Screened COAL

Buy Montana Coal From Us
and Help the State Grow

PIONEER FUEL AND BRICK CO.

TELEPHONE 6541

ROSTER OF BUTTE TRADE UNIONS

Silver Bow Trades and Labor Council meets every Tuesday evening at 8 p. m., at Carpenters' Hall. Charles Malloy, Pres.; Harry Grimes, Sec.; P. O. Box 1257.

Butte Stationary Engineers' Union No. 83, I. U. of M. M. and S. W. Office and hall, second floor Carpenters' Union Hall. Meets every Wednesday at 7:30 p. m. J. C. Whiteley, Pres.; Frank McHugh, Vice-Pres.; H. Weldenbach, Recording Sec.; James Combo, Business Agent. P. O. Box 229.

Street Car Men's Union—John Vickers Pres.; Newell D. Evans, Sec. Meets every first and third Wednesday at 11 a. m., at Musicians' Hall, 41½ N. Main St.

Teamsters' Union meets every Thursday night at Union Headquarters Hall, 71½ East Park Street. P. J. Connors, Business Agent; W. J. McIntosh, Financial Secretary. P. O. Box 1114.

Plumbers and Steamfitters, No. 41, U. A. Meets Mondays at Carpenters' Union Hall at 8 p. m. Al Camitsch, Pres.; Frank Rooney, Financial Sec.; John Caddy, Recording Sec.; S. J. Perry, Treas. P. O. Box 740.

Musicians' Union, No. 241. Meets third Tuesday each month at 41½ North Main St. Howard R. Rich, Pres.; Earl Simmons, Sec.-Treas., 41½ N. Main Street.

Butte Workingmen's Union, F. L. U., 12985, A. F. of L. Meets every Monday evening at 7:30, Union Headquarters, 71½ East Park St. C. L. Williams, Secretary.

Local 333, A. M. C. & B. W. of N. A. Meets second and fourth Thursdays at 8 o'clock, at Eagles' Hall. Ben Ronchutto, Pres.; J. H. Peck, Financial Sec.; Chas. S. Young, Secretary and Business Agent.

Women's Protective Union. Teresa Theobold, Pres.; Lena Mattausch, Sec.-Treas.; Bridget Shea, Business Agent. Phone 5758. Meets first and third Fridays at 1 p. m.; second and last Fridays, 8:30 p. m., Carpenters' Hall.

Butte Miners' Union, No. 1, I. U. M. M. & S. W., affiliated with the A. F. of L. Meets Sundays at 8 p. m., at Carpenters' Union Hall, Room 3. Office open every evening from 7 to 8 o'clock. Lew J. McLenegan, Financial Secretary.

International Brotherhood of Electrical Workers, No. 65, Butte. Meets every Friday night, third floor Carpenters' Union Hall at 7:30 p. m. Joe Reardon, Pres.; Clem Burkhard, Recording Sec.; W. C. Medhurst, Financial Sec. P. O. Box 846. Financial Secretary's office, 1st floor of Carpenters' Hall.

Sheep Shearers' Union of North America, No. 1, affiliated with A. F. of L. Headquarters, 554 S. Main. A. A. Evans, Pres.-Sec.-Treas. Phone 2-1803. P. O. Box 1422.

Painters' and Paperhangers' Local No. 720. Meets at Eagles Hall, Lewisohn Block, every Friday evening at 7:30 o'clock. E. L. Roat, Financial Sec., 818 West Quartz St.; H. C. Holland, Recording Sec., 720 S. Alabama St., Phone 2-1396. Club Room and Office at K. P. Hall, 126 South Main Street.

Butte Theatrical Stage Employes and Moving Picture Operators, No. 241. Meets second Tuesday of each month at 11:30 p. m. at Union Hall. Joe Levesey, Pres.; A. E. Elge, Vice-Pres.; L. G. Farmer, Financial Sec.; Ed. Curran, Recording Sec.; Earl Wiles, Business Agent, Montana Hotel, Phone 2-3427.

Cooks and Waiters. J. J. Colligan, Pres.; Wm. Palmer, Business Agent; Frank Murray, Sec. and Treas. Meets first and third Thursdays, 8:00 p. m., Teamsters' Hall.

Butte Typographical Union. Meets second Sunday in each month at Carpenters' Union Hall, West Granite St. J. F. Bartley, Pres., Grand Hotel; J. Clark Hetherington, Sec., 1858 Texas Avenue.

Ask Your Grocer for

WHITE SUGAR SATIN

A Home Product

Amalgamated Sugar Co.
Missoula

LEGAL NOTICES

SHERIFF'S SALE
Under Decree.

UNITED STATES BUILDING AND LOAN ASSOCIATION, a corporation, Plaintiff, vs. CHARLES H. HOIDA, ANNA S. HOIDA, his wife; ADELINE HOIDA, ADELINE HOIDA as administratrix of the estate of A. J. HOIDA, alias ANTHONY J. HOIDA, deceased; LOUIS HOIDA, MABLE HOIDA, his wife; OCTAVIUS HOIDA, LAURA WHITE, nee HOIDA; MAUDE FARTHING, nee HOIDA; ELIZABETH WOOD, nee HOIDA; RAYMOND HOIDA and CHARLOTTE HOIDA, Defendants.

To be sold at Sheriff's Sale on the 1st day of December, A. D. 1932, at 2 o'clock P. M., at the front door of the Silver Bow County Court House, City of Butte, County of Silver Bow, State of Montana, the following described real property, to-wit:

Lots Twenty-six (26), Twenty-seven (27), Twenty-eight (28), Twenty-nine (29), and Thirty (30), of Block One (1), Lenox Addition to the City of Butte, Montana. Also that portion of the surface of the Summit Valley Placer Mining Claim, Mineral Entry No. 3125, in the Southeast Quarter of Section Nineteen (19), Twp. 3 North of Range West, Montana Meridian, which is particularly described by metes and bounds as follows, to-wit: Beginning at the Southeast Corner of Lot Twenty-six (26), in Block One (1), of the said Lenox Addition to Butte, and running thence South 23 degrees 25 minutes East, along the West line of Florence Avenue 150 feet; thence South 66 degrees 35 minutes West, 8.3 feet; thence West 108.1 feet to the center of the alley extending South through said Block One (1) of said Lenox Addition; thence North 23 degrees 25 minutes West, along the center of said alley 107.7 feet; thence North 66 degrees 35 minutes East, along the South line of said Twenty-six (26), Block One (1), of the Lenox Addition 108 feet, more or less, to the place of beginning, together with the appurtenances, tenements and hereditaments thereunto belonging.

LAWRENCE WEIR,
Sheriff, Silver Bow County, Montana.
By Bernard Barde, Deputy Sheriff.
Dated November 10, A. D. 1932.
First publication Nov. 10—4t.

SHERIFF'S SALE
Under Judgment and Decree on the Pleadings.

MONIDAH TRUST, a corporation, Plaintiff, vs. SILVER BOW CLUB BUILDING ASSOCIATION, a corporation, whose charter has expired; W. Mc C. WHITE, EUGENE CARROLL, J. H. ROWE, M. C. SMETTERS, R. J. MacDONALD and J. A. BROPHY, SURVIVING DIRECTORS AS STATUTORY TRUSTEES FOR THE CREDITORS AND STOCKHOLDERS OR MEMBERS OF SAID SILVER BOW CLUB BUILDING ASSOCIATION, a corporation, and Silver Bow Club, a corporation, Defendants.

To be sold at Sheriff's Sale on the 1st day of December, A. D. 1932, at 2:30 o'clock P. M., at the front door of the Silver Bow County Court House, City of Butte, County of Silver Bow, State of Montana, the following described real property, to-wit:

Lots numbered 16, 17, and 18, in Block numbered 16 of the Original Townsite of Butte, Silver Bow County, Montana, according to the Official Plat and Survey thereof on file and of record in the office of the County Clerk and Recorder of Silver Bow County, Montana, together with all and singular the lands, tenements, hereditaments, easements, and appurtenances thereunto belonging or in anywise appertaining.

LAWRENCE WEIR,
Sheriff, Silver Bow County, Montana.
By Bernard Barde, Deputy Sheriff.
Dated November 10, A. D. 1932.
First publication Nov. 10—4t.

NOTICE OF APPLICATION FOR TAX DEEDS.

Notice is hereby given to John J. McHugh, John Andrew and Patrick F. Delonghery, and to the heirs of John Andrew, to-wit: Mary Andrew, John T. Andrew and Mae Andrew Riley, and to the heirs of John J. McHugh, if he be deceased, that the undersigned will on the 20th day of December, 1932, apply to the county treasurer of Silver Bow County, Montana, for Tax Deeds (by two separate groups) to the following described properties, to-wit:

All of the "COYOTE" (patented as "Cayotte"), the "CLAIRA A" and the "ROVER" lode mining claims, Sur. 9235, Secs. 23, 24, 25, 26, Twp. 2 N., R. 8 W., 58.135 acres: Amount required to redeem Dec. 20, 1932, will be $98.21.

All of the "BIG SIX," the "MANHATTAN" and the "GOLDFIELD" lode mining claims, Sur. 9422, Secs. 23 and 24, Twp. 2 N., R. 8 W., 61.436 acres. Amount required to redeem, Dec. 20, 1932, will be $101.96.

Dated, Butte, Montana, November 17th, 1932.

M. F. DELOUGHERY,
Applicant for Tax Deed.
First publication Nov. 17—2t.

SHERIFF'S SALE
Under Judgment and Decree.

SAMUEL HERMAN, Plaintiff, vs. ALEX C. RODGER and GERTRUDE RODGER, Defendants.

To be sold at Sheriff's Sale on the 8th day of December, A. D. 1932, at 2 o'clock P. M. at the front door of the Silver Bow County Court House, City of Butte, County of Silver Bow, State of Montana, the following described real property, to-wit:

Lot numbered Seven (7), in Block numbered Four (4) of the Carte Blanche Addition to the City of Butte, Silver Bow County, Montana, according to the official plat and survey thereof now on file and of record in the office of the County Clerk and Recorder of Silver Bow County, Montana; and the tenements, hereditaments and appurtenances thereof.

LAWRENCE WEIR,
Sheriff, Silver Bow County, Montana.
By Bernard Barde, Deputy Sheriff.
Dated November 17, A. D. 1932.
First publication Nov. 17—4t.

SHERIFF'S SALE
Under Decree.

JOSEPH ACTIS, Plaintiff, vs. FLORA M. MARQUIS and S. D. MARQUIS, otherwise known as S. DAMASE MARQUIS, Defendants.

To be sold at Sheriff's Sale on the 8th day of December, A. D. 1932, at 2:30 o'clock P. M., at the front door of the Silver Bow County Court House, City of Butte, County of Silver Bow, State of Montana, the following described real property, to-wit:

The South Sixty (60) feet of Lot numbered Twenty (20) in Block numbered Three (3) and the North Forty (40) feet of Lot numbered Twenty (20) in Block numbered Three (3) of the Empire Addition to the City of Butte, Montana, Silver Bow County, according to the official plat and survey thereof now on file and of record in the office of the Clerk and Recorder of Silver Bow County, Montana. All of the foregoing pieces or parcels of land, comprising together all of Lot numbered Twenty (20) in Block numbered Three (3) of said Empire Addition. Together with all and singular the tenements, hereditaments, appurtenances, easements, water and all other rights belonging or in anywise appertaining thereto.

LAWRENCE WEIR,
Sheriff, Silver Bow County, Montana.
By Bernard Barde, Deputy Sheriff.
Dated, November 16, A. D. 1932.
First publication Nov. 17—4t.

NOTICE OF ANNUAL MEETING.

Notice is hereby given that the annual meeting of the stockholders of the Algodore Mining Company, a corporation organized under the laws of the State of Montana, will be held at the office of the Company, Room No. 406 Silver Bow Block, Butte, Silver Bow County, Montana, on Friday, December 9th, 1932, at 9 o'clock A. M., for the purpose of electing seven (7) directors to serve during the ensuing year; to approve of all the acts and proceedings of the Board of Directors since the last annual meeting, and for such other business as may properly come before said meeting. Polls will be open from 9 o'clock A. M. to 12 o'clock M.

E. C. JANSSEN, Secretary.
St. Louis, Mo., November 16, 1932.
First publication Nov. 24—3t.

ORDER TO SHOW CAUSE WHY ORDER OF SALE OF MINES AND MINING INTERESTS SHOULD NOT BE MADE.
No. 9455.

In the District Court of the Second Judicial District of the State of Montana, in and for the County of Silver Bow.

In the Matter of the Estate of HARRIET ARMSTRONG, Deceased.

Alex J. Johnston, the Executor of the Estate of Harriet Armstrong, deceased, having on the 22nd day of November, 1932, presented to the above entitled Court his Petition praying for an order of sale authorizing and requiring and empowering him, as such Executor, to sell the Placer Mines and Mining Interests of the Estate of Harriet Armstrong, deceased, particularly set forth and described in said Petition, which is hereby referred to and hereof made a part by this reference;

AND, it appearing to the Court from said Petition that it is both necessary, and for the advantage, benefit and best interests of said Estate and those interested therein that a sale of said Placer Mining Claims and Mining Interests be had and made;

IT IS ORDERED, and this does Order, that all persons interested in the said Estate show cause, if any they have, before this Court, in Department III thereof, at the Courthouse in the City of Butte, Silver Bow County, Montana, on Saturday, the 24th day of December, A. D. 1932, at 10 o'clock A. M., or as soon thereafter as said matter can be heard, why an Order of Sale of said Mining Claims and Mining Interests should not be given and made, ordering and directing the Executor to sell the hereinabove mentioned real property, mining claims and mining interests, and now here particularly described as follows:

The HATTIE ARMSTRONG BAR Placer Mining Claim, Survey No. 6651, U. S. Patent therefor being recorded in Book "E" of Patents, at page 470—excepting certain surface rights thereof granted by deed of record in Book 157 of Deeds, at page 32—all records of Silver Bow County, Montana; embracing 18.06 acres.

The HATTIE ARMSTRONG NO. 2 Placer Mining Claim, Survey 8716, United States Patent therefor being recorded in Book "G" of Patents, at page 443, records of Silver Bow County, Montana; embracing 53.64 acres.

All of said property being situate in the County of Silver Bow, State of Montana.

And, together with all the rights, privileges and appurtenances therewith connected.

IT IS FURTHER ORDERED that a copy of this Order be published in The MONTANA LABOR NEWS, a weekly newspaper printed and published in Silver Bow County, Montana, once a week for four (4) consecutive weeks prior to the hearing of this Order to Show Cause; and that a copy of this Order be personally served upon George Seifred, the Guardian of the property and estate in the State of Montana of Jennie S. Frankfort, Incompetent, at least ten (10) days before the time appointed for the hearing of said Petition, and this Order to Show Cause.

Dated at Butte, Montana, November 22, 1932.

JEREMIAH J. LYNCH, Judge.
First publication Nov. 24—4t.

NOTICE TO CREDITORS.

Estate of WM. WILKINS, Deceased.

Notice is hereby given by the undersigned, Executrix of the estate of Wm. Wilkins, deceased, to the creditors of and all persons having claims against the said deceased, to exhibit them, with the necessary vouchers, within four months after the first publication of this notice, to the said Executrix at 428 South Idaho Street, Butte, Montana, the same being the place for the transaction of the business of said estate, in the County of Silver Bow, State of Montana.

EMMA WILKINS,
Executrix of the Estate of Wm. Wilkins, Deceased.
Dated, Butte, Montana, this 12th day of November, 1932.
First publication Dec. 1—4t.

Approves Personnel Classification Plan Federal Employes

CINCINNATI, OHIO.—Approval of personnel classification for government employes, with certain exceptions, was given by the executive council of the American Federation of Labor in its report to the annual convention of the Federation in Cincinnati.

"The American Federation of Labor energetically supports the principle of classification and is thoroughly in favor of the enactment by the Congress of the United States, applicable to government employes in both departmental and field service, exclusive of employes whose wages are or should be fixed by wage boards, or such class or crafts who do not desire it," the report said.

"The executive council is of the opinion that the field personnel should enjoy the same rights to classification and appeal as are accorded departmental employes and also the same pay for identical or similar work.

"The council recommends that classification procedure, including adjustment of salary and appeal, be extended to the field service, preferably by a joint resolution of the House and Senate.

"This joint resolution should direct the extension with instructions that the personnel classification agency, which is now a part of the Civil Service Commission and before which Labor should have representatives, should make an immediate review of the allocation of field positions; that it should be empowered and directed to change allocations without having jurisdiction over the field employes, with provision that the employes affected shall have the right to appeal their reallocation, and that the proceedings and testimony in the appeal should be made of record, open to inspection by the department and the employes affected.

"The council further recommends that in conjunction with the executive officers of the American Federation of Government Employes an extended study of classification now in effect, as well as proposed classifications, be made and that a classification plan embracing all activities, both departmental and field, exclusive of those trades and occupations whose wages are or should be fixed by wage boards, or such class or crafts who do not desire it, be developed."

INCREASE IS DEMANDED IN CHEMICAL WARFARE BUDGET

WASHINGTON—(F. P.)—In face of proposals for a $700,000,000 slash in the federal budget, the Chemical Warfare Service of the army has demanded more money for next year, in the annual report filed by Maj-Gen. H. L. Gilchrist, its chief.

Gilchrist told Secretary of War Hurley that conditions at the Edgewood depot of the Service are "alarming" because of lack of new buildings.

WASHINGTON SCENE

[Continued from Page One]

harsh cruelty, the class selfishness and the brazen falsehoods of the outgoing regime.

But even before the full returns were in, and before the defeat of the Old Guard senators—Watson, Jones, Moses, Bingham, Smoot, Glenn—had been celebrated as it deserved, the Bourbon Democrats had begun to plot against the income tax. They were exchanging opinions as to how to hasten the adoption of a sales tax at the coming lame-duck session of Congress, with a view to gradually displacing the direct tax upon incomes and inheritances. This was the Hoover-Raskob policy, endorsed as to a sales tax, at least, by Al Smith. They felt the need of stealth and haste, in order that a majority of Democrats in Congress should be committed to the scheme before public protest could be aroused.

Adoption of a temporary or emergency sales tax for a two-year period, as demanded by some of the lawyers for the huge private fortunes, would require the setting up of a vast and expensive machinery of collection—far too expensive for the results that would be secured. Making the sales tax permanent, in order to justify the expense of the collection-machinery, would be serving notice on the wage-earners and the entire low-income majority in this country that Congress was out to repeal the income and estate taxes. Repeal of the income tax would betray the work of the Bryan Democracy and the other liberal and radical elements, over many years, in securing the income-tax amendment to the Constitution. It would be a direct betrayal of the Democratic pledges made in the 1932 campaign to the progressives and to the public at large.

But this is what the sales tax promoters are trying to make the present Democratic majority in the House, and the entire Democratic administration after next March, accept from Hoover and Mellon and Mills. It is designed to head off a restoration of the higher surtax rates on big incomes, the reduction of exemptions under which well-to-do now are able to dodge most of their income taxes. It is a bold maneuver to reverse the election returns by throwing the burden of federal governmental costs upon the poor.

Smoot and Moses, Bingham and Glenn, Jones and Watson, are for this class legislation. So are the Wall Street Democrats who follow Joe Robinson. But the progressives in the Senate are still able to block banditry in a lame-duck session. It is likely that Blaine, Brookhart, La-Follette, Norris, Cutting, Johnson, Frazier, Nye and Shipstead will line up against this sales tax scheme, and will open such a debate on the issue of rule by the rich at the expense of the poor—without touching, of course, on the social economics which make this struggle inevitable in a dying capitalism—that the whole nation will wake up to the danger.

When the new Congress comes in, the chance of adopting a sales tax upon the poor will be sharply reduced, unless present indications are false. Such new men in the Senate as Bone of Washington and Clark of Missouri, Russell of Georgia, Thomas of Utah, and Overton of Louisiana are expected to carry on the defense of the income and estate tax principle within the Democratic ranks. Every attempt will be made to whip them into line, but it is significant that among the greatest triumphs of the senatorial campaign have been those of Democrats who agreed with Huey Long's demand that a definite limit be placed upon big incomes and inheritances. At a time when the farm debt and other private debt in the United States is crushing out the hope of economic recovery, the struggle against the sales tax becomes a struggle against suicide.

Organized labor is fighting to prevent this economic crime.

SENATOR BORAH AGAINST "DILUTED" MORATORIUM

WASHINGTON.—(F. P.)—After learning that Garner, Snell and other House and Senate leaders who conferred at the White House on the war debt situation, were in accord with the Hoover proposal that British and other impaired currency might be deposited abroad in place of gold payments due in Washington, Senator Borah announced Nov. 25 that he was against it.

"The proposal is a diluted form of moratorium," he said. He explained that nothing could be gained by dealing with the situation in this piecemeal fashion. He would take up the war debts in connection with the other problems which must be solved before world trade can be restored. These other problems he indicated to be the restoration of a common monetary level, and reduction of armament costs.

FLYING COST REDUCED—LOW RATES OVER
National Parks Airways
Between Great Falls, Helena, Butte, Pocatello, Ogden and Salt Lake City

J. C. PENNEY CO. Inc.
MEN'S AND BOYS' STORE—WOMEN'S AND MISSES' STORE
101 West Park Street
For Better Values and Lower Prices, Try Penney's

Senator Threatens Jail For Stubborn Landlords

WASHINGTON—(F. P.)—"Don't forget that men can be put in jail for not complying with a request of the senate," was the threat to real estate men in Washington, voiced by Senator Copeland, chairman of the rental-probe subcommittee of the Senate District Committee, at its Nov. 10 hearing.

Despite promises that full information on existing rent scales would be submitted Nov. 1, the testimony was wholly vague. H. Clifford Bangs, president of the Washington Real Estate Board; J. F. Bowie, former president of the Board and now vice-president of the H. L. Rust Company, one of the largest local real estate concerns, and other witnesses absolutely denied that their Board had made any attempt to fix prices. All appeared unable to definitely compare January rentals of this year with present rates.

In August the Senate District Committee's counsel sent a questionnaire to 78 Washington realtors to ascertain actual rental conditions. Only 33 replied, and these failed to specify what reductions if any have been made in rentals since the depression began. Efforts by the committee to secure the records of the Real Estate Board and the minutes of their meetings have been met with promises which have not been fulfilled.

"October is our busy season; we are short-handed; we haven't sufficient funds" were some of the excuses offered for the delay in answering the questionnaire. Bowie finally promised complete information by Dec. 1.

Not much impressed by one more promise, Copeland said the District Committee was there to do justice, not to "knife the real estate men," but that their attitude looked very much as if they "didn't want the truth to be known."

"You may be sure this investigation will go on," he concluded. "If there is no co-operation, there will be force."

Hearings will be resumed Nov. 28.

C-A-S-H
In a few minutes, on your plain note. Any salary employed man or woman can borrow on their plain note, without any security or endorsers.
CONFIDENTIAL SERVICE
With lower rates and easier payments
Morris Finance Co.
201 Lewisohn Bldg.
Second Floor

F. & W.
Grand - Silver Store

Bertoglio & McTaggart
Dry and Cold Storage
20,000 Feet of Floor Space
800 UTAH AVE.
Phones 6526 and 6527

MacMARR STORES
SIX FOOD STORES IN BUTTE

Advertise in the MONTANA LABOR NEWS

M. & M.
9 North Main St.
TOBACCOS, CANDIES, FISHING TACKLE

Board of Trade
16 E. Park St.
Candy, Cigars, Soft Drinks, Novelties

Walker's Cafe
Fry It in Butter
Cigars! Cigars!

Candy Cigars
Clifford's
11 East Broadway
Soft Drinks Novelties

4 NORTH MAIN ST.
Cigars, Tobacco, Candy
FISHING TACKLE

COMPLIMENTS
BIG 4 CLUB

M. D. CAHILL
ROOFING
BUTTE TIN SHOP
34 East Galena Phone 2-2446

Butte Glass Works
344 S. Main St.
WINDOW AND AUTO GLASS

ATTORNEY
Charles F. Juttner, 115 N. Main St.

Buy from Union Dairies

301 S. Main St. Phone 2-1239
CRYSTAL CREAMERY CO.
PASTEURIZED
MILK — CHEAM
BUTTERMILK
QUALITY AND SERVICE THE BEST. WE DELIVER TO YOUR HOME

Compliments of
MINERS DAIRY
WE HIRE UNION HELP

National Representatives:
AMERICAN LABOR NEWSPAPERS ASSOCIATION.
Executive offices: Pennsylvania Hotel, 39th and Chestnut Sts., Philadelphia, Pa.
New York office: Knickerbocker Hotel, 45th St. East of Broadway.
St. Louis office: 1000 N. Grand Blvd.
Washington office: Trades Unionist Bldg.

ROCKY MOUNTAIN CAFE
RAVIOLI DINNERS
MEADERVILLE

PATRONIZE OUR ADVERTISERS FRIENDLY TO LABOR