

VOL. VI.

LINCOLN, NEBRASKA, SATURDAY, JANUARY 15, 1910.

8 PAGES

NO. 42

terial Association, offered prayer,

of welcome and delivered the key to the reason that his union has been suspended. The mayor's address was brief payment of dues. Mayor Koutsky delivered an address but to the point and was heartly ap-plaunded. Delegate T. C. Kelsey, rep-resenting the Lincoln Central Labor Union, responded for the delegates.

President Maupin then announced the personnel of the committee on cre dentials previously appointed and asked for the committee's report. The committee reported as follows:

Mr. President, we, your committee appointed to consider the credentials submitted by delegates- elect to the Nebraska State Federation of Labor, beg leave to submit the following re-We find the following delegates entitled to seats in this convention, all dues of their unions to this organiza-

tion having been paid:
George Cameron, Theatrical Stage
Employes, No. 151, Lincoln.
F. A. Wemmer, Switchmen's Union,
No. 5, Omaha.

John Lambert, Brotherhood of Car penters, No. 1433; Fairbury. T. C. Kelsey, C. L. U., Lincoln. Jacob Kauffman, Brewery Workers

No. 96, Omaha. Guy Smith, Brewery Workers, No. 96. Omaha. G. Lewis Koyer, Brewery Workers,

No. 319, Omaha. J. W. Jonas, Bollermakers, No. 219. H. C. Jaacks, Fire Department Em-

pioyes, No. 10446, Omaha, James Kotera, Barbers, No. 64 South Omaha. John E. Nelson, Painters, No. 12,

Frank P. Hart, C. L. U. South Om-J. G. Hoffman, Brewery Workers, Branch No. 1 of No. 96, Fremont.

J. J. Farron, Structural Iron Workers, Omaha. E. B. Cummings, Leatherworkers on

Horse Goods, No. 29, Lincoln. B. F. Creel, Barbers, No. 212, Omaha Louis Connolly, Stereotypers, No.

Frank Chevront, Stereotypers, No. 62. Lincoln. A. Hyers, Machinists, No. 698 R. M. Cave, Barbers, No. 461, Fremont.

Lou Baltzell, Lathers, No. 161, Lin-Frank P. Turner, Plumbers, No. 88 Lincoln,

John C. Trouten, Federal Union, No. 7112, South Omaha.

Xavier Stadler, Stonecutters, Omaha S. A. D. Smith, Blacksmiths, No. 163,

A. F. Schwenker, Barbers, No. 164 R. R. Ricketts, Carpenters, No. 960,

E. J. Morrow, Street Railway Em-loyes, No. 288, Omaha. O. J. Randall, Street Railway Employes, No. 288, Omaha. John Steiner, Cigarmakers, No. 143 H. W. Mattoon, Rallway Clerks, No. 131, Omaha.

Louis V. Guye, C. L. U., Omaha. George Stevens, Stationery Firemen No. 32, Omaha.

Jack Carter, Horseshoers, No. 19 Omaha. Fred Schule, Tailors, No. 273, Lin-H. C. Peate, Typographical Union.

No. 209, Lincoln. Frank M. Coffey, Typographical Union No. 209, Lincoln.

I. J. Copenharve, Typographical Union, No. 190, Omaha. V. B. Kinney, Typographical Union, No. 190, Omaha.

A. D. Small, Typographical Union, No. 190. Omaha. Rev. R. W. Livers, Ministerial Un-ion., South Omaha.

Will M. Maupin, deputy labor commissioner, Lincoln Henry White, pressmen's helper

Jonas R. Wanberg, Machinists, No 31. Omaha George Case, Machinists, No. 31, Om-

George M. Lamb. Machinists, No. 31, H. A. Davis, Electrical Workers, No Omaha

W. A. Chrisman, Steam Engineers No. 38, Omaha. C. L. Widman, Cigarmakers, No. 358,

William Stelk, Leatherworkers, No. J. C. Lynch, Plumbers, No. 16, Om-

Henry Bridwell, Plumbers, No. 16,

William Brittain, Stationary Engineers, No. 38, Omaha. F. Bunell, Retail Clerks. No. 861. Alliance.

Homer Meigs, Sheet Metal Workers, No. 3, Omaha. H. W. Byers, Leatherworkers on

Horse Goods, No. 12, Omaha. Your committee further reports that Jonas R. Wanberg, George Coe and Geo. N. Lambe be seated as delegates and that the amount of per capita tax the Machinists Union No. 31 be

taken up later. Your committee further recommends that W. A. Davis, representing the pending a further report by this com-

The first annual convention of the Nebraska State Federation of Labor port that they have taken up and convention of Labor port that they have taken up and convention of Labor port that they have taken up and convention of Labor port that they have taken up and convention of the Nebraska State Federation of Labor port that they have taken up and convention of the Nebraska State Federation of Labor port that they have taken up and convention of the Nebraska State Federation of Labor port that they have taken up and convention of the Nebraska State Federation of Labor port that they have taken up and convention of the Nebraska State Federation of Labor port that they have taken up and convention of the Nebraska State Federation of Labor port that they have taken up and convention of the Nebraska State Federation of Labor port that they have taken up and convention of the Nebraska State Federation of Labor port that they have taken up and convention of the Nebraska State Federation of Labor port that they have taken up and convention of the Nebraska State Federation of the Ne pin in the South Omaha Labor Temple a signed statement by the internation at 11:25 a. m., Tuesday, January 4. al secretary of the Bartenders' Union Rev. Ralph W. Livers, fraternal delegate from the South Omaha Minis- ing credentials from the Omaha Bar Horseshrs, No. 19, Oma, Aug. as a delegate in this convention for

LOUIS CONNOLLY, Chairman. JAS KOTERA. F. M. COFFEY.

Committee. Roll call was demanded on the adoption of the report, and on roll being called the report was adopted.

The report of the auditing commit-tee appointed to audit the books of Barbers No. 212, Oma., Sep. 4. the secretary-treasurer was read and adopted.

On motion President Maupin appointed Delegate Copenharve to be reading clerk and Delegate Chrisman sergeant-at-arms. President Maupin appointed the fol-

lowing committes: CREDENTIALS COMMITTEE—

Louis Connelly, Stereotypers, Omaha. Frank M. Coffey, Typographical Union, Lincoln, James Kotera, Barbers, South Om-

RESOLUTIONS-F. M. Coffey, Typographical, Lincoln, chairman. J. C. Trouten, Federal Union, South

S. A. D. Smith, Blacksmiths, Have-O. J. Randall, Street Rallway Employes, Omaha. 1. J. Copenharve, Typographical, Om-

H. W. Mattoon, Railway Clerks, Om A. A. Hyers, Machinists, Havelock. UNION LABELS & SHOP CARDS—

H. C. Peate, Typographical, Lincoln. chairman R. H. Cave, Barbers, Fremont, John Steiner, Cigarmakers, Lincoln. Outstanding bills (printing) .. \$ 2.50 men. Omaha.

Fred Schule, Tailors, Lincoln, ORGANIZATION-L. V. Guye. Central Labor Union, Omaha, chairman, C. Kelsey, Central Union, Lincoln.

J. J. Ferron, Structural Iron Workers. Omaha James Kotera, Barbers, South Om-

Jacob Kauffman, Brewery Workers, Omaha. E. J. Morrow, Street Railway Employes, Omaha John Lambert, Carpenters, Fairbury.

EGISLATION-V. B. Kinney, Typographical, Omaha, chairman. John Steiner, Cigarmakers, Lincoln. A. F. Schwenke, Barbers, Lincoln. H. W. Mattoon, Railway Clerks.

Frank F. Turner, Plumbers, Lincoln.

E. B. Cummings, Leatherworkers, Lincoln, chairman, A. L. Small, Typographical, Omaha B. F. Creel, Barbers, Omaha. Henry White, Pressmen's Assistants, Omaha.

PRESIDENT'S REPORT-Guy Smith. Brewery Workers, Omaha, chairman Frank Chevront, Stereotypers, Lin-Xavier Stadler, Stonecutters, Omaha

SEC-TREASURER'S REPORT—
John E. Nelson, Painters, Lincoln, S. L. Koyer, Brewery Workers, Om-

ployes, Omaha. CO-OPERATION-F. C. Wimmer, Switchmen, Omaha, chairman.

Rev. R. W. Livers, Ministerial, South Omaha. A. F. Schwenker, Barbers, Lincoln, Lou Baltzell, Lathers, Lincoln. G. Hoffman, Brewery Workers,

R. R. Ricketts, Carpenters, Nebraska City, chairman.

W. Jonas, Boilermakers, Have lock. George Cameron, Theatrical Stage

Employes, Lincoln. Secretary-Treasurer Hart then submitted his annual report, as follows: South Omaha, Neb., Jan. 4, 1910. To the Officers and and Delegates to the Nebraska State Federation of Labor I beg to submit the following report:

RECEIPTS. Omaha Central Labor Union, Dec. 18, 1909.....\$ Lincoln Central Labor Union, July 14, \$3.50, Jan. 3, \$1.50... outh Omaha Central Labor Union July 12, \$2.00, Jan. 3.

Carp. Loc. No. 960, Neb. City, July 14, \$3.35, Nov. 4, \$1.35. Barbers' Loc. No. 164, Lincoln. Jul. 16, \$9.49, Dec. 21, \$5.58. Leath. Wkrs., No. 12, Omaha.

Leath Wkrs., No. 29, Lincoln. Jul. 20, \$6.05, Nov. 12, \$4.05... Leath. Wkrs., No. 32, Fremont, Jul. 14. \$4.52, Oct. 30, \$2.85... Leath. Wkrs., Hastings, Jul. 20.

Horseshrs, No. 19, Oma., Aug. 14, \$2.00, Dec. 18, \$2.88..... Struc. Irn. Wkrs., No. 21, Oma.,

Lathrs, Lin., Jul. 26, \$2.84, Oct. 10, \$1.86 ... Glove Wkrs., No. 26, Lin. Aug. Tailors, No. 273, Lin, Aug 16. Brickmasons, No. 4, Alliance, Jul. 21, \$2.81, Nov. 8, \$2.16... Carps. Fairbry, No. 1433, Aug. 30, \$6.45, Sep. 27,\$4.50, Dec.

\$6.05, Dec. 15, \$4.05.... Barbers, No. 461, Fremont, Aug. 3, \$3.34, Dec. 7, \$1.58...... Cigarmkrs., No. 358, Fremont, Aug. 19, \$2.00, Oct. 2, \$1.80.. Theat Stage Em., No. 151, Lin. Aug. 2, \$5.15, Sep. 27, \$3.15..

Carps. No. 1055, Lin, Aug. 9... Plmbrs, No. 88, Lin., Oct. 4, \$3.26, Dec. 29, \$3.86..... Fed. Lab., So. Om., Sep. 22, \$2.90, Dec. 29, \$1.08..... Fire Dept. Em., No. 10446, Om.,

\$5.60, Dec. 21, \$3.60..... Sta. Engrs., No. 38. Oma., Oct. Carps., No. 1763, McCook, Oct. Blksmths, No. 163, Have., Oct 7 Brew Wkrs. No. 96, Oma., Nov. 1 Stonecttrs, Omaha, Nov. 11... Plumbrs, No. 16, Oma., Dec. 8.

Brew Wkrs., No. 96, Branch No. 1, Fremont, Dec. 12....... Barbers, No. 64, S. Om., Dec. 16 Brew Wkrs., No. 319, Omaha, 9.20 Dec. 10

George Stevens, Stationary Fire- Sec. salary, 4th quarter..... 25.00

Balance on hand and in bank, Jan. 1.....\$168.21

DISBURSEMENTS. Aug. 24, for printing envelopes (500) Aug. 24, for printing circulars Aug. 24, for printing letterh'ds (500) Aug. 30, for printing 500 constitutions and by-laws...... Aug. 30, for bond of \$1,000 for secretary Aug. 30, per capita tax for 6 months, (A. F. of L.)..... Sept. 1, postage stamps.... Oct. 1, for secretary's salary, (expense account). Oct. 1, for printing circulars, receipts and envelopes..... Nov. 1, for printing circulars

and credential slips..... Nov. 1. for printing 500 return Nov. 1, to delegate to Toronto 50.00 convention, A. F. of L..... Dec. 8. to granting charter.... Postage, Dec. 23..... FRANK E. HART,

Secretary-Treasurer. Report of Sec-Treasurer Committee Total amount of funds on hand at last report.....\$168.21

Typo. Union, Omaha..... \$ 24.05 H. C. Jaacks, Fre Department Em-Mach., Havelock...... Boilermkrs, Havelock..... Elec, Wkrs, Omaha.... Paintrs and Paperhgrs, Lincoln Pressmns Assts., Omaha..... Retail Clks., Alliance..... Sheet Metal Wrks., Omaha....

Total since last report....\$ 69.67 Total amt. funds on hand at

time of this report.....\$237.88 Respectfully submitted. JOHN E. NELSON. LOUIS HOCHEN, Committee.

At 12:30 the convention adjourned to meet at 1:30 p. m. At 1:50 the convention re-convened

Delegate Bridwell, Plumbers, Omaha, and Delegate Britton, Machinists, Omaha, were seated. Louis V. Guye, delegate to the Amer-

ican Federation of Labor convention at Toronto, submitted his report. Delegate Guye said in part: "To the First Annual Convention of

the Nebraska State Federation of Labor, Greeting: -"As your regularly elected representative to the twenty-ninth annual con-

vention of the American Federation of Labor, held in Toronto, Ontario, vember 8 to 20, inclusive, 1909, I beg the per capita tax 2 cents per member to report briefly as follows, to-wit: The convention was called to order Monday morning, November 8th, in Massey hall by President Gompers, being in attendance about 330

tional and international unions, cen-3.35 tral bodies, state bodies and local expense. unions directly affiliated with the A.

and I shall therefore confine myself the report of the committee concur- of children; maintaining an efficient 3.08 to such topics as in my judgment will be of particular interest to this State Mr. Federation. The convention was the most harmonious gathering of trades unionists which I have ever had the unionists which I have ever had the pleasure of attending. The question of free speech, free press and trial by jury involved in the case against Gompers, Mitchell and Morrison, overshadowed all other differences, thereby de veloping the spirit of harmony which so generally prevailed.

"The annual report of President Gompers touched upon many important questions: The extension of or ganization, legislation both state and national, the establishment of a department of labor which shall be a compensated position, employers' lia-bility laws, child labor, immigration, industrial education, strikes and lockouts and many other subjects vital to

the interests of trade unionism."

Delegate Guye's report continued at considerable length, and dealt in de-tail with the Electrical Workers' conroversy and the convention's handling thereof. He submitted his expense ac count as follows: Railroad fare \$ 38.40 Hotel bill

Salary 64.00 3.98 Amount advanced 50.00 Balance due 84.40 On motion the expense account was On motion a vote of thanks was

given Delegate Guye for his faithful performance of duty.

Motion made and carried that all credentials be first handed to the secretary-treasurer and by him turned to the credentials committee. Motion made and carried that no

credentials be received after 3 p. m., Wednesday. Announcement was made of open meeting Tuesday evening at Labor Temple to listen to Mrs. K. R. J. Edholm, executive secretary of the braska Society for the Study and Prevention of Tuberculosis, and Prof.

George E. Howard, an officer of the Nebraska Direct Legislation League. The Wageworker will cover this mass meeting in its next issue. Delegate Guye introduced an amend-ment reducing the per capita tax from

3 cents a month to 12-3 cents a monta. Referred to committee on finance. Adjourned to meet Wednesday morning at 9 o'clock.

Wednesday, Jan. 5-Morning Session. Wednesday morning's session was called to order by President Mau-pin at 9.35. Roll call of officers showed present President Maupin, Secretary-Treasurer Hart, First Vice President Stevens, Second Vice President Booth, Legislative Committeemen S. A. D. Smith and James Kotera.

Chairman Nelson, committee on Secretary-Treasurer's report-"Mr. Presiyour committee beg leave to report the total number of unions affiliated together with the number of per ers as follo Number of unions 45; number of cen-6.50 tral bodies 3; total number of per capita paying members, 2,538. Your committee further finds upon careful examination, that the books and accounts of the secretary-treasurer are correct and all moneys properly accounted for.

JOHN E. NELSON, Chm. S. L. KOCHER, H. C. JAACKS.

Chairman Kauffman, committee on finance: "Your committee to whom was referred resolution to lower the per capita tax beg leave to report that after listening to the different opinions and discussions recommend that the same be not changed.

Upon motion of Delegate Kinney 10.55 the report was recommitted for further 4.70 consideration.

Vice President Fitzgerald of the 8.63 Electrical Workers was invited to ad-4.24 dress the convention. He was followed by R. E. Perrin of the same organization. The remarks of the gentlemen were listened to with interest and loudly applauded.

Upon motion adjournment was taker until 1:30 p. m.

Wednesday Afternoon, Jan. 5. The convention was called to order by President Maupin.

Roll call. A. H. Murdock, representing the South Omaha Commercial club, welcomed the convention on behalf of that organization. City Clerk J. J. Gillin spoke briefly.

Mr. President. Your committee on finance, to whom was referred the res olution covering the per capita tax, recommend that the same be not changed. Your committee further recomend that delegate to the A. F. of L Louis V. Guye, be given the sum of

JACOB KAUFFMAN, Chairman. E. J. MORROW. JOHN LAMBERT,

Upon roll call the amendment was Report of committee as to per capita

tax concurred in. delegates, representing affiliated na-Delegate Wangberg moved to concur

allowing railroad fare \$2 per day hotel "It will be absolutely impossible for me to even give a synopsis of the great volume of business transacted, The amendment was rejected and

Delegate Coffey moved to amend by

Mr. President, your auditing comcounts and find the same correct. We would also commend that official for the efficiency and care with which he has administered the affairs of his of-

JOHN C. TROUTON, GEORGE STEPHENS. JAMES KOTERA.

Mr. President, your committee on legislation beg leave to report as folows:

Proposition No. 1 .- (By Delegate Jonas)—"Resolved, That the legisla-tive committee be instructed to prepare and have introduced in the next session of the Nebraska legislature a bill providing for a state boiler inspector who shall have practical knowledge of boilers."

Committee reports favorably. Adopted. Proposition No. 2-(By Delegate Guye)—"Whereas, The sale of prison-made goods is a menace both to free labor as well as to the resident em-

ployers, therefore be it "Resolved, That our legislative committee be and they are hereby instructed to prepare and present to the next session of the state legislature a bill providing that all goods made eferred to the committee on finance. in the penal institutions of Nebraska shall be marked or branded 'Prison made.'"

Committee reports favorably.

Adopted. Proposition No. 3 .- (By Delegate Guye)-"Whereas, one of the greatest hindrances to the progress of peaceful assembly in times of strikes has been the unwarranted interference of the private detectives or so-called com-

pany watchmen or guards, and "Whereas, the exercise of the police powers vests primarily in the legislative functions of our state, therefore

"Resolved, that the incoming legis lative committee be and they are hereby authorized and instructed to prepare and present to the next session of our state legislature a bill regulating the licensing and powers of detectives, watchmen and guards, who shall hereafter operate within the state of Nebraska.

Committee reports favorably. Adopted.

Ferron) "Whereas the state of Ne-braska is engaged in the construction "Resolved, That the executive combraska is engaged in the construction and maintenance of public buildings and bridges, and such buildings and "Whereas.

bridges should be constructed for the safety of the public, therefore be it "Resolved, that the legislative committee be and is hereby instructed to intelligently and for their best interprepare and present to the next ses ests in the selection of candidates for sion of the state legislature a bill cre- office, a list of questions hereinafter ating a building and bridge inspector, provided, and ask for a definite ans-

the state of Nebraska. Committee reports favorably.

Adopted. Proposition No. 5 .- (By Delegate Chrisman)-"Whereas, Those who labor continuously more than eight hours per day are thereby incapacitated both physically and mentally,

therefore be it "Resolved, That the legislative committee be and is hereby instructed to prepare and present to the next session of the state legislature a bill providing that all occupations which he quire continuous operations be placed on the eight-hour basis."

Committee reports favorably. Adopted. Proposition No. 6.-By Delegate Guye)-"Whereas, There exists in the state of Nebraska a system of so-called

trade schools, conducted by both private and public instructors, and "Whereas, Such schools tend to lower the standard of competency of both the student and the craft or trade in which said student seeks em-

ployment, therefore be it "Resloved, That this federation con demn such institutions and that the legislative committee prepare and pre sent to the next session of the state legislature a bill, the purpose of which shall be to regulate, under state supervision, all such institutions.

Committee reports favorably. Adopted. Proposition No. 7 .- (By Delegate Kinney - "Whereas, Nebraska's rapidy growing industrial institutions render it imperative that the bodies and lives of the workers in mills, workshops and factories be better safe-guarded, and

"Whereas, The interests of common humanity demand rigid and constant supervision of the sanitary conditions workshops, mills, factories and tenements, and

"Whereas, The state of Nebraska is agging far behind her sister states in labor laws? Delegate Chrisman moved to amend all of these matters, pursuing a policy recommendation of committee making that is at once niggardly, unwise and the per capita tax 2 cents per member per month.

that is at once niggardly, unwise and criminally negligent of the welfare of her producers, therefore be it all cities? "Resolved, That the Nebraska State

Federation of Labor demand that the next legislature make adequate provision for the State Bureau of Labor and in committee report as to delegate's it may be in fact as well as in name a shall be marked 'prison made?' labor bureau, properly equipped to arry on the work of inspection of legislative enactment, all water out of mill, workshop, factory and tenement; the capital stock of public service cor-The amendment was rejected and hours; prohibiting the employment

free employment bureau, and the gathering, collecting and publishing of

nounce as both unwise and in sad keeping with the industrial progress of Nebraska, the so-called economy which provides but two people and a niggardly \$2,500 a year for the man-agement and maintenance of a bureau that is not only charged with matters of vital concern to the wage earners. but with the work of publishing to the world the resources, productivity, opportunities and progress of this

magnificent state. "Resolved, That we demand that the Bureau of Labor and Industrial Statistics be so equipped that Nebraska may at least compare favorably in this respect with other and less resourceful states, and while safeguarding the interests of her wage earners may advertise herself to the world for what she really is, the most fer-tile, the most productive, the most learned and the most resourceful state

in the Union.' Committee reports favorably.

Adopted. Proposition No. 8 .- (By Delegate lonas)-"Resolved, That the Nebraska State Federation of Labor endorse the creation of a new state office to be

known as state boiler inspector. Committee reports favorably.

Proposition No. 9.—(By Delegate Bridwell)—"Resolved, That it is the sense of this convention, representing organized labor of the state of Nebras-ka, that a postal savings bank bill should be passed by the present session of congress, and, be it further "Resolved, That our congressmen

and senators be urged to support and further the passage of such a bill. That copies of this resolution be sent to our congressmen and senators im

Reported favorably by committee Adopted. Proposition No. 10.-By Delegate Coffey)-"Whereas, The voters of the state of Nebraska have a right to know where the candidates for popular suffrage stand upon any and all

"Whereas, It is especially true that the organized workers of the state have a right to know how each and every candidate stands upon questions Proposition No. 4 .- (By Delegate affecting the rights and interests of

mittee be instructed to submit to each and every candidate for nomination to elective office, before the date of the state primary, and in ample time to admit of making the results known so that the voters may know and act whose duties shall be to properly in-spect and supervise the construction of been received the executive commitall buildings and bridges throughout tee shall, with every possible dispatch and in time to publish before the date of the primaries, tabulate said answers and secure their publication in the widest possible manner. Said executive committee shall not make any recommendations in connection with such returns, but shall let the answers of the candidates stand for themselves. "Resolved, That among other ques-

tions submitted to the candidates by the executive committee shall be the following: "Are you in favor of trades uninos? "Are you in favor of the universal

eight-hour work day? "Are you in favor of a law prohibit-ing employers from exacting from employes more than six days' work in any one week? "Are you in favor of the initiative

and referendum. "Are you in favor of convict labor coming into competition with free la-"Are you in favor of abolishing the

convict labor lease system? 'Are you in favor of free text books published by the state, and compulsory education? 'Are you opposed to the abuse of

the writ of injunction in labor dis putes? "Are you in favor of a law providing for trial by jury in cases of contempt when the contempt charged is not

committed in the presence of the court? "Are you in favor of the abolition of the contract system on public works?

"Are you in favor of the municipal ownership of public utilities?
"Are you in favor of providing for the sanitary inspection of factory, workshop and home?

"Are you in favor of a law providing

for the liability of employers for injuries to body and loss of life? "Are you in favor of the enactmen

and enforcement of stringent child "Are you in favor of the enactment

"Are you in favor of equal pay for equal work for both sexes?
"Are you in favor of the enactment

of a law providing that all articles Industrial Statistics to the end that made by convicts and offered for sale "Are you in favor of squeezing, by

to enforce the laws prohibiting the porations, and the enactment of prop-employment of women unnatural er regulating laws allowing a reason-(Continued on page 6.)