

ARBITRATION IN ENGLAND

A JOINT BOARD OF REPRESENTATIVES FROM EMPLOYERS AND EMPLOYEES TO MEET.

One of the most important movements in the printing trade in the British provinces at the present time according to the British Colonial Printer and Stationer, is the united effort that is being made on the part of both employers and employees to avoid the resort to strikes by substituting some system of conciliation or arbitration. The latter plan, it is generally conceded, offers a happy solution of the problem, and it has already been put into practice in some countries with good results. It is expected that the adoption of the principles of arbitration in all civilized countries will be only a matter of time, the questions at issue being merely the details of form and procedure. Germany appears to have been the first to adopt anything in the nature of a printers' board or court of arbitration, and now the United States has borrowed the idea. The Printers' League of America was organized and formed with the object of establishing permanent peace between the employing printers and their workers, avoiding strikes by conciliation and arbitration. Similarly, the German Printers' Trade Court claims to have had a wonderful influence upon the pacification of the spirit of employers and journeymen. The same principle has been exercising the minds of British printers for a considerable time, and they have been working in this direction. It is claimed that, unfortunately, there is a feeling of distrust between the English Masters' Associations and the printing trade unions, and this has stood in the way of combined action on broad issues. With the laudable endeavor to suggest some solution of the difficulty, the association of employers has been earnestly discussing the matter at great length, and finally has passed a resolution to the following effect:

"That, in the opinion of the Master Printers, it is desirable to establish a permanent joint board of employers and employees, to which body all trades disputes, questions of custom and interpretation of scales should in the first instance be referred; that such board should consist of an equal number of representatives of the bodies concerned (say six of each), with a smaller number of managers or overseers (say three), the latter holding an advisory position only, and without voting power."

This resolution is under discussion by a number of the leading master printers in the English provinces, as well as representatives of printing trades unions, with the object of obtaining an expression of views on the subject. In a discussion of the question of arbitration perhaps the most noticeable instance recently made of the arbitration agreement is presented in the compact between the American Newspaper Publishers' Association, embracing in its membership some 250 of the leading newspapers in the country, and the International Typographical Union, with its more than 45,000 members. The typographical is the oldest international union in the country, and is counted among the most progressive, and, at the same time, conservative organizations. It is not surprising, therefore, that it negotiated an arbitration agreement which marks an epoch in the effort at intervention.—Tribune.

BE BROAD-MINDED AND LIBERAL.

It is not in the scheme of nature to realize a state of perfection. It occurs frequently that decisions are reached by unions that are not wholly concurred in by their membership. The decision may be wrong, but it should be the duty of those not concurring in it to accept it for the time being and endeavor to have accomplished a reversal. We are all human beings, and the members of organized labor also have faults, and those individual faults are sometimes crystallized in the form of action. But to take the position that because an error has been committed we refuse to give our support to any body displays a traveling in a rather narrow channel. The proper and manly method to pursue is to make an honest endeavor to show the body taking the action indicated its error. There has never been anything accomplished by remaining out of touch with any body of union men simply because some trivial action has been taken that

does not meet our unanimous approval. The minority is always a respected force in a labor union, and if time proves the potency of minority reasoning it soon will be transformed to the majority. Too much stress cannot be laid upon the fact that many instances have occurred where union men are too sensitive along these lines. To not have our ideas always accepted is not an argument that we are not right in the premises, but indicates that others also have views of their own, and it is the consensus of opinion that must necessarily govern the actions of our organizations. The right, in the main, will always prevail, and it is this fact that should guide the actions of union men. Any man that cannot stand defeat or opposition is not made of the material that is required to achieve success. To be broad-minded and liberal in all the transactions of our unions is a characteristic that should be cultivated by all union men.

THE UNIONISTS DUTY.

Some unions and some unionists seem to think that as soon as their requests for higher wages and shorter hours or better shop conditions have been granted they can hibernate like a bear in the polar regions, for more than half a year. They forget that "eternal vigilance is still the price of liberty." Those who did not make large gains forget that it does not take much to be an equivalent to a year's dues and the effort to attend an occasional meeting. In short, they did not take the tide at its flood. How could they expect to reap an adequate reward?

It may be stated here that the tide of trades unionism is at the present time unquestionably on the rise. A careful perusal of the labor papers from all parts of the country will disclose the fact that there is a feeling of optimism everywhere. Those who fell by the wayside, more or less seriously wounded, are being picked up by the hospital corps (the A. F. of L. organizers) and resuscitated into new life and vigor. The true and tried warriors are still on the firing line, and numerous hitherto impregnable positions have been captured from the "enemy."

There is every reason in the world to feel encouraged at the present outlook, and the labor movement should place itself in shape to take the next tide at its flood. In the meantime the order should be to close the ranks and forward march. It is necessary, however, to have a full quota of scouts in the field in order to ascertain the location and strength of the opposing forces, so that the traps of the wily antagonist may be avoided. For the fair employer we cannot say too much in his favor, and it is the duty of every unionist who has the welfare of the movement at heart to treat him with all the consideration that may be his due, and we can afford to throw in an occasional slice for good measure. We must remember that he has to sell his goods in competition with the shark that runs the seashop. Many times he would do more for us if he could.

The worker who has a good employer should take good care of him. This is one of the best ways in the world to retain the union shop after we have got it. The fair employer is a human being as well as the rest of us and is simply doing the best he can under existing circumstances. What we have got to show his competitor is that he is losing money by not "being good." It is barely possible that in the not distant future all shops will be fair. Let unionists start the ball rolling by becoming fair themselves. A fair day's work for a fair day's pay and that day's pay spent for union labeled goods—is it not possible that this would hasten the rising tide, which taken at its flood, leads on to pure and perfect brotherhood.—The Messenger.

TO JOIN A. F. OF L.

The Brotherhood of Railway Clerks is taking a referendum vote to decide whether the order shall be affiliated with the A. F. of L. This is a simple, though important, question to that organization, and those of them who are at all familiar with the history of trade unions will, in our judgment, cast their vote for affiliation. The Labor Herald believes that every craft should be independent as to its own individual affairs, and we are just as certain that each should have the assistance of the others in some systematic manner.

The clerks are making good headway, but an official affiliation with the Federation will bring them new and effective strength, and by which they may easily survive any misfortunes that may overtake them.—Ex.

Trade Union Directory

Following will be found a directory of Portland unions, giving the name, time and place of meeting, and wherever possible for the Labor Press to ascertain the name and address of the secretary. Secretaries will confer a favor upon the Labor Press by notifying the management of errors or changes in this list:

- SUNDAY.**
Shingle Weavers' Union No. 58—Every Sunday, 2 p. m., Fulton.
Photo-Engravers Union—Eleven o'clock first Sunday, Room 214, Goodnough Building, Seo. Handley, Oregonian.
Railway Freight Handlers—Second and fourth Sunday, 2 p. m., Drew Hall, P. McDonald, 162 Second.
Typographical No. 168—First Sunday afternoon, A. O. U. W. Hall, Selling-Hirsch Building, Geo. 5th, Journal.
MONDAY.
Building Trades Council—Every Monday evening at 8 o'clock in Cooke and Waiters' hall, 128 1/2 Fifth street.
Building Laborers—Every Monday evening, Bartenders' Hall, 244 1/2 Alder street, M. J. Conroy, 244 1/2 Alder.
Carriage and Wagon Workers—First and third Tuesday evenings, Drew Hall, Robert Ewing, 297 Morris St.
Cigar Makers—Second Monday, Drew hall, W. H. Fitzgerald, 162 Second.
Electricians, No. 125 (Line Men)—Every Monday night, Drew Hall, W. S. Jenkins, 248 E. Thirty-fourth.
Pattern Makers—Second and fourth Monday, Drew Hall, No. 204, R. Loveridge, 325 Broadway.
Plumbers—Every Monday evening, Arion Hall.
Shoemakers—Every Monday night, 7:30, No. 40 Union avenue, L. W. Paul.
Shipwrights and Carpenters—Every second and fourth Monday, Drew Hall.
Structural Building Trades Alliance—Every Monday night at 12 1/2, Fifth street.
Web Pressmen—First Monday, Room 214 Goodnough Building.
TUESDAY.
Bartenders' League No. 428, in Bartenders' hall, 244 1/2 Alder street, every 1st and 3d Tuesday night, and every 2d and 4th Tuesday afternoon.
Blacksmiths and Helpers Union—Every second and fourth Tuesday, Drew Hall.
Hinery Women's Union, No. 113—First Tuesday evening, 162 Second street.
Bookbinders No. 99—Third Tuesday, Room 304, Drew Building, E. J. Sonnenburg, box 3 Woodlawn.
Carpenters—Every Tuesday night at 8 o'clock, hall 3, Drew Bldg., 162 Second.
Cooks and Waiters—1st and 4th Tuesdays at 8:30 P. M., and 2d Tuesday at 2:30 P. M., in Cooke and Waiters' hall, 128 1/2 Fifth street.
Locomotive Engineers—First and third Tuesday at 11 a. m., Drew Hall.
Musicians—First Tuesday afternoon at No. 162 Second. Board meets every Tuesday afternoon at same place, Room 104, at 1 o'clock p. m., E. Rice.
Sheet Metal Workers—First and third Tuesdays, Drew Hall, Ira S. Hill, 1149 E. Main.
Stationary Firemen Local No. 118—Meet every second and fourth Tuesday in Drew Hall, 200, Sec. Otto Leary, 212 Twenty-first St. N.
Teamdrivers' Union, Local 162—Every Tuesday night, Union Hall, Second and Stark, P. O. Meador, 25, Secy.
WEDNESDAY.
Allied Printing Trades Council—Second Wednesday evening, 214 Goodnough Building.
Bricklayers' Union—Every Wednesday evening, 128 1/2 Fifth street, Yamhill, Chap. Stokes, Box 328.
Grainhandlers' Local 263—First and third Wednesday evening, 162 Second street, Russell street and Albina avenue, L. L. Ray, 120 Sellwood.
Labor Party—Every Wednesday at 8 P. M., in Cooke and Waiters' hall, 128 1/2 Fifth street.
Leatherworkers—Every Wednesday evening, 162 Second street, Manley Drive, 214 Union avenue.
Messenger Boys' Protective Union—Every Wednesday night, Drew Hall, Cecil E. Messenger, 844 E. Seventh, N.
Painters—Every Wednesday night at 8 o'clock, hall 201, Drew Bldg., 162 Second.
Plasterers' Union, 821—Every Wednesday evening, Plasterers' Hall, 127 1/2 First.
Niggers and Whippersnappers—First Wednesday evening in month, Hall 100, Alley Building, Henry Arndt, 248 Burnside.
Microtypers and Electrotypers, 48—First Wednesday evening, Room 214, Goodnough Building, Frank Land, Journal.
Red Hatway Knitters—Every Wednesday, Drew Hall.
Journeymen Tailors' Union, No. 74—Second and fourth Wednesday, Union Hall, Second and Stark, J. M. Bendroth, Box 122.
THURSDAY.
Bartenders' Union—Second and fourth Thursday evening, 162 Second, T. M. Leabo, secretary, 167 1/2 First, phone, Pacific 1601.
Women's Union Label League—Every Thursday night in Hall 302, Drew Building, 162 Second street.
Beer Makers' Union—Second and fourth Thursday evening, Arion Hall, 228 1/2 Yamhill.
Carpenters' Union—First and third Thursday evenings, Bartenders' Hall, 244 1/2 Alder.
Garment Workers—First and third Thursday evening, 162 Second.
Longshoremen's Association, 265—First and third Thursday evening, Union Hall, Second and Stark, third floor.
Lathers Union—Every Thursday at 8 P. M., in Cooke and Waiters' hall, 128 1/2 Fifth street.
Printing Pressmen, Local 48—First Thursday, 27 1/2 First, W. H. Gerdes, American Type Foundry Co.
Retail Clerks—Second and fourth Thursday, Drew Hall No. 20.
Theatrical Employes, Local 28—Second and fourth Thursday, 228 1/2 Yamhill, C. M. Campbell, Star Theatre.
Wood, Wire and Metal Lathers Union—Thursday evening, Lathers' Hall, 218 1/2 First.
FRIDAY.
Carpenter Workers, Local 5—Friday evening, 255 1/2 Yamhill, H. C. Brown, 453 Florence.
Electrical Workers, No. 317—Friday, Drew Hall, J. I. Crookwell, box 544.
Plasterers' Trades Council—Every Friday night at 8 o'clock, hall 302, Drew Bldg., 162 Second.
Inside Electrical Workers—Every Friday evening at 8 o'clock in Cooke and Waiters' hall, 128 1/2 Fifth street.
Machinists, Willamette Lodge, No. 63—Friday evening, 162 Second, W. A. Datsell, 1904 E. Yamhill.
Steam Fitters—Every Friday, Drew Hall No. 209.
SATURDAY.
Bakers and Confectionary Workers, Local 114—First and third Saturdays, 8 o'clock p. m., 228 1/2 Yamhill, A. Dupois, 293 Burnside.
Beer Drivers and Bottlers—First and third Saturday, Drew Hall G. C. Goldenberg, 811 Kelley.
Brewers' Union—Second and fourth Saturday evening, 228 1/2 Yamhill, Arion Hall, Otto Kulka, box 171.
Bridge and Structural Iron Workers—Saturday evening, 230 1/2 Yamhill.
Longshoremen, Local 164—At call of president, Hibernian Hall, Second and Stark, Hugh Fitch, 27 N. Front.
Stationary Engineers—Every Saturday evening at 8 o'clock, in Cooke and Waiters' hall, 128 1/2 Fifth street.

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