CONFERENCES BETWEEN WORKERS AND EMPLOYERS URGED

Willingness of Operators to Meet Labor and Negotiate Declared to Be Requisite for Settlement of Industrial Disputes Upsetting Normal State of Affairs in America - Samuel Gompers Sets Forth Views.

there is not that willingness there is no plan or scheme that has yet been devised that will work at all. There is no shaded, boulevard to industrial peace if there is not a willingness on the part of employers to discuss with working people or their representatives the terms and conditions upon which the workers are to give service in industry. If there is that willingness, then the problem of maintaining relations between employers and two workers is one which can best be solved by the experiences of the employers and the workers in any given industry.

There was in the Whitney council proposal a much more constructive profits. And there is the profit of the workers can weapon resorted to by employers to break the spirit of the workers. One of the results of this has been the creation of the office of impartial chairman and a discharge is not effective until it has been ratified by this impartial chairman. There is, I believe, an appeal even from his decision.

Harmonizing is Needed.

There are generally two points of view to be harmonized in the creation of machinery for the solution of problems in any industry. There is the point of view of the employer seeking to protect his power and his profits.

given industry.

There are those persons who have little to do except soive the problems of the universe for others and from time to time they have sought to impose their solutions upon the industrial world. I have yet to find a proposed solution evolved as a matter of pure theory that offered.

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Critics Not Good Judges.

There are critics of the American Federation of Labor who are very much more familiar with their own theories than they are with what has been accomplished by the American Federation of Labor

csts to serve, or personal theories to
advance.

The subject is a large one which

The subject is a large one which In a subject is a large one which it is not possible to cover fully in such space as I have at my command. It would, as a matter of fact, be easier to prescribe a week's reading on the subject than to attempt to set forth here anything like an acquate presentation. There are, however, certain basic principles involved which I shall be glad to enceased to the signing of the armistice, our timelectuals learned of the Whitney council movement in England, and again we witnessed a period of conjuring with a new term and with new phrases. With the advent of the Russian revolution we were deluged with columns of admiration for councils of workmen and soldiers, councils of workmen and soldiers, councils of workmen and peasants, and soviets. I venture in the creation of machinery

merely a system of industrial repre-sentation which is not permitted to function under the present regime in Russia any more than trade genius has been concentrated by unhappy country.

This is the fourth of a series of articles on the present labor situation by are distinctly our own problems there has grown up in the printing
Samuel Gompers, president of the American Federation of Labor.

BY SAMTEL COMPERS President American Federation of Labon.

BECAUSE of the tremendously important developments in the industrial world of late it is a particularly opportune moment for the discussion of relations between workers and employers, the manner of conducting these relations and the various substitutes offered by those who either have special interests to serve, or personal theories to advance.

Foreign Nostrums Offered.

During the war we heard much in this country about the establishment of what were known as the chapel. The chapel is merely the group of printers what is known as the chapel is merely the group of printers what is known as the chapel is merely the group of printers what is known as the chapel is merely the group of printers what is known as the chapel is merely the group of printers what is known as the chapel is many given print shop. There is a chalrman of every chapel and he is in every case employed in the shop along with the other members of that chapel. He may take up at any moment any grievance in behalf of any member of the chapel to the shop along with the other members of the chapel of the chapel is more in this country about the establishment of what were known as the chapel is marely the group of printers what is known as the chapel is merely the group of printers when is known as the chapel is merely the group of printers when is in the case when as the chapel is merely the group of printers when is in the case when as the chapel is many given printers.

The president American Federation of Labor seized upon these terms that were new to the shop along with the other members of that chapel. He may take up at any moment any grievance in behalf of any member of the chapel of any member of the chapel of any member of the chapel of the chapel is merely the group of printers when it is a particularly to prove the establishment of what is known as the chapel is the prove of the printers.

Conditions Are Different.

Geavor to set forth.

Williagness to Confer Shown.

The first necessity is for a willingness on the part of employers to meet the workers in conference. If there is not that willingness there is no plan or scheme that has yet been devised that will in the solution of workers and employers to the assertion that few of those who industry may be dealt with One of the great evils which in earlier days confronted the workers on ladies' mational conditions which called them into being. without adequate cause. It was a weapon resorted to by employers to break the spirit of the workers. One

seeking to protect his power and his profits. And there is the point of view of the workers seeking to safeguard their jobs and to build up a protection around working conditions which they have been able to establish esta blish

in Russia any more than trade senius has been concentrated of unions are allowed to exist in that unhappy country.

State of the property of the property of the direction of outlining various schemes of so-called employe representations.



the unabridged right of the workers, the thought is a same way.

Analysis will show that every proposition put forth by employers and not accepted by the workers, having for its ostensible purpose the business of dealing with the relations between employers and workers, is at heart a proposal for some sort of limitation upon the rights and activities of the workers. The profit-sharing idea is an excellent example. This idea has been before the public for a number of years. The American labor movement naturally wants every worker to receive the highest possible return for his labor. If labor, therefore, opposes the profit-sharing system it must be because it does something more than bring a money return to the workers.

We make no claim to perfection, way, and the same way.

Case Considered Different.

I am not one of these persons. The instrument maker who made Mr. Edison's first phonograph had no idea of the principle involved and it was not necessary that he should have an understanding of the profit of industry takes a fully the plans laid before him. In the working out of human relations, those who create the agencies and institutions also must be the ones who have an understanding of the principle involved. In the relationship before the profit sharing system it must be because it does something more than bring a money return to the workers and employ-the first than bring a money return to the workers and employ-the first than bring a money return to the workers and employ-the first than bring a money return to the workers and employ-the first than bring a money return to the workers and employ-the first than bring a money return to the considered.

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Situation Not Considered.

Of course, unfortunately to the work a than bring a money return to the

object is to throw around the workers an influence which seeks to bind them to their jobs. The employer calculates almost invariably that a worker will not insist upon his rights or will not participate in a protest against unjust conditions if he thinks that such action will joopardize a possible share in whatever profits may accrue at the end of the year.

Which must be accepted if we are to have peaceful, constructive and trust believes it is deceiving the workers, and perhaps it is deceiving the workers, and perhaps it is not doing ciple. If and wherever that principle is defied industry must suffer a loss and eventually there must be either a condition of servitude or a condition of chaos.

Method is l'almportant.

If and wherever that principle is cellent answer to those who come

the profit-sharing idea. They know that when an employer inaugurates a profit-sharing system he also endeavors to formulate a wage scale accordingly. They know that in practically every case where an employer inaugurates a profit-sharing system he also formulates rules and regulations providing for forfeiture of participation, so that it is rendered practically impossible for the worker to make any profitest or to make any demand in continuous and agencies which best will appropriate the machinery of the relationship between employers and workers. Those who are willing to meet together and to reach voluntary agreements will be able, as they have proven themselves able, to erect the machinery best calculated as those who are employers and workers. Those who are willing to meet together and to reach voluntary agreements will be able, as they have proven themselves able, to erect the machinery best calculated to serve their purposes.

hine. We make no claim to perfection, workers.

Workers Get Liftle.

The truth about the profit-sharing system is that it does not even bring a money return to the workers in most cases and that its main fundamental and vital principle of procedure is fundamental and vital principle workers under the guiss of profits and that the principle of the money which its truther around the workers. The steel trust merely pays to the workers under the guiss of profits and that the one fundamental and vital principle which must be accepted if we are as a substitute for wages. The steel trust merely pays to the workers and it also is untrue.

crous to say that the steel trust has shared any of its profits with its workers, and it also is untrue. as a substitute for wages. The steel trust believes it is deceiving the

I think the steel trust is an ex-ellent answer to issue who come offering theories under various of the year.

In a great many cases the employer is right in this thought. The year majority of American workers, however, have not been deluded by the profit-sharing idea. They know that when an employer inaugurates.

Method is Unimportant.

If and wherever that principle is offering theories under various more or less fancy designations, the grave concern over the exact methods to be employed in arranging the method and machinery of the relation to the method and machinery of the relation to the machinery which is supposed to be better than the machinery which the workers and the employers have been able to fashion out of their experience. There can be no machinery of any kind for the improvement of relations or for the promotion of industrial well-being and efficiency in

PACIFIC INTERNATIONAL LIVESTOCK FAIR GREAT BENEFIT TO ENTIRE WEST COAST

recapitulate a little, to sum up the facts which have been published before, but which may have been forgotten.

The Pacific international live-

stock exposition is housed in the largest building of its kind in the

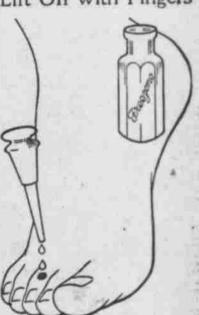
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OREGON SPIRIT EVERY BIT AS GOOD AS CALIFORNIA'S

that city during its year of city managership, when \$113,000 was saved in the administration of city affairs, with an actual increase in the amount of work done and a great improvement in civic and moral conditions.

C. A. Simmons of the San Francisco chamber gave a vivid present.





"Freezone" on an aching corn, in-stantly that corn stops hurting then shortly you lift it right off with fingers. Truly!

Your druggist sells a tiny bottle of "Freezone" for a few cents, suffi-cient to remove every hard corn, soft corn, or corn between the toes, and the calluses, without soreness or irritation.—Adv.

