

hot air system in his paint shops, and that no bad results were noted. The air, however, was screened before being discharged into the shops, thus removing the dust and other suspended matter.

Coal Strike Commission's Awards.

The awards made public on March 21 by the Anthracite Coal Strike Commission is briefly summarized as follows:

First.—Ten per cent. increase, dating from Nov. 1, 1902, in rates to contract miners; to continue to March 31, 1906.

Second.—Ten per cent. increase from Nov. 1, 1902, to April 1, 1903, and eight-hour day for hoisting engineers, other engineers and pumpmen. After April 1 next they are to have another 5 per cent. increase. Firemen have a 10 per cent. increase in their wages from Nov. 1, 1902, to April 1, 1903, but after April 1 they receive only the old rate of pay and an eight-hour day. Other employees get 10 per cent. increase from Nov. 1, 1902, to April 1, 1903, but after April 1 they go back to the old rate of old wages, but have a nine-hour day.

Third.—Present methods of payment for coal mined are unchanged.

Fourth.—The commission adjudges and awards: That any difficulty or disagreement arising under this award, either as to its interpretation or application, or in any way growing out of the relations of the employers and employed, which cannot be settled or adjusted by consultation between the Superintendent or Manager of the mine or mines, and the miner or miners directly interested, or is of a scope too large to be so settled or adjusted, shall be referred to a permanent joint committee, to be called a board of conciliation, to consist of six persons, appointed as hereinafter provided. That is to say, if there shall be a division of the whole region into three districts, in each of which there shall exist an organization representing a majority of the mine workers of such district, one of said board of conciliation shall be appointed by each of said organizations, and three other persons shall be appointed by the operators, the operators in each of said districts appointing one person.

The board of conciliation thus constituted, shall take up and consider any question referred to it as aforesaid, hearing both parties to the controversy, and such evidence as may be laid before it by either party; and any award made by a majority of such board of conciliation shall be final and binding on all parties. If, however, the said board is unable to decide any question submitted, or point related thereto, that question or point shall be referred to an umpire, to be appointed, at the request of said board, by one of the Circuit Judges of the Third Judicial Circuit of the United States, whose decision shall be final and binding in the premises.

The membership of said board shall at all times be kept complete, either the operators' or miners' organizations having the right, at any time when a controversy is not pending, to change their representation thereon.

At all hearings before said board the parties may be represented by such person or persons as they may respectively select.

No suspension of work shall take place, by lockout or strike, pending the adjudication of any matter so taken up for adjustment.

Fifth.—Contract miners in any colliery may by majority vote employ and pay the check weighman.

Sixth.—Mine cars must be distributed equitably among the miners. Miners and mine workers must not limit the output or "detract from the quality of the work performed."

Seventh.—Contract miners' pay by the car applies to present cars and toppings—to be increased if size of car or topping is increased.

Eighth.—Sliding scale for all miners and mine workers: Assuming \$4.50 a ton as standard tide-water price; 1 per cent. increase in pay for each 5 cents a ton increase in price.

Ninth.—No discrimination by employers and no interference by the union with non-union men.

Tenth.—Contract miners' laborers to be paid by the company and amount deducted from contract miners' pay.

Eleventh.—The awards herein made shall continue in force until March 31, 1906, and that any employee, or group of employees, violating any of the provisions thereof shall be subject to reasonable discipline by the employer; and, further, that the violation of any provision of these awards, either by employer or employees shall not invalidate any of the provisions thereof.

Coal Strike Commission's Comments on Trade Unions.

Of much greater permanent value than the specific awards are the following general statements of the rights and limitations of trade unions extracted from the report of the Anthracite Coal Strike Commission:

The occasion of the strike of 1902 was the demand of the United Mine Workers of America for an increase in wages, a decrease in time and the payment for coal by weight wherever practicable and where then paid by car. The cause lies deeper than the occasion, and is to be found in the desire for the recognition by the operators of the miners' union.

The commission is constrained to decline making an award which would compel an agreement by the operators with the United Mine Workers of America, for however importantly that order may have participated in the

strike which was inaugurated on the 12th of May last, and in its subsequent conduct, it is not a party to this submission. . . . It is the striking anthracite mine workers who appear before the commission as the pursuing party. . . . The present constitution of the United Mine Workers of America does not present the most inviting inducements to the operators to enter into contractual relations with it.

The commission agrees that a plan under which all questions of difference between the employer and his employees shall first be considered in conference between the employer or his official representative and a committee chosen by his employees from their own ranks is most likely to produce satisfactory results and harmonious relations, and at such conference the employees should have the right to call to their assistance such representatives or agents as they may choose and to have them recognized as such.

In order to be entitled to such recognition the labor organization or union must give the same recognition to the rights of the employer and of others which it demands for itself and for its members. The worker has the right to quit or to strike in conjunction with his fellows, when by so doing he does not violate a contract made by or for him. He has neither right nor license to destroy or to damage the property of the employer; neither has he any right or license to intimidate or to use violence against the man who chooses to exercise his right to work, nor to interfere with those who do not feel that the union offers the best method for adjusting grievances.

The union must not undertake to assume, or to interfere with, the management of the business of the employer. It should strive to make membership in it so valuable as to attract all who are eligible; but in its efforts to build itself up it must not lose sight of the fact that those who may think differently have certain rights guaranteed them by our free government. However irritating it may be to see a man enjoy benefits to the securing of which he refuses to contribute, either morally or physically or financially, the fact that he has a right to dispose of his personal services as he chooses cannot be ignored. The non-union man assumes the whole responsibility which results from his being such, but his right and privilege of being a non-union man are sanctioned in law and morals. The rights and privileges of non-union men are as sacred to them as the rights and privileges of unionists. The contention that a majority of the employees in an industry, by voluntarily associating themselves in a union, acquire authority over those who do not so associate themselves is untenable.

Those who voluntarily associate themselves believe that in their efforts to improve conditions they are working as much in the interest of the unorganized as in their own, and out of this grows the contention that when a non-union man works during a strike he violates the rights and privileges of those associated in efforts to better the general condition and in aspirations to a higher standard of living. The non-union man who does not believe that the union can accomplish these things insists with equal sincerity that the union destroys his efforts to secure a better standard of living and interferes with his aspirations for improvement. The fallacy of such argument lies in the use of the analogy of State government, under which the minority acquiesces in the rule of the majority; but government is the result of organic law, within the scope of which no other government can assume authority to control the minority. In all acts of government the minority takes part, and when it is defeated the government becomes the agency of all, not simply of the majority.

It should be remembered that the trade union is a voluntary social organization, and, like any other organization, is subordinate to the laws of the land and cannot make rules or regulations in contravention thereof. Yet it at times seeks to set itself up as a separate and distinct governing agency and to control those who have refused to join its ranks and to consent to its government, and to deny to them the personal liberties which are guaranteed to every citizen by the Constitution and laws of the land. The analogy, therefore, is unsound and does not apply. Abraham Lincoln said: "No man is good enough to govern another man without that other's consent." This is as true in trade unions as elsewhere, and not until those which fail to recognize this truth abandon their attitude toward non-union men and follow the suggestion made above—that is, to make their work and their membership so valuable and attractive that all who are eligible to membership will come under their rule—will they secure that firm and constant sympathy of the public which their general purposes seem to demand.

The right to remain at work where others have ceased to work, or to engage anew in work which others have abandoned, is part of the personal liberty of a citizen that can never be surrendered, and every infringement thereof merits, and should receive the stern denouncement of the law. All government implies restraint, and it is not less, but more necessary in self-governed communities, than in others, to compel restraint of the passions of men which make for disorder and lawlessness. Our language is the language of a free people, and fails to furnish any form of speech by which the right of a citizen to work when he pleases, for whom he pleases, and on what terms he pleases, can be successfully denied.

The common sense of our people, as well as the common law, forbids that this right should be assailed with impunity. It is vain to say that the man who remains at work while others cease to work or takes the place of one who has abandoned his work helps to defeat the

aspirations of men who seek to obtain better recompense for their labor, and better conditions of life. Approval of the object of a strike or persuasion that its purpose is high and noble, cannot sanction an attempt to destroy the right of others to a different opinion in this respect or to interfere with their conduct in choosing to work upon what terms and at what time and for whom it may please them so to do.

The right thus to work cannot be made to depend upon the approval or disapproval of the personal character and conduct of those who claim to exercise this right. If this were otherwise, then those who remain at work might, if they were in the majority, have both the right and power to prevent others, who choose to cease to work, from so doing.

This all seems too plain for argument. Common sense and common law alike denounce the conduct of those who interfere with this fundamental right of the citizen. The assertion of the right seems trite and commonplace, but that land is blessed where the maxims of liberty are commonplaces.

It also becomes our duty to condemn another less violent, but not less reprehensible, form of attack upon those rights and liberties of the citizen which the public opinion of civilized countries recognizes and protects. The right and liberty to pursue a lawful calling and to lead a peaceable life, free from molestation or attack, concerns the comfort and happiness of all men, and the denial of them means destruction of one of the greatest, if not the greatest, of the benefits which the social organization confers. What is popularly known as the boycott (a word of evil omen and unhappy origin) is a form of coercion by which a combination of many persons seek to work their will upon a single person, or upon a few persons, by compelling others to abstain from social or beneficial business intercourse with such person or persons. Carried to the extent sometimes practiced in aid of a strike, and as was in some instances practiced in connection with the late anthracite strike, it is a cruel weapon of aggression, and its use immoral and antisocial.

To say this is not to deny the legal right of any man or set of men voluntarily to refrain from social intercourse or business relations with any persons whom he or they, with or without good reason, dislike. This may sometimes be unchristian, but it is not illegal. But when it is a concerted purpose of a number of persons not only to abstain themselves from such intercourse, but to render the life of their victim miserable by persuading and intimidating others so to refrain, such purpose is a malicious one, and the concerted attempt to accomplish it is a conspiracy at common law, and merits and should receive the punishment due to such a crime.

The practices which we are condemning, would be outside the pale of civilized war. In civilized warfare, women and children and the defenceless are safe from attack, and a code of honor controls the parties to such warfare which cries out against the boycott we have in view. Cruel and cowardly are terms not too severe by which to characterize it.

Taylor All-Electric Interlocking.

The following is a partial list, which has been sent to us by the Taylor Signal Company, Buffalo, N. Y., showing the places at which Taylor electric interlocking is to be installed. The list includes all orders which are in course of assembling or erection at the present time.

It will be observed that the capacity of the machines, as shown in the column at the right, is indicated by the number of spaces, not by the number of working levers, which is, of course, less than the capacity of the machines.

Bearing in mind the fact that, until within a year or two, power-operation of switches and signals has been confined almost entirely to large plants, it is of interest to observe that in this list there are nine plants, which have less than 30 levers each and which aggregate only 212 levers, or an average of 23½ levers (spaces) in each cabin.

	Size of machine (spaces)
Sayre, Pa.—Lehigh Valley	32
Rely Depot, E. St. Louis—Terminal R. R. of St. L.	144
N. Market St., St. Louis—St. L. Merchants' Bridge	96
Riddle St., St. Louis—St. L. Merchants' Bridge	40
Mullanphy St., St. Louis—St. L. Merchants' Bridge	36
Madison, Ill.—St. L. Merchants' Bridge	96
Christiana Av., Wilm'gton—Phil., Balt. & Wash. R.R.	36
Limedale, Ind.—Penn. L. W. of Pittsburg	36
Newark, O.—Penn. L. W. of Pittsburg	68
Temple, Texas—A. T. & S. Fe	28
Rockwood, Pa.—Baltimore & O. R. R.	48
Confluence, Pa.—Baltimore & O. R. R.	48
Chicago Terminal—L. S. & M. S. and C. R. I. & P.	192
Waco, Texas—Houston & Texas Central	56
Dallas, Texas—Houston & Texas Central	16
Eureka, Texas—Houston & Texas Central	16
Hearne, Texas—Houston & Texas Central	28
Chaney Junction, Texas—Houston & Texas Central	40
Sherman, Texas—Houston & Texas Central	36
Houston No. 1, Texas—Texas & N. Orleans	68
Houston No. 2, Texas—Texas & N. Orleans	36
Beaumont, Texas—Texas & N. Orleans	36
Bay City, Texas—N. Y., Texas & Mex.	24
Rosenberg, Texas—Galveston & S. A.	28
Kankakee, Ill.—Illinois Centr.	44
Somers, Iowa—Chicago Great Western	32
Moorland, Iowa—Chicago Great Western	20
Dyer, Ind.—Chicago, Indianapolis & Louisville	28
Dorset, Ohio—Lake Shore & Michigan Southern	24

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