

WILL TREAT MEN DECENTLY.

Are Granted Shorter Hours and Increase in Wages.

An eight-hour day for the employees of the American Smelting and Refining Company will be put into effect May 1. A raise of from 20 to 30 per cent in the wages of the men will be made per hour. This will not bring the wages of the men who have been working ten and twelve hours a day to as great an amount per day as formerly, so that, while a concession of from two to four hours per day is given, the pay per day will be reduced in some instances. The new provision will affect practically every employee in all the plants of the company, with the exception of the ore shovelers, and nearly 3,000 men will be given shorter hours.

This free will concession, which has been brought about without a strike, without a protest from the workmen and without a brass band accompaniment, is due to the efforts of one man—Franklin Guiterman, general manager of the Colorado division of the American Smelting and Refining Company. He has always worked for the amelioration of the condition of his employees.

The order of Mr. Guiterman was issued April 14. It is estimated that four-fifths of the employees will be affected. Some of these men are now working ten hours and some twelve hours.

The twelve-hour day is doomed. No man employed by the smelter trust will be permitted to put in twelve hours, and only men engaged in occupations that are not too wearisome will be permitted to work ten hours. Every man engaged by the Guggenheims will now have an opportunity to visit with his family and get acquainted with his children. This company has taken a step that other corporations in the state will probably follow.

"This reduction in hours will have an advance in wages of 20 per cent at the minimum," says Mr. Guiterman. "We want to better the condition of our men, and yet permit them to have living wages. The eight-hour law affects only certain furnace men; our order affects all furnace men."

For many months Mr. Guiterman has been working to bring about conditions which will permit the shortening of the hours of labor of his employees.

"This will not in any way affect the bonus system, the plan of which was announced some time ago," says Mr. Guiterman. "If a man works the required number of shifts during the year, he will receive a bonus above his pay, and the shorter day will in no wise change the provision of the company in that respect. We give shorter hours, the same pay and bonuses to the men who work hard."

It is pointed out, however, that a reduction in the pay will reduce the bonus of an individual, as the percentage of bonus is figured from the amount earned by the individual.

For many years it has been the custom of the American Smelting and Refining Company to give bonuses to its office force. Last year nearly \$50,000 was divided among its office men in Colorado. The bonuses never went to the employees in the smelters—the men who tended the furnaces and heaved coal—but now they also will have an opportunity to earn more than their apportioned pay. If they work a specified number of shifts each year, which number is considered reasonable, they will get additional money.

The American Smelting and Refining Company has four big smelters in Colorado. They are situated at Denver, Leadville, Durango and Pueblo. The company employs thousands of men and has control of the smelting industry in Colorado and, in fact, controls the smelting business of the United States, Mexico and Canada.

DEMAND EIGHT HOURS.

French Toolers Determined to Have Shorter Work Day.

The eight-hour movement in France has grown to such tremendous proportions that it portends a general suspension of industrial operations on May 1.

Many thousands of workmen are already on strike and a general demonstration for the shorter workday will take place on the first day of the coming month.

The labor organizations do not conceal the fact that it is their intention to make a supreme effort. These bodies are composed in small part of

anarchists and revolutionists, who counsel violence, but the responsible leaders insist that the movement has behind it a pacific object similar to the American eight-hour day. Nevertheless, it is feared that the lawless element may get the upper hand, and this inspires the public with a feeling of uneasiness.

Some of the newspapers freely assert that the movement is the prelude of a revolution in which the proletariat intends to overthrow the existing regime. Some of the reports picture the business and residential parts of Paris as about to be sacked, the streets barricaded, and, in brief, a veritable renewal of the Commune. This has had the effect of greatly alarming the more nervous people, some of whom are selling their valuables abroad and are preparing their residences to resist attacks.

The strikes in the north, where 40,000 miners are still out; in Paris, where thousands of book printers and employees of the jewelry and paper trades are on strike; at Brest, where all branches of labor have voted for a general strike, and at other points, are merely a precursor of the national labor movement to be inaugurated May 1, when it is expected that the entire proletariat will quit for a day and perhaps for a longer period of time. The masons and many other branches of labor decided to quit from May 1 to May 15 without violence.

Employees of grocers, dairymen, butchers and bakers and all purveyors of food supplies, as well as hotel servants, met Tuesday night and there is promise of a decision for a similar cessation of work.

A complete suspension of operations throughout the building, food, industrial, commercial and other branches is feared, and fears are entertained that the gas and electricity and other utilities upon which the public is dependent will be affected; but the companies assert that they have no fear of interruption of metropolitan and other means of communication.

In the meantime the government is preparing to restrain the violent element that will take advantage of the occasion to commit depredations. This is indicated by the assembling of troops. One of the chief difficulties is the fact that the approach of the elections makes the politicians hesitate to offend labor, by the threat of severe repression.

According to a semi-official statement made by a high functionary of the Prefecture of Police Wednesday the military and police are prepared to meet every eventuality, May 1. He said the police canvass shows that 80,000 men have stopped work of which number the disorderly element does not exceed 20,000. Against these can be massed 42,000 to 45,000 troops, namely, 20,000 infantry, 10,000 cavalry and 10,000 to 15,000 Republican Guards and police, with large additional reserves.

The police will endeavor to localize the manifestation to the Place de la Republique, which is the great labor center, and to the vicinity of the labor exchange. This will prevent the manifestants from gaining the center of Paris or getting west of the Place de la Concorde into the residential sections of the Champs Elysee or Passy. It is expected the strength of the military and police will readily enable them to confine the disorderly element within its section, thus reducing the demonstration to isolated spots, easily controlled.

School for Public Opinion.

It appears that we are to have at least a partial coal strike, although the frightful calamity of a complete paralysis of the fuel production of the continent has been averted. The dangerous Ryan resolution, under which every union miner in the United States and Canada would have had to sit idle if the men in a single district could not agree with their employers, has given way to a more sensible arrangement by which any operator in the soft coal region can keep his mines open by paying the union scale. The anthracite miners stopped work on March 31, pending a settlement of their claims, but they were careful to have it understood that this was not a strike but merely a suspension of activity. Both sides have learned some lessons from their experience of 1902. Although Mr. Baer is still leading the anthracite operators, we hear nothing more about "the Christian gentlemen to whom God has committed the property interests of the country." Mr. Baer realizes the force of public opinion.

He knows that it was not Theodore Roosevelt but the will of the nation that brought him that brought the last strike to an end, and he is not going to have that mighty power against him now if he can help it. If the present trouble develops into a long-drawn conflict no doubt public opinion will clarify and make itself felt on one side or the other. But at present it has not taken form except as a vague rage against those persons, whoever they may be, who have already sent every family's coal bills up and threaten to make next winter one of general misery. The demands of the anthracite miners are so complicated that it is really impossible at this time for anybody but an expert to figure out the rights and wrongs of the controversy. But if the pinch lasts it will open a great national school in which public opinion will be educated with extreme rapidity. One point that is certain to be thoroughly studied, whether we have peace or war, is the question of the price of coal. Peace will mean at least a partial concession to the men's demands, and according to the operators the public will have to pay the bill. Of course, that is what the public always expects to do, but in this case it has something more than a suspicion that the extra cost of mining will be multiplied two or three times before it reaches the consumer. The retail dealers in New York marked up their prices a dollar a ton on the mere rumor of a strike, without waiting for any increase of wholesale prices at all, or any certainty that there would be an increase. Like the persistent Mr. Hadley of Missouri, the objects of this treatment will insist upon being "shown."

—Collier's Weekly.

DELINQUENTS TAKE WARNING.

The Labor Press collector is abroad, he'll be at your front door this week.

The recent political victories of the British labor element has given an impetus to the trade unionists of the world. The Hamilton Herald believes that it is safe to say that in many constituencies in Canada, in the next dominion and provincial elections, the labor people will have their own candidates. Even in the United States the spirit has become contagious and the recent edict of Samuel Gompers, "Union men, go into politics," is being heeded in various places.

RELIEF WORK OF PORTLAND LABOR UNIONS

(Continued from page 1)

there is every indication that the number will be greatly increased from now on until the exodus from California ceases.

It is a noticeable and appreciable fact that all of the applicants for assistance are either anxious to get work or wish to secure transportation with which they can move on to where they have friends or relatives. Amongst the arrivals are a few old Portlanders. Those who have paid a visit to the Labor Press are M. A. Trummer, formerly a member of the Tailors' Union of this city, and J. H. Juchmeich, of the Cigarmakers. They say that Oregon never looked so good to them before.

Amongst many of the refugees applying to the Federated Trades Council relief headquarters are men with families, who have left San Francisco more on account of the safety of those dependent on them. They report that it is almost an impossibility for a single able-bodied man to get out of San Francisco or Oakland, as there is a superhuman effort being made by the authorities to keep all able workers at work clearing away the ruins and opening the streets. It is now being reported that even men with families are being detained, separated from their families and put to work.

The Federated Trades Relief Committee is doing noble work in aiding the homeless Californians, and it should have the support of every union man in Oregon. This is a time when it becomes the duty of every man and woman to contribute their mite to help the fund. Secretary Neuburger is always at his desk to receive donations and direct the good work.

Outside unions throughout the state should lend a hand in the work of aiding these needy and worthy people. Donations should be sent to F. E. Neuburger, No. 162 Second street, Portland, Oregon.

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