

Informal B. P. W. Meeting Monday

The Business and Professional Women's club held an informal meeting Monday evening at the home of Leona Bryant. During the short business meeting, conducted by Ellen Braxton, president, reports were given by committee chairmen regarding plans for the district conference here August 25. A committee composed of Clara Bosserman, chairman, Blythe Saylor and Ida Oerding, was appointed to make arrangements for the next meeting August 5, at the Richmond cabin at Bandon, where a potluck dinner will be held.

During the social hour following the business meeting, members occupied

themselves with cards, checkers and fancy work. Refreshments were served by the following committee, Leona Bryant, chairman, Jennie Price, Myrtle DeLong and Eva Stevens.

Members present included Leona Bryant, Blythe Saylor, Ida Owens, Jennie Price, Clara Stauff, Ida Oerding, Margarita Brodie, Inez Chase, Ellen Braxton, Bertha Smith, Clara Bosserman, Edith Walton, Saima Coughell, Georgia Richmond, Gladys Gano, Annie Robinson, Florence Barton, Myrtle DeLong, Eva Stevens and Edna Robinson. Vera Reynolds was a guest at the meeting.

Bring your out-of-town guests in to see the large display of myrtlewood novelties at Bergen's.

Lights On Labor Problems

Labor is obliged to do its share toward eliminating the strike and the boycott as a method of settling industrial disputes. Its program should and does include the following ways: It should and does have a legislative program. It should co-operate with any group who may suffer or benefit from its actions. It should educate its own members. It should wage public opinion. All of these efforts are as spokes in a wheel. The principal purpose of the union, the "hub of the wheel" is to "bargain with the boss."

This is not always easy to do. Most important step is persuading the management he should sit down around the conference table. If he agrees to bargain without force he is an enlightened boss. Contrary to general public knowledge there are several of these in the United States. As aforesaid, these employers and their dealings with labor do not decorate the headlines of publicity.

Labor should and does extend to these employers a sincerity of purpose, a whole-hearted co-operation, a generous vote of thanks for placing in them the confidence we have a right to expect from the brotherhood of man. Employees have shown to this type of employer the kind of devotion best described as analogous to the old southern dandy who expressed his devotion to a kind master by refusing to leave his employ when he had the opportunity.

Co-operation between any two parties is always beneficial to both when reached through a clear understanding, in a whole-hearted manner, with confidences in the integrity of each. When any of the great fundamental principles for good are encroached upon, thrown aside, or trampled upon by unscrupulous, designing, fear making, intimidating unions or employers the seeds of discord sprout fast. The responsibility for the fruits of disagreement rest on the shoulders of the party breaking any of the great fundamental truths.

Not contrary to general public knowledge, many employers have been forced to recognize unions. These cases have been called to your attention by adverse publicity. The habitual habit that disagreement and strife have of being brought to your attention, clouds and hides much of the good accomplished. The erroneous impression created by this unfavorable publicity is all out of proportion to the facts involved. It is my belief that the bull the employers thought they were taking by the tail, when signing agreements, has often proved to be a lamb.

Few, and I know of none, of the large industries have been compelled to quit business as a result of signing any kind of agreement. If any were forced out of business the same products have been manufactured elsewhere, by humans earning a livelihood even as you and I. It must have been so for we continually hear of the over production of anything you can mention.

Now, by what right have we to expect an employer to live up to a contract, especially, we shall say, when he was forced to sign under duress, with his tongue in his cheek and his fingers crossed. What is duress? In this land of democracy the rule of the majority should prevail. It does not qualify the word majority, as for instance a majority of school children, a majority of dentists, a majority of farmers or a majority of employers, it merely says a majority. Under our present laws, when he is signing a contract with a union by will of the majority, he is merely fulfilling his obligation as an American citizen to live by the rule of the majority. When he even considers his forced signing of a contract as duress he is side-stepping, hedging, hindering and flouting the principles of democracy. Therefore we must assume, that when an employer signs a contract he is obliged to fulfill the provisions of that contract to the best of his ability, which includes the force of his integrity, the law of honesty, and the sense of fair play. When these conditions are met the employer can feel qualified to sit down around the conference table and negotiate his part of the problem.

A very important step in conducting successful negotiations with employers is to find employees willing to throw tradition to the winds. During our industrial expansion of the last one hundred years negotiating by the conference method was not used. Now intelligent diplomacy is an art, in which, to be proficient, a lifetime of effort does not always bring the desired results. Witness the care with which our government chooses our diplomats. To expect labor to blossom forth in a few short years with men qualified to handle the fine art of diplomacy may be asking a little too much.

It is hard for laboring men whose time is wholly, or nearly so, taken up with earning a livelihood, to think thoughts, hunt new reasons, draw new conclusions regarding their new

status under an improved, changing social order. Their schooling was received under the old social era, I would like to say error, when it was considered (right?), maybe we should say the accepted thing, for the boss to "fire without reason," to "hire brother-in-law Harry regardless," to promote the man who "slipped him a quart occasionally," to keep you on the job as high as "twelve hours to get eight hours pay." It is my belief that such actions as these are becoming as obsolete, as unsocial, as unethical as slavery or the bartering away of our daughters in marriage.

Unions must find employees willing to think, to reason and to learn. This will not come without effort, and usually with only the reward of having given of your best to the cause of humanity.

Unions must find employees who are not afraid. The sword of Damocles the employers have held over the heads of labor since time immemorial is F-E-A-R. Fear of losing their job, with the attendant fear of inability to feed their babies, fear of their own want, fear of the tax collector, fear of insecurity. The fear

of these things causes innumerable men to cower before the boss, to beg for forgiveness for trumped up wrongs, to squirm under the direct gaze of a superior, to allow his fellow worker to be treated unjustly without protest. Intelligent labor leaders recognize and respect these fears. They are unions' greatest obstacles. It is the boss' greatest weapon. Yes, the employees must have representatives who are not afraid, representatives who do not keep their fingers crossed when trying to right the cause of a wronged fellow man.

Labor can feel qualified to meet the employer on even ground when their representatives recognize the new social order, exercise common sense, show a willingness to reason, are desirous of learning, have a cool head, and above all, have no fear. They must feel and recognize their responsibility with the same integrity and honesty asked of the employer.

May I again say the responsibility for the fruits of disagreement rests on the shoulders of the party breaking any of the fundamental truths.

Collective bargaining in the lumber industry using forest products is only

about five years old. During any approach, by any local union, or group of unions, in regard to a wage raise within the industry, there has always been this stock reply, among others, "You as a union must know and realize that you as laborers and we as employers are in a declining industry. Production has declined as high as fifty per cent in the last ten years and yet there is over production to the point where prices have forced many to the wall. Now if you are wise you should be glad to have and keep what you now have."

Now by the same reasoning we must assume that if an industry is expanding labor has a right to expect a share in the rewards. Labor believes it should have the right to set as high a standard as possible while the industry is in a process of adjustment. After all the price we sell our national resources for determines the standard of living in any district or locality or state or nation, not only for the laboring people but every one residing in that region.

—Noble H. Chowning.

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