# RAILROAD WAGES

## Shall they be determined by Industrial Warfare or Federal Inquiry?

### To the American Public:

Do you believe in arbitration or industrial warfare?

The train employes on all the railroads are voting whether they will give their leaders authority to tie up the commerce of the country to enforce their demands for a 100 million dollar wage increase.

The railroads are in the public service your service. This army of employes is in the public service—your service.

You pay for rail transportation 3 billion dollars a year, and 44 cents out of every dollar from you goes to the employes.

On all the Western railroads in 1915, seventy-five per cent of the train employes earned these wages (lowest, highest and average of all) as shown by the pay rolls-

	Pas	senger	Fre	eight	Yard		
Engineers .	Range \$1747 3094	Average \$2195	Range \$1537 3076	Average \$2071	Range \$1056 2445	Average \$1378	
Conductors	1543 2789	1878	1454 2933	1935	1151 2045	1355	
Firemen .	.0.3 2078	1317	751 2059	1181	418 1552	973	
Brakemen.	854 1719	967	874 1961	1135	862 1821	1107	

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The average yearly wage payments to all Western train employes (including those who worked only part of the year) as shown by the 1915 payrolls were-

			Passenger	Freight	Yard
Engineers .			\$2038	\$1737	\$1218
Conductors			1772	1624	1292
Firemen .			1218	973	832
Brakemen.			921	1000	1026

A 100 million dollar wage increase for men in freight and yard service (less than one-fifth of all employes) is equal to a 5 per cent advance in all freight rates.

The managers of the railroads, as trustees for the public, have no right to place this burden on the cost of transportation to you without a clear mandate from a public tri-

bunal speaking for you.

The railroads have proposed the settlement of this controversy either under the existing national arbitration law, or by reference to the Interstate Commerce Commission. This offer has been refused by the employes' representatives.

Shall a nation-wide strike or an investigation under the Government determine this issue?

### National Conference Committee of the Railways

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