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H. E. GOOCH, Manager.

COMMENCED BUSINESS DECEMBER 15th, 1902. CONDITION OF THE

CITY NATIONAL BANK

OF DULUTH, MINN.

AT CLOSE OF BUSINESS, SEPT. 9th, 1902.

RESOURCES.		LIABILITIES.	
Loans and Discounts.....	\$1,022,800.42	Capital Stock Paid In.....	\$ 500,000.00
Overdrafts.....	108.58	Undivided Profits.....	21,053.12
U. S. Bonds.....	200,000.00	Reserves.....	200,000.00
Premiums on U. S. Bonds.....	14,575.00	Deposits.....	912,729.92
Furniture and Fixtures.....	5,000.00		
Cash on hand, in Banks and with U. S. Treasurer.....	391,299.05		
Total.....	\$1,633,783.05	Total.....	\$1,633,783.05

J. H. UPHAM, President.

ORGANIZED VERSUS UNORGANIZED LABOR

ATTITUDE OF UNIONS ON USE OF LABOR SAVING MACHINERY.

A. J. Boulton, a New York Stereotypist, Given His Views on Labor Saving Machinery—Claims It Does Not Throw Men Out of Employment, But Increases the Demand for Labor in General.

New York, Nov. 5.—A. J. Boulton, a prominent member of New York City's typographers' union No. 1, was asked several questions relating to organized labor recently to which he gave clear and convincing replies. Two of the questions and the answers thereto follow:

"What is the attitude of the union on the use of labor saving machinery?"

"Our union has always favored machinery. We have never tried to obstruct its use in any way. I think the trade union movement is to intelligent to have any other feeling than that opposition to the employment of improved machinery would be an injury to the union. The unions which oppose it sooner or later realize that they have made a mistake.

"Some unions have successfully fought off improved machinery. In the glass trust the company and the employees entered into contracts. They agreed to use certain machinery and made a contract as to the output. The glass trust wanted the plate glass workers to shut down in May instead of June to limit the output. The workers agreed to this, fearing that the employers might introduce new machinery if they didn't. The advantage to the glass trust of limiting production would be so great that they would be willing to let the new machinery go. Of course the men would not be willing to accede to the glass trust's wishes unless the glass trust would give them something in return. The wages average about \$4.50 a day.

"I think that the general effect of the trades union movement in this country has been an incentive to the production of improved machinery. High wages always offer an incentive to the introduction of improved machinery. In a part of the country where wages are low an employer would not have this incentive. But where he sees a lot of men working and making \$4 a day he thinks, if I make a machine that can take the place of some of those men it will be wanted. If they are getting only \$2 a day it is not worth bothering about. The autopleat machine, for instance, costs \$20,000, so unless it displaced a number of high priced men it would not pay. The higher the wages the greater the incentive for improved machinery. The high priced men are always more intelligent and better able to use high priced machinery.

"Shorter hours, too, have been an advantage to the employer. In shorter hours a man is able to keep his mind alert. The longer he works the greater the danger of accidents. A man becomes stupid and careless and lacks energy after long hours of work.

"Something that the trades union has learned is that improved machinery does not displace the number of men that at first glance it appears to. I can remember when fifteen years ago the molding machine was introduced into the stereotyping business. It is used on newspapers and magazines for taking an impression from type. The machine does in half a minute that it would take a man three minutes to do. It cheapened the getting out of plates, so that the publishers used more plates. The same thing is true of the autopleat machine. If they now make only the same number of plates as before its introduction, fewer men would be employed, but as a fact they make more plates. I find very little hostility even outside of our union to improved machinery, partly from the idea that it would be foolish to oppose it and also from the idea that to cheapen production is going to increase production.

"What about the common statement that the unions fix a maximum scale of wages?"

"I do not know of any trades union that imposes a maximum scale. I do not think any trades union would be so foolish. The members do not feel that every one ought to be placed on the same level. They feel their individual worth as much as if they were not members of a union. If we had such a maximum the best men would want to stay out of the union, which is not the object of the union. Sometimes we find good men who oppose the union, but when we do we try to secure them, as they strengthen the union. But the man who is not a member we want to leave outside. He is no menace to us on the outside, and if inside he does not give satisfaction. If the employer pays every one the same scale it is his own fault. The union merely fixes the minimum scale, and we are glad to have him pay more.

"One-third of the men in our union were receiving premium wages during the past year because business was brisk, but there never has been a time when a considerable number of them were not receiving premium wages. There were always some experts who received more. Map work is difficult work, and some men are much more apt at it than other. If a firm has a good deal of map work it is anxious to get the very best men. To secure them it must offer premium wages.

"The scale is never raised unless the business warrants it. It is always done through discussion and agreement. We meet the employers and talk over the matter with them. Our scale in book and job offices was raised from \$4 to \$4.50 last fall. The employer had increased the selling price of the plates, and we thought it no more than fair that if the value of the product had increased the producer was entitled to a share in the increase.

"The premium men go up with the scale. Quite a number of them now are getting premium wages. For example, take the foreman of a large shop which sends its molds to twelve different cities. The molds are all made in New York City, mailed to the branch offices, plates cast there and sent out. He is at present receiving \$60 a week, over twice the union scale, and there is no jealousy among the members because he gets such high wages. This foreman has the rare

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knack of handling men to the best advantage, and competition for his services between two large offices sent his wages up from \$40 (at which he had worked for years) to \$60 a week. This is an individual matter with which the union has nothing to do.

"Another illustration, but this time a body of men: The proof readers on morning newspapers, as a rule, receive premium wages. The Herald pays \$33 a week, the Tribune \$32, the Journal and Times \$30, the World \$29, and I do not know a single office that pays as low as the minimum scale set by the union, which is \$27. And the office that has its proof reading done best and cheapest is the one that pays the highest wages, because the best and speediest men naturally gravitate there."

CULLINGS AND COMMENTS.

New York press dispatches say: "Labor unionists have driven the Morse Iron Works and Dry Dock company of this city into the hands of a syndicate of 100 men of work, cutting them off from weekly wages aggregating \$23,000, and closing the plant, perhaps the largest of its kind on the Atlantic coast. This is not so, Mr. Morse declares, because the scale of wages was refused because the men would not do any work while they had union overseers who permitted them to dawdle while the work would go on. The walking gates, declare the officers of the company, would not let the union men under overseers' representation. The employers, who discharged those that shirked the labor that was due."

"This is a sample of how trade unions are being regarded today by the organs of the capitalists. It has been repeatedly proved that union labor is more efficient than non-union labor, and the great mass of employers are ready to admit that fact, yet if misfortune overtakes a firm, the blame is at once laid to the exactions of union labor. In Chicago recently a large building concern failed, and the newspapers were filled with stories of how it was forced into bankruptcy by the labor unions. The facts were that one particular contract the firm in question was \$45,000 lower on its bid than any other contractor. We suppose the unions were responsible for that, too.

Prof. F. D. Hutton, of Columbia University, says: "If the labor unions were made up of competent men there would be no trouble about their getting recognition. Capitalists would go to them in a hand, asking competent men to come into their employ."

R. T. Ely, University of Wisconsin, says: "Trade unions are among the foremost of our educational agencies, ranking next to our churches and schools in their influence upon the culture of the masses."

J. E. Thorold Rogers, the English historian, says: "The trade unions include in their ranks the finest and most valuable of workingmen."

What we need is a union for the college professors to teach them something of political economy. Some of our despised walking delegates are equal to the task.

One of the inscriptions on the cigar-makers' union label is: "These cigars are made in clean and sanitary shops. This is quite significant when compared with the report of State Labor Commissioner Marshall J. McLeod, of Michigan, in reporting on the Marquette state prison, which is as follows: "There are 100 men engaged in rolling cigars there, and some of these convicts are afflicted with loathsome diseases. These men close the ends of the cigars with their fingers, and the disease is consequently made a subsequent smoker liable to inoculation. The warden called on the labor commissioner, and the latter, under the jurisdiction of the health board, this practice of 'licking the ends' means the scattering of cancer by the same thing. D. M. It should be stopped, and that immediately."

It can be stopped, too, if workingmen would always look for the blue label on the box from which they get their cigars.

The Tri-City Unionist has a rather poor opinion of D. M. Parry of the National Manufacturers' Association. It says of him: "D. M. Parry, of Indianapolis, says his life has been threatened. The asylums for the insane are filled with people who say the same thing. D. M. is a very busy man. He is always talking when he is not writing, and always writing when he is not talking, and doing both when he is not thinking."

The walking delegate revelations in New York have given the union-wrecker a text—"San Parks."

John Kirby, Jr., of Dayton, O., the organizer of the National Manufacturers' association, in writing to the New York Commercial says: "The great majority of the leaders and policy framers of organized labor are men of the San Parks stripe. Organized labor is glad it cannot return the compliment, and say the great majority of the leaders and policy framers of the Manufacturers' Association are of the John J. Kirby stripe. This is evidenced at the numerous resignations from that association as a result of Mr. Kirby's tirade—Hamilton (Ont.) Herald.

Three active members of the London Society of Compellers are candidates for member of parliament from different London districts.

JOHN MITCHELL'S BOOK ON ORGANIZED LABOR

FIRST COPY HAS BEEN RECEIVED BY LABOR WORLD.

Book May Well Be Called Organized Labor's Text Book—it is a Treatise on the Labor Question from the Beginning of Time Until Today—it Will Appeal to the Hearts and Minds of All True Men.

John Mitchell's new book, "Organized Labor," has been received at this office. We have run over it some and find it even better than we had anticipated. It can be well called "Organized Labor's Text Book," by one who knows something about the work of union labor. The whole work of the author is summed up in the preface. The book treats on the philosophy of organized labor. It is a well written history of the labor movement from the beginning of time until today. It is a landmark in the history of trade unions in the United States.

For fifty years trade unionism has grown and prospered in this country until at the present time there are three million men enrolled under its banners. For the first time this army has secured its chronicler and the history of this great movement has been written.

The president of the United Mine Workers of America does not, of course, need any recommendation to labor men. It is sufficient to say that the book displays the same cool judgment and the same wisdom and devotion to the labor cause as has been manifested by Mr. Mitchell throughout his life. The book is the most eloquent plea for unionism that we have yet seen. It presents clearly and in a concise form all the arguments which are raised against it. Mr. Mitchell's attitude on the question of strikes, boycotting, and lockouts is one which commends itself to all unionists. The chapter on the injunction is especially eloquent, and the denunciation of the Federal Courts is withering. Mr. Mitchell defends the union shop as opposed to the open shop and makes a strong plea for the recognition of the union.

This book should be in the hands of every workman in the country, and it can be especially recommended to all union officials and to all organizers. The book contains practically all the information which a unionist requires and no man who has the interests of his union at heart should be without it, or should desist from efforts to put it in the hands of his friends. This book is bound to be a great organizer and to convert thousands of non-unionists to join the ranks. Since the successful coal strike of 1902 almost one million men have joined the ranks of labor, and it is quite probable that Mr. Mitchell will secure as many converts through this book as he did through the successful strike of 1902. The book gives for the first time the inside history of the coal strike, but the book treats not alone of the United Mine Workers, but of all the various unions throughout the country. Especially interesting is the chapter on American Trade Unions of today, which mentions every trade union in the country, and describes a number of them in detail.

The book contains 496 pages, including 48 full page illustrations, is well printed and tastefully bound. Published by the American Book and Bible House, Philadelphia.

CLOTHING MAKERS STRIKE IN TWO BIG CITIES.

New York, Nov. 5.—The clothing makers in the employ of the International Tailoring company having shops in New York and Chicago are on strike because it refused to permit the organization of its New York employees.

"We are backed by the National Wholesale Tailors' association, the journeymen tailors, and the garment workers," said one of the strike leaders. "We are making this fight as an issue nationally, for we intend to demonstrate that firms that have union employes in one city must have them in others."

The Journeymen Tailors' union of Chicago is reported to have given up its three years effort to force tailoring firms to open free workshops so that the work need not be done at home.

SOUTHERN OPPOSITION CAN'T STEM UNION TIDE.

Louisville, Ky., Nov. 5.—The organizers of the American Federation of Labor and of the affiliated unions throughout the South in their work of organizing the workers of the various trades throughout that district are meeting with strenuous opposition, especially from employers in the textile industries. Every inch is stubbornly contested in an unavailing attempt to stem the tide of unionism, yet steady progress is being made against organized opposition extending to the authorities who make the work of the organizers doubly hard.

ANOTHER NATIONAL BODY.

Denver, Nov. 5.—Secretary Harry B. Walters of the Colorado State Federation of Labor is sending out a call to all the state federations in the United States for a national convention, to be held in Denver, beginning Jan. 11, 1904. It is thought that 300 or more delegates may be sent to this gathering. Their purpose will be to organize the unions affiliated with the various state bodies in a system similar to the United States government.

MAY JOIN A. F. OF L.

Chicago, Nov. 5.—The International Union of Bricklayers and Stone Masons holds its annual convention in Trenton, N. J., early in January, when the proposition to affiliate with the American Federation of Labor will again be taken up. The proposition has just failed to be carried by only a few votes. The headquarters of the new union will hereafter be in Chicago.

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