

ARBITRATION AGREEMENT

Plan Under Which Building Trades Unions Work With Employers

The Building Trades unions of Portland are well organized, and are conservative in proportion to their strength.

The strength in the Building Trades Council is largely due to the excellent form of organization of the building trades department of the A. F. of L., of which the local council is one of the requirements of the national laws.

Experience has taught labor to act only after thorough counsel among themselves and with their employers. As a result, each building trades union is required to hold membership in the local council, and to abide by the will of the council. Today each individual union is required to secure the consent of the majority of all building trades unions before an increase in wages or a charge in working conditions can be asked from the employers. Furthermore, no union is permitted to go on strike without consent of the council.

The council in turn has an executive committee, which deals with both union and employer where a change in wages or conditions is asked for. This committee makes a thorough investigation and reports the same to the council before final action on the subject is taken.

In case of impending difficulty, the council reports to the arbitration plan of the department, which is as follows:

Each trade connected with the Building Trades department is required to enter into an agreement for a certain specified period with their employers in each locality covered by the Building Trades department.

1. Should a dispute arise between the parties to the agreement at any time, the grievance shall be referred to a joint board of arbitration to be created and maintained as follows:

2. Each trade under the jurisdiction of the department shall appoint annually one member to serve upon the joint board of arbitration, and each association of contractors in each trade under the jurisdiction of this department shall appoint annually one member to serve on the joint board of arbitration.

3. The appointees shall be required to create and maintain a joint board of arbitration, to whom shall be referred any dispute arising in the trades covered by this department, where the representatives of the trade interested fail to agree on an adjustment.

4. When the parties in dispute have so failed, they shall promptly report such failure to the joint board of arbitration, which must be convened immediately thereafter and the case in dispute submitted to the joint board of arbitration.

5. There shall be no cessation of work pending a reference of such a dispute to the joint board of arbitration, provided a meeting of the board will be convened not later than 48 hours after the dispute has arisen.

6. It is expressly understood that by and through the creation of a joint board of arbitration it shall be empowered to insist upon an agreement being entered into between employees and employers in each trade interested. When these agreements are made, the provisions shall be maintained in full, and that in the event of any trade or trades failing to enter into an agreement, it is distinctly understood to be within the power of this board of arbitration to prepare a form of agreement as may appear in judgment of the board to be best suited to the conditions of the trade involved, and this proposed agreement shall be declared the instrument of the joint board of arbitration, and shall be recognized and lived up to with the same faithfulness as though the trade interested had created the same.

7. Should at any time a deadlock occur in the joint board of arbitration, or failure to agree upon a settlement of any dispute result, the joint board of arbitration shall select an umpire under such conditions as they may decide upon, and the decisions of the umpire shall be final and binding.

8. For the failure of any disputant to recognize or abide by the decision rendered by the joint board of arbitration, such penalty shall be imposed as the joint board of arbitration may decide.

9. Should a local union refuse to recognize or abide by the decision reached, or to bear the penalty imposed, then the international union of the trade in dispute shall suspend or otherwise discipline such refractory local.

10. Should an employer refuse to abide by a decision rendered by the joint board of arbitration, or bear the penalty imposed for such refusal, the trade affected shall have the right to take such action as they may decide.

A Live Course of Lectures

Dr. Davidson Buchanan, the now well known progressive speaker in Portland, will deliver a series of lectures to the Fellowship League at the Selling-Hirsch hall during May on economic topics. He is a man of wide experience and observation; a traveler, thinker and only 70 years young. Because of the deep interest taken in these lectures the People's Forum will meet with the Fellowship League during May, when Dr. Buchanan will bring up the following topics: For the entire month the general subject will be "Evolution of Economic Justice." Sunday, May 1, the particular subject will be "Right Thought Unveiling Reality." Sunday, May 8, "A Commercial Prophecy Approaching Fulfillment." May 15, "Patriotism, True and False." May 22, "Philosophy of Invention." May 29, "Searching for a Just Man." Thinking men of all ranks and political or economic opinions should attend this special economic course. Dr. Buchanan is studying conditions in Oregon, as he has elsewhere, by living amongst the people. He has the fruits of a long life to give them; a life spent in gathering knowledge and doing good rather than accumulating riches. No charges.

"Suggested" Servitude

(George R. Kirkpatrick.)

A long time ago the masters used to capture a man's body, and by the use of armed guards used to keep him in subjection. Later the masters discovered a means more simple and pleasant—they decided to get hold of his mind.

All the institutions are used in influencing the minds of workers. Colleges, newspapers, churches—all are used in the same way. They have suggested over and over again, millions and millions of times, to the producers to be meek, to be humble, to be contented with poverty, to love their masters. Being suggested so many times, they get the habit and serve.

Philadelphia Conditions

Editor Labor Press: The gang in control of the City of Brotherly Love has stolen the people stone blind. Pirates on the high seas in their palmyest days were not in the same class. The Philadelphia

gang takes no risks. It has control of everything, robs everybody, and clubs and shoots everything that even chirps in protest. The city hall is the nest of these robbers. City officials, including the Mayor, are tools of the pirates that long ago throttled the city, and have been holding it up ever since, until its pockets are empty and Wm. Penn, surrounding the robbers' roost, has turned black in the face.

And this state of affairs exists with the sanction and approval of the working class. Without that, this disgraceful and shocking debauchery could not last an hour.

At this writing the street-car strike is about over, I believe. It was re-enforced by organized labor of the city. In that situation the working class should have acted as one, and every worker should have thrown down his tools and paralyzed plutocratic Philadelphia. Just 24 hours of paralysis would have effected a miraculous change.

The economic and political solidarity of the workers of Philadelphia is sadly wanting, and its lack is woefully in evidence. If ever there was a lesson taught workers, it is the lesson of industrial unionism versus craft unionism and the Socialist party versus capitalist party, namely, Republican and Democratic party, now being taught to the workers of robbed and rotten Philadelphia. Portland workers take heed and study your own material welfare. O. GETRICH, Local 808.

EUGENE ITEMS AND COMMENT

Eugene Union Advocate.

In Eugene the absence of the eight-hour day has cost the city the presence of many finished mechanics, who, looking about and finding the day long and the pay short, promptly moved on to where the hours of service were shorter and the remuneration greater. This and this alone is responsible for the unusual percentage of genuine "wood butchers" who in nine or ten hours, or even all day, cannot do a day's work. The puerile whine of "let well alone" does not suffice. The laborer is worthy of his hire. If a house is worth \$1000 to build, don't try to rob the man behind the hammer—and also his wife and "kiddies"—that you may get it done for \$975.

Laugh with the union boys and be happy; scowl with the scabs and you scowl in sorrow.

Building promises to be plentiful in Eugene this summer, and union contractors promise to be "right on the job" from start to finish.

"Where ignorance is bliss, 'tis folly to be wise" certainly must have been said by some mortal who tried to unionize the natives of the Willamette Valley at some time or another.

The bricklayers and masons will soon be with us again, and indications point to the fact that in Eugene this summer the number of mechanics employed in those lines will far exceed that of any other previous season. Suffice to say that most of them will be "fair" men, too.

The Eugene Plumbers Union has a membership of upwards of thirty skilled mechanics and we understand that there is not one non-union plumber in town. Which indeed speaks exceedingly well for that organization. Long may they prosper; they are a royal bunch and Eugene ought to be proud of them.

The second big social given by the Carpenters in their hall last Thursday evening was a hummer. Brother H. and his assistants certainly know how to make good coffee and the ladies who furnished the eatables certainly do know how to please the palate. A lengthy program was rendered and a general good time was enjoyed by all present. But there is just one noticeable defect (?) about these meetings of the laboring men of Eugene and their families which we cannot refrain from commenting on. It is the fact that no non-unionists seem to have an inclination to attend the meetings. Wonder if they are afraid they will be seduced? They have been extended an invitation to attend each and every meeting held thus far, and their steadfast refusal to be persuaded would lead one to believe that they must be ashamed of something or somebody.

J. L. Jenkins, a local printer, will forsake the musty print shop and enter a more lucrative field when he goes into the poultry business near Eugene soon.

Charles E. Barbour leaves today for Salem, where he has accepted a position on the Daily Capital Journal. Mr. Barbour has held various positions of trust during almost two years of continuous residence in Eugene, among which was the presidency of Eugene Typographical Union No. 495, and the managing editorship of the Union Advocate. He has many warm friends in Eugene who will miss him very much, but the Salem boys profit by what we lose.

The defeat of the two professed enemies of organized labor in the city election serves to show that a little active work on the part of laborers just before election sometimes amounts to a great deal, even though the majorities are not large.

Larger printing plants than all Eugene's printshops combined have tried the expedient of advertising for "scab" and "rat" printers in time of trouble, and gone broke in the end because they could not procure competent assistance outside the ranks of the Typographical Union. If they would stop to consider that only one printer out of every ten is non-union, and that even this one will probably join when he becomes competent or when the opportunity presents itself, they might save themselves much time, trouble and expense by ceasing to look for non-union printers and quit "biting off their nose to spite their face."

A writer in the Bandon Recorder tells of a 160-acre tract of timber that the stumpage yielded \$17,000. The land is still there. With the timber on it, that land was assessed for less than \$2,000. One company with nine million dollars' worth of timber on a single tract, and presumably about three millions in other tracts, pays on an assessment of a million and a half. Farm lands in cultivation are assessed in some instances twenty-five times as much as valuable timber lands adjoining. Still, we are told there is nothing wrong about our tax laws, and our assessors and county courts are above reproach, and not to be criticized by the workmen or farmers.

A correspondent in the Bandon Recorder calls attention to the fact that the last legislature tacked the emergency clause—with no emergency existing—to the Port Commission law, gave authority of taxation to an irresponsible and unbonded port commission, where such ports are formed, and made openings for graft along several lines. This is all true enough, and these difficulties and omissions may yet have to be made good by the initiative. No taxing body in Oregon should be beyond reach of the people.

Some very intelligent and honest tax reformers waste considerable time and thought over the taxation of notes and mortgages. If they are taxed, the borrower pays more interest; if not, he pays less interest. The lender will dodge the taxes and collect the interest where he can. The borrower can't help but pay the tax.

What time is it?
I don't know.
Isn't your watch going?
Worse than that—it's gone.

A TILT WITH C. N. McARTHUR

Fred C. Denton Punctures His Arguments for Constitutional Convention

Recently C. N. McArthur, the champion of the proposed constitutional convention, wrote to the Albany Democrat in defense of his pet project. He claimed that the act authorizing the convention provided for the submission to the people of the constitution it might draft. He declared he had secured a long list of authorities supporting his contention that such a constitution must be submitted. He further claimed that our present initiative had been abused, and that the convention would remedy these abuses and bring the fundamental law of Oregon up to date. It was very ably presented, and deftly worded.

However, Fred C. Denton, a well known and snappy writer on progressive subjects, comes back in the Democrat with a reply that will be hard to get away from. It is as follows:

"Editor Democrat: In a recent issue C. N. McArthur calls attention to the fact that the law provides for the submission of the constitution which a convention might formulate. That is the trick of the game, the fifth ace, so to speak. C. N. McArthur may have a long list of decisions sufficient to fill several volumes, but here is one that equals all he may have compiled.

"In 1901 the legislature of Virginia called a constitutional convention and provided that the constitution thus drawn should be submitted to the people. The people were suspicious because of the promulgation of the constitution of Delaware four or five years before without submission to the people. They demanded from the candidates a sort of Statement Number One, pledging the submission of the new constitution to the people.

"The convention thus legally bound and faithfully pledged drafted a constitution which pleased them so much that the governor was instructed to proclaim it in force, and he proceeded to do so. The supreme court of the state had presented to it all the authorities McArthur knows anything about, but decided that when a constitutional convention met it was the state itself, and all its acts not in conflict with the United States constitution must stand. The United States courts could not be approached to take it up. This game, with variations, has been played in Delaware in 1897, Virginia in 1902, Kentucky in 1890, Mississippi and Louisiana, and many other states have adopted constitutions without popular vote. Lawyers differ as to the power of conventions to override their instructions, but it HAS BEEN DONE REPEATEDLY. With a packed supreme court the promulgated, proclaimed new constitution would be forced upon the people of Oregon and there would be no way to get into the United States courts. It would do the people no

good. In all probability, if they did get to the United States courts with a suit.

"Any material opposition of a revolutionary form to the operation of such a constitution would be quickly squelched. Why take the chances?

"If McArthur is of the opinion that the initiative has been abused, why does he not propose to the people an initiative amendment restricting its operation and remedying the abuses he vaguely refers to?"

"The answer that most people give to this query is that our honorable assistant governor does not trust the people. Why, then, should we trust him in such an important matter?"

The growth of the East Side of Portland excites attention of everybody who visits the metropolis from time to time. The reason is, that the car lines carry people to the suburbs for five cents twice as far on the East Side as on the West Side. It costs 20 cents to go as far north on the West Side of the river as it does south and east on the East Side for five cents. Lines of the Oregon Electric and the United Electric do not transfer to the other parts of the city, and it has been proved times without number that population seeks the cheapest outlet. In doing so, it creates land values in the wilderness; but pikeheaded managers of suburban lines on the West Side of the city refuse to realize that cheap fares make profits and high fares make deficits.

It is proposed to carve a county seat out of Douglas and Lane, with Florence as the county seat. The name will probably be Stuslaw. It will have six million dollars' worth of property on the assessment roll, according to present assessments. It could now easily double, or triple, that by assessing timber at ninety per cent of the real value. With the amendment of the People's Progressive Government League adopted, it could be run for a very small sum on a business basis and save in traveling expenses alone all it would cost.

Magazine articles are given wide circulation now with causes of high prices set forth in very wise appearing paragraphs. Nearly all of them utterly ignore the effect of land monopoly in high prices; and yet the prices for land have more than doubled within the last decade, and labor has to first pay this before it eats, drinks or wears.

The poor malnourished and helpless victims of our liability laws will die in a few years. Each year will continue to add its quota to the sad little army, unless the people vote for the Employers' Liability law, now proposed by organized labor.

When counties, cities and districts take to building trolley lines of their own, and proceed to improve the water ways that railroad lobbies in Congress hold back from development, the transportation trust will collapse, and not before.

Ham or Bacon

It Makes no Difference—but be sure it's

Columbia BRAND

Once you've tried Columbia Brand Bacon or Ham, you will demand it always. There is a goodness of flavor about it that you will never forget. Columbia Brand Hams, Bacon and Lard represent the finest products of the packer's art. They are cured with a care and exactness that insure their absolute uniformity as well as indisputable superiority.

At Best Dealers, Hotels and Cafes

Union Meat Company, Portland, Oregon
Pioneer Packers of the Pacific

Advertisers, Reflect Upon This

"Printer's Ink," the recognized authority on advertising, after a thorough investigation on this subject, says: "A labor paper is a far better advertising medium than any ordinary newspaper in comparison with circulation. A labor paper, for example, having 2000 subscribers is of more value to the business men who advertise in it than an ordinary paper with 12,000 subscribers."

Protzman-Campbell

Shoe Co.

146 FIFTH STREET

PHONE: MAIN 1623

We have recently received 1032 pairs of Men's Low Shoes for summer. All the latest styles, tan and black, and all the new and nobby lasts. All are union made