contracts in advance, agreed to stand any loss, or, if necessary, close some of their theatres if an adjustment was found impossible. They wisely based their sole contention on the number of men to be employed, and the length of the season, and not upon wages and conditions.

During all negotiations the President's activities resulted in employers considerably increasing the number of men they originally intended to employ. This again placed into high prominence the value of the National Organization to the Locals and their members. This, of course, is largely recognized, but for the good of our Locals and the Federation it should be universally so.

Many members of organized labor challenge the right of our organization to insist on how many men an employer should employ. They forget that one of the original precepts of organized labor, which was first formed in England, was to create employment for workers. Such employment cannot be created in any other way except labor makes such demand and has the ability to enforce same. However, in this organized labor has had the least success. Some of its representatives even dispute the right of a union to make demand upon the employer as to how many men he should employ and how long he should keep them in his employ. The fact, however, remains that whenever and wherever a labor union did see its way clear to add to the men employed through union regulations, it was done, and no organization has been more successful in this than our own.

Throughout the last thirty years and during the time that the services of the musicians in theatres were a necessity, that is, could not be dispensed with, we followed the policy of prescribing the number of men which constituted a theatre orchestra and, as we refused to render services unless this number was met, the employer generally agreed to employ them.

We not only follow the policy to create employment, but also to make the employment last as long as it possibly could. This involved prescribing the length of season during which a musician should be employed, but with this we had very little, if any, trouble. As the musicians were necessary in theatres, they were, of course, so during the entire time that the theatre was open, and hence their employment was generally a season's employment; in many instances a season consisting of fifty-two weeks, more especially in picture and vaudeville houses.

In the legitimate theatres (dramas, musical shows, light operas, etc.) we enjoyed a like situation. Here also the development of the movie talkie reperculated to our disadvantage. The expense of perfecting performances in legitimate theatres, unless they be dramatic, is generally very high and, therefore, the price of the admission to the theatres has to be likewise. Most legitimate performances are given in the smaller houses with seating capacities from 1,200 to 2,000 or thereabouts. The Moving Picture palaces are generally much larger. In the Picture-houses the admission fee is lower, and many of these theatres run continuous performances, some opening as early as 11 A. M. This afforded the theatre patron the opportunity to drop in, see the entire show whenever he pleased, and he was not bound to regular hours to see same, as was the case in a legitimate theatre. The result was, especially when

more or less pretentious presentation shows were given in the big moving picture theatres, that the legitimate theatres and shows felt the competition so keenly that they almost passed into oblivion.

Transcontinental circuits of legitimate theatres which gave local and traveling orchestras employment through an entire season no longer exist. The employment opportunities of the musicians in the legitimate houses became fewer and fewer and this condition likewise entered into the negotiations between corporations controlling this class of amusement and our locals; and here, as in the other theatres, we were forced to take under advisement a compromise concerning the number of men to be employed and the length of the season.

In concluding this part of the report the following observations appear timely, as they relate to the future of the musician and the necessity for all of us conforming to changed conditions in order that our organization may prevail.

Before the advent of the American Federation of Musicians some of us who did not have a clear conception of organized labor, did mistake the organization of musicians to be an artists' instead of a labor organization, and not until we corrected this error did we become successful in improving the economic conditions of the members. Musical unions, even though music is an art, are nevertheless an economic necessity. Even now, some especially misguided younger members hold that the conditions under which they work, and the wages paid them are the result of their superior qualifications as artists, although insofar as a true artistic standard is concerned they may only be employed in mediocre organizations. However, they soon turn to their union for protection, when feeling themselves aggrieved and in need of protection, and then realize that after all their own opinion of themselves has no value in protecting their economic rights.

The majority of the members who follow music for a livelihood look for permanent employment. This permanent employment has been mostly found in theatres; therefore, the lessening of opportunities for such employment often brought great misery to the professional man. He is only fit for other employment in a reduced degree as in order to protect himself on his instrument he necessarily specialized as a musician, which is an advantage remote from the possibility of usefulness in any other occupation; more especially is this true of the middle-aged and older musicians.

There is no profession which has less future for its followers who become aged than the profession of music. Doctors, lawyers, in fact, all other artists and scientists, with the exception of singers, find themselves in the prime of their success in mature age of 45 to 50; but musicians, with some exceptions, find their period of extreme usefulness passed at such age, even though they remain proficient, preference of employment being given to the younger man. The mental anguish, as well as the material misery to which the older musicians are subjected through these conditions, can more easily be imagined than described.

In music, maturity and success in career is earlier reached than in any other profession. A young doctor or attorney may be ever so able, yet he needs years and years of practice in his profession, good luck and personal associations before he has a standing in the profession and his calling becomes lucrative. The young musician, however, if he be proficient has the opportunity to convince immediately those who need his services, that he is fully qualified to render same, and this is responsible for his early success in life. However, opposed to this, is the precarious condition that a musician has never an assured future and his employment is seasonal or periodical.

The musical profession is subject to more fads (for instance, jazz) than other professions, and these often prove—for the time being—highly remunerative, more especially to young musicians. But easy come, easy go. If the younger members who earn very lucrative wages—and many hundreds did so during the last ten years—would realize the future of a musician in his matured age, their aim would undoubtedly be to avoid the life of a spendthrift, so that they might not become objects of misery or charity in their older days.

To return to the loss of employment to musicians, we must admit that if same should continue the field of professional musicianship will be narrowed. If there be no employment, there will be no further developing of efficient professional men. The perpetuation of the art of music rests in a large part on the shoulders of efficient orchestra and band musicians. With the passing of their employment opportunities, the future of the art of music itself is in danger. All arguments to the contrary merely more clearly establish this fact. To develop good musicians, good employment must be had,

and if this fails the result will be that we will in time hear more and more mediocre music, and we will become a nation of listeners, and in proficiency in the art, mere amateurs.

Take from a doctor, a lawyer, a scientist, his opportunity to practice his profession, and naturally no young man will then develop himself for the same calling, as the incentive so to do no longer exists. This is one of the important reasons why "canned" music will not prevail to the exclusion of living music.

The plight that large numbers of theatre musicians found themselves in is responsible for the bitterness with which some of our Local Unions contended that they will not be affected by changed economic conditions, that a certain number of their members must be retained in their theatres, and that season's employment must be guaranteed. For this they cannot be blamed, but whether or not we like it, the fact that changed conditions affect our economic possibilities must be conceded by all of us, and none of us will ever find himself in a position to maintain otherwise, except at the expense of veracity.

I have often heard it said by those who refuse to recognize changed conditions, that we must ignore them in order to be consistent with our former position and activities. That is true enough provided activities always rest upon the same premise of opportunity. If this be not so, and we should attempt to proceed without heeding a changed premise, we would have no right to say that we are consistent, as consistency in conforming to changed conditions and attempting to turn them as much as possible to our advantage, and not consistency in adhering to old principles which have outlived their usefulness, is what is wanted and necessary. Consistency in a labor union is doing that which for the time being is for the best interests of its members, and holds out best promise for progress in the future. It is inconsistent to give way to idealism, to paint ourselves a mental picture of what the result will be if we proceed in a certain way, when in doing so we ignore changed conditions, making the expected result impossible. Verily, it has often been truly said that a man who never changes his opinion in a matter of policy which affects the future of an organization, or its members, has mentally fossilized and is no longer subject to progress. Nothing in life is lasting, everything is subject to change; life is change, and change is life; and, therefore, an opinion even though being true for a considerable time may eventually become obsolete, as no longer fitting in the scheme of changed conditions. This our committees and Local Unions had to realize when negotiating for wage agreement this year. It was a hard thing to do, but plain duty and courage left no other alternative.

IN MEMORIAM

WILLIAM L. MAYER

On the eve of rounding out his twenty-fifth year of service to our Federation as a delegate, a member of the Executive Board and Vice-President of the American Federation of Musicians and Assistant to the President of the Federation, the demise of Brother William L. Mayer came as a great shock to all of us.

His staunch defense of the interests of the members of the profession he loved so well made him one of the outstanding personalities in our movement. His voice and counsel, locally and nationally, were invaluable. In his power of logic and right conclusion, he was pre-eminent. With all this he combined a lovable personality.

Unselfish insofar as his trust in his fellow man was concerned, and forever active in the furtherance of the interests of the musicians, the honors that came to him came unsolicited as the reward of his sterling services and qualities.

As assistant to the President of the Federation, the few years of his service were all too short. The leave of absence which was granted him from this service in order to regain his health to enable him to attend this Convention, upon which his heart was set, did unfortunately fail of the result hoped for.

The untimely and sudden demise of his dear helpmate two years ago had broken his spirit, but yet he bore his illness with magnificent fortitude and courage.

The affairs of our organization were uppermost in his mind to the very end. He has left us, but will never be forgotten. He lived a life worth while, as do all those whose activities have for their purpose the alleviating of the distress of others, and to raise them to a higher standard of life. This was forever his ideal. The results of his labors will continue to bear fruit during many future generations. In the hearts and minds of his contemporaries, he has set himself a monument of love and fond memory.

In his passing, our Organization has suffered a great loss.

ELECTRICAL TRANSCRIPTION OF MUSIC AND DUBBING

One of the new developments in the mechanical line of music is electrical transcription broadcasting. The question of its proper regulation has become more and more important. Recording was formerly done by Vitaphone and the phonograph companies; finally the smaller radio stations hit upon the plan of broadcasting records. Now the electrical transcription is developing more and more and, therefore, the records of music, which were originally made for home consumption, are now manufactured for general commercial use. Musicians who are now called upon to make a record generally do not know what use same may be put to, whether used in theatres, clubs, for radio or any other purpose. Transcriptions are now made from music while same is broadcast, that is, same is practically stolen from the air; all that is necessary is to tune in on music while it is being broadcast in order to record same.

In addition to the above, dubbing becomes more and more prevalent, that is, music recorded for a certain purpose is wholly or in part taken from an existing record, transferred to a new record to be used for entirely different purposes than the original record. Thus dubbing means the making of records without the services of musicians by the use of old records, and, as music recorded on a moving picture film lends itself to dubbing as well, records made by this process can even be used in sound pictures, to say nothing of their use in air programs and for other commercial purposes.

There appears to be an opportunity to have the Radio Commission stop these unsavory methods for making records without the services of musicians by either taking the music from the air or through dubbing from another record. The authority for the commission so to do seems to be sufficient, as they have followed the policy of limiting the use of mechanical records at broadcasting stations, in places in which musicians are available to play for such stations. However, even though the Radio Commission should issue and enforce suitable rules controlling this matter, it would not protect us against dubbing in the moving picture field.

It is worth consideration whether an understanding with the authors, composers and publishers, and if possible with legitimate recording firms, and the two leading broadcasting networks (NBC and Columbia) would not be possible in an effort to control the situation. The matter has far-reaching possibilities, and insofar as same has developed now it presents a disadvantage to the musicians. In Canada the government has enforced regulations which protect the musicians from the danger of having in future to contend with electrical transcription and similar music records in seeking employment. The attempt will be made to have similar protection accorded us in this country by Congressional action, but all who know the snail-like progress that is ever made in Congress in matters having for their purpose the protection of the workers will readily realize that, pending possible protection we may receive at the hands of Congress, we must spare no efforts to protect ourselves. To this end an understanding with the parties above referred to appears advisable. To merely pass a rule prohibiting members from rendering services for the making of records except when such records are to be used for certain purposes and no other (which would avoid dubbing) will not solve the problem. A combination of interested parties, such as above named, with the possible including of the authors and composers, might be able to regulate the making of these records to such an extent that they could not be used for any other purpose except those for which they were originally intended, which, of course, must not include the making of records for the express purpose of dubbing.

I admit that this will prove quite a problem, but after all as the same presents itself it is our duty to make efforts to solve it if possible. In connection with this question, I am constrained to permit myself the observation that economic interests the same as politics often make strange bedfellows. For years we have protested against the exacting of royalty by the authors and composers for the playing of music controlled by them, even though the United States Supreme Court had decided in effect that by doing so they simply exercised their constitutional right, and now it appears that in a question of even greater importance, fraught with more serious consequences to ourselves, we may find it to our interest to become allied with them. The entire question should receive constant attention, investigation and consideration at the hands of our Federation, as such activities will at least clearly define the position in which we really find ourselves, and at the same time present the possibility of changing the same to our advantage.

Continued on Page (14)

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An Amazing Confession

AN almost unbelievable condition of racketeering in the United States is reported by the New York State Crime Commission in a report to the State Legislature at Albany.

Stupendous figures are commonplace in this country, but those given by this commission are staggering and challenge credulity. If we are to believe the report, then there is "graft" in "racketeering" in this country to the extent of from \$12,000,000,000 to \$18,000,000,000 annually.

New York City is credited with paying from \$200,000,000 to \$600,000,000, levied on all sorts of business for "protection."

We hesitate to believe it. We don't want to believe that blackmail has attained any such proportions in cities or in the nation. The extreme amount quoted represents almost 5 per cent of the national wealth. We doubt if the comparatively few lines of business upon which such graft is levied can afford to pay such a tax.

If, by any possibility, the charge is true the government of the States and the nation stand convicted of amazing crookedness and cowardice.

If these conditions are actually existing then sumptuary legislation has brought the morality and efficiency, the integrity and our present form of government to the verge of bankruptcy.

A Magnate's Striking Warning

TALKING straight to steel executives described by him as "the 'comrades' sitting here in the front row," James A. Farrell, president of the United States Steel Corporation, accused them of wage-cutting and said:

"I think it's a pretty cheap sort of business."

Looking back over the long record of anti-unionism of the United States Steel Corporation, particularly under the late Judge Gary, this is a remarkable piece of news. Mr. Farrell said more. Observe:

"You say wages have been stabilized in the steel industry. They have not. We are living in a fool's paradise. Honeycombing and pinching and all sorts of things have gone on. The so-called big standard companies, the companies in the headlines, are not maintaining the standard of wages. It's a shame that when some of the large companies are trying to maintain wages others are cutting them even when they are affording only three-day-a-week employment."

Mr. Farrell finally warned his colleagues thus: "I think we are not doing a good job and unless we do a better job something is going to happen."

Let us be grateful for this plain speaking. But let us remind Mr. Farrell that if trade unionism could be made as strong in the steel mills as it is, for example, in the printing industry, the job of preventing wage cuts could and would be much more easily handled and there would be infinitely less danger that what Mr. Farrell calls "something" will "happen."

Unionism is a protection for humanity and a safeguard for democracy.

It is worthy of note that President Hoover and Secretaries Lamont and Mellon have each publicly advocated maintenance of living standards. In any other period or in any other land this would be much more amazing than it is now in the United States. But, be that as it may, these pronouncements are enormously significant. They form a record and when men fall down on their promises or fail to live up to their platforms they can be held accountable.

Facts About Corporate Life

ACORPORATION is a person—a legal person. It has certain rights—including its very existence—by law.

The law was made, and consented to, because it seemed to be a good thing for society—for all of the people.

The law could be changed—abolished—repealed, by the same process which made it. That is, by the consent of the people.

One of the rights of the legal corporate person is, the ownership of property.

Some folks seem to think that this is a sort of a "divine right"—like the ancient rights of kings.

It is not a bad idea to get some of these notions straight, once in a while.

There could be no inheritance of property, by will or otherwise, if there were no law providing for inheritance.

When there is no one to inherit property of a person who dies, that property becomes the property of all the people, and the government takes possession of the property in the name of the people.

That is what would happen, if some day there should be a general abolition of corporations. Their property right would pass to the people.

It would be much simpler than the Russian way of killing the human owners of property.

You might find it possible to kill off a mess of corporations—if the people came to the conclusion that corporations no longer serve a good purpose—are no longer necessary for the general good—and it would be entirely bloodless.

The only blood a corporation has is its money.

Now—now—don't get scared. These are just some legal facts.

Labor Queries - - -

Questions and Answers on Labor: What It Has Done; Where It Stands on Problems of the Day; Its Aim and Program; Who's Who in the Ranks of the Organized Toilers, etc., etc.

Q.—Who was the first American labor organizer to use amplifiers in organizing work?

A.—This distinction is claimed for Edward F. Callaghan, of the American Federation of Full-Fashioned Hosiery Workers, who is using amplifiers in organizing meetings held before the gates of hosiery mills in Reading, Pa.

Q.—What is one of the queerest strikes on record?

A.—A strike of executioners of Canton, China, who complained that unless they got more money per head they would starve.

Q.—In what country are women employed in mining?

A.—In India, where at the end of 1929 there were still 70,656 women working in the mines, out of a total of 269,701 employees. Employment of women as miners is now restricted and is expected to be abolished entirely by 1939.

Q.—Who said: "The burden of unemployment is so staggering that theories must be put aside and courage found to devise new ways of meeting the problem. When millions stand on the brink of despair, positive measures are everything, and beautiful theories nothing?"

A.—Herman Dietrich, German Minister of Finance.

Q.—How does the old age pension law of Delaware, enacted this year, differ from those of other States?

A.—The Delaware law provides that all the cost of pensions be borne by the State. In the other States having old age pension legislation, the cost is either divided between the State and counties or borne wholly by the counties.

Q.—Is there a strike of garment workers in New York City now?

A.—The strike of tailors and dressmakers in Fifth Avenue shops is still going on. The strikers belong to the International Ladies' Garment Workers' Union.

Q.—What United States Senator recently said: "America will never accept the bread line as the solution of unemployment?"

A.—Robert F. Wagner of New York.

Q.—What was the American Federation of Labor first named?

A.—The Federation of Trades and Labor Unions. The name was changed to American Federation of Labor at the conference in Columbus, Ohio, December 8-12, 1886.

Out Beyond the Surf--

Where thought, unhampered by necessity or trepidation, sometimes penetrates to truth. Here, where the shallows throw no spray, let us ponder and enjoy the lessons of the art and the work and play of life.

There never was a time when so many facts about industry were coming to light.

There never was a time when so many men "on the other side of the fence" were joining in the cry against wage reductions.

There never was a time when there was so much discussion of the big facts about industry.

And there never was a time when the concerns of the common man were so widely discussed.

There is a growing realization of the facts that is such a thing as COMMONWEAL—common good.

We are a long, long way from realization of justice in industry.

As skies clear men who are now worried about John Smith will forget again.

Much of the discussion will be forgotten. Many of the astounding facts will be forgotten.

Much out of every mile of gain some portion of a mile will be held.

We shall not sink again into quite the same old state of ignorance.

Never again quite the same degree of laissez faire.

Industrial justice is taking on a new meaning. It has a new importance.

Industrial co-ordination, not even quite clearly defined, has a new importance.

Wages have a new meaning as purchasing power. The relation of people to industry takes on a new importance. PEOPLE become more important.

A man who knows a great deal says to this writer, "no full flower of prosperity until 1937," and he may be right.

But not all of the lessons we are learning will be forgotten.

Out of this fiery furnace some pure gold will come.

Think! There is less of tirade against unions in this depression than in others.

Remember older times—the troops in Cleveland's time—the Homestead riots—the Ludlow massacre.

Remember the millions of immigrants, demanded by almost all big industrialists.

Today what a small brigade it is that seeks immigration—and for the first time in our history more depart than come.

Industry, still far from wide awake, far from justice, reeking with overloaded profit barrels, smeared with tricky mergers and inflations, today in spite of its gross evils, shows more signs of conscience and more intelligence and more care about general well being than ever before in the history of this or any other nation.

Chalk down that, along with the blues that are on almost every hand.

Credit a large part of it to trade union agitation, which is the best thing this nation ever had.

And to insure more gains and more enlightenment among employers, build still stronger unions.

If strong, alert unions were ever needed, now is the time. This is the hour!—C. M. W.

Would Orientalize West Coast

THE business depression is reviving agitation to place Japanese under the immigration quota law. We are told that this will help our export trade.

But "a few hundred" Japanese, it is claimed, will be admitted and this will not result in "any great overthrow of the English-speaking race."

The plea that Japan is "insulted" by exclusion ignores the fact that other Orientals—Koreans, Chinese, Lascars and Hindus—are also debarred.

The American people decline to be Orientalized. This would not happen within the next few years, but if the bars are let down, future generations will face new race problems.

Trade unionists were ridiculed forty years ago when they urged Chinese exclusion. Chinese labor was cheap in those days. But the Orientals enlarged their scope. They challenged not only living standards of workers, but they began to compete with business men and agriculturalists.

This was different. Pacific States now deny Orientals the right to even own or lease land.

An Orientalized West Coast is a terrific cost to pay for a few million dollars that Japanese may spend in this country.

Our civilization can not be jeopardized by sob appeals of dividend seekers.

OVER FEDERATION FIELD

(By CHAUNCEY A. WEAVER)

Announcement is made of a change in the official staff of President Joseph N. Weber, which will be of much interest to the rank and file of the American Federation of Musicians. It involves the transfer of Fred W. Birnbach, from the secretaryship of Local No. 73 at Minneapolis, to New York, where he will become assistant to the president, taking the place made vacant by the death of our lamented Vice-President W. L. Mayer.

The selection will be widely commended. Brother Birnbach has had a notable career as Local Secretary, having held that position since 1919. He was elected to membership on the National Executive Board at Salt Lake City in 1926. As an executive officer he made a fine record in the Northwest. That his work has been appreciated is made very plain by the fashion in which the musicians of both Minneapolis and St. Paul honored him upon the days immediately preceding his departure for the new field of activity. Both Locals 73 and 30 tendered him farewell banquets. The St. Paul musicians presented him with a beautiful desk set and the Minneapolis musicians a diamond-studded gold lyre and a desk clock. He was also guest of honor at an entertainment given by WCCO and under the direction of Col. H. A. Bellows, vice-president of the Columbia Broadcasting Station. Thomas L. Hays acted as toastmaster and presented Fred with a beautiful traveling bag. Various labor organizations sent testimonials of appreciation of the fine co-operation he had given them in times of stress and storm. It is evident that his friends were determined Fred should be made to understand he had not lived and toiled among them in vain.

Brother Birnbach was born in Middletown, Ohio, June 14, 1890. His musical inheritance comes from his grandfather on the paternal side, who was principal celloist in the Royal Opera House Orchestra at Berlin. For a while Fred thought he wanted to be a doctor, but the healing potency of music had a stronger influence than materia medica and he finally entered a career which identified him with fine professional engagements and which occupied his time until made a local executive officer.

Brother Birnbach was married to Meta Ashwin of St. Paul, an accomplished musician and a leading soprano of the Northwest.

We congratulate Fred upon the merited recognition which has come to him, and yet we are conscious of a sense of regret over losing him from the ranks of Mississippi Valley musicians. That he will readily justify the wisdom of the selection which has summoned him eastward is beyond the shadow of a doubt.

An interesting bit of news comes from Chicago—jurisdiction of Local No. 10. Both the Chicago Tribune and the Labor Federation News give prominence to the event. The item relates to a tilt between President James C. Petrillo and Honorable A. J. Cermak, the new mayoralty successor to Bill Hale Thompson.

Upon change of administration and in arranging for the social features of the ceremonial, some wise local statesmen conceived the happy idea of doing away with Union music and employing a high school band. President Petrillo made it plain to the Mayor-elect that four hundred musicians would be called out of the national broadcasting station under whose auspices the new Mayor was expected to speak. As a result of this challenge, plans were quickly changed. The high school band was withdrawn and a band of fifty musicians from Local No. 10 lead the inaugural procession. Fine work!

We have always believed that the execution of the amateur saxophone player should either be improved or hastened.—Louisville Times.

In these days of serious industrial depression many minds are seriously pondering the situation and trying to reach conclusions as to what may be done toward relieving the same. In the vast army of workers affected the musicians have a conspicuous place. We have plenty of good earnest thinkers in the Federation who are trying to be of assistance in blazing a trail out of the pending gloom. We are in receipt of a letter from Brother A. J. Myers of Local No. 15, Toledo, Ohio, from which with his permission we quote the following:

If the composers and publishers are entitled to compensation for the use of music, composed or published by them, should not the musicians who play the

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music for reproduction be entitled to composition for rendition of the same?

My opinion is that they should be, and that the playing of music for reproduction should be controlled by the Federation, or that the laws which would aid in such control should be sponsored by the Federation.

The amount spent by the Federation in the national campaign for the benefit of living musicians in the theatres may be getting results, but the same is not apparent here. In fact, in this city of 300,000 population there are actually nineteen musicians working in theatres.

I believe that the Federation should take a firm stand against playing for reproduction or take some other form of control and at the next convention.

Brother Myers' communication was not received in time to give it publicity through these columns before the Chattanooga Convention, but the idea may reach the convention through other channels and help to furnish thought for deliberative debate.

As Brother Myer, of course, understands the Federation hands are quite effectively tied in advance of some modification of the Federal statute under which the composers and publishers operate. Personally, this law has always seemed odious. Musical compositions are amply protected by copyright, and to place the employing public in jeopardy and under liability in damages for unwittingly hiring an orchestra which chances to play a number without first securing special permission is to place a premium upon the monopolistic spirit which the general public will never be educated to sanction. Able lobbying, however, carried the law through Congress and the highest court in the land has affirmed its validity. We must either accept it or try to stage a revolt which will modify its more repugnant features. Doubtless those who are enjoying the fruitage of their legalized monopoly have more than once inveighed against the iniquitous trusts and combines, but if the various divisional institutions of Big Business ever had a more perfect strangle hold on any line of activity than the authors and publishers have on the situation herein discussed it has not come to our attention.

The authors and publishers declare—"If you hear my musical composition, you shall pay for the privilege!"

If the musician shall declare—"I will not play your composition unless paid a commission for the rendition"—will he be chided for his presumption; or shall it be conceded that he is consistently within his rights?

Now that automobiles are being built with musical instrument attachments, we would like to have one built like an accordion for parking purposes.—Southern Lumberman.

We are in receipt of a copy of THE KEY NOTE—new official organ of Local No. 5. It has a decided William Bailey flavor and is bound to be interesting. Any local the size of No. 5, and as full of life, must,

in the nature of things, need an editorial escape valve. We predict for THE KEY NOTE an energetic career and hope it may prove a profitable venture for all those concerned in its publication.

On the first page of Official Journal Local 802 appears a price schedule amendment which reads—"BEER GARDENS (where no admission is charged), week to consist of seven days, actual working time, six hours on week days, eight hours on Sunday, with one consecutive hour intermission—per week, per man, \$45.00; contractor, \$75.00." We believe this ought to be referred to the Seabury Investigation Commission. However, the reference may be entirely to some kind of almost-beer.

These are not only rare June days, but jobs for musicians are fully as rare.

The Gilmore Memorial Concert, recently held in Boston, given by the American Bandmasters' Association for the benefit of the Musicians' Relief Society of Boston, with the assistance of 400 members of the Boston Musicians' Protective Association, was a notable affair. We are indebted to Brother James T. Kenney, President of the Musicians' Relief Society, for a beautiful program copy which makes clear the fact that an unusual event took place. The program contains a most readable historical and biographical sketch of Patrick S. Gilmore from the pen of Herbert L. Clarke. We regret the lack of space in which to review the fine musical selections played and the imposing array of bandmasters who conducted the rendition thereof. Suffice it to say that the memorial concert was presented with just the kind of artistic finish which you would expect from musical Boston.

Twenty-five years with the Chicago Symphony Orchestra is the record of Carl Mayer, who has held the position of bass clarinetist over this extended period. The Intermezzo reports that upon his farewell appearance last month, Conductor Frederick Stock addressed the audience and called attention to the fact that Mr. Mayer was the only one of those who played with the orchestra during the first year of its existence who was still on the roster. With one accord the vast audience arose, musicians and patrons alike, as the object of this unusual tribute came forward to acknowledge the ovation.

Like a refreshing northwestern breeze comes "Musicland," official organ of Local No. 76 of Seattle, Wash. The paper contains eight pages and is filled with live reading matter. W. J. Douglass, known throughout Federation circles, is managing editor, and Ida Dillon, business manager. We hope for a permanent place on the Musicland mailing list.

The old adage to the effect that where there is a will to do a thing there is a

way to effect its accomplishment is still good and finds a striking illustration in the jurisdiction of Local No. 378 of Newburyport, Mass. Like all other Locals, the members there have felt the pinch of the nation-wide depression, which has beclouded the industrial skies for so many weary months. But this situation did not lessen the ambition of the Local to be represented by a delegate at the Chattanooga Convention. With characteristic Down-East Yankee resourcefulness it was decided to arrange for a big parade, band concert and dance. Accordingly on May 10 there was a street parade at 7:30 in the evening, with ninety-one bandmen taking part, the boys coming in from adjacent Locals to help out. At 8 o'clock a band concert with seventy-three men on the platform was given. Among those having a part in conducting the band program were Willard B. Knight, local bandmaster; John H. Lee of the 102nd Regiment Band of Lynn, Bandmasters Ives, Barrington-Sargent and Carter of Boston, Preble of Beverly, Sears of Haverhill and Gores of Lynn. Walton S. Ives, son of D. A. Ives, directed his own composition, "Smithonian," especially dedicated to Walter Smith, the well-known concert virtuoso of Boston. Of course, the undertaking was a success and Newburyport will be represented at Chattanooga by President Moses E. Wright, Jr. We received the information too late for the suggestion to carry to other Locals this year; but we gladly tell the story for the value it has in showing what can be done when the spirit is willing.

Next month we hope to be able to tell you something interesting about the Chattanooga Convention. Until then—Au revoir!

His Business

Inebriated Patron—Waitress (hic), bring me a dish of prunes.
Waitress—Stewed, sir?
Patron—Now, thash none yer business.—Ex.

Customary

"If you die first, dear, you'll wait for me on the other shore, won't you?" asked the wife.
"I suppose so," sighed the husband. "I never went anywhere yet without having to wait for you."—Ex.

Just Another One

And then there's the story about the Scotchman who stayed away from a municipal banquet because he didn't know the meaning of the word "gratis" on the invitation. The next day he shot himself over an open dictionary in a public library.—Indiana Telephone News.

THE PRESIDENT'S REPORT

(Continued from Page 11)

The invasion of music by machine is not as yet at an end; various developments, all of interest and importance to us, follow one another, and surely we would fall far short of proper discernment as to our necessities were we to stand complacently by and permit this development to continue without any effort to protect ourselves against same, or, at least, if not successful in turning same entirely to our advantage, to minimize its most dangerous aspects. One of these new developments, which is now making considerable strides, is television. The time is not so far distant when we may have our own show or performance within the four walls of our personal domiciles. However, it is unthinkable that one central dispensing television station could satisfy the longing of the people for diversity in amusement; therefore, if television is to become popular, such stations will have to be numerous, as all people do not like the same sort of entertainment, and as the opportunity must be given them to choose, no doubt actors and musicians will be employed in such stations. It is possible, however, that movie talkies, together with canned music, may also be transmitted through television, but it is not to be assumed that double transmission of shadow pictures will arouse the interests and curiosity of the public to sufficient extent to make the plan successful.

I am rather inclined to the belief that to be successful, television will have to have recourse to what in counter-distinction to synthetic theatrical performances is known as the living drama, musical comedy, opera, revue and kindred entertainment. Then it can also be surmised that television, even though making inroads upon the patronage of theatres, will not pre-empt the amusement field to their exclusion. To have television in our houses, reception apparatus must either be rented or especially bought. The intention of the promoters now is to have patrons subscribe to progress the same as we do to telephone, or electric light and gas service. However, what appears most important to us is that television may increase our employment opportunities rather than decrease the same.

TRAVELING ORCHESTRAS

It is natural, more especially in times when employment has become lessened, that resident members of locals protest against the competition of such members as compose traveling bands or orchestras. Yet it is as clear as day, that such competition does not lend itself to repression. To follow such a policy would make matters worse, as it would create uncontrolled competition by hordes of traveling orchestras which the Federation would have non-unionized in its attempt to confine members to their home jurisdictions. It was the resentment of resident members against traveling members which resulted in the rule that traveling orchestras must charge 30 per cent in excess of local prices. It was expected that by making traveling orchestras more expensive, local employers would generally turn to the employment of local talent. We attempted to make traveling orchestras more expensive, but it did not have the desired result. Many of the traveling orchestras, more especially such as are not greatly representative in point of reputation or musical attainment, found that employers refused to pay the increased wage and, as a result, often through their booking agents entered into collusion with them by making fictitious contracts or returning part of the price stipulated in the contract.

Such orchestras as enjoyed deserved reputation and whose wage before the 30 per cent law was passed was already high were not affected by the law. So instead of regulating the traveling orchestra situation to the extent of minimizing their competition with resident local members, we have made hundreds upon hundreds of law-breakers, including many members who, before the law was enacted, generally did hold themselves governed by the rules of our organization in the quest for employment.

As a result we have now many orchestras which are veritable poachers; who find it impossible to receive local price, plus 30 per cent, and, for that reason, turn to the expedient above explained to circumvent the law. In cases where such orchestras filled permanent engagements, we have often been successful in proving collusion between them and their employers and, as a result, in addition to disciplining the members, we closed the establishment of the employer to traveling orchestras, placing it on a forbidden territory list, thereby for a stated time confining him to the use of local members. However, this expedient can only be successfully applied as long as we do not have to contend with a considerable number of non-union traveling orchestras, as were this not so, the employer thus restricted could easily se-

cure his orchestra from non-union supply. So it is clear that, for our own protection, we must guard against creating hosts of non-union traveling orchestras.

It is not to be assumed that the 30 per cent law will be abrogated, as in one respect at least the same is sound, and that is, that an employer who maintains that he needs traveling orchestras as attractions should pay more for them. However, as before said, our efforts to have them actually do so, have failed. This is a disadvantage to our organization, as it invites contempt for all our laws.

The conditions above described are notorious and well known among the members of our organization. The forbidden territory list is a partial remedy insofar as permanent engagements are concerned, but such orchestras which fill their weeks by playing miscellaneous engagements are actually and practically unrestricted, acting as free lances; that is, the members thereof carry union cards, but look upon the union regulations with utmost contempt.

Leaders of traveling orchestras, more especially such as play miscellaneous jobs in the jurisdiction of various locals, generally employ the members of their orchestras for a flat weekly wage, and engagements are accepted by them in violation of union price and conditions. Now and then a member having quit such an orchestra, does make known the unfair conditions under which he was employed, but when called upon to officially bear witness to the fact generally finds it more prudent, by reason of future employment opportunities, to deny his former statements, or to become evasive in answering questions concerning same.

Even representative agents who manage the engagements of renowned bands and orchestras, who at all times receive the union price and work under union conditions, also officiate as agents for poaching orchestras, and in explanation, fall upon the expedient that the leaders received the union price for engagements, but that it was they who underpaid the men. Even in representative orchestras, conditions are not always as correct as they might be, as I have good reason to believe that the leaders thereof, even though receiving the full union wages, do not at times hesitate to underpay their men.

So to be truthful with ourselves, we must admit that the traveling orchestra situation is a mess; first, by reason of an unenforceable law which is ignored by traveling orchestras in their quest for employment, then by the opportunities of leaders to employ members for less than union wages, even though the engagement may pay union prices, and then by agents who never have any difficulty in securing orchestras to work for them, even though they know that the employment procured for them has been accepted under conditions in violation of the law.

Local Unions have made frantic efforts to discipline traveling members who violate the law, but more often than not the securing of evidence is made difficult through insurmountable obstacles. As a result they often fine such members heavily for minor violations, such as neglecting to file a contract, not making correct overtime charges or for not identifying themselves as members, etc., but are seldom in a position to fine them for the thing of which they are more than anything else guilty, namely, being in actual collusion with their agent and employer to fill engagements for a great deal less than the correct union price.

The entire condition has become aggravated by unemployment caused by the present economic depression, and the machine invasion of the field of music, which has resulted in intensifying competition among members for employment.

That the traveling orchestra condition is an evil crying for a remedy no one can gainsay. It is not a condition which readily lends itself to adjustment, but may only be corrected after considerable thought and through efforts departing from our usual line of procedure. In our policies, we must conform to changed conditions and must not fall into the error of holding that the methods which proved sufficient during earlier periods of our organization will forever remain so and that all we have to do is to turn to pigeon-hole compartments of law to somewhere, somehow find the remedy therein for all unfavorable conditions, so as to make it unnecessary to depart from former methods to cope with same. In other words, it is up to us to realize that the danger of organizations becoming fossilized is no less than that of any other thing to which methods, which were applied in the past and which do not fit into the scheme of the present, are nevertheless applied.

However, it is also true that in abnormal times—and we certainly live in such now—new methods may prove ineffective, whereas in normal times their application will be found successful to a considerable degree. We must also bear in mind that 100 per cent regulation of the activities of our members is never

attainable, as the expectation that all of them will always obey the law will always remain chimerical. This is true, because perfection is not attainable in anything, and if it appears that it has been reached this will be only relatively true.

A labor organization which greatly reduces the infraction of its laws is about as successful as it can ever hope to be; but such great minimizing has a tremendously favorable effect upon the elevation and maintenance of an improved standard of life of its members. It even has the effect that those who violate the law do not do so to such a vicious degree as would be the case were the organization less successful in enforcing its laws. Even a law-breaker will not work for a lesser wage than he has to, and if the organization is successful in the enforcing of its rules, he needs but underbid the law-abiding member a small amount to gain an advantage of him in competition.

I stated before that we are in great need of a remedy to correct the traveling orchestra situation. I am not presumptuous enough to hold that the suggestions which I am about to make will prove a panacea, but I do hold that same are in the direction of eventually enabling us to as much as possible control the situation. It is true, that to these suggestions, the President's office, through an emergency decision, could have given the force of law, but I have already referred to the abnormal conditions from which we as yet suffer, and they did not indicate that the time was propitious for an experiment of far-reaching effect or consequences. But when the time will appear more opportune—and same seems to be now near at hand—the following remedies could be applied:

- (a) The licensing of every agent of traveling bands and orchestras, and expulsion of every member of the Federation who accepts employment from an agent who is not licensed.
- (b) The establishing of a bureau in connection with the President's office at a nominal cost, to have charge of the entire traveling orchestra situation and the licensing of agents.
- (c) The regulating of conditions under which licenses may be given or withdrawn.
- (d) The holding of a leader of an orchestra and an agent jointly responsible for the paying of the union price to the members of their orchestras, and for the soliciting and contracting for all engagements in conformity with Federation law.
- (e) The disseminating of knowledge to employers through the country that agents must have a Federation license to furnish members of the Federation.
- (f) The promulgating of all other necessary rules to fully enforce the stipulations enumerated in A, B, C, D and E.

The above tentative suggestions are predicated upon a decision of the United States Circuit Court that the Actors' Equity Association has the right to maintain rules that its members must not accept employment except from an agent licensed by Equity.

I admit that the proposition is gigantic; that it may necessitate long, continued efforts to gain practical results. But what of that? It is worth a trial; if it fails, we have at least done something that we thought expedient, and the experience gained may point to some other solution. At all events, we will have made an effort to be constructive, and we might as well bid good-bye to any future success of our organization if we ever fail in the continued attempt to make efforts in such direction.

STATE OFFICERS

In compliance with the provision of the laws of the Federation, I appointed the following State Officers and Provincial Representatives:

State and Provincial Officers:

- Alabama—C. P. Thiemonge.
- Arizona—Chas. J. Besse.
- Arkansas—Ganoe Scott.
- California—C. L. Bagley.
- Colorado—Jas. D. Byrne.
- Connecticut—Arthur Lee.
- Delaware—W. H. Whiteside.
- Florida—J. H. Mackey.
- Georgia—Carl Karston.
- Idaho—Albert J. Tompkins.
- Illinois—Charles Housum.
- Indiana—P. J. Shuster.
- Iowa—C. R. Jahns.
- Kansas—H. E. Barnes.
- Kentucky—Leo F. Durlauf.
- Louisiana—John P. Rössiter.
- Maine—C. W. Purcell.
- Maryland—Henry Mayers.
- Massachusetts—B. C. McSheehy.
- Michigan—George Rogers.
- Minnesota—John P. Rössiter.
- Mississippi—J. Setaro.
- Missouri—H. O. Wheeler.
- Montana—Earl C. Shimmons.
- Nebraska—R. Oleson.

- Nevada—Jack Butler.
- New Hampshire—Jos. T. Rainey (deceased).
Jas. E. McWeeney.
- New Jersey—Leo Cluesmann.
- New Mexico—W. Stuart Walker.
- New York—S. E. Bassett.
- North Carolina—C. W. Hollowbush.
- North Dakota—Harry M. Rudd.
- Ohio—H. Pffizenmayer.
- Oklahoma—P. F. Petersen.
- Oregon—E. E. Pettingell.
- Pennsylvania—Adolph Hirschberg.
- Rhode Island—William Gamble.
- South Carolina—C. Hy Amme.
- South Dakota—Burton S. Rogers.
- Tennessee—Jos. Henkel.
- Texas—J. W. Parks.
- Utah—Lorenzo Sharp.
- Vermont—George M. Goddard.
- Virginia—Gaston Lichtenstein.
- Washington—W. J. Douglas.
- West Virginia—Wm. H. Stephens.
- Wisconsin—H. G. Bowen (resigned).
Frank Hayek.
- Wyoming—A. L. Smith.

Dominion of Canada:

- Alberta—C. T. Hustwick.
- British Columbia—E. A. Jamieson.
- Manitoba—F. A. Tallman.
- Ontario—A. J. Nelligan.
- Quebec—Jean Drouin.
- Saskatchewan—E. M. Knapp.
- Nova Scotia—Edwin K. McKay.
- New Brunswick—Wm. C. Bowden.

State and Provincial Officers Rendered Services to the Federation as Follows:

C. L. BAGLEY—

State Officer of CALIFORNIA:

In response to complaint from the San Diego, Calif., Local, he was requested to visit the Local for the purpose of investigating whether a leader of an orchestra who accepted an engagement did same in conformity with the laws of the Federation. Upon investigation, found that such was not the case; the Local's complaint was sustained, and the situation was corrected.

Brother Bagley went to San Diego a second time for the purpose of investigating the status of some musicians against which Local 722 had protested. The investigation disclosed absolute ignorance of the laws of the Federation among some of them, and the State Officer was active in the direction of informing them of their duties and obligations to the Federation, so as to guard them against becoming involved in further complications.

J. W. PARKS—

State Officer of TEXAS:

Was requested to visit the Fort Worth, Texas, Local to assist the Local in the adjustment of a controversy which had developed by reason of erroneous construction placed by theatre manager on the notice clause in a contract. The controversy developed in connection with the theatre changing its policy from full week to three days vaudeville. The Local's position in the matter was found to be entirely correct and was therefore sustained.

Brother Parks visited Amarillo, Texas, as the Local in said city had become involved in differences with a radio station. It appeared that suspended members were employed by the station, whereas union orchestras were used to furnish music by remote control to same. The matter was adjusted on stipulation that services of Federation orchestras directly or by remote control would be declined if the Station should again employ others than members of the Federation.

Brother Parks visited Wichita Falls for the purpose of investigating a controversy which had developed between a Park management and the Local. It appeared that a non-Federation band was used for a Bathing Revue, put on by the Junior Chamber of Commerce. The Park management requested that the Britt traveling orchestra should play for same. Request was submitted to the Local Union and was not granted. Britt and his orchestra did not play. The Junior Chamber of Commerce then secured a non-union band. For this the Local attempted to hold the Park management responsible. A complaint of the Local against Britt could not be sustained, as he did not play the engagement.

Brother Parks also assisted Fort Worth, Texas, Local to adjust controversy which had developed between it and a radio station.

Brother Parks also rendered services outside of the jurisdiction of his State, as, for instance, in Oklahoma City, Okla. He assisted the Local in said city to adjust a situation which arose out of change of policy in a theatre wherein vaudeville and orchestra were transferred from one theatre to another. As a result presentation policy was inaugurated and installed at the house where formerly vaudeville was played. Subsequently this presentation policy was discontinued and the former vaudeville policy again continued. The orchestra which originally played

vaudeville insisted that they had the right to the engagement. However, it was found that under the laws of the Local, the management of the theatre could discontinue either orchestra on two weeks' notice, and that the contractor had a like right to change the personnel of his orchestra. Under these conditions the protest of the original vaudeville orchestra could not be sustained.

Brother Parks also rendered services in Tulsa, Okla., in a controversy between our Local and members in connection with a hotel engagement for which the booking agent, who was not a member of the Federation, held a contract. The case became complicated for the reason that some members of a traveling orchestra, which previously had played a traveling engagement in the Local's jurisdiction and had become full members of the Local, returned to the jurisdiction to play a traveling engagement in a Tulsa Hotel, which caused the Local to insist that they be considered as traveling members, and must charge 30 per cent in addition to the Local price. In this the Local was entirely correct. The hotel management was an innocent party to all this. Case was satisfactorily adjusted.

W. J. DOUGLAS—

State Officer of WASHINGTON:

Visited Olympia, Wash., to assist Local in said city in a theatrical controversy. The matter involved the engagement of an organist. Same was adjusted by the member being reinstated in the engagement.

Brother Douglas was instructed to visit the Everett, Wash., Local to investigate a complaint of a dance hall management, who employed Federation members, that the Local was in competition with him by putting on free dances. The matter was adjusted by both parties agreeing to charge the same admission for their dances.

Brother Douglas also visited Spokane, Wash., to assist the Local in a controversy which had developed by reason of the discharge of an organist. The matter was adjusted by the organist being reinstated and receiving payment for time laid off.

This State Officer also visited Tacoma, Wash., to assist the Local to have a certain number of men employed in a new theatre. The matter was satisfactorily adjusted.

J. H. MACKEY—

State Officer of FLORIDA:

Was requested to visit Pensacola, Fla., to assist the Local in a case in which a theatre had been declared unfair by reason of using non-union musicians on the stage. As a result of negotiations an arrangement was reached that union musicians be employed, and the unfairness of the theatre was removed.

State Officer Mackey also visited Fort Lauderdale, Fla., to investigate the activities of the former Secretary of the Local, who issued transfer and membership cards after the Local had become defunct and was no longer affiliated with the Federation. It appeared that money was collected for such cards, and same had been placed in a bank which had failed. However, a certificate of money deposited in favor of the Local could not be found. The case was closed by demanding and receiving the return of the seal of the Local and other properties belonging to the Federation.

GEORGE ROGERS—

State Officer of MICHIGAN:

Visited Flint, Mich., Local to assist the Local in adjusting a theatre situation. It involved a possible closing of the house. The matter was finally satisfactorily adjusted.

Brother Rogers was also delegated to visit Pontiac, Mich., to adjust a theatrical controversy. It appeared that the contractor of the engagement had given a member of his orchestra notice. The member complained to the President of the Local who laid the matter before the Local Board of Directors, which sustained the contractor. Thereupon the contractor gave notice of dismissal to the President, who also worked in the same orchestra. The Local sustained the President. The matter was finally adjusted, the contractor withdrawing his notice to the President.

CHARLES HOUSUM—

State Officer of ILLINOIS:

Sent to Danville, Ill., to investigate and assist the Local in the possible adjudication in a situation which developed by reason of an opposition union being formed, in part composed of former members of the Local. Some of these members applied for admission to the Local. As they formerly were members, the case was referred to the National Executive Board, and is now pending.

The matter is complicated for the reason that the Local is in favor of a band tax law, whereas these applicants—who maintain a band—and the opposition Local—oppose such band tax law.

The matter is in abeyance.

Brother Housum was requested to visit Springfield, Ill., to assist the Local in collecting claim of \$204.63 due some of its members who were formerly employed in the theatre. The claim was paid.

LEO CLUESMANN—

State Officer of NEW JERSEY:

Was requested to visit New Brunswick, N. J., to investigate a complaint of the theatre management against the qualifications of two men of the orchestra employed by him. Report of the investigation was that complaint was not justified.

Brother Cluesmann also rendered services outside of New Jersey, by visiting Newburgh, N. Y., at the request of the Local, to pass upon the qualification of members of a theatre orchestra. The members of the orchestra were found to be entirely competent to fill the engagement.

FRANK HAYEK—

State Officer of WISCONSIN:

Visited Kenosha, Wis., to assist the Local in disputes with theatre management concerning an orchestra brought in with a unit show for one day, without any Local orchestra being employed. The matter was finally referred to the President's office, and involves a claim of the Local against Warner Bros. by reason of the non-engaging of its members for that one day. It appears that the visiting orchestra did not belong to the traveling unit, but was used as a subterfuge to replace local musicians. The Local, which did not have a contract, insisted that its men who were displaced should be paid by the management.

Demand was made for payment, and this matter is pending at the present time. The question arises as to whether the maintaining of a "minimum number of men" law entitles a Local to collect, even though a contract for their employment was not agreed to. Generally we are not successful in collecting claims unless a contract, verbal or written, is in existence. In such cases we are generally forced to confine our activities in the direction that in future union men be employed, and this has been done in this case.

B. C. MCSHEEHY—

State Officer of MASSACHUSETTS:

Visited Fitchburg, Mass., and investigated complaint that a member of the Local acted in bad faith toward some of the members of the Board of Directors. Investigation disclosed the fact that the member involved held resentment against some officers of the Local for the reason that a fine had been imposed against him, and his activities against them resulted in an officer of the Local becoming involved with the department of the government in which he was employed. The member disclaimed any intention to harm anyone, claiming that his activities had merely for their reason the securing of information. Why he needed same he did not disclose.

The matter was finally adjusted, the member agreeing that he would not be active in any direction which would harm anyone.

Brother McSheehy also visited Lowell, Mass., to assist the Local in the adjustment of a theatrical controversy. In this he was entirely successful.

P. J. SHUSLER—

State Officer of INDIANA:

Visited La Porte, Ind., together with a representative of the I. A. T. S. E., concerning a situation at Civic Auditorium in said city, in which our Local was involved in support of the I. A. T. S. E. The matter was adjusted for the time being.

This incident led the President of the Federation to take up the matter of Auditoriums with the I. A. T. S. E., and, as a result, the latter informed their Local Unions that even though Auditoriums be declared unfair by them, that such unfairness should only extend to functions for which the services of stage hands or moving picture operators are necessary, that is, should not apply to dances or like functions in which their services are not required.

Brother Shusler also visited Monticello, Ind., to investigate complaint that an orchestra was playing share-plan engagement at a resort in that place. The matter was adjusted by the orchestra leaving the engagement in question.

H. PFIZENMAYER—

State Officer of OHIO:

Requested to visit Piqua, Ohio, to assist the Local Union in adjusting divers matters involving members of the Local, as against the Local's position in matters where protest had been made to the Federation. State Officer found the Local's position correct, and hence same was sustained.

ADOLPH HIRSCHBERG—

State Officer of PENNSYLVANIA:

Requested to assist members of the Federation to collect amounts due a

traveling orchestra which at the time performed in a theatre in Philadelphia.

In addition to the State Officers, special representatives rendered services to the Federation, as follows:

A. G. RACKETT—

Delegated to represent the President of the Federation at the Music Teachers' Convention in Minneapolis for the purpose of addressing same on matters of interest to the Federation, placing special emphasis upon the "canned music" question.

RALPH FETTERMAN—

Sent to Anamosa, Iowa, for the purpose of investigating a complaint of which Brother Fetterman had advised the Federation that the Local granted membership cards to traveling musicians in no wise entitled to same.

C. G. YARWOOD—

Requested, in company with Brother Elliott of the I. A. T. S. E., to visit Louisville, Ky., for the purpose of being helpful, if possible, in adjusting a local controversy. The matter was adjusted.

In addition to the State Officers, members of the International Executive Board were delegated to visit jurisdictions for the purpose of assisting local unions in controversies or to protect the interests of the Federation.

As a result, the following jurisdictions were visited by them; some of them several times:

THOS. F. GAMBLE:

Newark, N. J.
Atlantic City, N. J.
Philadelphia, Pa. (3).
Trenton, N. J.
Allentown, Pa.
Lansford, Pa.
Springfield, Mass.
New Haven, Conn.
Beaver Falls, Pa.
Erie, Pa.
Montreal, Canada.

WM. G. DODGE:

Middletown, N. Y.

WM. L. MAYER:

Detroit, Mich.
Bridgeport, Conn.
Philadelphia, Pa. (2).
Cleveland, Ohio.
Massillon, Ohio.
Canton, Ohio.
Youngstown, Ohio.
Newark, N. J.

WM. J. KERNGOOD:

Detroit, Mich. (3).
Perth Amboy, N. J.
Philadelphia, Pa. (3).
Boston, Mass.
Toronto, Canada.
Toledo, Ohio.
Allentown, Pa.
Albany, N. Y.
Glens Falls, N. Y.

A. C. HAYDEN:

Detroit, Mich.
Philadelphia, Pa.

A. A. GREENBAUM:

Eureka, Calif.

F. W. BIRNBACH:

Beloit, Wis.
Janesville, Wis.
Elkhorn, Wis.
Rockford, Ill.
Brandon, Manitoba.
Fargo, N. D. (2).
St. Paul, Minn.
Milwaukee, Wis.
Chicago, Ill.

C. A. WEAVER:

Duluth, Minn.
Rockford, Ill.
St. Paul, Minn.
Burlington, Iowa.

BERT HENDERSON:

Ottawa, Canada.

JOSEPH N. WEBER:

Many jurisdictions were visited by the President, not only for the purpose of being helpful in adjusting controversies, but also in full observance of the Convention's instructions to make visits to Locals whenever and wherever possible.

The visits of National Officers not only prove valuable by reason of the adjustment of the situations which caused same, but also by reason of the personal contact of National Officers with Locals. In an organization of 127,000 members and hundreds of Locals, many of the latter never have an opportunity to see or hear National Officers, even though the vast majority of them desire such personal contact. Visits of National Officers can only be made if occasion demands it, with the exception of the President of the Federation, who is ordered by a Convention to visit as many Locals as possible. For this purpose, the President, when en tour, generally does arrange, if his time at all permits, to stop off at as many towns and cities as he possibly can, and there has not been a single instance, more especially in the case of Locals which formerly had not been visited by National Officers,

in which the personal contact with a National Officer did not result in a better understanding of the purpose of our organization and a closer kinship, if possible, between the members, for the reason that all of them then realized that, after all, the entire American Federation of Musicians is a family of musicians, each Local Union standing for the same purposes, namely, to have their interests better protected by common efforts than they could possibly be by individual efforts.

Taking it all in all, our organization has always been the marvel of the American Federation of Labor; that the vast amount of service which is rendered to the general membership through their National Organization and its officers can be so rendered at an expense of per capita tax of less than 10 cents per month per member.

Most all other large organizations have road men and organizers continually on the road and the expense of same to these National Organizations, outside of expenses for their general maintenance, in many instances far exceeds the entire per capita tax collected by our organization from its members for all its purposes.

These observations are made merely to create a better understanding by the general membership of all which is germane to the maintenance of their organization.

Facts re: TRADE AGREEMENT Between

AMERICAN FEDERATION OF MUSICIANS and I. A. T. S. E.

The trade agreement between the American Federation of Musicians and the I. A. T. S. E. is unique in the sense that it is the only agreement of its kind in all of organized labor. In the past, even though here and there local conditions may have become quite irksome to members of either union when they have been obliged to give heed to the provisions of the agreement, the same has resulted in great benefit to both organizations. The agreement was conceived and entered into fifteen years ago. It was made under different conditions than exist now. Its specifications that both organizations follow certain procedures often proved too great a hindrance. To further the interests of all parties to the agreement, these procedures were often waived and immediate action taken in cases where otherwise proper notice would have been necessary. One of the provisions especially, i. e., that before a district could be involved in a strike by either organization, the Executive Boards of both unions should meet and decide the question, proved worthless, as in following the red tape prescribed so much valuable time would have been lost, that more often than not the success of a strike would have become very questionable. And so the policy was followed that in cases of this kind, that if a party to the agreement called a district strike it could do so with the assurance that the other National Organization would immediately assist it. Such was the case until the advent of sound in theatres. Since then the position of the musicians, as well as the stage hands and moving picture operators, has greatly changed. In former years the operator was in the minority in the I. A. T. S. E., the stage hands were the dominating factor. Today the opposite is true. About six years ago many hundreds of their members were employed on the road with legitimate shows. Today this number is negligible. The number of stage hands employed in a local house changes automatically with the nature of the performance. They have no season's contracts guaranteed specifying the number of men. However, here and there they insist upon stage hands being employed to raise or lower the curtain, etc., but all this does never involve a considerable number of their members.

At the beginning of the present season, by reason of changed conditions in theatres, the number of stage hands formerly employed was reduced in even relatively a larger degree than the musicians. However, the number of moving picture operators employed has been greatly increased. As soon as our Local Unions became involved in controversies as to the employment of the number of men and the length of season, some of which led to strikes, the International office of the stage hands immediately assisted the President's office of our Federation in attempts to influence the Corporations to make the best possible adjustments in favor of our Locals. No doubt this assistance has greatly aided the efforts of the President's office to secure the employment of more men than the Corporations in the beginning intended to employ. In Locals where strikes developed, our Locals no doubt relied upon the assistance of the stage hands and the moving picture operators to force an acceptable agreement upon the employers. The I. A. T. S. E. insisted that all possible efforts to adjust the matter without calling of strikes should be exhausted, as the involving of all the stage hands, moving

picture operators and musicians in several large cities at one and the same time—more especially by reason of the lack of business in theatres—brought about by the depression—and other reasons—was dangerous to the prestige and standing of both organizations; and did advise us that in certain cities they could not see their way clear to make the sacrifice of a strike, as the inevitable result would be the weakening of their standing without any benefit to our organization. However, after the strikes developed and the President's office continued in its efforts to bring same to as much as possible a favorable conclusion, the I. A. T. S. E. lent its assistance without stint or reservation and advised this office that they would issue a general strike order in the jurisdictions involved, and withdraw their men unless the strike was settled to our satisfaction. This was made known to the Corporations and greatly assisted in the final adjustment.

Occurrences in the past led to the conclusion that often Local Unions at the beginning of negotiations placed their entire reliance to prevail in same upon the trade agreement. As a result controversies often developed which would not have developed were it not for the existence of this trade agreement. Against this nothing could be said if success would invariably be the result. But far from this it often happens that through such procedure members of both organizations lose employment for many months. However, these conditions only exceptionally develop and of the general value of the trade agreement there can be no question. Both organizations would eventually find themselves at a considerable disadvantage were same to be abrogated.

As to the nature of the trade agreement we must all agree that after all it is only a human instrument, and is only valuable insofar as the signatories of same make it so. It can be made an instrumentality of great good, and has been such for many years. Local Unions of both National Organizations are often eager to avail themselves of the opportunities of the agreement as long as it is to their interest, but often also demur if the other party to the agreement involves them in a sacrifice. This is but natural. We must not fall into the error of ever expecting an ideal condition. The best that can be done in anything is to make the best of it. Ideals are never reached. We make efforts to approach them; the more we do so the farther they recede. Ideals change with our approach, and if an ideal is supposedly reached it immediately begets a new ideal. This has been forever so, upon it progress depends.

UNION LABOR LIFE INSURANCE

As our organization is one of the principal stockholders in the Union Labor Life Insurance Company, I consider it a duty to advise you of the progress and the present status of same. During the few years of its existence it has made remarkable strides to establish itself as a lasting representative of labor in the insurance field. The officers of the company may feel a sense of gratification in the fact that the success of the company has remained practically uninterrupted, even during the present economic depression. It is true that the paying of dividends has so far been deferred, but this does not in any way indicate that the company is not highly successful. The passing of dividends has for its sole reason and purpose the creating of a large surplus fund so that the company may in the future be able to meet any exigencies and its continued success insured.

Its operation now covers three and one-half years. At the present time it carries group insurance of \$43,056,000.00 and last year paid in death benefits \$480,536.00. At the same time it is making good strides in individual insurance. During the last fiscal year it has increased its surplus by \$82,625.00 and as a result the company has in its treasury now approximately \$20,000.00 more than was originally paid in by the stockholders for stock and surplus.

The showing of the company is indeed remarkable, and it has earned the commendation of many representative citizens throughout the country. The Honorable D. P. Walsh, Senator from Massachusetts, a member of the Senate Finance Committee, states that the growth of the company in the last four years is indicative of the future of the company and, therefore, the outlook for expansion must be most encouraging. He states that the company will be able eventually to demonstrate that it can offer insurance at lower rates than the old-line insurance companies and with equal stability and security. In saying this, Senator Walsh depicts the aims of the company accurately, as the founding of the company had for its purpose that the workers should eventually be able to buy cheaper insurance with the same security as in any other company. To make this possible, dividends paid to stockholders can never exceed 6 per cent; there is no opportunity that the stock may reach a hundred or a thousand times its original value, as has been the case

with the stock of some old-line insurance companies. All profits eventually will go into the pockets of the insured, and for the same amount of money they will eventually be able to buy more insurance than they are able to buy in any old-line company.

The purpose of the company is commendable, and the stockholders, who have made its organizing possible, will eventually find that they have done the workers in need of insurance an inestimable service. It is this value of the enterprise which is recognized by all stockholders and is responsible for their patience to await the payment of dividends. In fact, a vast majority of them insist that dividends should be deferred until the company has collected a sufficient surplus so it may never become embarrassed if, through disease, epidemic in character, it is subjected to more than normal financial drain. Through such a policy the investment of the stockholders becomes more and more secure.

I know that this Convention will fully appreciate and concur in the action of a previous Convention to lend a helping hand in the forming of the company.

THE MUSICIANS' POSITION AND ACTIVITIES OF LOCALS

It is but natural that in normal times, when general employment is not reduced, the members of Local Unions are not restive, more especially if in their efforts to continually improve the conditions of members they seldom met with failure. In cases, however, as in the present depression, in which many members cannot find employment, they become restive and are inclined to, and often do, blame their union for this. They fail to realize that employment is dependent upon economic conditions, and that a union can only create employment to a very limited degree. For instance, musical unions can only do so if they have the opportunity to deny the services of their members to employers who need them but fail to agree to employ such number of musicians at the union considers fair. This opportunity, however, with the exception of certain halls, generally only exists in theatre engagements, and has, during the last two seasons, through known reasons, been greatly reduced.

Outside of the examples above stated, our organization never had the opportunity to increase employment for its members. However, insofar as it had such opportunity, same exceeded that of almost all other national or international labor organizations. In the same relation, as with changed conditions during the last two seasons, the employment of members decreased, their impatience with same increased. This is naturally expected and members certainly have the right to become impatient. That much, however, cannot be said of their impatience with local officers to whom they looked to correct the situation, and whom in many cases they held responsible for the continuation of employment as it existed before the depression. That such a psychology was unfair to the officers is clear, and that it does not speak well for the members who failed to discern the true condition is obvious. However, if men lose employment they pay scant attention to the reason, and perhaps, the same as you and I, look for an opportunity to prevent it, and in the absence of any other instrumentality to do so, turn to their unions for the purpose. In doing this they mistake the possibility of effectiveness of their union in a condition, which developed as the result of economic changes which affect men in all walks of life and hence cannot be corrected in any particular instance for any particular set of men, but only through a general adjustment.

In uplifting the material condition of members, regulating the profession, protecting them against unfair competition, causing the employer to agree to a decent wage, their union had been eminently successful, therefore, they assumed that it is the union's duty and obligation to continue so in avoiding the interruption of all employment which they enjoyed in the past.

Meetings and officers of Local Unions made strenuous efforts to perpetuate employment and hinder the loss of same, but were forced to agree to compromises by reason of the change in economic conditions in general and, more particularly, in the amusement industry. All locals found themselves minus many of the advantages which in the past have been greatly responsible for their success. The most important of these lost advantages was strike power of our Local Unions, more especially in theatres.

Permanent employment always preempts the attention of locals more than miscellaneous or jobbing employment. In the first named, the employer is generally known and the price to be paid our members and the conditions under which they are to work is more often than not dependent upon an agreement between him and our organization. It was the per-

petuation of such agreements, with renewals each year, more especially in theatres, which became one of the major functions of locals, insofar as their activities brought them in direct contact with the employer. The favorable conditions under which such engagements were finally played were the result of many, many years of efforts by locals and the Federation, and the then stabilized nature of conditions in the amusement field made their perpetuation possible. But as soon as the conditions in the amusement field became disturbed to the degree of becoming chaotic, the entire premise upon which our success rested was undermined, and its unfavorable reaction upon the employment of members was the result. This, however, many locals refused to recognize.

It is but natural that they assumed the attitude that the conditions which had been improved through many years of effort must continue. They refused as long as possible to realize that the evolution, resulting in technological changes and the depression, resulting in general unemployment, had placed us in a position that forced us to agree that conditions generally had changed. Finally it had to be recognized that conditions had changed, that employment in general is not created by labor unions and that employment which does not exist cannot be regulated and controlled by them. It is to the everlasting credit of the locals that they, as long as possible, assumed the militant attitude that "there must be no change," as this at least in some instances led to more favorable compromise in strikes which had developed—in instances wherein the employer needed our services—than otherwise would have been the case; but finally they were forced to conform to changed conditions, in other words, remained subject to economic law the same as any other labor organizations, whether representing overalls or white-collared workers.

Members who lost their employment were, of course, dissatisfied with any adjustment save such as insured them employment. No one could fairly expect them to be otherwise, but the blame which they did thrust upon their local and its officers for their failure to continue employment which had been interrupted by economic changes was unfair; and yet is explainable, as it cannot be expected of men out of employment to apply too metriculously the rule of reason. These members only considered that their union, upon which they based their hope of secured employment, had failed them; nothing else mattered. The result of all this was reflected in many elections of locals where officers who had done their level best to prevail in the contention of the local for the employment of members were attacked and, in some instances, ousted for no other reason except that they failed to do the impossible. However, I do not desire it to be understood that all changes in local officers had such reasons.

Some locals insisted that the United States government should induce Theatrical Corporations to keep more musicians in their employ, and in order to convince them that the Federation would leave no stone unturned to alleviate the conditions, the government was appealed to. This office knew that the government would not intercede on behalf of one particular class of workers, but would be active as best it could in the direction of helping to correct the unemployment situation for all workers and that it would not demand of employers, that they employ workers whom they did not need. The answer of the chairman of the government committee, which has to do with the unemployment situation, as was expected, corroborated this. As this office expected the outcome, the attempt to interest the government on our behalf was merely made to convince locals that we left no lead uncovered to create employment, no matter how forlorn same appeared to be.

I know of no local which did not do the best a labor union could do on behalf of its members during the present trying times. In locals in which the percentage of the professional men is less than that of the non-professional, the distress of the former is not so aggravated as in Local Unions where the opposite is the case. The reason is that not all non-professional members lost their employment in their particular calling and, therefore, unemployment which affected a great number of professional members did not affect them to the same degree. The more professional musicians in a jurisdiction, the greater the number of members in distress. For this reason the situation became more aggravated in the larger locals, and most so in the largest, namely, Local 802 of New York City. Here the local had to do with a wholesale proposition. In its theatres the number employed was reduced from 3,100, or thereabouts, to the neighborhood of 1,100—a loss of nearly 2,000, but during the months of November, December, January and February the number of employed again reached 1,500, leaving approximately 1,500 theatre musicians unemployed.

The depression had also the result that the miscellaneous business had become greatly reduced and, therefore, the hundreds of musicians who formerly played in theatres could not be absorbed in this field, as indeed the unemployment in same was also quite intense. All this presented a difficult problem for the local to cope with.

As usual, hosts of members fell into the error that the local could create employment, and insisted that it be done. At a general meeting, in which several thousand participated, all sorts of possible and impossible propositions were made, most of them not in the nature of creating employment, but having for their purpose to drive those who had employment from same, so as to make it available for the unemployed, or to divide the existing employment among all members.

The propositions of the local meeting received due and careful consideration from its Governing Board and the President's office of the Federation. The President personally met employers in conference for the purpose of interesting them in alleviating the distress among our members and to be helpful in arriving at a possible solution of the matter. When division of employment was suggested to them they refused to accept it as a general proposition, stating that in theatres, as in presentation houses, where the orchestras are the attraction, the ensemble must remain good, and, as the orchestras are built up with due regard to the qualifications of every member thereof, they could and would not agree to the division of employment in such orchestras between members. The employer of the largest orchestra, well known throughout the entire country, stated that it was the main attraction in his theatre, had during the past six years reached a position of renown which could not be maintained through a division of employment between members of the orchestra and other members of the Union, and that if this would be insisted upon he would have no other alternative except to disband the orchestra. With promoters of musical comedies we had a like experience. They contended that their orchestras were obliged to rehearse before a show gave its initial performance in order to perfect same, and change of the orchestra every few weeks or of its members continually, was not conducive to the perpetuation of the success of the show, and, therefore, it could not be done. In some of the vaudeville and picture houses employers agreed that orchestras may be changed every few weeks; however, as this, as already stated, could not be generally applied in all houses, it presented such a discrimination between members who played in theatres that the entire proposition was dropped as a possible solution of the problem.

During the negotiations a proposition was made to the President of the Federation that we decrease the salaries of theatre musicians 33 1-3 per cent, thereby furnishing the employers three musicians for the price he formerly paid for two, and that if we did this they would at the lowered price increase the number of musicians employed in theatres ten per cent. Without challenging the good faith of employers, who made the proposition, as we had invited them to be helpful in solving the unemployment problem in Local 802, will say that this involved a lowering of the standards of life of men who were employed and, therefore, was rejected. It is to be assumed that the lower wage, after the depression had passed, would have been considered the normal wage, and as a result we would have been obliged to again contend for many years for compensation commensurate with our services, which does not mean a living, but a cultural wage. Agreeing to a lowering of the wage would have resulted in continuing the depression for our members, insofar as wages are concerned, for many years after same had passed for other workers. Furthermore, a new employer would have immediately had an advantage, namely, if he intended to employ, say, eighteen men, he would merely state he needed but twelve, if the union then placed six more in his employ by agreeing to a 33 1-3 per cent cut in wages, the employer would have had his eighteen men for the price of twelve, whereas if such reduction was not in vogue, he would have employed the eighteen men he actually needed for the regular union price. Moreover, to create employment for some at the expense of lowering the living conditions of many others is economically unsound.

Before the general meeting of the local referred to was held its governing board had made strenuous efforts to create an unemployed relief fund, assessing every member a certain percentage of his earnings. The board, anticipating that the meeting would reject the proposition, withdrew same. They judged correctly. I have already explained the propositions which were submitted to this meeting, which was attended by the unemployed, as well as the employed—the former contending for work; the latter against the assessment which they would have had to pay. Against the contention of

the first named, nothing can be said; however, meeting same is another proposition. Those who contended for work, in order to, as they erroneously held, insure success in this, contended for a change in the government of Local 802; that is, they requested that the Federation immediately surrender its prerogative to appoint a certain quota of the governing board of the Local. Through this their activities for the relief of unemployment actually became secondary, as same developed into a political agitation and propaganda. It soon became evident that the political issue received a prominence obscuring the economic issue of unemployment. As a timely explanation, will say that there appears to be much confusion throughout the Federation in reference to the National Executive Board appointing the officers of Local 802. The Executive Board does not appoint all the officers of Local 802. The Local elects its own Trial Board, appoints its Sergeant-at-Arms and elects four members to the Governing Board; the remainder of the Board is appointed by the National Executive Board. This is in conformity with the agreement with the New York musicians when Local 802 was formed and which they themselves requested. The form of government was suggested by the New York musicians and was not forced upon them by the Federation. This form of government has for many years avoided the continual agitation, chaos and the positive failure to be successful to which the New York Local was formerly largely subjected. The present form of government of the Local has done exceedingly well in spite of what may be said to the contrary.

The demand that same should be changed had for its reason that the suggestion, made to the meeting of the Local already referred to and which were largely contrary to the laws and policies of the Federation, might be carried out without interference. This, if done, would have again led to the suspension of the Local from the Federation.

A local committee, in addition to appearing before the President of the Federation, also appeared before the National Executive Board in the matter. I hold no brief against any member of the committee; they all acted in good faith when contending for a change in government of the Local. Some of them even decried the propositions that were made at the Local meeting, in order to create employment for their unemployed, but how they could have prevented the attempt to enforce them, had the Federation entirely withdrawn from its supervision of the Local, they were not in a position to say. No sooner had the committee, contending for a change in government of the Local, left the presence of the National Executive Board, when another committee of the Local requested an opportunity to appear. This committee contended against a change of government, feeling that the result would be disastrous, more especially in an organization of about 16,000 members, wherein thousands may and often do participate in meetings in which, by reason of the uncontrollable number of members present, opinions generally clash to such a degree that to come to a sane and deliberate conclusion on any question is more often than not an absolute impossibility, and, therefore, a decision seldom reflects the true sentiments of a majority of members. The committee also submitted a petition signed by about 1,500 members of the Local, wherein they asked and requested that the present form of government of the Local be continued. Finally the International Executive Board confirmed its former attitude in the matter, namely, to hold to the present form of government; however, the board made some recommendations to the governing board of Local 802 concerning the better policing of the Local, which led to an increase in the number of Sergeants-at-Arms of the Local.

I desire to dispel another misunderstanding concerning the manner in which Local 802 is maintained. It has been said that the Federation dominates Local 802 in all its activities. This is not so. The fact is that it dominates Local 802 in none. With its Trial Board, the Federation cannot interfere, as same is locally elected, and the Governing Board is left in position to govern the Local in the self-same manner as if all of them had been elected by the Local. All decisions of the Governing and Trial Boards are subject to appeal to the Federation, the same as a decision of the authorities of any other Local.

A change in the administration of Local 802 would not have affected unemployment in the least. The meeting referred to as stated, without voting, strongly resented the levying of an assessment at the time the distress of the unemployed cried for relief. Finally, the members in employment agreed to be helpful to raise a fund to relieve the unemployed, and consented to a small assessment on their wage. As a result the Local has since relieved members to the extent of many thousands of dollars. To as much as pos-

sible safeguard against fraud, each member who applied for relief was obliged to sign a questionnaire, wherein he has to certify that he is out of employment; to state where he was formerly employed; how much money he earned; how many dependents he has; whether he owns property; or whether he has other sources of income; etc., etc. Any false answer to the questionnaire, if detected by the Local, resulted in disciplining the offending member.

In addition to the above relief, concerts were arranged at Roxy Theatre with a guarantee of a possible deficit by the National Broadcasting Company. This arrangement enabled the Local for a time to add thirty musicians to the Roxy Orchestra regularly employed at the Roxy Theatre, and approximately 100 each Sunday to the Roxy Orchestra in concerts given at the same theatre. These concerts, which were advertised as "The Roxy \$1 Concerts for Unemployed Musicians," were highly successful in an artistic way, besides affording some relief to the number of men above mentioned. The regular members of the Roxy Orchestra were not taxed on their earnings, as their services at the concerts represented their contribution to the unemployment relief fund.

In connection with the matter, will say that the activities of one Local to relieve their unemployed cannot possibly form an example for another Local, as conditions differ in all of them.

In other Local Unions attempts were made to help their unemployed members, and questions as to how far they could go in this direction were submitted to the President's office. These were generally to the effect as to whether a Local could confine a member to one job; in other words, not to permit those holding permanent engagements to play other engagements, or to send substitutes, and whether Locals had a right to raise relief funds by assessing those that were employed a certain percentage of their earnings. To this, will say that in the past the Federation did not permit Locals to circumscribe the opportunities of members to accept all engagements which did not interfere with engagements already held by them, but by reason of the unsettled conditions, the President's office advised the Locals that up to June, 1931—that is up to this Convention—Locals might follow such policy as in their opinion would best alleviate the unemployment distress among their members. However, their attention was called to the fact that they must guard against the error of forcing incompetent men into responsible positions, as this would have the tendency to curtail employment instead of increasing same, and further that Locals have not found the policy of a man for each job as generally successful. As it appears, very few Local Unions have taken recourse to the division of engagements further than enforcing the rule that members must not send substitutes on engagements, in other words, must personally fulfill same.

Previous depressions, and in the last thirty years we have had several, were not felt by us to the extent of the present one. In earlier ones we did not have as many musicians working in theatres and canned music was not as yet invented. Places of amusement were always kept open during times of depression, even though some only led but a vegetative existence. Therefore, as musicians were necessary then in theatres, they were not considerably affected by the depression. This is not so now. We have more places of amusement open than in previous depressions, a great many more, but by reason of the canned music, theatre musicians are extensively displaced. This, together with the opportunity of employment in other engagements being minimized, created unemployment among us such as we never had experienced before. However, all labor organizations have suffered, many of them to such an extent as to become almost destroyed. Such is not the case with us, and this is traceable not only to the persistent efforts of our Federation to weather the storm and pull through at all costs, but also to the same activities of the majority of our Local Unions as well.

Unemployment among our members again resulted in the hue and cry of members against transfer members, and this was lustily done by the unemployed musicians in New York. One could almost be led to believe that to transfer is criminal and un-American, that the right to live by the exercise of the musical profession is inalienable only insofar as full members of Locals are concerned.

Supposing all transfer members would be sent home, all else being equal, employment only being able to absorb the number of men needed, it follows that doing this would not increase employment—it would only interchange members in employment, and in all else conditions would remain exactly as they are now. Such interchange, however, is an impossible proposition, and here I must

reiterate what I have said to the Unions through the INTERNATIONAL MUSICIAN and through my reports to the Convention, namely, that men join a labor organization for the purpose of protection, to better their condition in life, and certainly not for the purpose of being prevented from making a living. This we must keep in mind. Many of our members belong to hotel and cafe orchestras. In fact, they represent the bulk of transfer members. Some of the orchestras which they compose are often very popular. To tell them "you must surrender your employment and return home" is easy enough, but to convince them that that is the proper thing for the organization to do, is a different proposition. The vast majority of them would refuse to surrender their employment, even at the risk of expulsion from the Federation, and the only thing gained would be the non-unionizing of their jobs and of the establishments in which they play. Not a single Local of the Federation would be successful in unionizing these places as long as they desired to keep such orchestras.

It is true that many engagements are played by poachers, that is, men who are only card men, but the abrogation of the transfer system does not solve the problem of their unsavory competition. I will speak more about this elsewhere in this report.

Musicians have intermingled since time immemorial; before we had Local Unions; before we had a Federation. They played engagements outside of the towns wherein they resided; they always traveled with companies; and always intermingled in such a manner as conditions in the amusement world necessitated. Local Locals Unions were never successful in securing all the home jobs for home members, no more so than if they were to insist that their members stay at home and go nowhere else. However, this they never did, nor will do; they desire for their members free opportunities to go wherever they can find employment, but resent it if members from elsewhere come into their own jurisdictions. To maintain a successful Union we must take conditions as they are, and regulate them, but prohibiting is not regulating; it means ignoring fundamental conditions and to do that spells disaster for the organization. The transfer system was not devised for the purpose of conferring additional advantage to members, but devised to meet a condition existing which could not be changed, and therefore had to be regulated. These conditions should always be recognized by our Local Unions, as they cannot be changed. Members in general have little contact with or knowledge of conditions necessary to be realized to make the Union possible. We must have a transfer system; conditions demand it. Were we to abrogate same, we would make conditions worse instead of better, in other words, we would subject the majority of our members to uncontrolled competition of thousands of outsiders whom we had driven out of the organization. As it is we have minimized uncontrolled competition at least to a degree that the members of our profession when occupied enjoy a higher material standard than heretofore, and that is all that can ever be expected. The fact that this is so is best proven by the enforcing of fines and the collecting of same, which prevent not only open violation of the laws, but serve as an incentive for representative bands and orchestras to guard against unwitting violations. However, absolute 100 per cent perfect control is not attainable. Nothing is perfect nor ever will be. A thing perfect is a thing no longer susceptible to progress and immutable to the law of evolution; hence a thing destined to retrogression and oblivion.

The human element which enters the transfer proposition becomes distinct and obvious if we keep in mind, as already indicated, that the resentment of Locals against transfers only extends to receiving them, but never to their issuance and the sending of members into other Local's jurisdictions. After all is said and done the one fact remains that we must forever and ever keep in mind the fundamentals as we find them and from which we cannot deviate if we are to perpetuate our organization, which has done so much for the uplift of the members of our profession.

Locals in the past have ever been militant in the defense of their interests and in efforts to raise the working and wage conditions of their members. As far as theatres are concerned, as long as they only had to do with local employers who controlled them, they were generally very successful without National aid to raise working and wage conditions, more especially so during the time that the theatre could not be continued without employing musicians. A local employer could ill afford to have his house dark, as money lost through the closing of a theatre could not be retrieved, as for instance could be done by a factory which would speed up its production so as to

make up for the time and opportunity lost during a strike, therefore if a strike developed, same was speedily settled. However, with the control of theatres coming into the hands of a few large corporations, local opportunities to successfully adjust disputes concerning the employment of members became greatly lessened.

Corporations which control hundreds of theatres do not feel so severely the result of a strike in one district or one jurisdiction, no matter what the financial loss may be, as individual employers do if a strike is directed against them. They merely consider the theatres involved in the strike as non-profitable for the time being. They are in a better position to continue strike or lockout conditions than individual employers ever were and this is an advantage which, of course, creates a corresponding disadvantage to us.

In cases, however, in which the contrary is the condition, as for instance in attempts to lower wages and working conditions, the Federation is in a position to involve a corporation in all its theatres no matter where located, and this places a Local in a better position to prevail than were it largely dependent only upon its own resources.

There is always the possibility that extreme conditions necessitating extreme actions may develop and the knowledge by corporations that our Federation does not hesitate to meet them has in itself the valuable possibility of their prevention. It is understood, of course, that the Federation's readiness to militantly contend against the lowering of the working conditions of its members is in itself not sufficient to bring success within reach, as in economic, the same as in general war, the necessary resources, which in labor organizations means a strong defense fund, must be on hand for such purpose. (Here I would also request you to note observations under the caption "The Finances of Our Organization".)

To maintain a local or national labor organization is quite a serious proposition. The pitfalls against success are many. Among the general membership we often find individuals who consider every proposition and every question from a viewpoint of personal gain, and this they do regardless of whether or not their views square with the interests of all members. For instance, I have seen members arguing for the lowering of wages to create more employment, ignoring the fact that if opportunity for employment exists, a reasonable wage does not prevent same, and if such opportunity is non-existent reduction of wages will not create it.

I have also seen members totally ignoring the nature of our organization, and if local officers make decisions on any question contrary to their self-interest, immediately begin to agitate against their possible re-election. Such members are not imbued by the motive to elect the best qualified members as officers, but purely by the motive to punish the candidates who as officers decided a question in accordance with its merits or the facts in same.

We have also to do with the demagogue. His policy generally is to build up straw men—give credit where credit is seemingly due, but immediately follow this by bowling them over, at the same time calling attention to his own superior qualifications. This is never done by him in the interests of the members, no matter how much he may profess it, but is merely the method of a self-seeker who, in order to profit through preferment, attempts to be successful in this through black-guarding others under the guise of contending for constructive principles. And so it is that many pitfalls are created to interfere with the proper activities of a union. However, we have been singularly lucky to be practically free from racketeering officers whose fealty to union principles is always determined by their pecuniary, even if unsavory, personal advantage.

I have stated under another caption that men have different temperaments, desires and ideals and so they differ in their fealty to their organization and its ideals. The hardest thing to do is impersonal leadership and impersonal consideration of questions affecting the interests of members, which means conforming all activities to the principles of the common-good for all. It is leadership of this kind that helped our local unions to success in the past. However, after all is said and done, it is the membership at large which determines the outcome of all things—that is, they are the cause of the success or downfall of their union. In the American Federation of Musicians it is safe to say that the vast majority of members have always been staunch supporters of their organization, willing to make sacrifices and seldom permitting themselves to become the victims of misleadership for a considerable time.

An organization cannot be more progressive than its membership. It cannot be more reasonable in the application of

necessary policies than they, and cannot have more discernment in what is necessary to do or what can and cannot be done than they. But with it all, good leadership of local organizations remains essential. If leaders permit themselves to be driven or play politics and try to satisfy their members regardless of the principles or laws involved in the case, then the Local for the time being falls in its purpose. This often happens, but is generally corrected in time.

Nothing is more conducive to progress of an organization than a thorough knowledge by all its members of situations which may or may not be unfavorable to it. To impart such knowledge our Federation is possibly in a more difficult position than any other organization of wage workers. The reason is that our profession continually presents such a multitude of new technical questions, not reached in extent by a dozen other organizations combined, and they must be immediately disposed of. It follows in such swift order that the disposing of same leaves infrequent opportunity for immediate general advice to the membership of their nature and significance. As an example I need only point to the conferences between representatives of Theatrical Corporations at the beginning of this season which led to the guarantee that there be no decrease in wages in theatres.

It has often been said that the musician is not practical and that he is unable to practically meet the vicissitudes of life should same be unfavorable. This is only partly true. He is the disciple of an Art which leaves him no time—perhaps no inclination to seek development to fit him to become active in other walks of life, and thus it is that in times of unemployment, through no fault of his, he finds himself at a great disadvantage in comparison with others who are more easily able to fit themselves into changed conditions. This is not the musician's fault—it is only the result of his calling.

It has also been said that the trained musician is high-strung and nervous. This is also only partly true and is not the result of a natural tendency, but is due to his training as a musician which in time makes his entire nervous system more sensitive to reactions of every kind. The relationship between musicians and the performing of their work is more intimate and keener than that of other workers. They enjoy less individual freedom to perform their work in the way it best suits them. They must subordinate themselves to one another for the purpose of the musical ensemble. Their services are finer cut and more exacting with a corresponding drain upon the health and nervous system than those of any other worker, provided work performed by the latter is not so performed under unhygienic conditions.

We musicians are not active in the creating of a material commodity. Our services are fleeting. They are either rendered for the purpose of amusement, as in theatres and dances, or for the purpose of almost exclusively mental diversion, as in symphony concerts and the like. But with the service performed, there is nothing tangible and material left of same. However, in divine, cultural and educational value, it has no peer. It is service performed in the highest of all arts, which in its sphere is unbounded and in its nature sublime.

THE PRESIDENT'S OFFICE

Our organization, by reason of conditions in our profession, differs radically in its mode of maintenance from other labor national organizations. The more unsettled conditions are, the more numerous the situations which finally involve the national organization. Upon the President's office devolves the duty to determine the meaning of the law, if there be a question of its correct interpretation, as well as to enforce the policies of the Federation between Conventions and meetings of the Executive Board; that is in cases wherein expeditious action is urgently indicated.

By reason of all this, the duties which devolve upon the President's office are manifold and continuous in the preponderance of their number, and to a great extent, in their importance not only to individual Locals, but to the entire organization. One of the many reasons for this condition, and the only one I will here explain, is that almost all theatres in the United States and Canada are controlled by corporations with headquarters in New York. The entire North American continent, with the exception of Mexico, is practically divided into theatrical districts by them, with a manager for each district with jurisdiction over the local managers which are in charge of the various theatres in a district. To such local managers, a certain freedom of action is granted, and they attempt to put the theatres on a basis to make the best possible financial return. In many cities and towns theatres are controlled by more than one corporation, and the

local managers representing these corporations generally form local managers' associations for the purpose of effecting trade agreements with the employes of these theatres (stage hands, musicians, etc.). These local managers' associations are instructed by the corporations as to the position to be assumed by them in negotiation with unions concerning wages and working conditions. More often than not, such negotiations reach an impasse; the matter is then referred to New York, and the President's office of the Federation becomes involved to the extent of assisting the Local Union to make the best possible adjustment. However, this does not always mean the end of the matter. Local managers, exercising their freedom, in attempting to place their theatres on a paying basis, often assume attitudes and follow policies in conflict with the agreement and understanding reached with the corporations they serve, and this leads to well-made protests of Locals to the President's office and the continual involvement of the office with the corporations for the reason that it insists that agreements be held inviolate. One of the policies followed by local managers in sound houses, and contrary to our interests, included the adding of attractions, such as singers, monologists and others, to their performances, and an arrangement to have their accompaniments played by an organist or pianist. Local Unions rightfully insisted that in sound houses which played added attractions of the sort above explained, orchestras should be employed, and the President's office, which sustained the Local Unions, had no end of trouble to have the matter adjusted. The corporations involved advised us that they merely tried to use the attractions to sound out the public's opinion concerning personal performances of actors on the stage and that that policy would finally lead to the employment of orchestras in such houses. However, this argument was not convincing, as if the policy of added attractions proved remunerative, with the mere employing of an organist or pianist, the corporations would not then of their own volition substitute an orchestra.

Furthermore, it involved us in controversies with the other corporations which offered vaudeville and presentations in some of their houses, and laid us open to their demands that they should likewise be permitted to run their shows with an organist or pianist whenever they chose to do so.

The adjustment of such matters often becomes very difficult, insofar as expediting same is concerned, as after a local complaint is made it is immediately referred to the corporation, which then confers with the manager of the district and he with the local manager concerning same before an answer is made to us. During all this time the condition complained of continues and adjustment is delayed until the corporation is advised that either an adjustment must be made or a protracted controversy may not be avoided. This office at all times attempts to have these matters adjusted without undue loss of time and, at the writing of this report, considerable progress has been made in this direction.

In connection with this matter, I would advise Local Unions to guard against misinformation by men who represent district managers as to the position of the President's office in any given case. For instance:

I received many inquiries from Local Unions as to whether the report of managers was correct that their Theatrical Corporations had been advised that we had no jurisdiction over the lobbies of theatres, and therefore non-union musicians could work in same; also that if musicians play in a box of a theatre or anywhere excepting in the pit that the Federation would not assume jurisdiction.

It took many months to find the source of this erroneous report and correct same. The office finally ascertained that at a meeting of National District Managers, one had given it as his opinion that the Federation had no jurisdiction in matters above mentioned, and as a result all the district managers maintained that it was so, and finally hit upon the plan to advise Local Unions that an understanding to this effect existed between the President's office and their corporations. However, a protest to the corporations against the unfairness of all this had the desired effect and the matter was corrected by them advising their district managers to guard against such errors in the future.

This is not the only incident in which the name of the President's office was misused in order to have Locals relax in their insistence upon strict union conditions. However, it is with much satisfaction that it can be reported to you that Local Unions in general beheld such attempts with deserved incredulity and immediately advised the office of same, judging correctly that the office, in the cases quoted, was either misquoted or its alleged opinion a matter of pure inven-

tion. However, some Locals accepted the incorrect information as bona fide until such time as the office became aware of it and corrected same. For this reason, I would strongly urge Locals to guard against gullibly accepting any alleged decision of an officer of the Federation as bona fide until being advised of the correctness of same.

It is not always possible to adjust misunderstandings or controversies directly upon receiving a complaint, yet many Local Unions are of the opinion that all they have to do is to file a complaint with the President's office of the Federation and the matter is adjusted without any further ado. What really happens is that the office immediately upon receiving a complaint calls same to the attention of the corporation involved and same then requests time to have its district manager or local manager, as the case may be, make answer to same. The district or local manager, of course, colors the answer to his own advantage, or that of the corporation, and as a result it often becomes necessary to request further explanation and data from the Local filing the complaint so as to fully establish its case and then, thus further prepared, the President's office again approaches the corporation and finally the matter is adjusted. Such adjustment is in almost all cases in favor of the Local Unions; in some instances, however, Local Unions cannot be sustained and then developments become interestingly unfair to the office. Some officers of the Local Unions assume the position that they must prevail in the stand they have taken and if the Federation finds it impossible to help them to prevail they lay claim that their interests were not safeguarded and that the corporations were favored at the expense of the Local.

That this is unjust is obvious, but it dare not perturb the officers of the Federation in the fearless performance of their duty; that is to say, they must not fall into the traitorous habit of playing politics under a sophistic subterfuge that they have the good of the organization in mind.

The officers of the Federation must go the limit to protect the interests of the Local insofar as same is possible and the Local demand is equitable, and, above all things, must not pass the buck to the Local Union and, not having the courage of their convictions, advise them, in cases where the contrary is indicated, to take local action, thereby plunging local members into sacrifices, even though knowing in advance that same would be futile and in vain. However, all this only applies in cases referred to the President's office for possible adjudication or which have been referred to it with preemptory advice as to what the Local Union desires, or rather demands, to have done. Such cases are distinct from others in which adjustments are left in the hands of local committees with or without full power to act and in which the Federation is not approached with a demand.

We had many such cases this last year. In all of them the number of men to be employed was involved, as the advance actions of the President's office had precluded the possibility of corporations including the question of wages or hours. As to the employment of a specific number of men, the Federation law provides in effect that if the number of men to be employed is the reason for a controversy and the National Officers in their judgment feel that the interests of the Local or the Federation were thus best served, same could be taken out of the hands of the Local and adjusted by them. However, whether this is ever advisable is a most important question. The situation thus far in this matter has been that by reason of the reduction of employment in theatres, aggravated by a drop in jobbing employment, Locals have tried to, if possible, counteract the unfavorable condition by insisting that the number of men as yet employed in theatres should not be further reduced and in instances where they could not prevail in this they have contested for a number which the employer was not willing to concede.

In cases of this kind, the position taken by the Local Unions being highly commendable, the matter was left undisturbed in their hands.

Had we invoked the law then even though the settlement would have been the same as eventually reached by the Local, with the exception that a strike and loss of wages could have possibly been avoided, the impression would have nevertheless been left with the Local that had it not been for the interference of the Federation, more men would have been employed, as it could have done better for itself than did the Federation. No matter how erroneous such impression would have been, this conviction would have nevertheless developed more especially in the minds of such members as had lost their employment, and then the Federation instead of rendering the Local a service would, through its attempts to do so, have created a suspicion and discontent against itself.

It is very well to pass a law, but its application must always be in harmonious relationship to an existing psychology. By reason of existing conditions at the present time, it does not appear questionable to me at least that a Local has the right to, without interference by the Federation even though same would be to its advantage, be left free to continue all attempts to have as many men as possible employed, even though the attempts fail and entail sacrifices which could have been avoided.

Conditions are not now as they were years ago, as I have already pointed out. Technological unemployment, the depression, and more especially reduced strike power has created an entirely different premise from which we must proceed.

It is not to be expected that when employment is at stake that Locals will not bitterly contest for rights and conditions which they previously enjoyed. This some of them have done. Others did conform to changed conditions and in such jurisdictions matters were adjusted without protracted controversy or sacrifice of members who had an opportunity to earn wages. However, as pointed out before, each Local was its own judge as to the manner in which to proceed, and was entitled to the assistance of the Federation without stint or reservation, whether or not we held that the individual position taken by them might not have been well taken in some cases.

The loss of permanent employment in theatres by 50 per cent creates a condition which cannot be adjusted without resentment, ill will and disappointment. In cases referred to the President's office—and many were referred—the actual possibilities were considered foremost of all else, and all actions determined in accordance therewith. Doing otherwise would have been nothing except playing cheap politics to the ultimate detriment of the interests of the members.

I make this explanation for the sole purpose of acquainting the membership with the difficulties of the situations confronting national officers, the ramifications of conditions, the various and numerous angles and complexities presented by them, more often than not vastly differing in individual cases. If members realize all this, they will have a clearer understanding of the activities of the Federation, the perplexities and complexities it has to meet, and will thereby also realize the purely economic nature of our organization and the bitterness of contentions if economic interests clash.

For this reason, I would urge Locals to be patient. God knows all that can be done in their behalf is invariably done. There is no office more militant in the defense of the members of an organization than is the President's office. However, in being so, it often becomes our duty to make haste slowly, so as to avoid injuring our interests instead of furthering same. Our procedure is indicated by existing conditions, and, as they are not of our making, they are not readily susceptible to be controlled by us.

However, all the aforesaid has for its sole purpose to acquaint the general membership with all activities of their organization. It is not to be understood that the President's office is the only Federation authority which has to meet and cope with the perplexities of our organization, as much herein said concerning the meeting of same equally applies to the National Executive Board.

There is no employment in which such perplexing and technical questions develop as in ours. There is not a profession which, in the adjusting of its affairs, necessitates such technical knowledge of its ramifications as in ours.

There was a time when we were all-powerful. A stroke of the pen and we could close hundreds and hundreds of places. We could practically dictate the conditions of our employment and were immensely successful in this. It is not so any longer, and this is what Local Unions must realize and must make their members understand.

Strikes, picketing or boycotts and kindred methods in places where our services are not needed will now seldom avail us anything. They formerly suggested themselves in all cases where the employer was in need of our services, and hastened adjustments of controversies. Anyone who would suggest that we could everywhere be equally successful in this now is either misinformed, misjudges exact conditions or is guilty of demagoguery.

It is easy enough to appeal to the passions of men, make them feel unfavorable conditions as more irksome, make them impatient and goad them to any action on the promise that they will be relieved, close our eyes to actual conditions, and thereby aggravate the situation without any opportunity of a contrary result.

Nothing is more conducive to the progress of an organization than to advise members of the truth, even though same

may be unfavorable, by doing this we are fair and honest with them. Changed conditions must be met; to do it with such foresight as to leave us in a position to eventually meet surely, even though slowly, developing favorable reactions in a more beneficial manner than we could otherwise do is our duty.

THE FINANCES OF OUR ORGANIZATION

There is no gainsaying the fact that an organization which is not financially able to meet all exigencies in its efforts to protect and advance the interests of its members is generally doomed in advance to at least partial failure. From this rare exception exist, and one of the rarest kind of such exceptions is our own organization.

Judging from the necessity of other organizations to exact from their members a per capita tax commensurate with their needs, our members have been fortunate indeed to be the lowest among all members of National Organizations affiliated with the American Federation of Labor, in point of the amount of per capita tax they have paid into their organization.

The membership of our Federation differs in its make-up from that of other labor organizations, as it falls into two classes, i. e., the professional and non-professional element. That the vast advantages of the organization chiefly accrued to the professional element is clear, hence by reason of its insufficiency to properly maintain a treasury, the low per capita tax paid by them would have been unsound economics, were it not that the non-professional element, which, likewise, paid this tax, seldom, if ever, cost the Federation any appreciable expense in the defense of its interests. As an example, we need only consider the Defense Fund policy of the Federation, which the Federation maintained through many, many years; each member, whether professional or non-professional, paid the sum of 10 cents per year into same, yet through good management—but, first of all, sheer good luck—this fund grew until it approximated \$200,000. Had it not been that the non-professional also paid to this fund without much reason to ever draw upon it, the professional men would have been called upon long ago to make more of an appreciable payment to the National Treasury.

The officers of the Federation, however, never fell victims to the illusion that the \$200,000 in the strike fund represented an appreciable amount, as it needed only a few strikes—not even involving a considerable portion of our membership—to absorb same, and this is exactly what happened.

After a considerable period of economic peace, strikes developed, which reduced the fund to a woefully small amount in an incredibly short time; that is, as compared with the time it took to accumulate same, and at this time suggestions were made to a Convention, and subsequently carried out, to create a Theatre Defense Fund, as almost all strike benefits were paid to theatre musicians. There were other reasons why such a fund should be created; first of all a 10-cent assessment, to maintain a strike fund, was, as foreseen, too small; secondly, the drain on the general treasury for the defense of the interests of the musicians working in theatres was always huge in proportion to monies withdrawn from the treasury to defend the interests of the other members. All this created the condition that the Federation approached a state of bankruptcy, as with a per capita tax of less than 2½ cents per member per week it was not in a position to continue to meet the expense caused by meeting the obligations to its members. As it was, our Federation proved the wonder of the American Federation of Labor, insofar as maintaining a powerful organization almost 100 per cent organized, with the small cost to its members of a per capita tax of less than 10 cents per month. It was not to be expected that the Federation would invite disaster by waiting until the last minute to devise ways and means to place itself in a somewhat stronger financial position; as it was, it did it none too soon—of that, we can be sure.

The non-professional element which represents at least one-half of our organization never in the remotest sense involved the organization in the high expense which the defense of the interests of the professional element entailed. For this reason the device to increase the per capita tax, by further taxing the non-professional element, instead of raising funds through some other method, was actually an impossible proposition, and yet something had to be done.

It is economically sound that members who receive the most benefits and need the organization most should pay more for its upkeep and, as long as their contribution to their organization is measured by their earning ability, the question rests upon an absolute equitable and ethical premise.

At least three-fifths of all the monies expended by the Federation was so expended on behalf of the theatrical musicians, traveling and local. Four-fifths of all the strikes developed in defense of their interests, and 80 per cent of all the visits of national officers into Local jurisdictions were made in their behalf, and almost all the monies paid out of the strike benefit fund, for which formerly all members were equally taxed, was paid to theatre musicians, so it will be seen that they represented by far the largest number of beneficiaries in our organization. And yet for an entire generation these members paid no more into the treasury of their National Organization than did the most obscure non-professional, who merely belonged to our Federation as a matter of pride so that he might be enabled to play a few times a year with an organized band.

However, the above said is not to create the impression that the organization was mainly maintained for theatre musicians, as the condition that they were the largest beneficiaries of the organization was only incidental. The Locals, as well as the Federation, had to control all theatre engagements, as they constituted most permanent season employment, and the control of all such was and will remain essential to our organization. If such engagements were not controlled by us, that is, played by non-union musicians, the outside or miscellaneous business—like the tail of a comet—would follow, and also become greatly non-union.

In order to take care of the interests of all our members we had to strive to, if possible, to become 100 per cent organized, and surely this would have been impossible had permanent engagements, save in exceptional cases, remained in the hands of non-union musicians. Therefore, theatre engagements which offered the most of permanent employment had to be controlled and, to this end, all the energies of the Federation were principally directed.

The stronger the Federation became, the more secure became the theatre musicians in their employment, but all this necessitated expenditures, and, as the per capita tax is low, other resources had to be brought in to play to continually meet them. The non-professional member could not be further taxed, and so the members who earned their wages in theatres and received the most protection—that is, benefited most through the activities of the Federation—had to make a small sacrifice in order to place the Federation in a position to continue to defend their particular interests. It was merely a question of common sense.

Through the introduction of mechanized music in theatres thousands of employment opportunities have been destroyed, but we are as yet in control of all such theatres wherein, by nature of the performance, music is necessary, and their control we must keep at all hazards, even though it is plain that this is now a difficult proposition.

To maintain their organization through all the vicissitudes of economic conditions so as to make it more and more stable, so it may continue not only for many years, but for many generations to come, the musicians must not permit same to become impecunious. Things that should be done ought not be left undone, for the reason that members are not willing to make the necessary contributions in the shape of per capita or defense fund tax to have them done.

Were it not that the Federation at the eleventh hour created the Theatre Defense Fund, we would—in the most trying economic crisis—find ourselves as an organization in the throes of financial difficulties, from which perchance we could not have extricated ourselves without seeing the wage and working standard of our members considerably lowered. So in addition to all the other benefits which have accrued through the creating of this fund it went a long way to insure to the Federation in future, in spite of the present depression, and the misfortune of unemployment which befell so many of our members, a continued progressive existence.

I am merely stating facts and conditions to you as I know them to be, and do it only for the reason that the Convention is entitled to the explanation, and that withholding same would be sheer treachery. We are entitled to know the truth, even though it is not always popular, at least, not with such as find delight and passing advantage in basking in the treacherous light of demagogery. The Convention must know the state of our organization, the difficulties which confront it, the exigencies which must be met, so as to enable it—as I know it will do—to conform its activities, deliberations and decisions to changed conditions, so that our Federation may not be unduly hindered or handicapped in its further progress.

We joined our Federation as musicians to regulate our employment, to make common cause with one another against

unscrupulous employers, to prevent the exploitation of our members and, in general, to raise our standard of life, and in this we have been immensely successful, more so than any other labor organization, at least up until such time that many of us became the victims of technological unemployment. We have shortened the hours and increased the wages of our members, not only in permanent, but also in manifold employment; but we have not created employment opportunities. The latter no labor organization can do. Employment is caused by the economic state of a nation—of the world—and not by organizations.

I feel free to point out what no one can deny, namely, that to maintain the organization, its financial position must or should be at all times such as to enable it to function as intended. Members cannot expect the assistance and protection of their organization unless they are ready to keep its machinery or resources at all times in such a condition as to make it possible to meet any exactions to which it may become subjected.

In the beginning of this report I stated that demands were made upon us to agree upon lower wages and longer hours, and to strike down many of the employment conditions which our Local Unions have achieved, and for which they contended for many years, and attention has also been called to the impossible position we would have found ourselves in insofar as strike benefits are concerned had we not created the Theatre Defense and Strike Fund. Through the existence of the strike fund the organization was in a position to meet the situation by being ready to relinquish employment for a certain period in all theatres, no matter where situated. The more indefinite we are able to make such period, if need be, the better for us. As we have as yet many thousands employed in theatres, the importance of the matter is, of course, clear to you.

The Defense Fund at that time reached approximately \$800,000, more or less. If the strike should have developed, the musicians working in theatres would have been entitled to one-half of their wages for a period of fifteen weeks. As a result, the Defense Fund would have been exhausted within a few weeks, but even so had it become necessary in the defense of the present standard of wages and working conditions, the price paid would have been small, and in this one instance alone these conditions having been safeguarded without a strike, the theatre musicians have already reaped a huge benefit by reason of maintaining the Defense Fund.

The mere possibility of the President of the Federation being able to take under advice the calling of a general strike, and the advising of theatrical corporations that he would do so, placed him in a position to safeguard the present working and wage standard without exhausting the Defense Fund. But I repeat, where would he have been had we not been ready with a Defense Fund to meet all possible exigencies in the case?

To form a clear conception of the necessities of an organization—and this includes finances first of all—all conditions possibly affecting it or its members must be considered. Labor organizations must conform with their policies to changed conditions, which includes consideration whether certain activities which had been successful in the past have not in truth become obsolete and are no longer effective. The policy of an organization to properly meet the vicissitudes of its activities must conform to changed conditions. But it does not matter what policy may be indicated as being the best, one of the prime factors in the successful maintenance of the organization will always remain the state of its treasury.

As far as our Federation is concerned, I do hope that the delegates will give all these statements more than passing consideration, as same treat with the heart of the matter of continuing our organization and its affiliated Local Unions in such a manner as will prove advantageous not only to our immediate interests, but to coming generations of musicians as well. I request the delegates to carefully consider as to whether it can be denied that today the National Organization is of more importance for the purpose of successful maintenance of all Local Unions than it ever has been before.

Here and at the risk of repeating some statements already made, will say that permanent engagements formed the backbone of Local Unions and, therefore, also of the National Organization. Many of these engagements, that is, more than one-half, more especially in the larger cities, have been found in theatres, and this condition continues, even though this permanent employment has now been greatly reduced to a considerable degree. The theatres in the United States and Canada are controlled by five large corporations and their subsidiaries. Every one of these corporations, in some degree, is dependent upon the members of our

organization, and all of them are in position to prolong local controversies, involving questions of wages and conditions, indefinitely, were it not that the Federation is in a position to, if need be, make the cause of one Local Union the cause of all and, therefore, the Locals not being left to themselves, the indefinite prolonging of a controversy is in most all cases prevented. A representative of one of the largest corporations recently stated to an officer of a Local Union, whose home jurisdiction he incidentally visited, that were it not for the American Federation of Musicians, the members of that particular union would be obliged to play in the theatres for \$25 per week and like it, instead of \$70 or more which they receive. There is no use to say that such statement is mere braggadocio—it contains a large element of truth; leaving each Local Union to itself would surely and conclusively bring about the condition of greatly lowered wages and working conditions in many of them. This being so, what is the proper thing to do? Most of all, of course, to place your National Organization in a position that if musicians of one town must become involved to protect the interests of those of another; that the state of the treasury must be such that we can, if need be, pay prolonged and not only passing strike benefits to thousands of members if necessary.

Theatre musicians now pay 2 per cent of their earnings to the Theatre National Defense Fund. The expenses defrayed from this fund are in their interest; if strike benefits are paid they are paid to them; that is, to the very class of members who are paying this assessment into the treasury; thus they receive their own money back when entitled to strike benefits. However, not incidentally, but primarily, the very existence of the Defense Fund places the Federation in a position to safeguard the standard of life of the theatre musicians. This is the plain and unvarnished truth, and this is what you have a right to know, and must know, so as to be placed in a position to guide the destinies of your organization in such a manner as will continue to enhance the interests of members, and I assure you the imparting of this information was never more necessary than now. If the Convention, in its wisdom, should strike down the strike benefit defense fund, then it is questionable whether we would not unintentionally play into the hands of those whose economic interests run counter to ours.

As all is fair in love and war, antagonists advise themselves of each other's position, and it is but natural that he whose position is found the weakest is more in danger of being thrust into a position of defense than if the contrary were true. Furthermore, should it possibly materialize that we should become involved with only one large corporation, by reason of attempted lowering of wages or change of working conditions, the drain upon the defense fund would become immediately huge; and, assuming that we prevailed, the following Convention would be nevertheless obliged to immediately reinstate the policy of again accumulating the defense fund, as it could not afford to leave the Federation in perpetual danger of again being involved in a like controversy with danger of being defeated for want of finances; to permit such a condition to develop would eventually make the Federation practically useless to its members and locals, which I repeat again and again—are more dependent now upon their National Organization than they ever were before. So then, the question before the Convention will be as to whether the Defense Fund will be continued until its state is such that no matter what may happen, an anaemic treasury will not endanger the interests of our members. If the accumulation of such a fund has been accomplished then the theatrical defense fund may be suspended with the proviso that, if need be, it may be reinstated under certain conditions. The very existence of the fund will have the action of a preventative, as being in a position to defend one's interest more often than not makes such defense unnecessary. In the long run it will prove the cheapest and economically absolutely sound policy. However, if the Defense Fund is to be abolished, then I am of the opinion that the delegates who control the destinies and the future of our organization and have done so exceedingly well in the past will again do so now and take action so circumspect as to leave the possibility to immediately raise sufficient funds should the Organization be threatened in any emergency. The question involves the future of our Organization and deserves dispassionate, objective and careful consideration.

UNEMPLOYMENT, OVERPRODUCTION AND PREDATORY WEALTH

The cycle of unemployment caused by the business depression which the entire civilized world experienced during 1930, and which as yet continues to a more or less intense degree, has been worse in its

reaction than any prior depression throughout the entire economic history of our country.

To state that recurring unemployment, affecting millions of workers and those dependent upon them, cannot be avoided would be agreeing that civilization despairs of solving one of the most important humane problems which ever developed during this industrial age.

Civilization has no right to boast that its progress rests upon a premise of justice as long as workers are continually left in a position to be insecure in employment opportunities, therefore often subjected to want.

One part of society cannot pre-empt for itself the right to be secured against want and misery, and at the same time rightfully boast that its position is based upon the inalienable right of material possessions, as such possessions can only be created and secured through the activities of all society. However, as men are by nature acquisitive, they will never agree to the solving of the unemployment question, as it entails a sacrifice of their uncontrolled individual desires for material things, unless their possessions are directly endangered through the restiveness of the multitudes in the less favored part of society, caused by want and misery, which threatens the entire economic structure. This being the danger, the present cycle of unemployment is more and more recognized as a national problem which must be solved, if progress in civilization is to be continued.

How to avoid unemployment is the most perplexing question. Upon the answer our economists disagree; which simply emphasizes the intricacy of the problem.

Some reasons for the present unemployment are obvious: First of all, the overproduction in material things, with resulting glutting of the markets. The unemployment was in a great part the result of technological progress, that is, machine development displaced workers—a condition which was finally accentuated to huge proportions by overproduction.

The fact is that the prosperity of all countries rests upon the purchasing power of the masses, and this depends upon employment and wages of the producer. Through unemployment, millions ceased to be in a position to consume that which they produced. As a result millions suffer for the want of things of which we have an overproduction. Whereas, warehouses and silos are filled, countless people are underfed and poorly clothed. It is as clear as sunlight that the lowering of the purchasing power of the masses through unemployment meant the end of prosperity. The remedy must be in the direction of creating employment and in future avoiding the development of unemployment, as employment and the purchasing power of the masses are indivisible.

How can this be brought about? The Federation of Labor proposes a shortening of the workday and week, to avoid and remedy technological unemployment caused by the introduction of machines; however, at best—even though now strongly indicated as an immediate remedy—this nevertheless presents only a partial solution.

Working hours and working days may be shortened to avoid the discharging of hosts of employees, but this will not avoid overproduction. If more is produced than can be consumed, the immediate necessity to produce no longer exists, and as a result we have unemployment even though we have a short work week or day. As the result, the purchasing power of the masses is impaired. This creates a vicious circle in which unemployment, lowered purchasing power and impaired markets tend to continue one another.

It is obvious that not only the displacement of workers as a result of the introduction of machines, but the overproduction caused by machines needs regulating.

I agree that to solve this problem will put the genius of civilization to the test, but it will have to be solved, come what may, because if the economic system reduces millions to misery, it must be regulated and corrected, or else its very existence will finally be called into question.

It would be humorous, were it not for the tragic and pathetic condition, that in a country which has an oversupply of material things, men freeze for the want of clothing and go hungry in spite of the overproduction of farm products.

To overproduction and unemployment, the lack of proper distribution may be added; however, this question is closely related to overproduction and unemployment, as distribution largely depends on the ability to buy, and this again brings us back to the main question: Why overproduction, unemployment and reduction in purchasing power?

For the first time in the history of the people of the United States and Canada, those in control of capital (the latter should only be the medium of exchange

of values and not the all-dominating factor in human affairs and destinies it has become) realize that the salvation of any country rests upon the well-being of the masses; they have in general avoided the reduction of wages, and have now under serious consideration the avoiding of unemployment; they advocate unemployment insurance, but appear to be of the opinion that each industry should consider this its own problem.

If unemployment insurance is to be a question with which merely individual industries are left to cope it will never prove a general remedy. In economic ills—and such is unemployment—only radical and not patch remedies will prove eventually effective. What are they? The question goes begging, and yet imperatively demands an answer. Who will give it? Necessity! If unemployment, as it did during the last few cycles, becomes more and more severe, the problem must be solved. To this all economists agree.

The number of unemployed during the height of depression was variously estimated. The truth is that they, together with those dependent upon them, reached many millions, representing approximately one-fourth of the population of our country. The economic loss and human misery caused cannot even be conjectured. Verily, a tremendous price to pay for indiscriminate production and placing of profits above the interests of the workers.

Many economic systems are advocated to raise society from the slough of social injustice, but none, which has for its purpose the leveling of opportunities of all men to one plane, will solve the question. All achievements of a nation have forever been the sum total of individual efforts. Ever since men have developed the ability to think, all progress has been individual; it will remain so. Incentive to develop there must be. It may be lust for knowledge, for honor, or for material things; no matter what its nature, it is a prerequisite to progress. Even a martyr has his incentive, which leads him to make a sacrifice for his religion, science or his people. So it is clear that a system that would level the opportunities of man, that would take away the incentive from the individual, making him a member of a herd, with no opportunity of unhindered personal activity and development, will never solve the social problem. Such a condition is unnatural and runs counter to the nature of man as a thinking machine, with desires, aspirations and impulses. Therefore, the safeguarding of individualism will be the most necessary in any reform which is to bring about more justice to man.

Destroy individualism and man's bountiful resources to develop and ultimately live by a philosophy of justice to all men will be destroyed.

It is not true that men are born all alike, except insofar as the right and opportunity to a decent living is concerned. Insofar as their physical makeup, character, inclinations, and mentality are concerned, they all differ; therefore, while seemingly alike, they are yet strikingly unlike one another.

It is this variety in the mental, and in some degree in the physical makeup of man, which makes for progress of society in general. Were all men apathetic or impulsive, the lack of variety in desires and aspirations would never make for progress. So as it is plain that it is because all men are not born alike, that the progress of all is assured.

To regulate the activities of the individual without destroying his incentive to develop his possibilities is the only solution which holds out the promise of insuring the progress of civilization.

Men cannot be subjected to herd discipline in their mental activities and their material desires. They can be regulated, but not equalized. As every man is entitled to his opinion, he is likewise entitled to follow his life in accordance with his own inclinations; however, his activities must be regulated so as not to become a hindrance to the opportunity of other individuals to do likewise.

We, as human beings, are as yet in our swaddling clothes; as yet the instinct to self-preservation unabatedly holds sway over all other instincts, and it will and must remain so as long as men do not recognize the right of all others to a material existence without the inhuman struggle to which multitudes are now subjected to gain the possibility of mere subsistence.

If through control and regulations, individual efforts, singly or combined, can no longer trespass upon the rights of others for human existence, then the question will have been solved, and man's bountiful resources for a higher and more spiritual life will have an opportunity to become manifest and develop. Uncontrolled individualism is the cause of social injustice. One of its vicious results is the merciless exploiting of human beings for profit. This is inhuman, devoid of all sense of justice, and a ruthless violation of the rights of man. Yet profit in itself is an incentive for the activities

of men in developing of commerce; the production of material things, inventions, and, in fact, all else which makes for the material well being of the masses. Therefore, profit as such is not an injustice, but rather an incentive to perform a service which through proper regulations can be turned to the benefit of society at large. It is the abuse of profit which is at the base of all economic injustice.

Profits accrue from different sources and are seldom alike. For instance, a virtuoso who has become famous by his art, profits to a greater extent through his opportunities than the less favored competitor, and so it is in all walks of life. A wage-worker, who through a strong union receives a better wage than the non-unionized worker, profits by his affiliation with his union. A man, who finds himself in the unique position to render a service which few of us can, profits to a greater extent than those not so fortunately situated. There are profits accruing from services. Then we have profits accruing from investments. Here the investor merely furnishes the money, whereas others perform the service.

Profits are generally computed in money value and money is the medium for the interchange of material values. The system of interchange of values through the medium of money made development of society, as at present constituted, possible. A medium of exchange has been used through all known history. Aborigines used sea shells. The use of money as we know it now began early, but was for many centuries narrowed in use. Its general use conformed to the advance of civilization as we now know it. With it men reached a higher and higher economic plane; it was the prime factor which made interchange of economic necessities between men and nations easier, and through it raised their standard of life.

Before the universal use of the medium of exchange, the misfortunes of depression, which we now experience in cycles, was more or less a continual condition; as a result the standard of life of the masses remained woefully low, and conveniences and comfort, and hygienic advantages, now generally enjoyed, were not even within the reach of kings.

The working capital of nations accrued from profits. Capital cannot be profitably invested without the activities of the worker who produces the things in which the capital is invested. So capital without the worker would be useless, but, conversely, the worker could not be employed without capital. One needs the other. However, the worker is—unless in some instances he has relief from his unions—dependent upon the good will of those who control capital as to what his pay for the work performed shall be; he is merely figured like a commodity; generally held to a mere living wage or less, he does not partake of the profits of capital, and as those in control of the capital have always uppermost in their minds the increase of their profits regardless of human rights, the sum total of the outcome results in the creating of predatory wealth and the control of the capital by a small percentage of individuals.

The resulting disjointed economic relationship is not caused by profit, but through its pyramiding by rampant individualism. It is this which must be controlled and regulated, as even in such countries as ours, peopled by highly intellectual nations, a solution must be found or else we may invite the experiment of leveling all opportunities of men—that is, of Communism. This alternative would not be progress, but retrogression, as it runs contrary to human nature. Man is and will remain individual and acquisitive with the ability and inclination to develop his talents and, if the incentive to do so is denied him, the sum total of individual achievements will be lowered, and the nation, whose progress is dependent thereon, will have reached a plane of apathetic stagnation. Theories to the contrary are gray; realities existing in human nature cannot be denied, it has not been successfully done in eons of years, and will not be successfully done now. The question of properly regulating the use of capital will stay with us, and its proper regulation is in the interest of the destinies of nations. However, progress is always slow, and it will remain so in this case, as man, in addition to being acquisitive, is exceedingly conservative in his nature, and resists changes in conditions satisfactory to him. Thus the progressive or dissatisfied element is forever retarded by the conservative, and this has as a result that such national phenomena as revolutions develop. However, these in themselves are nothing but symptoms of evolution and do not always achieve the particular end sought.

Returning to our present conditions, it must be agreed that investment of capital cannot continue to yield returns out of all proportion to the rights of the workers, unduly enrich a handful of men and keep the multitudes practically

paupers. The regulation of this does not mean doing away with capital which is the life blood of the economic relationship between individuals and nations. The proper control of capital must be brought about without destroying individual incentive for progress, but will, of course, necessarily destroy predatory wealth, which will bring about a more just distribution of the efforts of labor, mental or physical, and a full enjoyment of the resources of a nation by all the people composing same.

I do not desire to have anything herein said to be understood as challenging the economic belief of any member of our organization; I know I have and am entitled to mine—and so is every other member entitled to his—none of us have the right to attempt to force our particular economic beliefs upon other members or upon the organization as a whole, or to agitate against or threaten to destroy same unless it subscribes to our belief.

We are only an opportunistic organization; we fit into the scheme of existing things; it does for our members what it can do today, follows the same procedure on all other days. No other instrumentality presents itself immediately to be of such advantage to us and, therefore, we must safeguard same, as its weakening or destroying would have as a result the lowering of our standard of life and would not by one jot be valuable in creating a social system ending economic injustices. The developing of such is a matter of evolution. The new systems proposed to us now only possess the element of conjecture, but do not possess the positive assurance to correct economic ills, and can offer no more, as no ready to serve system will ever be conceived that is able strictly to do so. This is as positive in its truth as the impossibility to properly conjecture the advance in thinking and mental activities of future generations.

However, in concluding these observations, all progress is social and economic relationship is always traceable to impatience with existing conditions. To prove this we need but consider the known history of mankind; the progress from the nomadic and tribal state of the agricultural and commercial state—the ramifications of such development represent the history of civilization itself. Nations come and go. All relations between man and man are always subject to continual change. The masses have now generally emerged from slavery and peonage to the state of politically free men; governments from autocracy to democracy; but men have not as yet become economically free, and will never be entirely so, for the reason that economically all men are interdependent, and hence the economic relationship between men can at the best represent only a compromise.

In the direction of finding a solution of the social problem which the recurring unemployment presents, many of the best minds of our country bend themselves at the present time; it is realized that corporate interests, or the interests of capital, if totally ignoring the rights of the producers, are not only injuring society at large, but also the corporate interests themselves.

The displacing of men through machines may be in the interests of capital, but taking these same men out of the field of consumers is the opposite.

Watering of stock, the inflating of values, may be in the interest of capital, but the resulting lowering of wages in order to pay interest on inflated stock is the opposite, as it reduces the ability of the workers to consume the commodities from which capital draws its profits.

It is said that underconsumption and not overproduction is the result of the present unemployment and depression. Such is not the case, even if the consumption is normal; overproduction can nevertheless develop and lead to unemployment, with the result that the purchasing value of the masses is impaired, and then we have the vicious cycle of overproduction, unemployment, forced underconsumption and depression.

All this is traceable to uncontrolled individualism. The development of such a condition is entirely unnecessary, and to the problem of prevention an answer must be found. As it is plain that, in addition to the cycle of depression appearing, more often if it involves more and more citizens of a nation, it is also plain that the danger to our economic system cannot be averted unless the problem is solved.

LAWS

Our laws have developed as the needs of our organization developed. They are the result of many years' experience. As conditions demanded regulation, conventions enacted them. They are rather scientific in construction, and in the main govern and regulate national questions and issues. These are as manifold and numerous in extent as our business is technical and departmental in character. This is unquestionably the reason that the maintaining of our organization,

Insofar as same depends upon or is made possible by the strict obeying of its laws by its members, is a more difficult proposition than experienced by any other labor organization. The interpretation of our laws by reason of their complexity is often so difficult as to strain the understanding of local officers and sadly puzzle lay members, and for this reason many violations are traceable to the misunderstanding of the laws. At the same time to wilful violators the complexity of our laws presents many opportunities to maintain that they had been the victims of misinterpreting the law and therefore should not be held responsible for its infraction. However, the outstanding fact is that the multiplicity of the laws creates a veritable network in which the fairest member may at times become unwittingly enmeshed. There is no escape from this, as the complexity of the laws is predicated upon the complexity of our business. By reason of this the discernment of officers of the Federation as to whether a law was wittingly or unwittingly violated is certainly put to the test in hundreds of cases appealed to them.

For all these reasons the laws should not be unnecessarily added to and such as have for their purpose the regulating of individual and particular conditions, and are not general in their nature, should not be enacted. Mindful of all this, I will confine my recommendations to the Convention concerning the laws of the Federation to the lowest possible minimum consistent with our interests.

The following suggestions are submitted to you for your consideration, to wit:

Sec. 37, Article X, Page 65, provides:

"That a member who solicits or accepts an engagement with an organization unfair to the American Federation of Musicians may be fined, etc."

I suggest that the first two lines of said section be amended to read as follows:

"Any member who solicits from or accepts an engagement with an organization, booking agent or individual unfair to the American Federation of Musicians may be fined, etc."

Section 2-A, Article X, Page 50, provides in effect:

"That every application to a local for membership must be referred by such local to the International Executive Board wherever:

1. Such applicant at any time theretofore was a member of the American Federation of Musicians or any of its locals, etc."

This necessitates the referring of the application to the International Executive Board for reinstatement of all members who were passively suspended by reason of the non-payment of dues, and did not follow the profession during their suspension. This obviously was not the intent of the law, and furthermore makes the law unworkable. Therefore, I suggest that the section above quoted be amended to read as follows:

1. "Such applicant at any time theretofore was a member of the American Federation of Musicians or any of its Local Unions, except he lost his membership through non-payment of dues and assessments, and did not follow the profession between the loss of his membership and application for reinstatement; or etc."

Section 7-A of Article X, Page 55, provides that no band or orchestra, composed of members of the Federation or individual members thereof, shall be permitted to render service for any function in any jurisdiction with non-members, etc.

This can be construed to mean that a member of the Federation, who does not belong to a band or orchestra, may play with non-members. Such was not the intent of the law. Therefore, I would suggest that in the third line of said Section 7-A, the word "THEREOF" be stricken out so as to have the law read:

"No band or orchestra composed of members of the American Federation of Musicians or individual members shall be permitted to render service for any function in any jurisdiction with non-members, etc."

I would also call the Convention's attention to the fact that the law which provides that the report of the President and Secretary should be in the hands of the delegates not later than ten days before the Convention is impractical.

It is to be assumed that the delegates should have all arguments, statements and reports fresh in their minds, which cannot be expected if the reports may be received by them at a time entirely too far in advance of the time that the questions treated therein may be considered by a Convention.

For this reason I would suggest that the law, Art. XVII, Sec. 4, Page 130, be changed to read:

"That the reports of the officers should be mailed to the delegates on a date not earlier than two weeks preceding the convening of the Convention."

I would also call the Convention's attention to Article IV of the Constitution, Page 6. Same provides that the annual Convention shall begin on the second Monday in June.

The second Monday in June this year is June 8th. In 1932 it will be June 13th. This brings the adjournment of the Convention generally well into the middle of the month of June and at times even considerably later.

Elsewhere the rules of the Federation provide that all the changes in laws shall become effective August 1st. After a Convention adjourns the entire list of laws have to be prepared for reprinting, as the activities of the Convention are in the direction of modifying, changing, or adding to the laws. As all new laws become effective August 1, the reprinted Constitution and By-Laws must be in the hands of the Locals by that time, which leaves the interim between the adjournment of the Convention and August 1st, too short. For this reason, I would suggest that the Convention take under advisement either the last Monday in May or the first Monday in June for the Convention to convene, or else postpone the date on which the laws become effective, to August 15th.

CONCLUSION

THE FUTURE OF THE FEDERATION CONVENTIONS

It is at all times dangerous if theorizing brings us so far afield as to obscure realities and the error of so doing will never make for progress.

It is easy in normal times, when employment is plentiful and wages high, to successfully maintain a labor union and hinder the exploitation of its members, but it is not so easy to achieve like results in abnormal times, when unemployment stalks the ranks of the workers and the employer is more than ready to take advantage of the situation to reduce the wages and working conditions of those who are still working.

Like it or not, society in general is forced to conform to changed conditions, and we cannot possibly remain exempt. This being so, it suggests itself that in times of unemployment we must not commit the error of following a policy that will aggravate the situation; that is, we must not ignore changed conditions and make forlorn attempts to escape the consequences of abnormal times which no one can escape.

However, no matter how we may feel called upon to meet the situation, as already before indicated the standard of wage should not be surrendered under any circumstances, as a surrender, even only partly general, would mean the failure of our Organization, and we are far indeed from being willing or ready to concede same.

Every Local Union has had its bag of problems these last two years and, in the progressive manner in which they met same, they may well boast of constructive procedure in unfavorable and abnormal times.

To offer a clear picture of the situation of the effects of unemployment in all organized labor, let me say that many organizations have lost a considerable number of members, and the enforcing of their wage scales and working conditions has become more and more difficult. However, insofar as the entire Federation of Labor is concerned, the loss of members had been counter-balanced by the enrollment of new members and, therefore, as a result the Federation of Labor in numbers is fully as strong as before the depression.

The picture which presents itself in our Organization is unlike that of any other because of the exceedingly valuable non-professional element which it contains. For this reason we expected that the depression would finally affect us to the tune of losing the majority of non-professional members, but our experience was not in any degree as untoward as we expected, as our loss, almost entirely limited to this element, in the last two years only reached 19,000 or thereabouts. This loss is readily explained. The non-professional member follows another trade or profession and if subjected to unemployment in same is naturally inclined to surrender his membership in our Federation, as same is not of prime importance to him, more especially not, since in the depression, his opportunities to now and again earn a dollar as a musician largely vanished. Our loss of membership is insignificant in its consequence, as it does not affect the status of our Organization as the true representative of our profession. We are still a well-nigh 100 per cent organization.

It must be our aim at all times to avoid the danger that the opinion may go abroad that we are disorganized and no

longer a factor to protect the economic interests of our members. This is more important to us than to any other organization of workers. Our profession is semi-public, that is to say, our services, even though not governmentally official, are always rendered in public. We are always in public view. This, by reason of unemployment and the inroads of mechanical music, of which the public is fully aware, has a double possibility. One is, that the public may be led to the conclusion that, as an organization, we have ceased to be effective and that the musicians are now entirely thrown on their own resources to protect their interests which, at the best, they could never successfully do; and the other is that the public may understand that the Federation has remained an effective organization in spite of the adversities which have hit the profession of music and that it is still a factor in the determining of the economic conditions of its members, as well as in defending the Art of Music in general. To have the public conclude the latter is in our interest, and nothing is more conducive to bring this about than continued propaganda that we remain the militant Organization upon which members may rely for service in the defense of their interests. This is important, all decrying statements to the contrary notwithstanding.

As previously stated in this report, the public had become imbued with the notion that the influence of the American Federation of Musicians had entirely waned, and such articles as appeared in representative periodicals with captions such as "The Passing Fiddler," etc., seemed to corroborate this. However, far from permitting such unfavorable public opinion to become fixed, the Convention, through its instructions to the officers of the Federation, to contend vigorously against the mechanizing of the Art of Music, did our organization a better service than it anticipated. Through it the public became aware, within short order, that the adversity which had overtaken many of our members had not disorganized the profession and that far from being merely a shadow of its former self, our Federation continued to be virile, militant and constructive. It conformed to changed conditions, made the best of them, but remained intact and without the weakening of the purposes for which it was organized and developed. This is now universally recognized. This is an asset of no mean value and was secured at a very reasonable expense. To realize this we need only compare the costs with the extent of such value.

The future of our Organization rests with our Conventions. It is the position assumed by them which will enable us to weather the storm and to prevent the setback which we, as well as other workers have suffered, from affecting our progressive endeavor to maintain a virile organization.

In our formative days the possibility of organizing our profession was questioned, not only by the employers, but by the public press as well. They have entirely changed their opinion since then. In the light of the history of our Federation, for well-nigh four decades now, our ability to survive through adverse times to build for the future and to take care of the present as well as possible will not be questioned.

Upon the Conventions and the officers elected by them rests the tremendous responsibility to improve the material conditions of life of our members. Personal pride and satisfaction at being chosen to perform such humane duty pale into insignificance when the tremendous responsibility same involves is considered. The Federation is indeed fortunate that in our Convention it has men seasoned in the affairs of the Organization, and others whose youthful enthusiasm will come in good stead in the deliberations of the Convention, provided same squares with imagination, practical theories and the recognition of realities and conditions as they actually are, and not as we wish them to be. I, for one, do not believe that our Organization will join the ranks of others who have practically become defunct as a result of the economic depression and technological unemployment. Such experience we will never have; of that I am positive.

The many years' experience in an official position have imbued me with great confidence in the discernment of our membership at large to recognize, even in adverse times, situations as they are and to apply the correct remedy therefor insofar as it is possible for them to do. I know that they will not fail in this now. They have built their organization too well, are too deeply conscious of the utter necessity of being able to guard against the impecunious condition to which the musicians were formerly subjected to for one moment entertain the thought or fear that its usefulness had passed. On the contrary, they will work and labor and scheme to make same more successful in future than it has been in

the past. The present readjustment in the field of our employment, and the results of the present depression will finally pass and our Federation will emerge therefrom as important to its members as ever, and the members in turn will never fail to realize that to retain an improved standard of life they need the assistance of one another and will be ready to give same through their Organization as long as economic and social conditions make it necessary to do so.

In time, all the weariness, worry and heartache, the increased responsibilities and the necessity to desperately and forever contend and strive against the increase of adverse conditions insofar as possible, will pass, but those who, in the performing of their duties were subjected to this experience will have the satisfaction of knowing that all that was humanly possible to do to mitigate adverse conditions affecting our members was done.

In conclusion will say that of all economic depressions ever experienced in this country—and, for that matter, the world over—the present has been the worst. Of its magnitude we are able to form a clear conception, if taking into consideration that the wages annually earned by the workers were reduced to the tune of nine billion dollars. As a consequence this huge sum is not in circulation. This indicates the extent to which workers have practically ceased to be consumers.

The consequences are indeed far-reaching and, if the situation is not corrected, the inevitable result will be a lower standard of life for the masses. However, it is not to be assumed that the American people will agree to this, more especially not, as it is no guarantee against the recurrence of business depression, overproduction and overinflation of values.

The end of the depression has not as yet been reached; recovery will be slow, of course; but when attained will find us, as an Organization, ready to continue in the future as we have in the past, to contend for decent wages and working conditions for our members. As it is, as pointed out elsewhere in this report, we are emerging from trying times in better condition than many other national labor organizations, and this is traceable to the steadfastness of our Local Unions to maintain their organizations, in spite of unfavorable economic vicissitudes. This spirit is more than commendable; it bears witness that the membership continues to recognize that, even though a labor organization cannot create employment, it is the only defense at the disposal of the worker to in employment guard against exploitation and defenseless dependence upon the employer for decent wages and working conditions.

Many are the problems indeed created by the present depression and the transition in the amusement world. Television, radio, electrical transcriptions, the change in the legitimate as well as in the burlesque field and kindred conditions whose ultimate developments cannot be foretold, make it imperative that our organization be ever watchful to conform to changed conditions, and to consider all developments at to their importance and to follow such policies as will turn them to the best possible advantage to our members. The order is large, but we will meet it, I know, provided, of course, we do not expend our energies in a direction which makes it futile so to do, but expend them in a manner such as will leave no doubt that we are progressive enough to recognize conditions which have gone into oblivion and such as are in the making.

As to Conventions, it must be agreed that same cannot hasten the ultimate solving of problems caused by changes briefly economic in their nature, insofar as their effect upon our membership is concerned; no more so than a captain of a vessel can influence the extent of a storm. However, they have the supreme duty of guiding the affairs of the Organization which they represent. Those of our Federation have never failed to do this. However, never before in the history of the Federation—and we have had many important Conventions—was there one whose deliberations were of such vital importance as will be those of this Convention, as never before had a Convention to cope with such abnormal conditions as exist now. All I know is that its deliberations and decisions will be a mighty incentive to individual locals and all its members to continue in the future, as they have in the past, to maintain their organizations in a manner which will impressively convince all who may be interested that the musicians will never surrender the right of having a voice as to the wages and conditions under which they will work, and that the condition of their defenseless surrender to exploitation will never be permitted to develop again, come what may.

JOS. N. WEBER,
President A. F. of M.

UNFAIR LIST

of the
American Federation of Musicians

BANDS ON THE UNFAIR LIST

American Legion Post Band, Hayward, Calif.
Danville Municipal Band, Danville, Ill.
Daubanton's, Jimmie, Dance Band, St. Cloud, Minn.
DeMolay Boys Band, Toledo, O.
Denver and Rio Grande Band, Denver, Col.
Elks' Band, White Plains, N. Y.
Essex Scottish Brass Band, Windsor, Ont., Canada.
Essex Scottish Pipe Band, Windsor, Ont., Canada.
Excelsior Hose Band, Kingston, N. Y.
Fifth B. C. Coast Brigade C. A. Band, Victoria, B. C., Canada.
Gaskill, Carl, and His Band, Bridgeton, N. J.
Hall Printing Co., Chicago, Ill.
Hardware City Band, New Britain, Conn.
Hazel Atlas Band, Washington, Pa.
Jr. O. U. A. M. Band, Kingston, N. Y.
Knights of Pythias Band, Elm Grove, W. Va.
Kuhn, Eddie and His Band, Kansas City, Mo.
Ladies' Saxophone Band, Wausau, Wis.
Leighton Boys' Band, Leighton, Pa.
Lowell Brass Band, Lowell, Mass.
Morris County American Legion Band, Morristown, N. J.
Municipal Band, Charleston, W. Va.
Myers Advanced School Band, Utica, N. Y.
Myers School Band, Utica, N. Y.
Nazareth Band, Nazareth, Pa.
121st Cavalry Troop Band, Rochester, N. Y.
Paper City Band, Kalamazoo, Mich.
Pennsylvania Railroad Band, New Castle, Pa.
Police and Firemen's Band, Indianapolis, Ind.
Studebaker Band, South Bend, Ind.
Tall Cedars Band of Forest No. 7, Bridgeton, N. J.
Victoria Girls' Band, Victoria, B. C., Canada.
Vancouver National Boys and Girls' Juvenile Band, Vancouver, B. C.
Veterans of Foreign Wars Band, Portsmouth, N. H.
Washburn Bros. Band, Kingston, N. Y.
Wingate's Concert and Military Band, Amesbury, Mass.

PARKS, BEACHES AND GARDENS

Beverly Gardens, Albuquerque, N. M.
Castle Gardens, Pittsburgh, Pa.
Dolan's Park, Escobal, Wis.
Harmarville Park, Harmarville, Pa.
Iroquois Gardens, Louisville, Ky.
Lassalle Park, Lassalle, Mich.
Lighthouse Gardens, Newton, Iowa.
National Amusement Park, Aspinwall, Pa.
Perry Park, Pa.
Rainbow Gardens, Topeka, Kan.
Rainier National Park, Washington.
Splash Beach, Charleston, W. Va.
Tasmo Gardens, South Bend, Ind.
Willow Beach, Clarksburg, W. Va.
Yosemite National Park.

ORCHESTRAS

Atlantic University Orchestra, Norfolk, Va.
Bigford, Roy, and His Orchestra, Bay City, Mich.
Boston Symphony Orchestra, Boston, Mass.
Clearwater Collegians, Eau Claire, Wis.
Cornhill Orchestra, Plainwell, Mich.
Eddie Burke and His Orchestra, Brockton, Mass.
Elyriaans, Jack Flynn's, Elyria, Ohio.
Energie Aces Orchestra, Austin, Minn.
Estudillo's, Eddie, Orchestra, Paso Robels, Calif.
Ferraro Orchestra, Kingston, N. Y.
Fingerhut, Jos., and Orchestra, Kankakee, Ill.
Four Aces and Joker Orchestra, East St. Louis, Ill.
Frolickers, The, Plainfield, N. J.
Funmakers, Mrs. Harry Barker's, St. Thomas, Ontario, Canada.
Gondolier Orchestra, Natick, Mass.
Hammit, Jack, and His Jimtown Ramblers.
Harley-Jacks Orchestra, New Castle, Pa.
Harrison Radiator Corporation Orchestra, Lockport, N. Y.
Hoth, Leland, and Orchestra, East Aurora, N. Y.
Karl, Al., Orchestra, Brockton, Mass.
Keith, Holbrook, Spanish Ballroom Orchestra, Salt Lake City, Utah.
Lehman Saxophone Sextette, Burlington, Iowa.
McGavin, Joe, and Lewis Club Orchestra, Jersey City, N. J.
Margolis, Geo., and His Music Masters, Kingston, N. Y.
Marigold Orchestra, Oshkosh, Wis.
Midnight Sun Orchestra, Plainfield, N. J.
Moore's Aces, Harvey, Mt. Vernon, Ohio.
Paramount Orchestra, Stamford, Conn.
Pfeffenbaugh, Speedy, and His Orchestra, Wheeling, W. Va.
Royal Collegians Orchestra, Stamford, Conn.
Schorr, Dave, Orchestra, Newark, N. J.
Scully, J. T., Paramount Orchestras, New York City, N. Y.
The orchestra of employees of the Lowell Electric Light Co., Lowell, Mass.
Webb, Irving, Orchestra, Salt Lake City, Utah.
Zoeller, Carl, Orchestra, Louisville, Ky.

INDIVIDUALS, CLUBS, HOTELS, ETC. THIS LIST IS ALPHABETICALLY ARRANGED IN STATES, CANADA AND MISCELLANEOUS.

ALABAMA
Phillips High School Auditorium, Birmingham, Ala.
Gadsden High School Auditorium, Gadsden, Ala.

ARIZONA
Duke, Effa, Phoenix, Ariz.

ARKANSAS
Municipal Auditorium, Texarkana, Ark.

CALIFORNIA
Jacobs, Louis B., Alameda, Calif.
San Diego Athletic Club, San Diego, Calif.
Whittier High School, Whittier, Calif.

COLORADO
National Ballroom Co., Denver, Col.

CONNECTICUT
Bondmore Hotel, Hartford, Conn.
Hotel Bond and Hotel Bond Annex, Hartford, Conn.
Cargill Council, K. of C., Putnam, Conn.
Sessa, Frank, Stamford, Conn.
Stamford High School, Stamford, Conn.

FLORIDA
Jacksonville Beach Pier, Jacksonville, Fla.
Carter, G. R. K., Miami, Fla.
Carter's Million Dollar Pier, Miami, Fla.
Marcel Lamaze and Elenor Blake, Palm Way Club, Palm Beach, Fla.
Mayflower Hotel, West Palm Beach, Fla.

GEORGIA
Everett, Dan L., Druid Hills Golf Club, Atlanta, Ga.

IDAHO
Jungert, George, Lewiston, Idaho.
Rivers, Edwin B., Lewiston, Idaho.

ILLINOIS
Alpha Delta Phi Fraternity, Chicago, Ill.
Associated Fur Industries, Chicago, Ill.
Auditorium and Lincoln Hall at the University of Illinois, Chicago, Ill.
Bell Boy Associates, Chicago, Ill.
Berger, Frank, Theatrical Promoter, Chicago, Ill.
Dalton, Arthur, Chicago, Ill.
Daughters of the Republic, Chicago, Ill.
Denahy, James, Chicago, Ill.
Dudley, E. B., Theatrical Promoter, Chicago, Ill.
Furch, Dr. Frank, Chicago, Ill.
Gantkowski, H., Chicago, Ill.
Hallowell Concert Co., Chicago, Ill.
Harragan, T. J., Chicago, Ill.
Hartman, J., Educational Films, Chicago, Ill.
H. C. L. Publishing Co., Chicago, Ill.
Household Furniture Institute, Chicago, Ill.
Laske, Andre, Chicago, Ill.
McKeon, Miss Mary, Chicago, Ill.
Maisonette Russe, Chicago, Ill.
New Bamboo Inn, Y. M. Tom, Mgr., Chicago, Ill.
Planet Mars Cafe, Chicago, Ill.
Playfair Club, Chicago, Ill.
South Shore Temple, Chicago, Ill.
Summers, Allan D., Vaudeville Exchange, Chicago, Ill.
Weyerson, Ed, Chicago, Ill.
Wing, Tom, Variety Cafe, Chicago, Ill.
Woodlawn Post of the American Legion, Chicago, Ill.
Zielenski, S. J., Chicago, Ill.
Handelman, Joe, Campus Theatre, Evanston, Ill.
Flett, Mrs. A., Glen Elynn, Ill.
Le Claire Hotel, Moline, Ill.
Aladdin Hall, Pekin, Ill.
Swaby & Wissell, Peoria, Ill.
Moonlight Gardens Dance Pavilion, R. C. Dexeimer, Mgr., Springfield, Ill.
Rainbow Dance and Dine Cabaret, Roy Q. Dexeimer, Manager, Springfield, Ill.
Stiver, Nell, Walnut, Ill.

INDIANA
Rong, Waldo, Green Lantern Ballroom, Anderson, Ind.
Civic Auditorium, La Porte, Ind.
Indiana State Normal School, Terre Haute, Ind.
Central High School Auditorium, South Bend, Ind.
Kreighbaum, A. C., South Bend, Ind.

IOWA
Cedar Valley Fair Association of Iowa, Leiser, Geo., Ames, Iowa.
McClellan, Harold G., Burlington, Iowa.
Eagle Mfg. & Distrib. Co., Council Bluffs, Iowa.
Grocers Wholesale Co., Des Moines, Iowa.
Fisher's Hall, Dubuque, Iowa.
Varlamose, James, Manning, Iowa.
Rummery, Lytle, Muscatine, Iowa.
Ziegler, Elmer, Muscatine, Iowa.
Irealy, Joe, Newton, Iowa.
Westwood Dancing Pavilion, Oelwein, Iowa.
Ottumwa High School Auditorium, Ottumwa, Iowa.
Opperman, E. F., Wigwam Pavilion, Strawberry Point, Iowa.
Schesselman, C. D., Victor, Iowa.

KANSAS
Kansas State Agricultural College, Junction City, Kan.
Riverside Park Pavilion, Ed. Coles, Manager, Hutchinson, Kan.
Sandell, E. E., Dance Promoter, Manhattan, Kan.
Cadmean Chautauqua Association, Topeka, Kan.
Civic Auditorium, Topeka, Kan.
Washburn Field House and the Woman's Club, Topeka, Kan.
American Insurance Union, Wichita, Kan.
Broadview Night Club, Wichita, Kan.

KENTUCKY
Myers, Rhodes K., Bowling Green, Ky.
Hall, Howard, Georgetown, Ky.
K. of C. Auditorium, Louisville, Ky.
Women's Club, Louisville, Ky.
Russell J. Barbour, Maysville, Ky.

LOUISIANA
Jung Hotel, New Orleans, La.

MAINE
Spinney, Fred, Gray Road Inn, Dance Hall, Cumberland, Me.
Goodside, A., Portland, Me.

MARYLAND
Meyers, Zig, Theatrical Promoter, Baltimore, Maryland.
School of Aeronautics, Baltimore, Md.
Young, Robert, Baltimore, Md.
Shields, Jim, Promoter, Frostburg, Md.

MASSACHUSETTS
Attleboro Falls Men's Club, Attleboro, Mass.
Peachey, A. M., Beverly, Mass.
Bernstein, H. B. (National Orchestra Attractions), Boston, Mass.
Carrol, Edward, Boston, Mass.
Fox, Aaron, Boston, Mass.
Lunetta, Stephen, Boston, Mass.
Nazarro, Thos., Boston, Mass.
Showboat, Inc., Boston, Mass.
Symphony Hall, Boston, Mass.
Carey, Thomas F., Brookline, Mass.
Burrows, Walter, Bournehurst Amusement Co., Buzzards Bay, Mass.
Slattery, Bert, Fitchburg, Mass.
Hotel Mayflower, Hyannis, Mass.
La Bonte, Anthony, Lawrence, Mass.
Rosemont Ballroom, Lawrence, Mass.
Sacco, Miss A., Lawrence, Mass.
Lederman, Hyman I., Malden, Mass.
New England Amusement Co., Springfield, Mass.

MICHIGAN
Granger, B. F., Mgr., Dancing Academy, Ann Arbor, Mich.
Elks' Lodge No. 443, I. B. P. O. E., Battle Creek, Mich.
Thompson, Paul, Bay City, Mich.
Williams Amusement Park Dance Pavilion, Colonia, Mich.
Garrard, William, Detroit, Mich.
La Pointe, Leo, Detroit, Mich.
Robertson, Jas., Detroit, Mich.
High School Auditorium, Flint, Mich.
Gilleland, M. M., Grand Rapids, Mich.
High School Auditorium, Jackson, Mich.
Green Gables' Dance Hall, Lansing, Mich.
McElhanie, C. D., Sturgis, Mich.
Fuller, Lawrence E., Traverse City, Mich.
Buckholts Resort, Long Lake, Vicksburg, Mich.
Edgewater Beach Pavilion, Watervliet, Mich.

MINNESOTA
Armory, Austin, Minn.
Chisholm High School Auditorium, Chisholm, Minn.
Borchardt, Chas., Minneapolis, Minn.

Central Hall Ballroom, St. Paul, Minn.
Sunset Beach Dance Hall, Sunset Beach Amusement Park, St. Paul, Minn.

MISSISSIPPI
A. and G. at Bay St. Louis, Miss.
Firemen's Hall, Creole, Miss.
Nelson at Pascagoula, Miss.

MISSOURI
Memorial Hall, Carthage, Mo.
El Torreon Ballroom, Kansas City, Mo.
Kansas City Athletic Club, Kansas City, Mo.
Kansas City Club, Kansas City, Mo.
Missouri State Fair, Sedalia, Mo.
Cook, A. C., Manager Empress Theatre, St. Joseph, Mo.
Benish Restaurant, St. Louis, Mo.
Theatre Society of St. Louis, Mo.
Wilson, R. A., St. Louis, Mo.

MONTANA
Rose Garden Hall, Bozeman, Mont.
Michaels, M., Mgr., Tavern Inn, Great Falls, Mont.

NEW JERSEY
Abrahams, Maurice, Ross Fenton Farms, Asbury Park, N. J.
Ross Fenton Farms, Asbury Park, N. J.
Brown, Harry D., Atlantic City, N. J.
Ideal Studios, Hudson Heights, N. J.
Irvington Elks' Hall, Irvington, N. J.
Irvington Moose Hall, Irvington, N. J.
Gables, The, Wm. Katz, Prop., Milburn, N. J.
Lamanna, Anthony C., Roseland Ballroom, Newark, N. J.
Royal Ballroom, Newark, N. J.
Hamilton Chateau, North Bergen, N. J.
Berg, Harry, Paterson, N. J.
Deheart, Harry, Fanwood Farms, Scotch Plains, N. J.
Fanwood Farms, Scotch Plains, N. J.
Cannon, John C., Roseland Ballroom, Trenton, N. J.
Simone, John W., Trenton, N. J.
White Horse Volunteer Fire Co., Trenton, N. J.
Elks' Lodge, Union City, N. J.
Chasen, Louis, Vineland, N. J.
Maselli, James, Vineland, N. J.

NEW YORK
National Vaudeville Exchange, Buffalo, N. Y.
Travers, A. A., Booking Agent, Buffalo, N. Y.
Brown, Arthur, Fisherman's Rest, Burden Lake, N. Y.
Horton, Albert, Dance Promoter, Hornell, N. Y.
William, Ruth, Plantation Casino, La Salle, N. Y.
Great Neck High School, Great Neck, L. I., N. Y.
Meissner, Robt. O., Seaford, L. I., N. Y.
The Davenport Shore Club, New Rochelle, N. Y.
Grig, Peter, New York City, N. Y.
McCord Music Covers, New York City, N. Y.
Town Hall, New York City, N. Y.
Venice Restaurant, Olean, N. Y.
Marigold Restaurant, Rochester, N. Y.
Cavanagh, Jesse M., Saratoga Springs, N. Y.
Myers, Francis A., Utica, N. Y.

NORTH CAROLINA
Junior College, Asheville, N. C.
German Club N. C. State University, Raleigh, N. C.

NORTH DAKOTA
Manning, J. E., Lake View Pavilion, Lake Williams, N. D.
Sawyer, Russell, Minot, N. D.

OHIO
Land o' Dance, Cincinnati, Ohio.
McMillan Amusement Co., Cincinnati, Ohio.
Allerton Hotel, Cleveland, Ohio.
Cleveland Hotel, Cleveland, Ohio.
Duff, Wilber, Theatrical Promoter, Cleveland, Ohio.
Hollenden Hotel, Cleveland, Ohio.
Olmstead Hotel, Cleveland, Ohio.
Sindelar, Ed, Mgr. Riverside Gardens, Cleveland, Ohio.
Statler Hotel, Cleveland, Ohio.
White Sun Restaurant, Cleveland, Ohio.
Winton Hotel, Cleveland, Ohio.
Barnet, Geo., Columbus, Ohio.
Flanigan, J. B., Sunset Gardens, Drakesburg, Ohio.
Sunset Gardens, Drakesburg, Ohio.
Botzer, Chester, Mansfield, Ohio.
Murray, David J., Marion, Ohio.
Sharp, Lloyd, Supervisor of Music, Niles, Ohio.
Baumhart, Paul T., Oberlin, O.
Scioto County Fair, Portsmouth, Ohio.
Palmetto Cafe, Toledo, Ohio.
Evergreen Inn, Steubenville, Ohio.
Sharp, Harland, Upper Sandusky, Ohio.
Tierney, Frank, Mgr., Youngstown, Ohio.

OKLAHOMA
High School Auditorium, Okmulgee, Okla.
Beau Monde Night Club, Tulsa, Okla.
Falkenberg, W. P., Manager, Tulsa Amusement Co., Casa Loma Dance Hall, Tulsa Co., Crystal City Park, Louver Dance Hall, Tulsa, Okla.

OREGON
Willard Hotel, Klamath Falls, Ore.

PENNSYLVANIA
G. B. Russell, Dancing Academy, Altoona, Pa.
Aldridge, R. D., Hecla Park, Bellefonte, Pa.
Smith's Inn, Brandonville, Pa.
Carbon County Agricultural Assoc. of Pennsylvania.
Cummins, Clarence R., Erie, Pa.
Elks' Temple, Erie, Pa.
McVoy, Ross, Erie, Pa.
Yacht Club, Harvey's Lake, Pa.
Wassafay, Mgr. Roseland Ballroom, Hasleton, Pa.
Keeler, W. Rebyrn, Indiana, Pa.
Walsh, William B., Johnstown, Pa.
Baker, Walter, Lancaster, Pa.
Eby, Ira C., Lancaster, Pa.
Kiphorn, Richard, Lancaster, Pa.
Mishler, I. C., Lancaster, Pa.
Vacuum Stop Co., Lansdowne, Pa.
Lambert, W. J., Latrobe, Pa.
Chateau, Laurel Run, Pa.
Leighton Fair, Leighton, Pa.
Hollobaugh, O. A., Mahoning Park, New Bethlehem, Pa.
Tierno, Frank, New Alexandria, Pa.
Kenna, Jos. H., New Castle, Pa.
Carr, Vincent, Philadelphia, Pa.
Gibson, John T., Theatrical Promoter, Philadelphia, Pa.
Krimm, W. Ray, Philadelphia, Pa.
Littlefield, Mrs. Caroline, Philadelphia, Pa.
Shaw, Harry, Manager Earl Theatre, Philadelphia, Pa.
Thomashefsky, M., Mgr., Philadelphia, Pa.
Mack Institute, Pittsburgh, Pa.
Severin and Parson, St. Mary's, Pa.
Moose Hall, Shenandoah, Pa.
Larsen, Edgar, Oakview Park, Warren, Pa.
Brown and Davis Dance Co., Wernersville, Pa.
Mallow, Homer R., Wilkes Barre, Pa.
Mallow Hotel Sterling, Wilkes Barre, Pa.
Wyoming Valley Country Club, Wyoming Valley, Pa.

Ettline, John F., Manager Alcazar Ballroom, York, Pa.
Old Mill Inn, York, Pa.
Weinbrom, Jos., York, Pa.

RHODE ISLAND
Halua Troupe, Providence, R. I.

SOUTH CAROLINA
Stewart, D. W., Happy Hours, Florence, S. C.
Upchurch, J. M., Greenville, S. C.

SOUTH DAKOTA
Maxwell, J. E., Manager, Fair Grounds Pavilion, Tripp, S. D.
Jung, L. P., Watertown, S. D.

TEXAS
High School Auditorium, Austin, Texas.
High School Auditorium, Corsicana, Texas.
Swor, Albert (Bert), Dallas, Texas.
Loller, W. C., Dance Promoter, Denison, Texas.
Catholic Community Center, El Paso, Texas.
High School Auditorium, El Paso, Texas.
Scottish Rite Auditorium, El Paso, Texas.
Jones, Hal J., Manager, Marathon Amusement Co., Galveston, Texas.
Sherman Hall, Sherman, Tex.
Texas High School Auditorium, Texarkana, Tex.

UTAH
Price, Bithel, Murray, Utah.
Odeon Spanish Ballroom, Salt Lake City, Utah.
Reese, Fred M., Salt Lake City, Utah.

VIRGINIA
Swavely, Eli, and the Swavely School, Manassas, Va.
Holtzschetter, W. A., Norfolk, Va.
Miller & Rhoads, Inc., Richmond, Va.

WASHINGTON
Deming Hall, Deming, Wash.
North Pacific Fair Association, Everett, Wash.
Chinese Garden Cafe, Seattle, Wash.
Green Mill Roadhouse, Seattle, Wash.

WEST VIRGINIA
High School Auditorium, Charleston, W. Va.
Chippis, E. L., Huntington, W. Va.
Frederick Hotel, Huntington, W. Va.
Hotel Pritchard, Huntington, W. Va.
Hot Feet Club, Huntington, W. Va.
Station WSAZ, Huntington, W. Va.
Commencement Hall, Morgantown, W. Va.
Joyland Dance Hall, Paden City, W. Va.

WISCONSIN
Kangaroo Lakes Hotel, H. M. Butler, Mgr., Baileys Harbor, Wis.
Chippewa Valley Varsity Club, Eau Claire, Wis.
Joern, E. V., Eau Claire, Wis.
Cronce, Alger, Embarras, Wis.
Dolan, Fred, Escobal, Wis.
Haensgen, Edward, Fond du Lac, Wis.
Jess Lacey, Edward "Jess" Minkowski, Manager, Kenosha, Wis.
La Crosse State Teachers' College, La Crosse, Wis.
Conger, Robert, Madison, Wis.
Tobin, William, Madison, Wis.
Sheboygan County Fair Grounds, Sheboygan, Wis.

WYOMING
Lynch, James, Laramie, Wyo.

DISTRICT OF COLUMBIA
Bruno, Mrs. Amedeo, Washington, D. C.
Cobb, Harvey, Washington, D. C.
Constitution Hall, Washington, D. C.
D. A. R. Building, Washington, D. C.
Hollander, Milton, Washington, D. C.
Lincoln Colonade, Washington, D. C.
Press Grill, Washington, D. C.

CANADA
Bailey, S. S., Venetian Gardens, Montreal, Canada.
Barber, William, St. Catharines, Ont., Can.
Cascade Dance Hall, Banff, Canada.
Chez Henry Cafe, Ottawa, Can.
Finestone, Hess, Finestone Agency, Montreal, Canada.
Massurette, Edmund, London, Ont., Canada.
Mayfair Club, Toronto, Canada.
Music Corporation of Canada, Pat Burd and J. S. Burd, Toronto, Canada.
Mitchell, T. D., Moose Jaw, Sask., Canada.
Montreal Free Press, Montreal, Can.
Paramount Ballroom, Montreal, Can.
Richardson, Wm. and David, Toronto, Can.
Thomas Inn, Riverside, Ont., Canada.
Williams, W. E., Vancouver, B. C., Canada.

MISCELLANEOUS
Armstrong, Ed.
Ballantine, Saida
Beckridge, Lew, Theatrical Promoter.
Bennage, Fred, Theatrical Promoter.
Benson, Harry.
Bishop Johnnie.
Blank, Alvin A., and his Dance Halls.
Bryant, Lester, Theatrical Promoter.
Burns, Maurice, Theatrical Promoter.
Calvert, Charles, Theatrical Producer.
Clive, E. E., Theatrical Promoter.
Coates, W. W., Promoter.
Collins, Bert, Theatrical Promoter.
Cremonesi, Paul, Mgr., Eagle Grand Opera Co.
Dale, Frances (of the Dale Players).
Darling, Richard, Promoter.
Davis, Harold.
Doien & Bonger, Theatrical Promoters.
Dunn Amusement Co., Theatrical Promoters.
Evans, Harry Ike, Promoter.
Fox Film Corporation.
Frankel, Max.
Friedlander, Wm. B., Manager "Jonica" Co.
Gonia, George F.
Hernert, Miss Eleanor.
Hevia, Harold, Theatrical Promoter.
Holden, Waldo, Toronto, Can.
Hurting, Manager Joe, Theatrical Promoter.
James, Manager Jimmy, Theatrical Promoter.
Jermon, John G., Theatrical Producer.
Kipp, Roy.
Kirkwood, Kathleen, Manager Malinda Co.
Kolb, Matt, Theatrical Promoter.
Kraus, David, Theatrical Producer.
Lewis, Harry C., Theatrical Producer.
McDaniels, J. P.
McEwan, Geo. F., Promoter.
McKay, Gail B., Promoter.
Mack, John B., Theatrical Promoter.
Macloon, Louis O., Theatrical Promoter.
Micheljohn and Dunn, Theatrical Promoters.
Miller & Slater, "Runnin' Wild" Co.
Mindlin, Benj., Theatrical Promoter.
Morganstern, C. Wm., Theatrical Promoter.
Mullens, I. H.
Patterson, Ralph, Theatrical Promoter.
Pullman, Kate, Theatrical Producer.
Roberts, Ted, Promoter.
Robertson, A. D., Promoter.
Rock, C. E. & Co., Amusement Promoters.
Rosen, Jack, Theatrical Promoter.
Rosen, Leo.
Schorr, Morris, Theatrical Promoter.
Selwyn, Mrs. Ruth.
Sharpe, Tracy, Promoter.
Smith, Luther, Manager Scheell Sisters Sho

Snellson, Floyd G., Mgr., Dixie Crackerjacks. Stanton, Willard and Stanford Theatrical Steinberg Bros., Ed., Dave and Joe. Promoters. Sullivan, Pete. Ten Eyck, Geo. B., Theatrical Promoter. Trout & Heff, Theatrical Promoters. Vail, Billy, Theatrical Promoter. Vernon, Vinton. Yekel, Alexander, Theatrical Promoter. Young, Felix, Theatrical Promoter.

THEATRES AND PICTURE HOUSES ARRANGED ALPHABETICALLY AS TO STATES AND CANADA

ALABAMA

Liberty Theatre, Attalla, Ala. Princess Theatre, Birmingham, Ala. Rialto Theatre, Birmingham, Ala. Bell Theatre, Gadsden, Ala. Capitol Theatre, Gadsden, Ala. Princess Theatre, Gadsden, Ala. Ritz Theatre, Gadsden, Ala. Gayety Theatre, Mobile, Ala. Pike Theatre, Mobile, Ala. Rainbow Theatre, Opelika, Ala.

ARKANSAS

Fifth Avenue Theatre, Arkansas City, Ark. Dillingham Theatre, Eldorado, Ark. Star Theatre, Eldorado, Ark. Auditorium, Hot Springs, Ark. Best Theatre, Hot Springs, Ark. Spa Theatre, Hot Springs, Ark. Alamo Theatre, Pine Bluff, Ark. Community Theatre, Pine Bluff, Ark. Majestic Theatre, Smackover, Ark.

CALIFORNIA

Fairlyland Theatre, Anaheim, Calif. Photo Theatre, Burlingame, Calif. National Theatre, Chico, Calif. Senator Theatre, Chico, Calif. Strand Theatre, Gilroy, Calif. Andy White Attraction Co., Hollywood, Calif. Carter Theatre, Long Beach, Calif. Dale Theatre, Long Beach, Calif. Ebel Theatre, Long Beach, Calif. State Theatre, Martinez, Calif. State Theatre, Napa, Calif. State Theatre, Orville, Calif. California Theatre, Petaluma, Calif. Mystic Theatre, Petaluma, Calif. Golden State Theatre, Riverside, Calif. Rubidoux Theatre, Riverside, Calif. Uclid Theatre, San Bernardino, Calif. Hillcrest Theatre, San Diego, Calif. Ramona Theatre, Santa Clara, Calif. Casa Grand Theatre, Santa Clara, Calif. California Theatre, Santa Rosa, Calif. Cline Theatre, Santa Rosa, Calif. Tulare Theatre, Tulare, Calif. National Theatre, Woodland, Calif.

COLORADO

Pueblo Theatre, Pueblo, Col.

CONNECTICUT

Colonial Theatre, Bridgeport, Conn. Orpheum Theatre, Bridgeport, Conn. Paramount Theatre, Bridgeport, Conn. Crown Theatre, Hartford, Conn. Grand Theatre, Hartford, Conn. Liberty Theatre, Hartford, Conn. Palace Theatre, Middletown, Conn. Rialto Theatre, New Britain, Conn. Howard Theatre, New Haven, Conn. Pequot Theatre, New Haven, Conn. White Way Theatre, New Haven, Conn. Strand Theatre, Norwich, Conn. Bradley Theatre, Putnam, Conn. Darien Theatre, Stamford, Conn. Hillcrest Theatre, Taftville, Conn. Thomaston Opera House, Thomaston, Conn. Alhambra Theatre, Waterbury, Conn. Carroll Theatre, Waterbury, Conn. Garden Theatre, Waterbury, Conn. Strand Theatre, Winsted, Conn.

DELAWARE

Everett Theatre, Middletown, Del. Plaza Theatre, Milford, Del. Broadway Theatre, Wilmington, Del. Rialto Theatre, Wilmington, Del. Strand Theatre, Wilmington, Del.

FLORIDA

Avalon Theatre, Avon Park, Fla. Hollywood Theatre, Hollywood, Fla. Imperial Theatre, Jacksonville, Fla. Palace Theatre, Lakeland, Fla. Victoria Theatre, New Smyrna, Fla. Baby Grand Theatre, Orlando, Fla. Grand Theatre, Winter Haven, Fla. Williamson Theatre, Winterhaven, Fla.

GEORGIA

De Kalb Theatre, Atlanta, Ga.

IDAHO

Granada Theatre, Lewiston, Idaho. Rex Theatre, Lewiston, Idaho.

ILLINOIS

Temple Theatre, Alton, Ill. Caploy Theatre, Barrington, Ill. Grand Theatre, Bloomington, Ill. Lincoln Theatre, Bloomington, Ill. Park Theatre, Champaign, Ill. Princess Theatre, Champaign, Ill. Cinema Art Theatre, Chicago, Ill. Indiana Theatre, Chicago, Ill. Duquoin Theatre, Duquoin, Ill. Drake Theatre, East St. Louis, Ill. Rialto Theatre, Pekin, Ill. Garden Theatre, Peoria, Ill. Balasco Theatre, Quincy, Ill. Empire Theatre, Quincy, Ill. Orpheum Theatre, Quincy, Ill. Washington Square Theatre, Quincy, Ill. Rialto Theatre, Rockford, Ill. American Theatre, Rock Island, Ill. Riviera Theatre, Rock Island, Ill. Colonial Theatre, Urbana, Ill.

INDIANA

Orpheum Theatre, Anderson, Ind. Regent Theatre, Anderson, Ind. Ritz Theatre, Anderson, Ind. Indiana Theatre, Bloomington, Ind. Conley Theatre, Frankfort, Ind. Colonial Theatre, Indianapolis, Ind. Irving Theatre, Indianapolis, Ind. Lincoln Square Theatre, Indianapolis, Ind. Mutual Theatre, Indianapolis, Ind. My Theatre, Indianapolis, Ind. Old Trails Theatre, Indianapolis, Ind. Show Boat, Frank M. Cantwell and Wife. Indianapolis, Ind. Walker Theatre, Indianapolis, Ind. Colonial Theatre, Kokomo, Ind. Isis Theatre, Kokomo, Ind. Woods Theatre, Kokomo, Ind. Mishawaka Theatre, Mishawaka, Ind. Grand Picture House, New Albany, Ind. Kerrigan House, New Albany, Ind. Oliver Theatre, South Bend, Ind. Rex Theatre, Terre Haute, Ind. Moon Theatre, Vincennes, Ind.

IOWA

Strand Theatre, Boone, Iowa. Liberty Theatre, Council Bluffs, Iowa. Iowa Theatre, Fort Dodge, Iowa. Lyric Theatre, Fort Dodge, Iowa. Pokadot Theatre, Fort Dodge, Iowa. Capitol Theatre, Marshalltown, Iowa.

Orpheum Theatre, Ottumwa, Iowa. Graham Theatre, Washington, Iowa.

KANSAS

Columbia Theatre, Coffeyville, Kan. Crow Tackett Theatre, Coffeyville, Kan. Tackett Theatre, Coffeyville, Kan. Eris Theatre, El Dorado, Kan. City Theatre, Junction City, Kan. Cozy Theatre, Junction City, Kan. Uptown Theatre, Junction City, Kan. Midway Theatre, Kansas City, Kan. Dickinson Theatre, Lawrence, Kan. Orpheum Theatre, Lawrence, Kan. Varsity Theatre, Lawrence, Kan. Marshall Theatre, Manhattan, Kan. Warehouse Theatre, Manhattan, Kan. Cozy Theatre, Pittsburg, Kan. Royal Theatre, Salina, Kan.

KENTUCKY

Sylvia Theatre, Bellevue, Ky. Family Theatre, Covington, Ky. Shirley Theatre, Covington, Ky. Ada Meade Theatre, Lexington, Ky. Lexington Opera House, Lexington, Ky. Crow Theatre, Louisville, Ky. East Broadway Theatre, Louisville, Ky. Ideal Theatre, Louisville, Ky. Gayety Theatre, Louisville, Ky. K. C. Columbia Theatre, Louisville, Ky. Lyric Theatre, Louisville, Ky. Norman Theatre, Louisville, Ky. Pythian Theatre, Louisville, Ky. West Broadway Theatre, Louisville, Ky. Wright Players, Mary Anderson Theatre, Louisville, Ky.

LOUISIANA

Seige Theatre, Monroe, La. Lafayette Theatre, New Orleans, La. Saenger Theatre, Shreveport, La. Happy Hour Theatre, West Monroe, La.

MARYLAND

Belnoird Theatre, Baltimore, Md. Boulevard Theatre, Baltimore, Md. Community Theatre, Baltimore, Md. Forrest Theatre, Baltimore, Md. Grand Theatre, Baltimore, Md. Lincoln Theatre, Baltimore, Md. Palace Picture House, Baltimore, Md. Roosevelt Theatre, Baltimore, Md. State Theatre, Baltimore, Md. State Theatre, Bethesda, Md. New Theatre, Elkton, Md.

MASSACHUSETTS

Colonial Theatre, Andover, Mass. Reportory Theatre, Boston, Mass. Majestic Theatre, Brockton, Mass. Thompson Sq. Theatre, Charlestown, Mass. Majestic Theatre, Fitchburg, Mass. Strand Theatre, Fitchburg, Mass. Lafayette Theatre, Haverhill, Mass. Capitol Theatre, Leominster, Mass. Crown Theatre, Lowell, Mass. Victory Theatre, Lowell, Mass. Medford Theatre, Medford, Mass. Riverside Theatre, Medford, Mass. Liberty Theatre, Roxbury, Mass. State Theatre, Stoughton, Mass. Steinberg Theatre, Webster, Mass. Community Playhouse, Wellesley Hills, Mass.

MICHIGAN

Lafayette Theatre, Bay City, Mich. Temple Theatre, Bay City, Mich. Woodside Theatre, Bay City, Mich. Washington Theatre, Bay City, Mich. Wenonah Theatre, Bay City, Mich. Broadway Theatre, Detroit, Mich. Shubert-Detroit Theatre, Detroit, Mich. Broadway Theatre, Flint, Mich. Columbia Theatre, Flint, Mich. Durant Theatre, Flint, Mich. Michigan Theatre, Flint, Mich. Richard Theatre, Flint, Mich. Savoy Theatre, Flint, Mich. Star Theatre, Flint, Mich. State Theatre, Flint, Mich. Strand Theatre, Flint, Mich. Savoy Theatre, Grand Rapids, Mich. Majestic Theatre, Muskegon, Mich. Michigan Theatre, Muskegon, Mich. Regent Theatre, Muskegon, Mich. State Theatre, Muskegon, Mich. Strand Theatre, Muskegon, Mich. Rivera Theatre, Niles, Mich. Lincoln Theatre, Owosso, Mich. Colonial Theatre, Sault Ste. Marie, Mich. Strand Theatre, Sault Ste. Marie, Mich. Temple Theatre, Sault Ste. Marie, Mich.

MISSISSIPPI

Rupert Richard's Theatre, Piquayune, Miss. Yasco Theatre, Yasco, Miss.

MISSOURI

Model Theatre, Carthage, Mo. Gem Theatre, Joplin, Mo. New Theatre, Joplin, Mo. Lincoln Theatre, Kansas City, Mo. Baby Grand Theatre, Moberly, Mo. Empress Theatre, St. Joseph, Mo. Independent Exhibitors' Theatres, St. Louis, Mo. Star Theatre, Sedalia, Mo.

MONTANA

Roman Theatre, Red Lodge, Mont.

NEBRASKA

Rivoli Theatre, Beatrice, Neb. Lyda Theatre, Grand Island, Neb. Rivoli Theatre, Hastings, Neb. Strand Theatre, Hastings, Neb. Kearney Opera House, Kearney, Neb. Luna Theatre, North Platte, Neb.

NEVADA

Roxie Theatre, Reno, Nev.

NEW JERSEY

Ocean Theatre, Asbury Park, N. J. Capitol Theatre, Atlantic City, N. J. Lyric Theatre, Atlantic City, N. J. Royal Theatre, Atlantic City, N. J. Strand Theatre, Atlantic City, N. J. Rivoli Theatre, Belmar, N. J. Criterion Theatre, Bridgeton, N. J. New Butler Theatre, Butler, N. J. Park Theatre, Caldwell, N. J. Apollo Theatre, Camden, N. J. New Century Theatre, Camden, N. J. Towers Theatre, Camden, N. J. Victoria Theatre, Camden, N. J. Walt Whitman Theatre, Camden, N. J. Ritz Theatre, Carteret, N. J. Strand Theatre, Clifton, N. J. Playhouse Theatre, Dover, N. J. Englewood Theatre, Englewood, N. J. Lyceum Theatre, East Orange, N. J. Roxy Theatre, Glassboro, N. J. Bishop's Theatre, Hoboken, N. J. Liberty Theatre, Irvington, N. J. Rex Theatre, Irvington, N. J. Liberty Theatre, Jersey City, N. J. Lincoln Theatre, Kearny, N. J. Palace Theatre, Lakewood, N. J. Strand Theatre, Lakewood, N. J. Plaza Theatre, Linden, N. J. Oxford Theatre, Little Falls, N. J. Ritz Theatre, Lyndhurst, N. J. American Theatre, Newark, N. J. Bergen Theatre, Newark, N. J. Cameo Theatre, Newark, N. J. City Theatre, Newark, N. J. Congress Theatre, Newark, N. J.

Court Theatre, Newark, N. J. De Luxe Theatre, Newark, N. J. Grove Theatre, Newark, N. J. Lyceum Theatre, Newark, N. J. Mayfair Theatre, Newark, N. J. Treat Theatre, Newark, N. J. Morlyn Theatre, Ocean City, N. J. Strand Theatre, Ocean City, N. J. Grant Lee Theatre, Palisades, N. J. Palace Theatre, Passaic, N. J. Rialto Theatre, Passaic, N. J. Capitol Theatre, Paterson, N. J. Plaza Theatre, Paterson, N. J. Rialto Theatre, Paterson, N. J. Broadway Theatre, Pitman, N. J. Pompton Lakes Theatre, Pompton Lakes, N. J. Liberty Theatre, Rutherford, N. J. Traco Theatre, Toms River, N. J. Verona Theatre, Verona, N. J. Rialto Theatre, West New York, N. J. Rivoli Theatre, West New York, N. J. Wilson Theatre, West New York, N. J. Westwood Theatre, Westwood, N. J.

NEW MEXICO

Fastime Theatre, Albuquerque, N. M.

NEW YORK

Colonial Theatre, Albany, N. Y. Eagle Theatre, Albany, N. Y. Harmanus Theatre, Albany, N. Y. Leonard Theatre, Albany, N. Y. Madison Theatre, Albany, N. Y. Ritz Theatre, Albany, N. Y. Royal Theatre, Albany, N. Y. Strand Theatre, Albany, N. Y. Orpheum Theatre, Amsterdam, N. Y. Capitol Theatre, Auburn, N. Y. Apollo Theatre, Brooklyn, N. Y. Brooklyn Little Theatre, Brooklyn, N. Y. Classic Theatre, Brooklyn, N. Y. Empress Theatre (Fulton Street), Brooklyn, N. Y. Mapleton Theatre, Brooklyn, N. Y. Parkway Theatre, Brooklyn, N. Y. Granada Theatre, Buffalo, N. Y. Kenmore Theatre, Buffalo, N. Y. Community Theatre, Catskill, N. Y. Cortland Theatre, Cortland, N. Y. Temple Theatre, Cortland, N. Y. Strand Theatre, Devoeville, N. Y. State Theatre, Glens Falls, N. Y. Broadway Theatre, New York City, N. Y. Ritz Theatre, Jamestown, N. Y. Electric Theatre, Johnstown, N. Y. Bayshore Theatre, Bayshore, L. I. Rialto Theatre, Patchogue, L. I. Patchogue Theatre, Patchogue, L. I. Sag Harbor Theatre, Sag Harbor, L. I. Arcadia Theatre, New York City, N. Y. Belmont Theatre, New York City, N. Y. Delancey Theatre, New York City, N. Y. Florence Theatre, New York City, N. Y. Grand Opera House, New York City, N. Y. Broadway Theatre, New York City, N. Y. Leocadia Theatre, New York City, N. Y. Olympia Theatre, New York City, N. Y. Park Lane Theatre, New York City, N. Y. President Theatre, New York City, N. Y. Ragone Theatre, New York City, N. Y. Ruby Theatre, New York City, N. Y. Sun Shine Theatre, New York City, N. Y. Tremont Theatre, Webster and Tremont Aves., New York City, N. Y. Gem Theatre, Oswego, N. Y. Pelham Theatre, Pelham, N. Y. Liberty Theatre, Poughkeepsie, N. Y. Little Theatre, Rochester, N. Y. Avon Theatre, Syracuse, N. Y. Palace Theatre, Syracuse, N. Y. Riviera Theatre, Syracuse, N. Y. Colonial Theatre, Utica, N. Y.

NORTH CAROLINA

Charlotte Theatre, Charlotte, N. C. Grand Theatre, Charlotte, N. C. New Duke Auditorium, Durham, N. C. Old Duke Auditorium, Durham, N. C. Broadhurst Theatre, High Point, N. C. Broadway Theatre, High Point, N. C. Orpheum Theatre, High Point, N. C. Paramount Theatre, High Point, N. C. Academy of Music, Wilmington, N. C. Bijou Theatre, Wilmington, N. C. Colonial Theatre, Winston-Salem, N. C.

NORTH DAKOTA

Princess Theatre, Fargo, N. D.

OHIO

Allen Theatre, Akron, Ohio. Arcade Theatre, Akron, Ohio. Dome Theatre, Akron, Ohio. Grand Theatre, Akron, Ohio. Liberty Theatre, Akron, Ohio. Majestic Theatre, Akron, Ohio. National Theatre, Akron, Ohio. Nixon Theatre, Akron, Ohio. Norka Theatre, Akron, Ohio. Regent Theatre, Akron, Ohio. Rialto Theatre, Akron, Ohio. Southern People's Theatre, Akron, Ohio. Thornton Theatre, Akron, Ohio. Waldorf Theatre, Akron, Ohio. Winter Theatre, Akron, Ohio. Grand Opera House, Bellefontaine, Ohio. Strand Theatre, Bellefontaine, Ohio. Evanston Theatre, Cincinnati, O. Eastern Theatre, Columbus, Ohio. Clinton Theatre, Columbus, Ohio. Garden Theatre, Columbus, Ohio. Grand Theatre, Columbus, Ohio. Grandview Theatre, Columbus, O. Hudson Theatre, Columbus, Ohio. Knickerbocker Theatre, Columbus, Ohio. State Theatre, Columbus, Ohio. Victor Theatre, Columbus, O. Palace Theatre, Dayton, Ohio. Faurot Theatre, Lima, Ohio. Lyric Theatre, Lima, Ohio. Majestic Theatre, Lima, Ohio. Quilna Theatre, Lima, Ohio. Auditorium Theatre, Marietta, Ohio. Hippodrome Theatre, Marietta, Ohio. Putnam Theatre, Marietta, Ohio. Ohio Theatre, Marion, Ohio. Princess Theatre, Marion, Ohio. Elizane Theatre, Martins Ferry, O. Fenray Theatre, Martins Ferry, Ohio. Lyric Theatre, Mt. Vernon, Ohio. Memorial Theatre, Mt. Vernon, Ohio. Vine Theatre, Mt. Vernon, Ohio. Castamba Theatre, Shelby, Ohio. Opera House, Shelby, Ohio. Shine's Old Rex Theatre, Steubenville, Ohio. Clifford Theatre, Urbana, Ohio. Lyric Theatre, Urbana, Ohio. Fayette Theatre, Washington C. H., Ohio. Grand Theatre, Zanesville, Ohio. Imperial Theatre, Zanesville, Ohio. Liberty Theatre, Zanesville, Ohio. Quimby Theatre, Zanesville, Ohio. Weiler Theatre, Zanesville, Ohio.

OKLAHOMA

Bays Theatre, Blackwell, Okla. New Rivoli Theatre, Blackwell, Okla. Palace Theatre, Blackwell, Okla. Ritz Theatre, Chickasha, Okla. Aztec Theatre, Enid, Okla. New Mecca Theatre, Enid, Okla. Orpheum Theatre, Lawton, Okla. Palace Theatre, Oklahoma City, Okla. Winter Garden Theatre, Fitcher, Okla. Odeon Theatre, Shawnee, Okla. Empire Theatre, Tonkawa, Okla. Palace Theatre, Tulsa, Okla.

OREGON

Heilig Theatre, Eugene, Ore. Capitol Theatre, Portland, Ore. Circle Theatre, Portland, Ore. Moreland Theatre, Portland, Ore. Studio Theatre, Portland, Ore. Venetian Theatre, Portland, Ore.

PENNSYLVANIA

Queen Theatre, Alliquippa, Pa. New Allen Theatre, Allentown, Pa. Southern Theatre, Allentown, Pa. Bello Theatre, Belle Vernon, Pa. Verdi Theatre, Belle Vernon, Pa. College Theatre, Bethlehem, Pa. Colonial Theatre, Bethlehem, Pa. Savoy Theatre, Bethlehem, Pa. State Theatre, Bethlehem, Pa. Lyric Theatre, California, Pa. Barns Theatre, Elwood City, Pa. Liberty Theatre, Elwood City, Pa. Majestic Theatre, Elwood City, Pa. Palace Theatre, Erie, Pa. Park Theatre, Erie, Pa. Orpheum Theatre, Franklin, Pa. Keswick Theatre, Glenside, Pa. Broad Theatre, Harrisburg, Pa. Grand Theatre, Harrisburg, Pa. Favinus Theatre, Jessup, Pa. Academy of Music, Lebanon, Pa. Capitol Theatre, Lebanon, Pa. Colonial Theatre, Lebanon, Pa. Jackson Theatre, Lebanon, Pa. Theatorium, Lebanon, Pa. Park Theatre, Lehighton, Pa. Embassy Theatre, Lewistown, Pa. Rialto Theatre, Lewistown, Pa. Media Theatre, Media, Pa. Olympic Theatre, Monacaen, Pa. Brighton Theatre, New Brighton, Pa. Garrick Theatre, Norristown, Pa. Grand Theatre, Norristown, Pa. New Norris Theatre, Norristown, Pa. Palm Theatre, Palmerton, Pa. Favinus Theatre, Peckville, Pa. Fernrock Theatre, Philadelphia, Pa. Gibson Theatre, Philadelphia, Pa. Girard Theatre, Philadelphia, Pa. Nixon-Grand Theatre, Philadelphia, Pa. Oxford Theatre, Philadelphia, Pa. Standard Theatre, Philadelphia, Pa. Lando Theatre, Pittsburgh, Pa. Waynesburg Opera House, Waynesburg, Pa. Rialto Theatre, Williamsport, Pa.

RHODE ISLAND

Bomes Liberty Theatre, Providence, R. I. Hope Theatre, Providence, R. I.

SOUTH CAROLINA

Royal Theatre, Columbia, S. C. Town Theatre, Columbia, S. C. Ritz Theatre, Spartanburg, S. C.

SOUTH DAKOTA

Jewell Theatre, Sioux Falls, S. D.

TENNESSEE

Criterion Theatre, Johnson City, Tenn. Liberty Theatre, Johnson City, Tenn. Majestic Theatre, Johnson City, Tenn. Booth Theatre, Knoxville, Tenn.

TEXAS

Star Theatre, Austin, Texas. Palace Theatre, Burkburnett, Texas. Little Theatre, Dallas, Texas. Connellee Theatre, Eastland, Texas. Texas Grand Theatre, El Paso, Tex. Pearl Theatre, Fort Worth, Texas. Dixie Theatre, Galveston, Texas. Claire Theatre, Jacksonville, Texas. Palace Theatre, Lufkin, Texas. Pines Theatre, Lufkin, Texas. Texan Theatre, Lufkin, Texas. American Theatre, Mexia, Texas. Austin Theatre, Nacogdoches, Texas. Palace Theatre, Nacogdoches, Texas. Little Theatre, Oak Cliff, Texas. Lamar Theatre, Paris, Tex. Liberty Theatre, Ranger, Texas. Harlande Theatre, San Antonio, Texas. Highland Park Theatre, San Antonio, Texas. National Theatre, San Antonio, Texas. Sam Houston Theatre, San Antonio, Texas. Uptown Theatre, San Antonio, Texas. Zaragoza Theatre, San Antonio, Texas. Texas Theatre, Sherman, Texas. Washington Theatre, Sherman, Texas. High School Auditorium, Temple, Texas. High School Auditorium Theatre, Tylor, Texas. Queen Theatre, Wichita Falls, Texas.

UTAH

Rialto Theatre, Salt Lake City, Utah. State Theatre, Salt Lake City, Utah.

VIRGINIA

Apollo Theatre, Hampton, Va. Lyric Theatre, Hampton, Va. Scott Theatre, Hampton, Va. Broadway Theatre, Hopewell, Va. Belvedere Theatre, Lynchburg, Va. Gayety Theatre, Lynchburg, Va. Arcade Theatre, Norfolk, Va. Carlton, George M., Stock Company, Colonial Theatre, Norfolk, Va. Colonial Theatre, Norfolk, Va. Manhattan Theatre, Norfolk, Va. Newport Theatre, Norfolk, Va. Marcel Theatre, Petersburg, Va. American Theatre, Phoebus, Va.

WASHINGTON

O. U. R. Theatre, Bellingham, Wash. Liberty Theatre, Everett, Wash. Kelso Theatre, Kelso, Wash. Columbia Theatre, Longview, Wash. Peeking Theatre, Longview, Wash. Arabian Theatre, Seattle, Wash. Bagdad Theatre, Seattle, Wash. Beacon Theatre, Seattle, Wash. Cheerio Theatre, Seattle, Wash. Columbian Theatre, Seattle, Wash. Danz, John, Theatres, Seattle, Wash. Egyptian Theatre, Seattle, Wash. Embassy Theatre, Seattle, Wash. Fairmont Theatre, Seattle, Wash. Gals Theatre, Seattle, Wash. Granada Theatre, Seattle, Wash. Hollywood Theatre, Seattle, Wash. Liberty Theatre, Seattle, Wash. Madrona Theatre, Seattle, Wash. Majestic Theatre, Seattle, Wash. Metropolitan Theatre, Seattle, Wash. Mission Theatre, Seattle, Wash. Neptune Theatre, Seattle, Wash. Paramount Theatre, Seattle, Wash. Portola Theatre, Seattle, Wash. Ridgement Theatre, Seattle, Wash. Royal Theatre, Seattle, Wash. Roycroft Theatre, Seattle, Wash. Society Theatre, Seattle, Wash. Uptown Theatre, Seattle, Wash. Venetian Theatre, Seattle, Wash. Woodland Theatre, Seattle, Wash. Dream Theatre, Sedro-Woolley, Wash. Audian Theatre, Spokane, Wash. Granada Theatre, Spokane, Wash. Liberty Theatre, Spokane, Wash. Capitol Theatre, Tacoma, Wash. Riviera Theatre, Tacoma, Wash.

WEST VIRGINIA

Kearse Theatre, Charleston, W. Va. Opera House, Clarksburg, W. Va. Robinson Grand Theatre, Clarksburg, W. Va. Dixie Theatre, Fairmont, W. Va.

Nelson Theatre, Fairmont, W. Va.
 Lincoln Theatre, Holiday Cove, W. Va.
 Strand Theatre, Holiday Cove, W. Va.
 Avenue Theatre, Huntington, W. Va.
 Dixie Theatre, Huntington, W. Va.
 Margaret Theatre, Huntington, W. Va.
 Rialto Theatre, Huntington, W. Va.
 Manos Theatre, New Cumberland, W. Va.
 Virginia Theatre, Parkersburg, W. Va.
 Manos Theatre, Weirton, W. Va.
 State Theatre, Weirton, W. Va.
 Palace Theatre, Wellsburg, W. Va.
 Strand Theatre, Wellsburg, W. Va.

WISCONSIN

Rex Theatre, Beloit, Wis.
 Rivoli Theatre, Chippewa Falls, Wis.
 Beverly Theatre, Janesville, Wis.
 Majestic Theatre, Madison, Wis.
 Orto Theatre, Madison, Wis.
 Palace Theatre, Madison, Wis.
 White House Theatre, Milwaukee, Wis.
 Butterfly Theatre, Sheboygan, Wis.
 Star Theatre, Sheboygan, Wis.
 Van der Waer Theatre, Sheboygan, Wis.
 Eventide Theatre, Wausau, Wis.

WYOMING

Castle Creek Theatre, Laramie, Wyo.

DISTRICT OF COLUMBIA

Belasco Theatre, Washington, D. C.
 Howard Theatre, Washington, D. C.
 Lincoln Theatre, Washington, D. C.
 Universal Chain Enterprises.

CANADA

Capitol Theatre, Belleville, Ont., Canada.
 Pantages Theatre, Edmonton, Alberta, Can.
 Theatre des Arts, Montreal, Can.
 Regent Theatre, Guelph, Ontario, Canada.
 Grand Opera House, Hamilton, Ont., Canada.
 Guest Theatre, Hamilton, Ont., Canada.
 Lyric Theatre, Hamilton, Ontario, Canada.
 Empress Theatre, Lethbridge, Alb., Canada.
 Empress Theatre, Medicine Hat, Alberta, Canada.
 Webb Theatre, Niagara Falls, Ont., Canada.
 Center Theatre, Ottawa, Canada.
 Little Theatre, Ottawa, Canada.
 Rex Theatre, Ottawa, Canada.
 Regent Theatre, Peterboro, Ont., Can.
 Grand Theatre, Regina, Sask., Can.
 His Majesty's Theatre, Sherbrooke, Quebec, Canada.

Bedford Theatre, Toronto, Canada.
 Belsize Theatre, Toronto, Canada.
 Capitol Theatre, Toronto, Canada.
 Madison Theatre, Toronto, Canada.
 Park Theatre, Toronto, Canada.
 Weller's Opera House, Trenton, Ont., Can.
 Avenue Theatre, Vancouver, B. C., Canada.
 Beacon Theatre, Winnipeg, Man., Canada.
 Garrick Theatre, Winnipeg, Man., Canada.
 Rialto Theatre, Winnipeg, Man., Canada.

REMARKABLE THINGS SAID

Arthur Pound:

The State's fundamental excuse for being is to provide security.

Jonathan Leonard:

Nowadays everybody wears chains and never thinks of getting them off. They juggle with them, outwit the laws.

Gina Lombroso Ferrero:

It is the machine which has driven women out of the home; and now men would like to have them go back, but it is impossible.

Edward A. Filene:

Mass production is simply production for the masses.

Sir Herbert Samuel:

To prevent another war it is not enough to engage in amicable platitudes.

Rev. Dr. I. M. Haldeman:

If we obeyed those precepts in the Sermon on the Mount, it would destroy this civilization that we have today.

Herbert Hoover:

Self-government can succeed only through an instructed electorate. The more complex the problems of the nation become, the greater is the need for more and more advance instruction.

Couldn't Tell a Lie

"You seem to have plenty of intelligence for a man in your position," sneered a barrister, cross-examining a witness.

"If I wasn't on oath I'd return the compliment," replied the witness.—The Airway.

Specific Prayers

A medical examination had disclosed the fact that Sam Johnson had a floating kidney and he was quite worried over it. Meeting the pastor of the African Baptist Church on the street he asked for help.

"Revern!" he said, "de doctah done tole me Ah got a floating kidney and Ah wish you would say some prayers fo' me next Sunday."

"How come prayers fo' a floating kidney?" inquired the good pastor. "All mah congregation would bust right out laughing."

"Ah don't see why," insisted Sam. "Last Sunday you prayed fo' all the loose livers."—Ex.

EQUIP YOUR ORCHESTRA
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HOLDS FROM 1 TO 400 PARTS
 SELF-ADJUSTABLE TO ANY THICKNESS
WEAR LIKE IRON
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DANCE SIZE 7 1/2" x 40" SYMPHONY SIZE 14" x 60"
 DANCE SIZE 7 1/2" x 40" THEATRE SIZE 9 1/2" x 60"
 SPECIAL 4-STRING BANJO WITH 100% BRASS BODY
 SPECIAL 4-STRING BANJO WITH 100% BRASS BODY
 WITH INSIDE FLAP AND OUTSIDE BUCKLE

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 RANGE OF INSTRUMENTS SHIPPED IN 24 HOURS PER LINE, PER COVER.
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TEACHERS!
 There's Pleasure, Profit and Popularity in Teaching
JAZZ AND MODERN MUSIC
 the Christian Era. If we are not already represented in your city, write for our lucrative teachers' proposition.

AXEL CHRISTENSEN SCHOOL
 718 Kimball Hall Bldg. Chicago, Illinois

The Problem

"Last night I drank seven cocktails. I wonder if I did wrong?"

"Good heavens, girl; can't you remember?"—The Visitor.

From Missouri

"Whaffo' you sharpenin' at razor?"
 "Woman, they's a pair o' gemmuns shoes unde' you bed. If they ain't no niggah in them shoes—Ah'm gonna shave!"—Ex.

Another Oil Scandal

Girl—Could you fix me a dose of castor oil so the oil won't taste?

Druggist—Certainly! Won't you have a glass of soda while waiting?

Girl—Oh, thank you. (And drinks the soda).

Druggist—Something else, Miss?

Girl—No, just the oil.

Druggist—But you just drank it.

Girl—Oh, dear! I wanted it for my mother.—Skelly News.

WANTS

For ads under the heading of "Situation Wanted" or "At Liberty," members should confine themselves to 30 words or less, which will be inserted free.

AT LIBERTY—First-class Clarinetist and Saxophonist, experienced in all lines; go anywhere. C. Lucas, French Lick, Ind.

WANTED—First-class repair man on brass and reed instruments. Phone Market 2-7734. Friedman's Music Shop, 73 Springfield Ave., Newark, N. J.

AT LIBERTY—Pianist, dance and concert; age 20; will go with reliable outfit for the summer; prefer hotel or resort; write fully. Musician, Box 226, Mayfield, Pa.

AT LIBERTY—Cellist, doubling Saxophones, experienced in all lines; married, reliable and sober; will go anywhere. Edwin Hoppe, 53 Pond St., Natick, Mass.

AT LIBERTY—Pianist-Organist, 15 years' experience in every branch of work; also chauffeur; will travel if necessary. Harry Forman, 1972 Walton Ave., Bronx, N. Y.

AT LIBERTY—Soprano Soloist, Accordionist, Pianist, Organist, high-grade, orchestral experience, large library, wishes position; reference, Matti Scheld, 2146 Leland Ave., Chicago, Ill.

AT LIBERTY—Alto Saxophonist, doubling clarinet; single, union, sober, reliable; read; consider reliable proposition; don't misrepresent; state all. Musician, 417 E. Market St., Tiffin, Ohio.

AT LIBERTY—Drummer and Timpani Player, can also play Obligato Violin; experienced in all musical lines; will go most anywhere. Address Musician, 1363 Clay Ave., Bronx, N. Y.

AT LIBERTY—Drummer, 23, single, reads well, perfect rhythm; sings; 10 years' experience in dance and concert work; can go anywhere at once. Dick Wheaton, 517 East Third St., Hobart, Ind.

AT LIBERTY—Modern Dance Pianist, fast reader, arrange, fake and transpose; hot and sweet choruses; single and young; prefer location. William W. Siegfried, 1114 Main St., Keokuk, Iowa.

AT LIBERTY—Sousaphonist, thoroughly experienced; reliable connection only considered; any good proposition; married, reliable; can furnish A-1 Trombone. J. Trevor, 73 Elmont Ave., Port Chester, N. Y.

AT LIBERTY—Pianist, dance and radio experience, read or fake, rhythm a specialty, young, reliable, sober, wishes steady position, preferably in Midwest; best of references. H. B. Fowler, Rockton, Ill.

AT LIBERTY—Trumpeter, 15 years in music business, wants to hear from factory or municipal band that offers employment; sober, steady and reliable; plenty references. Musician, 12 Lancelle Ave., Northampton, Mass.

WANTED—Band Director with large library, open for engagement for any band, industrial preferred; is a salesman, toolmaker and department executive with manager and teacher. Fred W. Clement, 31 Charlotte St., Worcester, Mass.

AT LIBERTY—Flutist, double saxophone, experienced all lines, wishes steady position; side line electric representative and locksmith; go anywhere; band or orchestra. Address Musician, 1407 Irving St., N. W., Washington, D. C.

AT LIBERTY—Violinist, leader or side, wishes steady position; experience all lines, jazz or concert, double banjo, mandolin; will consider good jobbing, teaching and own library. Address Violinist, 1645 Waveland Ave., Chicago, Ill.

AT LIBERTY—Band Conductor, Trumpet Soloist, expert teacher and instructor of all band instruments; union; wants to locate; experienced, capable and can deliver the goods. Walter K. Schofield, 807 West 4th St., Muscatine, Iowa.

AT LIBERTY—A-1 Rhythm Banjoist, doubling violin and tenor guitar, choruses on banjo, sweet, hot fiddle; read and fake; sing and arrange some; fully experienced; good appearance, young, sober, reliable. Musician, 227 No. 37th St., Omaha, Neb.

AT LIBERTY—Tenor Banjoist, neat, refined and reliable, age 19, experienced as a clean-cut rhythm player and technical banjo soloist; read or fake; desires engagement with good orchestra. Address Kenneth Broadhurst, 5 Fruit St., Northampton, Mass.

AT LIBERTY—Trap Drummer, A. F. of M.; also iron molder by trade; member of I. M. U. of A.; would like to locate in some good town; play standard and jazz; 35 years as iron molder and 35 years as drummer; married and sober. Address Paul Castel, Box 1785, McGill, Nev.

WANTED—Ft. Dodge Municipal Band (Karl L. King, director) wants Oboist, Bassoonist, French Hornist and Trombonist; music as a side line; don't write only on these conditions; let me know what line of work you can do. W. L. Engelbart, Manager, City Hall, Ft. Dodge, Ia.

WANTED—For exclusive mountain resort, hot Alto Saxophonist, doubling clarinet, and Tenor Saxophonist, doubling cello; must be able to cut it on both instruments; standard concert music and hot dance band; open July 1st, close Labor Day; no telegrams. Chas. J. Maas, Bainbridge, N. Y.

AT LIBERTY—Trap Drummer and Trumpet Player, both sight readers; good appearance; Trap Drummer perfect four-beat rhythm and fairly good voice; Trumpeter has A-1 tone; prefer working together, but will split; will go anywhere; together six years. Address Francis Mood, West Chester, Pa.

FOR SALE OR EXCHANGE

FOR SALE—New Deagan 3/4 Octave Xylophone with case, \$65.00. L. Walsh, Red Wing, Minn.

FOR SALE—Oboe, "Loree," Conservatory; covered holes, F fork resonance key. A. J. Andraud, 3416 Burch Ave., Cincinnati, Ohio.

FOR SALE—J. Schmidt French Horn, F and Eb slide, first-class condition; exceptional opportunity; \$65.00. Lloyd Gaetz, 53 West Long St., Columbus, Ohio.

FOR SALE—Dot Little German Band! Have a set of Hungry 5 Band Coats for \$10.00; also 5 Comedy Caps, \$5.00. Al. Wallace, 1824 No. Halsted St., Chicago, Ill.

FOR SALE—French Horn, "York," silver-plated, low pitch, excellent condition and tone, \$38.50; will send on trial. S. Hirach, 5939 Latona St., Philadelphia, Pa.

FOR SALE—Alto Horn, "Conn," upright, silver-plated, low pitch and case; complete, \$22.00 for quick sale; hurry; trial. M. Wolfe, 411 Broadview Rd., Upper Darby, Pa.

FOR SALE—Band Coats, A. F. of M., blue or black, \$4.00; Blue Bell Top Coats, \$1.00; Tuxedo Coats, \$6.00; Suits, \$10.00. M. Jandorf, 317 West 87th St., New York City.

FOR SALE—Trumpet, "Besson," silver-plated, perfect intonation, low pitch, as good as new, no dents, \$50.00; hurry; trial. D. Russell, 451 No. 13th St., Philadelphia, Pa.

FOR SALE—Trumpet, "Martin" make, gold-plated, low pitch, with case, like new, medium bore, \$70.00; it will pay you to act quickly. M. Mildren, 5433 North 12th St., Philadelphia, Pa.

FOR SALE—Bass Horn, "Helson," "Conn" Bbb, low pitch, silver-plated, fine tone, excellent condition; first \$65.00 will take it; will give trial. S. Hanges, 6224 Pine St., Philadelphia, Pa.

FOR SALE—Silver Flute in C, Cundy-Bettoney, closed G sharp, A440, intonation splendid; just like new; a dandy buy; C. O. D.; 3 days' trial; \$50.00. L. H. Babst, 1959 South, Lincoln, Neb.

FOR SALE—French Horn (single), "Boston," low pitch, silver-plated, and case, fine condition, \$41.00; 3 days' trial. P. Brewton, Le Carra Court, Wycombe & Midway Aves., Lansdowne, Pa.

FOR SALE—Flute, "C" "Buffet," low pitch, brand new, open G sharp, Boehm system, plush lined case, grenadilla wood, silver keys, \$42.00; hurry; trial. L. Veil, 5238 No. 6th St., Philadelphia, Pa.

FOR SALE—5-Octave Concert Grand Deagan Marimba, in good condition, without trunk; specially built instrument; original cost \$350.00; sacrifice for \$200.00. Mt. Vernon Car Mfg. Co., Mt. Vernon, Ill.

FOR SALE—Bass Clarinet, "Tenzel-Mueller" Albert system, low pitch; very good playing condition, \$35.00; wonderful opportunity; will give trial. B. Zeldis, 1121 South 60th St., Philadelphia, Pa.

FOR SALE—Two Leedy Pedal Tympani Trunks for regular sizes; like new; used on road only five weeks; cost \$90.00; a bargain at \$45.00; act quick. H. H. Greff, 1520 First Ave., Jackson, Miss.

FOR SALE—Oboe, "Kohler" make, low pitch, Military system, and case; cost me \$75.00; I will take \$32.00 for quick sale; I will send on trial. A. Pizarro, 509 Woodlawn Ave., Collingswood, N. J.

FOR SALE—Silver Flute and Piccolo, made by W. S. Haynes of Boston; just like new; specially made for symphony orchestra use; wonderful instruments; sacrifice. Musician, 218 East 55th St., New York City.

FOR SALE—French Horn, "Conn," silver-plated, with case, low pitch, perfect intonation, easy playing; I will sacrifice at \$40.00 for quick sale; will give trial. A. Lefevre, 4129 "M" St., Philadelphia, Pa.

FOR SALE—Band Coats, Regulations, Blue or Black, \$3.50; Caps, \$1.00; Tuxedo Suits, \$10.00 and \$15.00; Coats for Comedy Little German Band, \$2.00; Caps, \$1.00. Al. Wallace, 1834 No. Halsted St., Chicago, Ill.

FOR SALE—Bass Horn, Bbb, upright, low pitch, free from dents, "Martin" make, silver-plated; wonderful tone; lig bargain; will sacrifice at \$62.00; rush; trial. J. Goldenberg, 2000 Medary St., Philadelphia, Pa.

FOR SALE—Very beautiful Alto Gold Saxophone, "Buescher" formerly Rudy Vallee's; costing \$250.00; sacrifice at \$165.00; like new; C. O. D.; 3 days' trial. Wm. Heinrich, 532 West 149th St., New York.

FOR SALE—"Conn" Alto and Tenor Saxophones, cases, silver, gold bell, good condition; \$45.00 each; Conservatory Oboe, good condition, \$55.00; Boehm Clarinets, cheap. Dave Read, 83 32nd St., Newport, News, Va.

FOR SALE—Sousaphone Case, "Holton," excellent condition, side handles, wood, Keratol covering; cost me \$80.00; will sacrifice at \$20.00; will send subject to approval. L. J. Lamb, 2979 Frankford Ave., Philadelphia, Pa.

FOR SALE—Trumpet, "Keefer" (Keefer-Williams Model), medium bore, silver-plated; just like new; \$65.00; this is a marvelous bargain; has fine tone; trial. B. Seraphin, 1207 West Susquehanna Ave., Philadelphia, Pa.

FOR SALE—Trombone, "Conn," gold-brass, low pitch, large bore, 8-inch bell, Model 75-H; used very little, and case; will sacrifice at \$45.00; exceptional bargain; trial. M. Mildrenburg, 1134 So. 60th St., Philadelphia, Pa.

FOR SALE—"Loree" Oboe and English Horn, Conservatory model, covered holes; cost me \$275.00 and \$325.00; almost new, perfect instruments; will sacrifice at half price. R. Progebin, 501 West 51st St., New York City.

FOR SALE—Trombone, King, silver-plated, gold bell; like new; never used; cost \$101.50; will sell for \$42.50; 3 days' trial; express C. O. D. Address Mrs. Arvine C. Kindinger, 520 No. Thoman St., Crestlin, Ohio.

FOR SALE—"Loree" Oboe and English Horn, also Gold-plated Trumpet; Haynes' Flute and Piccolo, set of Boehm and Albert system Clarinets, set of Saxophones, also Banjo in case; sacrifice. Musician, 218 East 55th St., New York City.

FOR SALE—"Conn" Trumpet, medium bore, late model in French style case, \$48.00; "Buescher" Trumpet, 3 model, in case, \$38.50; both silver; gold bell, perfect condition; Howard Trombone, \$19.00. Wayne Mountjoy, Sedalia, Mo.

FOR SALE—"Penzel-Mueller" Clarinet, Boehm system, Bb, low pitch, silver-plated, brand new, French plush lined case; cost me \$125.00; I never used it; will sacrifice it for \$70.00; rush; I will give trial. H. Blain, 407 Bristol St., Philadelphia, Pa.

FOR SALE—Clarinet, "A" and "Bb" improved Albert system, extra keys, grenadilla wood, silver keys, double case; will sacrifice at \$42.50; cost me originally \$135.00; like new; low pitch; trial. Leon Hoagstoel, 448 Taylor Court, Troy, N. Y.

FOR SALE—"York" Alto Saxophone, S. P. G. B. and case, \$49.50; "Conn" C Melody Saxophone, \$38.50; "Buescher" C melody, \$34.00; both S. P. G. B. in cases; latest models; like new; "Conn" Trombone, \$22.50. Wayne Mountjoy, Sedalia, Mo.

FOR SALE—Clarinet, "Pedler," silver-plated, Boehm system; used one week; low pitch, with French plush lined case; special tuning device; first \$65.00 will take it; 3 days' trial; rare bargain. T. Tanghe, 610 East Ontario St., Philadelphia, Pa.

FOR SALE—Clarinet, "Buffet" (French) "A," Boehm system, 17-7 Fork Bb, brand new, low pitch, \$75.00; also "Cabart" "A" Clarinet, Boehm system, 17-7, brand new, \$35.00; will give trial; big bargains. E. Follen, 51 Sterling Ave., Yonkers, N. Y.

FOR SALE—Baritone Horn, "Conn," silver-plated, low pitch and case, that I will sacrifice at \$38.00; this is an exceptional opportunity of obtaining a high-class instrument at very little cost; trial. B. Grulois, 226 West Indiana Ave., Philadelphia, Pa.

FOR SALE—Eb Clarinet, "Bettoney," Boehm system, low pitch, and case, \$37.00; "Conn" Ebonite and case, low pitch, Boehm system, \$35.00; just overhauled, perfect condition; like new; good mouthpieces; trial. A. C. Stahl, 8 South Haviland Ave., Audubon, N. J.

FOR SALE—Violin, made by Carlo Malini in Milano in 1849; excellent tone and preservation; original varnish; sacrifice at \$50.00; at one time was asking \$200.00; also old Cello, in fine condition and good tone; price \$40.00. Leon S. Malison, 2126 No. Pulaski St., Baltimore, Md.

FOR SALE—Alto Saxophone, "Buffet" silver-plated, gold bell, low pitch, with French leather shaped case; as good as new; \$105.00; also Eb Soprano Saxophone, "Buffet," brass and case, low pitch, same condition, \$65.00; will send either on trial; worth while looking into. John Kreise, 5238 Oakland St., Philadelphia, Pa.

FOR SALE—"Ludwig" Trap Table or Console, complete with Tom-Tom rings, all gold-plated, just like new; cost me \$55.00; I will accept \$25.00 for quick sale; also 11-in. Zildjian Cymbal, thin brilliant, \$10.50; "Ludwig" apron case, 3 1/2 in. by 24 in. \$2.50; will give trial on any one. M. Bohr, 723 Kenmare Rd., Cynwyd, Pa.

FOR SALE—We are disbanding. French Horn, "Boston," silver, and case, low pitch, \$35.00; Alto Horn, "Conn," low pitch, upright, silver, and case, \$24.00; Helicon Bass, Bbb, "King," silver, perfect, low pitch, \$62.50; Baritone Horn, "Conn," silver-plated, brass and case, low pitch, \$35.00; 1 pair Eldjian Cymbals and leather bag, 15-inch, \$14.00; 1 Drum Major Baton, Army type with cord, \$4.00; 2 Ludwig Drums, wood, rods, 15x10 in., \$10.50 each; will give trial on any one of these instruments. H. Eck, 4521 McKinley St., Philadelphia, Pa.

FOR SALE—Two Leedy Pedal Tympani Trunks for regular sizes; like new; used on road only five weeks; cost \$90.00; a bargain at \$45.00; act quick. H. H. Greff, 1520 First Ave., Jackson, Miss.

FOR SALE—Oboe, "Kohler" make, low pitch, Military system, and case; cost me \$75.00; I will take \$32.00 for quick sale; I will send on trial. A. Pizarro, 509 Woodlawn Ave., Collingswood, N. J.

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FOR SALE—"York" Alto Saxophone, S. P. G. B. and case, \$49.50; "Conn" C Melody Saxophone, \$38.50; "Buescher" C melody, \$34.00; both S. P. G. B. in cases; latest models; like new; "Conn" Trombone, \$22.50. Wayne Mountjoy, Sedalia, Mo.

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