

tives were not widely separated in their views, and there was not a ripple to ruf-fie the smoothness of the conference. Mr. Banfield declared his rights to be: To hire whomsoever he pleased, whether union or nonunion men; to pay a wage scale fixed by himself; to run his business without dictation. All these points were con-ceded by Mr. McCullough and Mr. Bird, with the approval of their associates. Mr. with the approval of their associates. At discullough complimented Mr. Banfield for paying good wages to his men. He said \$2 a day for a driver of a slabwood wagon beats \$2 is a day on a heavy truck, as there is \$1 a day difference between the two classes of work. Mr. Bird said the two classes of work. Mr. Bird said the union has no wage scale, except for truck drivers. Mr. Harrow said Mr. Banfield has a perfect right to discharge any man for incompetency, whether he be union or nonunion. The only point of difference between the two sides was the assertion by Mr. Banfield and denial by the union of a right to give men the option of leav-ing the union or of leaving their work. Mar. Banfield admitted that he gave certain union men the choice of leaving his service or the union, and that they guit him. In the opinion of the committee, as expressed by Mr. McCullough, this is discrimination against the union, and will be the basis of the charge of unfairness. Mr. Banfield said, however, that he would

but when they affiliate and become international in character, the walking dele-gate, who wears good clothes and lives high, all with money wrung from the real worker, appears and makes trouble. Then come strikes and suffering among the workers and their families. The recent strike of the brewery workers was cited by Mr. Banfield as an evidence of what he termed "the officious interference of walking delegates." "To be frank with

field slabwood and sawdust would be called out, also engineers in buildings which burn the sawdust and slabwood; that the men would name their own fore-

