

TEACHERS MAY FORM UNION ORGANIZATION

Ohio Court Holds That School Teachers Are Laborers in Highest Field of Human Endeavor; Positions Can Be Held.

The decision of Judge W. B. Neff, of the Court of Common Pleas, of Cleveland, O., upholding the right of the teachers of the city to belong to a union is so sweeping in its provisions as to completely guarantee the teachers in their position.

"There is no apparent reason why connection or association with the American Federation of Labor should operate to disqualify a person as a teacher. There is apparently no necessary conflict between affiliation of a teacher with the federation and the proper discharge of her duties as an employe of the board.

"Equality of rights is the first of rights. Equality of opportunity is one of the canons of social justice. One's capacity to teach is property; it is acquired skill, and acquired skill is a property right.

"To hold that a teacher may not enter into a contract with the board of education to teach, if that person be especially fitted to fill the vocation of a teacher, would be in effect a destruction of a property right.

"The right of a laborer to barter for the sale of his labor is a property right. To close the market to the laborer against opportunity to exercise his labor is in effect to destroy and render valueless that labor, for it is the only thing the workman brings into the market.

"Suppose the reverse of the situation be stated. Suppose the board should provide that none but members of a certain church, lodge, or fraternal order should be employed and that all others should be excluded.

"It would seem the board exceeded its power in attempting thus to discriminate against members of the American Federation of Labor when there is no apparent conflict of duty incident to membership with the federation.

"It is the clearly defined policy of the state of Ohio, expressed in the statute laws, to encourage rather than to discourage combinations among laboring people for their mutual advantage. The labor union has become an integral part of our latter-day civilization.

"School teachers are laborers in perhaps the highest field of human endeavor. For them to combine to better their condition cannot necessarily militate against their efficiency as teachers.

"If the meritorious aims and ambitions of teachers can be carried to a higher degree of efficiency by united action, every consideration of public welfare would seem to require the encouragement of efforts of such a character.

"The purposes to be attained are worthy. The means sought to attain them are apparently appropriate, and to visit upon persons so engaged in attempting to advance the public interest the penalty of disqualification to serve the public in the only way they can, would be a violation of every right rule of reason and judgment.

"These would seem to be natural inferences to be drawn from the board's resolution, and would, to my mind, be sufficient to characterize it as contrary to public policy and a violation of private rights in such sense as to render it unenforceable by the board null and void.

"I am much disposed to believe the board transcended its power in passing the resolution complained of.

"The supreme tests of efficiency in a teacher are character, experience and education. If any other standards are adopted in hiring teachers, it would inevitably result that the efficiency of the public school would be lessened.

"If the board of education is at liberty to refuse to employ a teacher of pre-eminent fitness for arbitrary reasons, the teacher actually employed in her stead must necessarily be inferior to the person discriminated against. To reject the best for any reason not necessarily connected with the success of the school is to sacrifice public interests."

PLANNING AND WORKING.

Work alone will not accomplish the greatest results. One needs also the high hope, the entrancing vision. The two should go together. Into the turmoil or deadly humdrum of our everyday effort the golden flush of dreams may come like kindly beacons to warn us and lure us on.

Does anyone believe that 90 per cent of the miners are happy and contented under such a regime? One of the demands of the strikers is for the "abolition of the notorious and criminal guard system." Mr. Rockefeller in his statement does not mention this demand.

A list of demands is enumerated in Mr. Rockefeller's statement, however, and he declares that, excepting recognition of the union, they have been "voluntarily granted" by the Colorado Fuel and Iron Company. These include the eight-hour day, semi-monthly payment of wages, freedom to trade elsewhere than at company stores, right to a check-weighman and an increase in wages.

The use of the word "grant" in connection with these demands reveals something of the situation that has prevailed in Colorado. Can it be that Mr. Rockefeller, member of the board of directors of the Colorado Fuel and Iron Company, does not know that the laws of Colorado require the

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When Peace Comes to Colorado

John A. Fitch in The Survey.

The Federal troops in Colorado may be depended on to disarm the combatants in the warfare that their coming has temporarily ended, to stop the shooting of women and children and to insure safety for human life. But there is one thing they cannot bring to Colorado, and that is peace. Nor will it come until the issues raised in this present strike are settled.

What are those issues? In the public statement with which he supplemented his testimony before the Congressional committee, John D. Rockefeller, Jr., attempted to define them.

His statement is that 90 per cent of the miners have been satisfied and contented and that the strikers were coerced by the threats and intimidations of unprincipled agitators from Eastern states; that all the demands of the strikers had been met long before the strike was called or thought of, except the demand for union recognition; that the issue raised is one of personal liberty, because the union, if recognized, would determine who might or might not work in the mines; and that the final issue is "whether the state, or failing the state, the nation shall make good the constitutional guarantee of law and order."

For clarity of expression and apparent conviction as to the large moral issues involved, no other statement from the operators can compare with this of Mr. Rockefeller. It must be read, however, in the light of Mr. Rockefeller's acknowledgment made before the Congressional committee that he has not been in Colorado in ten years and has never talked with the miners he believes he is defending. An examination of the facts clearly demonstrates that of these statements the only accurate one is the last. The final issue does concern the constitutional guarantees of law and order, but not as understood by Mr. Rockefeller.

The statement that 90 per cent of the coal miners of Southern Colorado are happy and contented would be ridiculous if it were not too tragically false to be ridiculous. During the ten years that Mr. Rockefeller has not set foot in Colorado the miners have worked there under the domination of armed guards, employed by the companies and deputized by the state as peace officers.

Not only last year, however, but for a decade preceding intimidation has flourished, and men guilty of it have been guards, which in the words of the Federal grand jury have been controlled by local companies. They have assaulted and beaten miners who offended them or the company. At the point of the gun they have compelled men to leave camp. They have refused admittance to the camps to men who did not please them, including officials of the state labor department, who came under authority of the law on trips of inspection. They have arbitrarily arrested men, who were behaving themselves, and thrown them into jail.

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The use of the word "grant" in connection with these demands reveals something of the situation that has prevailed in Colorado. Can it be that Mr. Rockefeller, member of the board of directors of the Colorado Fuel and Iron Company, does not know that the laws of Colorado require the

doing of every one of these things except the wage increase?

Mr. Rockefeller, speaking for the leading corporation, is wholly vague as to the date when his company got around to observing the laws. There are many indications that it was not until the strike was brewing that the coal companies generally began to obey them, and the Federal grand jury last Fall made no exception in its sweeping charges against the coal companies on these very counts.

A check-weighman is a man chosen by the miners to represent them at the scales and keep a record of weights as a check on the tally kept by the employer's representative. The law of Colorado, as is the case in practically all other mining states, requires that the operators shall always allow the selection of such a representative and give him access to the tipple.

Two years ago the Colorado Fuel and Iron Company posted notices on its properties that a check-weighman selected by his fellow workmen would be allowed at any of the company's mines. President J. F. Welborn testified before the Congressional committee that, with the exception of one mine, the men have never seen fit to maintain a check-weighman for more than a few weeks. He denied that any request for a check-weighman has ever been declined by his company or the men discharged for asking for one.

The Federal grand jury notwithstanding found a general belief among the miners that a demand for a check-weighman would be followed by discharge. Reports of deputy assessors of the Colorado Department of Labor have for years stated that mine scales in Southern Colorado were grossly inaccurate and always on the side of light weights.

J. C. Osgood, chairman of the board of directors of the Victor-American Fuel Company, testified before the Congressional investigating committee that his company did not regard the eight-hour law until 1913. Mr. Osgood professed to believe that until that time it had not been binding on the coal companies. He intimated that he had had some influence in putting language into the former law which drew its fangs. And yet for more than ten years the Colorado constitution has required an eight-hour day in coal mines. That has also been the clear intent of the law, which, until 1913, every coal company in Southern Colorado interpreted to suit itself.

When the Colorado operators cry out for the enforcement of law as the final issue of the strike, they are not coming into court with clean hands. Nor do they carry conviction in their espousal of the "open" shop.

Mr. Rockefeller declares in his statement that should the union be recognized, all the employes who had not cared join the union—and he thinks the number would include about 90 per cent of them—would have to be discharged unless they submitted to union dictation. This is a principle, country-wide in its scope, he tells us, and asks whether a small minority of union men shall control the vast majority outside. As a matter of fact viewing the industry as country-wide there are about 750,000 coal miners in the United States, and of these 400,000 are members of the United Mine Workers of America.

To judge of that organization we must look not only to Colorado but to Iowa, Indiana, Illinois, Ohio and the other states where the union is on a peace footing. At a recent hearing before the Commission on Industrial Relations a large coal operator from Illinois testified that in the mid-Western field the union has been straightforward and honorable in dealing with the employers, and for the miners it had meant immeasurable social betterment. There the check-off is in full operation, and union dues are taken out of the pay envelopes of all miners by the companies themselves. The same issue of the closed shop was raised in the great anthracite strike,

when the United Mine Workers carried their organization into Eastern Pennsylvania, and there it was met by an award which left union membership optional with every man, and created a conciliation board which for over ten years has made for peace and mutual understanding.

The terms upon which employers and employes in the Colorado field might work together would have to be threshed out between them, there as in these other districts. But the present strike is for a more elementary principle, the right to negotiate.

Judged by their past performance the operators of Colorado are not fighting for the "open shop." They have stoutly maintained a closed shop—closed to organized labor—in violation of a law of the state. True enough they offered several months ago to yield to many of the important demands of the strikers if they would only give up their demand for union recognition; but what did that offer of the employers involve? It was nothing more nor less than the offer of a promise to obey the laws of Colorado! The strikers refused the offer.

For ten years and more the operators have been under an obligation stronger than a promise—that of every citizen to obey the laws—and they have utterly flouted that obligation. What reason have the miners to expect now that they will regard a lesser one?

The miners in vain have looked to the state to protect them in their rights. The state has made no effort to enforce the laws. What reason have they to expect better of it in the future? There is just one power left in which they have confidence—the power of their own organized strength.

If further evidence is needed read the testimony before the Congressional investigating committee, the report of the Federal grand jury at Pueblo, the reports of the Commissioner of Labor. Go to Colorado, to Pueblo and Trinidad, as did the writer of these lines. Three years ago, on the ground, at every step, he was assailed with the facts that revealed a condition of high-handed disregard of law, of labor exploitation and of repression of personal liberty. The half of the story has not been told.

To Mr. Rockefeller also it is a struggle for personal liberty in defense of which he is willing to risk a fortune. Curiously enough the issue seems to rise with every decade. In 1884 the miners struck and lost. They lost again in 1894 and again in 1904.

Three times in 30 years Mr. Rockefeller's principle has been vindicated. Individual, as opposed to collective bargaining has been maintained. And three times the miners upon whom the principle has been imposed have emerged again from pit mouth and shaft and have faced hunger, cold, deportation and death in opposition to the Rockefeller ideal. It is a liberty that has made for recurring war. And so in 1914 the struggle came

(Continued on page 7)

DIRECTORY of OREGON UNIONS

- OREGON FEDERATION OF LABOR—Meets at call of president. Headquarters Labor Temple, Portland. T. H. Burchard, president, 829 East Eleventh, North. E. J. Stack, secretary, Labor Temple.
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BARTENDERS No. 142—Alternate Sundays, 3 P. M., Labor Union Hall. Lee Herring, president, 450 Exchange street; O. L. Gallagher, secretary, 250 Bond; Charles Wischie, chairman sick committee, 963 Exchange street.
BARBERS No. 167—Last Monday, 8 P. M., Union Labor Hall. H. D. Kribba, president.
CENTRAL LABOR COUNCIL—Second and fourth Tuesdays, 8 P. M., Labor Union Hall. L. E. Tennant, president; E. C. Gutter, recording secretary.
CARPENTERS No. 917—Gibert Semmen, Recording Secretary, 123 Grand avenue, Oscar Peterson, Jr., Financial Secretary, 204 Thirty-eighth street.
CIGARMAKERS' UNION No. 425—Joe L. Moore, 474 Commercial street.
ELECTRICAL WORKERS' UNION—First and third Wednesdays, 7:30 P. M., Longshoremen's Hall. G. W. Walters, secretary-treasurer, P. O. Box 49; N. Brunold, president, 872 Grand avenue; E. P. Steele, recording secretary, 815 Irving.
FISHERMEN'S UNION—Meets at Fishermen's Hall, first Saturday, 7:30 P. M. H. M. Lortsen, Fishermen's Hall.
LONGSHOREMEN'S UNION—Second and fourth Wednesdays, 8 P. M., Longshoremen's Hall, 571 Bond street. Chas. Johnson, president; C. H. Thompson, secretary and business agent, 577 Bond street.
MACHINISTS No. 28—First and 3rd Thursdays, 8 P. M., Marine Engineers' Hall, 577 Bond street. H. Nyman, recording secretary; T. Fowle, financial secretary, Box 750.
PAINTERS' UNION 684—Meets second and fourth Thursdays, 8 P. M., Longshoremen's Hall. President, Arthur Bostrom, Allen Paint Co.; recording secretary, Walter Stangland, 371 18th street.
RETAIL CLERKS LOCAL 147—Meets third Thursday, 8 P. M., Rosenberg's Hall. Wm. Thompson, president; Mary E. McCrea, recording secretary.
TEAM DRIVERS No. 182—First and third Tuesdays, 8 P. M., Union Labor Hall. President, G. M. Christensen, 549 Duane; secretary-treasurer, Len Lowrey, 480 Commercial street.
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BAKER TYPOGRAPHICAL UNION No. 683—John A. Andrews, president; M. D. Pilkenton, secretary-treasurer, Box 83.
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CIGARMAKERS No. 487—Meets first Wednesday in each month. J. F. Penrod, secretary.
CARPENTERS No. 556—Fie C. Damon, Recording Secretary, Box 53.
LOCOMOTIVE ENGINEERS, C. W. MOON LODGE No. 459—Frank M. Shurtliff, secretary.
PAINTERS, PAPER HANGERS AND DECORATORS OF AMERICA No. 1008—Meet Thursday evenings, Lyndale Bldg., Room 17. Ed G. Phillips, secretary, 2202 Church street.
PLUMBERS AND STEAM FITTERS No. 248—Meets second and fourth Fridays. C. W. Bishop, 2108 Corvallis street.
CORVALLIS.
CARPENTERS No. 1782—T. E. Wrightman, Recording Secretary, 218 North Fourth street. F. G. McFadden, Financial Secretary, 326 North Fourth street.
EUGENE.
CARPENTERS No. 663—J. T. Loomis, Recording and Financial Secretary, 461 Adams street.
TYPOGRAPHICAL No. 496—Last Sunday in each month, 2 P. M., at American Hall. Cora L. Kreamer, secretary, Box 254.
PLUMBERS AND STEAM FITTERS No. 451—Monday evening, 8 o'clock, Eighth and Willamette streets. W. G. Harbinson, secretary, Box 522.
GRANTS PASS.
PLUMBERS, G. F. & S. F. No. 104—Meets Thursday evening, Richard Yenner, secretary; Jack T. West, president; Box 383 Grants Pass, Ore.
HOOD RIVER.
PLUMBERS AND STEAM FITTERS No. 511—A. Nordor, secretary, Hood River, Ore.
KLAMATH FALLS.
CARPENTERS No. 190—Frank L. Applegate, Recording Secretary, Box 571. M. F. Herring, Financial Secretary, Box 1021.
PLUMBERS No. 513—C. R. Hastings, recording secretary, Box 573, Klamath Falls, Oregon.
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BROTHERHOOD OF RAILROAD TRAIN MEN, LOCAL 315—Meets first and third Tuesday of each month at 8 P. M. C. W. P. Hall, La Grande, Ore. A. J. Allstott, secretary, 1022 Y avenue, La Grande, Ore.
BROTHERHOOD OF LOCOMOTIVE ENGINEERS, GRAND RONDE DIVISION No. 302—F. M. Jackson, Chief, C. M. Humphreys, Sec.-Treas. 1108 "O" avenue, La Grande, Oregon.
LOCOMOTIVE FIREMEN AND ENGINE MEN, BLUE MOUNTAIN LODGE No. 344—E. C. Fields, secretary.
MARSHFIELD.
LONGSHOREMEN, LOCAL 38, SERIES 16—Z. Robinson, secretary, Box 104.
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BARBERS' UNION No. 309—Meets first and third Thursday nights at Medford Hotel Barber Shop. W. E. Johnson, secretary, 128 W. Main street.
CENTRAL LABOR COUNCIL—Meets every Monday night at Smith's Hall, C. W. Hartington, secretary, 1812 West Tenth street.
CARPENTERS No. 1840—P. O. Jermala, Recording Secretary, 52 Ross Court. F. B. Goodline, Financial Secretary.
ELECTRICAL WORKERS' UNION No. 587—Meets every Thursday night at Smith's Hall, H. O. Purucker, recording secretary, Box 68; E. G. Henselman, financial secretary, Box 68; H. S. Ajkin, president.
LATHERS' UNION No. 342—Meets first Friday each month at 244 S. Central avenue. V. H. Miller, secretary, 244 S. Central.
PLASTERERS' UNION—Meets first Thursday each month. F. Rothwell, secretary, General Delivery.
PLUMBERS AND STEAM FITTERS No. 361—Meets every Friday night at Smith's Hall. A. A. McKay, secretary.
TEAMSTERS' UNION No. 178—Meets every Tuesday night at Smith's Hall. O. W. Parker, secretary, 215 Knight street.
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CARPENTERS No. 1777—Chas. King, Recording Secretary, Box 783. Chas. King, Financial Secretary.
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PENDLETON TYPOGRAPHICAL—Meets 1st P. M. first Sunday of month, Eagle West men Hall. Elmer Baer, secretary.
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CENTRAL LABOR UNION—Corner Cass and Ferguson, R. C.
LOCOMOTIVE FIREMEN AND ENGINE MEN, ROSEBURG LODGE No. 512—W. J. Kanney, recording secretary, Box 264, Roseburg, Oregon.
CARPENTERS No. 415—Friday evening Labor Hall, 323 N. Jackson. C. L. Sisk, secretary.
PLUMBERS AND STEAM FITTERS No. 428—Meetings Sunday morning 9 o'clock, care B. A. Mahon.
PAINTERS No. 887—Corner Cass and Stevens streets, Friday night. J. L. Smith, R. C.
TEAMSTERS No. 189—Wednesday nights, Labor Hall, 323 N. Jackson. John H. Ferguson, secretary.
SALEM.
BREWERY WORKERS No. 320—Branch 1 Frank Scheibner, secretary. P. O. Box 841, Salem, Oregon.
CARPENTERS No. 1065—John Nicholson, Recording Secretary, Fair Grounds, 6th & W. H. Pettit, Financial Secretary, Box 429.
ELECTRICAL WORKERS No. 512—Patterson State street, Mondays at 8 P. M. C. LeRoy Brown, financial secretary, 480 North Nineteenth street.
PAINTERS No. 784—Dorrance Sign Shop, 4 Liberty street, first and third Thursday, at 8 P. M. Ernest G. Burrell, secretary. R. D. 7, Box 62.
TYPOGRAPHICAL No. 210—Meets first Sunday in each month, 420 State street. Harry H. Hill, secretary, 824 North Front street.
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PAVING CUTTERS' UNION OF THE U. S. AND CANADA, BRANCH No. 47—8 Helens, Oregon.
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CARPENTERS No. 976—Meets every Saturday evening at Sones Hall, Main street, between Fifth and Sixth streets. E. V. Burte, Secretary.
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