

Minutes of Central Council

Regular session of the Central Labor Council was called to order at 8:00 p. m., May 31, 1912, by Vice-President Jordan; the absent officers being Trullinger and Liddy.

Credentials received from Railway Machinist Helpers were referred to a committee for investigation. The credentials of J. W. Tarnasky of the Sheet Metal Workers were accepted and the delegates obligated and seated. Other delegates previously accepted were also obligated. The committee on Railway Machinist Helpers re-

ported favorably and C. H. Grothouse and George Benson were duly obligated and seated as delegates from that organization.

The minutes of the previous meeting were read and approved.

Communications were read and disposed of as follows: From Shop Federation, financial report, filed; T. J. Riordan, regarding label leather goods, filed; Medford Plumbers, resolution filed; Waiters and Waitresses, request Heidelberg lunch be placed on unfair list, referred to executive committee.

Bill of Secretary for salary, postage, expense of Salem trip, amounting to \$30.55, was audited and a warrant ordered drawn therefor.

Carpenters, No. 808, reported that they had levied an assessment of 50 cents per month for the benefit of the striking shopmen. Waiters reported difficulty in placing union card with Heidelberg lunch room. A motion prevailed to refer Waiters' grievance to the Label Trades section. Railway Machinist Helpers and Blacksmiths both reported good strong organizations and gaining in numbers and confidence in their ability to win their contest with the Harriman lines.

Garment Workers made a strong plea for shirt buyers to demand the union label in all goods of this character. Showing that many of the sales shirts were manufactured by sweat shop or prison labor and urged on all the necessity of protecting each other from competition with this class of labor.

Building Trades section reported that the Glaziers had won in their contest for recognition. Though the banner on Woodward & Clarke was discontinued temporarily, the Building Trades desire it to be thoroughly understood that the fight is still on and will be prosecuted with more vigor when the firm is in their new structure, another monument to scabism, open shop and low wages.

Metal trades reported work slack and the Pacific Stove and Range Co., of St. Johns, closed to union men. Label trades reported good progress toward the re-organization of the Cooks.

Secretary reported on condition of trade with the Paving Cutters, the State Grange state road bill petitions, Musicians' affair with the State Board of Agriculture, Salem Labor Day plans and referendum returns. Report was adopted. Recommendation of secretary that a special committee be appointed to correspond with Salem Labor Day committee was non-concurred in.

Executive Committee reported on appointment of committee to wait on Hazelwood Cream Company, and asked to be granted the power to place this firm on the unfair list should a settlement be not reached. Report was concurred in. Legislative Committee reported no meeting. A long discussion was made of the need for new legislation relative to the Port of Portland Commission, and the matter was definitely settled by appropriating \$150 to carry on the work of the committee. Organization Committee reported on work done toward securing the organization of Soda Bottlers and Glove Workers.

The following special committees reported: Calf Bros., progress; World's Work letter, progress; Judge Hanford resolution, progress; Electrical Workers' grievance, also reported progress. Motion prevailed that the secretary be instructed to write Governor West, commending him for his decision to disband the Oregon Naval Reserve and requesting that he take similar action with regard to the National Guard.

Brother Flannagan, of the Railway Shopmen, made a most energetic and convincing plea for moral and financial support for the men on strike for conditions and wages on the Harriman railways. Brother C. O. Young, general organizer of the A. F. of L., gave a splendid talk on trade unionism and the duties of the delegates to their organizations. His talk was full of helpful hints to the newer delegates as well as to the more experienced in the movement.

Secretary was instructed to write Salem Council in regard to stoves handled by Calf Bros.

Council adjourned for one week.

ARTHUR W. LAWRENCE,
Secretary.

TO BUILD LABOR TEMPLE.

Terre Haute, Ind.—Some months ago it was decided by the labor organizations of this city to build a labor temple. All of the organizations have taken a deep interest in the project and entertainments of a various character have been held since that time for the purpose of providing the nucleus for purchasing the site. A neat sum has already been gathered, and it is expected that before long a sufficient amount of money will be available to purchase a site.

The Farr Alpaca Company of Holyoke, Mass., has surprised its employees by issuing a notice that a raise in wages would be voluntarily granted. The wage increase runs from 9 per cent. to 14 per cent. On January 1 this company did not reduce wages, although it reduced the working time two hours a week, the same schedule was paid for 54 hours, to conform to the state law, as had been paid for the 56-hour week.

The trade unionists of Galesburg, Ill., have organized a labor temple association, and the active spirits in the association are working diligently to raise a sufficient amount of money to purchase a site and erect a building for a home for union labor. Every indication points to the success of the enterprise.

R. A. HARRIS TELLS OF JUSTICE IN PROFIT SHARING

During the Commonwealth Conference held by the University of Oregon, May 24-25, R. A. Harris, well known to our readers, gave a paper on the subject, "Justice in the Division of the Costs and Products of Industry Between Employer and Employee." The paper in full is as follows:

Justice in the division of the costs and products of industry suggests a more than ordinarily hopeful phase of the relations between employer and employee.

Profit-sharing is as yet largely in its theoretical and incipient stages, and like most economic changes that come as more or less willing concessions from the dominating industrial powers, it is treated with considerable derision and mistrust by the rank and file of class-conscious working people.

The reason for this, like the reason for most of the general differences between employer and employee, is fundamental in essential fact, but largely unseen and unfamiliar to both. For this reason candid and learned people wonder and wonder why the economic breach seems to widen when there is apparently so much in material argument to suggest its reduction.

Mr. N. P. Gilman, in the opening remarks of introduction to his work on profit-sharing, says:

"All conditions of modern life exhibit a pessimism astounding in an age which plumes itself upon its enlightened civilization. But the discontent of the great mass of hand workers is the most pronounced of existing discontents, and it forces itself upon public attention with increasing vigor."

But Mr. Gilman signally fails to consider or to suggest the same fact so undeniably vital, yet so signally ignored in all generally accredited works on the subject.

Mr. Schloss in his Industrial Co-operation, Mr. Bolen in his comprehensive work on "Getting a Living—the Problem of Wealth and Poverty, of Unionism and Socialism," and in fact, nearly all the writers who lay claim to fairness between the economic interests involved, signally, or shall I say, by a sort of unconscious agreement, fail to give place in their deductions to one far-reaching fact which vitally effects all the economic relations of men.

Indeed no one can be fair and be satisfactory to both sides of this subject. Men who set out to be fair to each side will miss the deepest and most subtle motives of both or he will be repudiated by one or the other.

The relation of employer and employee is in the nature of a temporary agreement, while in a general way the changing agreements are a series of compromises only.

And yet, in a much larger way, there is a common plain; but to reach it requires that we consider all the natural ambitions, hopes, passions, and propensities of those economically related. This is the great fact so signally ignored and omitted.

To elaborate a little, the so-called fair-to-both sides considerations, in dealing with a division of product, count product only in money or the cash results of the services or sale of the goods, whereas justice in the division of product must eventually measure product in life and all its dreams, pleasures, opportunities and privileges. That economy that gives one all the work and the other all the enjoyments will never be just, no matter how high the wages.

Thus far the economic relations of men are considered from a cold and largely commercial standpoint. We are just beginning to realize the significance of the social as well as the commercial equity of the situation.

An increasing appreciation of free thought and free speech is developing a degree of intellectual anarchy that is rapidly disturbing the fixed limits of life so precisely determined, prescribed and enforced by authority, until today we will not accept the cold-blooded commercial definitions of cost and product nor of anything else for that matter.

There is no justice of any division of product that stops short of equal opportunity to enjoy and to improve life in return for equal motive, zeal and persistence in service. And to say that full equivalents can be rendered in wages that stop anywhere short of equal economic independence is as false as it is foolish.

This suggests that justice in the division of product must look to the social situation, to the division of privilege and of authority, to the reduction of all the inequalities whereby any man or anything is exalted above another except by common and free consent as a result of true nobility of character and example.

Although great advancement has been made, justice in the division of the products of industry is scarcely suggested as yet by the results of unions of employers and employees. Each is the sequence of the other and the never-ending demand for higher wages, followed with regularity by higher prices, offers only the result or ultimate limitations and readjustments with direct mutual loss in return for remote social gain.

Demands for lesser hours of labor are more in line for equality of opportunity than are those for higher wages, though there is little difference in effect as yet. There is simply the increased time for diversity of thought and endeavor which the higher wages might purchase.

The best results of organization so far are the struggles they make possible. Standing alone individuals could make no fight. These struggles, when properly conducted, devoid as possible of violence and all violations of legal rights, furnish the peaceful and healthful contests, wherein economic

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justice, like water, seeks its levels. These result in general effect, not only in drawing nearer to justice in division of commercial product, but also in concessions of authority and growth of democracy in the relations of men in industry.

Formerly it was war to the death. Now it is a contest of economic strength and endurance with open discussion to assist a healthy exercise of public opinion. The settlements are but truces for rest and clarifying of issues preparatory to the next contest. The vital relationship will become more and more friendly; agreements to disagree more and more frank, until finally mutual confidence will open wide books and the hearts; both sides will shake hands, take stock, concede equal privilege and authority to equal merit; private ownership in public industry will bow to common welfare, the economic struggle will be ended and civilization advanced another step in the attainment of higher ideals.

But the spread of intelligence will scarcely permit the entire solution of the problem by such a slow and costly process. Big men are proclaiming that there are shorter and more direct routes to economic justice. In this day of united capital and fierce competition no division of product could be at all stable that dealt with individual enterprises or even with limited industries. Any such division found mutually acceptable today would be unsatisfactory tomorrow. Nothing stable in such a division can be had except it is made inclusively or socially.

Were I to suggest a fundamental compact for equity in the division of the products of industry, I would first provide, through the state, for economic independence in return for service. I would not cast the state into the arena of competitive commerce, but I would provide a safe and sure escape from economic slavery for all who were willing to render service in return for liberty. To offset the privilege of wealth to invest its capital for increase in wealth, I would make it always possible for man to invest his labor in return for life and freedom.

In the early stages of civilization human beings who ranked below or who lost rank among the ruling classes were forced to serve for life. Their only recourse from slavery was torture and death. The next stage gave them freedom to work out their own destiny but still subservient to government by the element who are almost wholly concerned with gathering profit and power through the control of the resources of life.

The second stage has shown great advancement; so great, in fact, that another step is now sought in the faith that the rewards will, in similar proportion, far out-class modern ideals. The logical limit of the modern ideal of liberty has been reached and determined. With the minority who own or control the resources of life it is freedom and license to rule the majority. With the majority it is liberty to serve their economic masters or starve. Thus liberty to starve takes the place of torture and death in the earlier age as the price of freedom of mind and will.

The next step is to guarantee from the fulness of the world's supply, the needs of normal life to all who are willing to render service requisite to their production. Beyond this the individual should have license to engage as he wills for the exercise of his talents. Let him pursue music, art, invention, development or whatever he pleases for the benefit of his kind or the progress of the world.

All men are compelled to do time in the military service in some countries. This

began when the common welfare actually depended on the military power for protection, but it also contained certain benefits in discipline and social relation. In all countries the common welfare may still compel men to bear arms. Economic justice underlies the necessity for military protection the same as it does the necessity for industrial protection. Why not establish an industrial army and require men to serve to the extent of providing the common things that insure them life, health and reasonable training in essential industry and social relations?

Take the vast army of real producers today and about all they ask or hope for is to live decently and to rear their families in honor and usefulness. Yet they know, and the thinking world knows that if the tremendous waste and duplication of service in the production and distribution of products were eliminated, all the producing classes hope for today would be secured for less than half their present services and the balance of their time could go as the fancy dictated to lighten the burden and the heart.

By mutual consent we unitedly produce the necessities of life and supply them to all at cost of production. Shall we at the same time cease to require money as the only means of purchase, but accept labor necessary and turn it into the common work of producing the things required? Shall we thus rescue the worker at the point where private industry enslaves him or leaves him to starve and furnish him opportunity to earn his life and liberty and that without profit for the service?

Concurrent with such a plan will be the

(Continued on Page Three)

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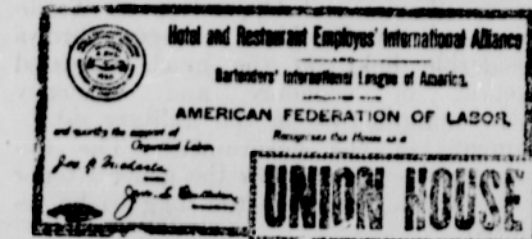
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