

The intelligent, common sense workmen prefer to deal with the problems of today, with which they must contend if they want to make advancements, rather than to deal with a picture or a dream.—Gompers.

THE LABOR WORLD

FOR SOCIAL JUSTICE, ECONOMIC REFORM AND POLITICAL PROGRESS.

MINNESOTA HISTORICAL SOCIETY

The working class movement to be most effective must be conducted by the workers themselves in the interest of the workers. It will not be dominated by the so-called intellectuals or butters-in.—Gompers.

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DULUTH AND SUPERIOR, APRIL 29, 1916.

TWO CENTS.

LABOR IS OPPOSED TO PROFIT SHARING

Employers Generally Like It and Declare It Helps to Promote Efficiency.

UNION LEADERS SEE IT IN GRF

Rank and File of Men Now by Employers' Profit Sharing Schemes.

NEW YORK, April 27.—One of the most exhaustive reports that have ever been made on the various profit sharing plans that are in force or have been tried in the United States was made public by the welfare department of the National Civic Federation. Civic workers have been engaged for 12 months in investigating more than 30 so-called profit sharing schemes, and their report covers 200 plans.

The report itself comes to no set conclusions, for or against the profit sharing idea, but it devotes more than 260 pages to an exposition of the many plans in force today or tried and abandoned, and sets forth a group of interesting opinions and discussions both from prominent employers and representatives of organized labor.

George W. Perkins, Charles M. Schwab, Samuel Gompers, president of the American Federation of Labor; Warren S. Stone, grand chief of the International Brotherhood of Locomotive Engineers; W. D. Mahon, president of the Amalgamated Association of Street Railway Employees, and many others are quoted at length.

Workmen Oppose Profit Sharing.

The leaders of organized labor appear unanimous in opposition to the general theory and practice of profit sharing, while a large number of the employers consider profit sharing a success.

"Many reasons," says the report, "are given by the employers for their faith in the idea. Among these are that it promotes more continuous service, reduces cost of production, secures more regular attendance at work, builds up confidence, and creates co-operation, gets rid of rolling stones, and encourages home building, enables the company to keep its employees during rush seasons, induces salesmen and others to work harder, promotes efficiency, interest, and loyalty, and increases the profits of the business."

"Yet," the report continues, "employers who have had experience on the subject are by no means a unit as to its practical value. Some express disappointment that their efforts were not appreciated by the men, that they were suspicious of the employers' motives, and that they insisted upon joining unions and presenting demands in spite of the companies' efforts to give them an extra share of the business."

Would Weaken Unions.

"Among the points raised against the profit sharing among the trades unions the chief is, that the interests of labor as a whole would be imperiled by any weakening of strong organizations to protect wage standards, which, under profit sharing, would pass wholly under the control of the employers."

"Another objection by organized labor, which it must be acknowledged is borne out by the statistics of many of these experiments, is the profit sharing chiefly affects only the superintendents, foremen, and higher grades of employes and does not reach the rank and file."

SECURE EIGHT-HOUR DAY.

WONT HELP BREAK STRIKES. ALTONA, Pa., April 27.—The local branch of the state employment bureau has been notified by state officials not to furnish strikebreakers to any person, firm or corporation that is a party to any industrial dispute.

ANOTHER RAILROAD CHARGE ANSWERED

Advances In Operating Costs Not Due to Increase In Trainmen's Wages.

ADD TO TRAIN LOADS MORE THAN WAGE RAISE

Statistics Used by Railroads to Discredit Managers.

CLEVELAND, Ohio, April 27.—Any advances in operating costs of the railroads have not been due to added outlays to transportation employees. Train and engine crews have given to the transportation companies more than they have received in increased rates of pay. This fact is clearly shown by the reports of the railroads themselves to their stockholders and to the Interstate Commerce Commission. Although engineers, firemen, conductors and trainmen have received some advances in rates of pay during recent years, they have had to work harder and have handled more traffic each year for each dollar of additional compensation received.

They Are Pieceworkers.

Transportation employes are pieceworkers. They are engaged in handling freight and passenger traffic. The requirement for a standard day's work is to haul so many tons of freight or so many passengers 100 miles. If the weight of a freight train is increased the cost to the railroads in handling each ton of freight 100 miles is less.

The constant increasing of train loads has been the predominant factor in recent railway operating progress. The growth in weight of trains has been more rapid than the advances in rates of pay to transportation employes. Engine and train crews have transported proportionately a greater volume of freight than they have received increases in wages. As a consequence, the labor cost to the railroads of engine and train crews has decreased.

Labor Cost Is Less.

During the course of the recent arbitration between the Western railroads and their engineers and firemen, it was shown that the proportion of total operating expenses arising from payments to transportation employes was 14 per cent less in 1913 than in 1890. In 1913 it was also shown that wage payments to transportation employes required only 19 cents out of each dollar of revenue earned by Western railroads in 1913 as compared with 21 cents out of each dollar of revenue in 1890. When considered on the basis of freight tonnage, it was found that it cost the railroads for wages to locomotive engineers and firemen 65 cents for each 1,000 tons carried one mile in 1890, while, in 1913, engineers and firemen transported 1,000 tons a mile for only 33 cents, a decrease of cost to the railroads for these employes alone, during this period of slightly more than 50 per cent. It was also shown further by exhibits submitted during the Western Arbitration that during the most recent years, 1900-1912, the cost to the transportation companies for wages of engineers and firemen decreased 12 per cent for each 1,000 tons of freight hauled one mile.

It is apparent from these facts that the productive efficiency of transportation employes has increased faster than their rates of pay. To produce these results for the railroads they have had to work excessive hours. The present movement for an eight-hour day is, therefore, a reasonable request by transportation employes to participate in the results of their own labor, not primarily in terms of dollars and cents but in form of a shorter work day.

HORSE LOSING WAR USE.

Purchases in the United States of horses for use in the European war zone are reported to be slackening toward their inevitable end.

A horse is of no use whatever to a soldier in a trench.

FAVOR CHILD LABOR BILL.

WASHINGTON, April 27.—The senate committee on interstate commerce has ordered that a favorable report to the senate be made on the Keating-Owen child labor bill.

MACHINISTS REDUCE HOURS.

ALTON, Ill., April 27.—Through conferences with the Illinois Glass Works company the Machinists' union has reduced hours at this plant from 54 to 50 per week.

UNION LABOR MAKES FINAL APPEAL TO NON-UNION MEN TO JOIN LABOR MOVEMENT

The Labor Forward Movement begins Sunday. It is to continue for ten days. There will be in Duluth during the campaign a number of representatives from National and International trade unions. Some of the very best labor speakers in the country will be here. These men will talk on the philosophy of the trade union movement from every conceivable angle, and the non-union workers of the city will be urged to join with the union men to strengthen the labor movement here.

This is the last opportunity left for The Labor World, before the campaign begins, to plead with the non-union workmen of Duluth to take advantage of the occasion and to affiliate themselves with organized labor.

No worker can give a single valid reason why he should not be identified with his fellow workmen in the great labor movement, and why he should continue to remain outside of the great works of organized labor. There are no reasons to give. All the arguments in the case are on the side of organized labor.

The most bitter opponents of union labor recognize that labor's salvation is in organization. They admit it. They object only to the methods employed and the tactics in use. The largest employers of labor in the country know, down deep in their hearts, that the working classes would not have gotten anywhere were it not for organization. They all may not admit it, but some of them have done so.

The three representatives of the employers on the United States Industrial Relations Commission, after going into the question most thoroughly, stated in their minority report, "We say frankly that if we were wage earners we would be unionists, and as unionists we would feel the keen responsibility of giving the same attention to our trade union duties as to our civic duties."

Pretty broad statement this, and it is also a pretty good hint to the non-union workmen of the country to become a part of the only movement that has been of any material use to labor; a movement that has raised the wages, shortened the hours of labor, improved working conditions generally, restored industrial liberty and brought sunshine and happiness into the homes of millions.

In the face of facts, facts mountains high, all of which tell of the achievements of the trade union movement, how any honest and conscientious workman can remain aloof from his fellow workmen in that movement, surpasses understanding.

Some men refuse to join a trade union because, as they say, they are such good workmen it is not necessary for them to shoulder the responsibilities of membership in a union to obtain union wages, union hours and union conditions. Is not this a selfish position for any workman to take? It is not only selfish; it is foolish. The so-called union wages, union hours and union conditions enjoyed by some non-union men were secured by organized labor and they can only be maintained by organized labor.

The non-union men who enjoy the good things that organized labor has secured are merely riding on the crest of the union wave. If all workmen took this

same selfish position wages would come down, labor conditions would become more severe and then the non-union man who prides himself on being such a good workman would suffer with his fellows in the general degradation of all labor.

It is hoped that the non-union workmen of Duluth will see the light during the next ten days and affiliate themselves with organized labor. As has been said before we are particularly anxious about the unskilled worker. No workman needs the assistance of organization so much as does the unskilled worker whose wage today has less purchasing power than at any time in the last 60 years.

The unskilled workers who are not organized should recognize the value of organization and join the labor movement at once. No able bodied worker in Duluth should be paid less than \$3.00 a day. Such a wage scale can be secured and maintained only by and through the power of organization. Employers will not generously hand it out to them. The wage increases they give their employes are mere dribs and drabs, just enough to keep workmen hopeful but never satisfied. The increases in wages received through the power of labor organizations usually amount to something, and when they are once secured the union is in a position to fight against reduction. The non-union man is most helpless when jobs are scarce and men are plentiful and he is forced to take whatever wage the boss is willing to give him.

Now it is just as easy and just as simple to maintain an organization of unskilled workers as it is an organization of skilled workers. Men who say that the American Federation of Labor is only for the skilled tradesmen do not know what they are talking about. More than half the membership of organized labor consists of the so-called unskilled workers. Critics of union labor say that on account of present industrial methods men do not follow the same trade or occupation from year to year and hence; a staple trade union of unskilled workers is impracticable. Their conclusion is wrong. It is organized labor that gives stability to men's occupations, and none know this so much as do the employers of labor who have had experience with unions formed among their employes.

Every Duluth workman, union and non-union, should attend the meetings to be held the coming week at the various churches and public halls in the city. The next week should be a time for great thought among Duluth's working classes. It should be a time for workmen not only to think of themselves, but to make a survey of their home conditions, the opportunities that are denied to their children, the sacrifices made by their wives, all because the family income is low. There isn't any necessity for the family income being low, it can be made higher. It will require only a labor organization, and in a remarkably short time the lights will burn in his home brighter than they ever burned there before.

Let every workman heed this call for organization. Now is the time and this is the hour. The salvation of every laborer is through organization, and through organization alone.

UNION MEN ASK RAILROADS FOR NATIONAL COMMITTEE

CHICAGO, April 27.—Representatives of four brotherhoods of railroad men today delivered to the Association of Western Railroads a request for the appointment of a national committee to deal with the union representatives in the matter of their demands, recently submitted to the railroads of the country, for an eight-hour day and time and a half for overtime.

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MACHINISTS REDUCE HOURS.

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COMPANY NOT LIABLE FOR SEAMEN'S LIVES

MILWAUKEE, April 27.—The Edward Hines Lumber company is exempted from liability for loss of seamen on the steamer C. F. Curtis in a storm on Lake Superior in November, 1914, by an order signed by Federal Judge Geiger Monday.

LABORERS RAISE WAGES.

SCHENECTADY, N. Y., April 27.—Laborers' Protective union No. 14,953, affiliated to the American Federation of Labor, has raised wages from \$1.58 to \$2.40 per day without a strike.

ROCKFORD, Ill., April 27.—The Sheet Metal Workers' union has cured the eight-hour day and wage increases, to take effect May 1. These gains were made through conferences.

CHINESE GIRL STUDENTS OFFERS THEIR SERVICES

KANKOW—Fifteen girl students of the Girls' Agricultural school in Yunan, under leadership of Miss Mou Chi-cheng, offered their services to the revolutionary government as soldiers in the ranks. Tang Chi-yao, the revolutionary leader who is directing recruiting at Yunan, praised the patriotism of the young women, but refused to enlist them as soldiers. He placed them on the reserve list of the nurse corps.

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WANTED: MORE ALIENS, AND WHEN THEY GET HERE LOOK OUT FOR YOUR JOB

(From "The Survey," New York.) Seventy-five miles north of Duluth, Minn., lies a group of low hills extending about 50 miles east and west, known as the Masaba range. Along the southern slopes of these hills there is clustered a group of villages and cities which are in the heart of the greatest iron ore deposits in the United States. Of this country as it really is, most people know but little. Even in Minnesota the residents of the older part of the state have vague and variant ideas of what the ranges are. That there exists a group of cities and villages so closely connected that they form one big community of 60,000 people, is just beginning to become apparent.

Foreigners In Majority.

Half of the residents of these mining towns have come from Europe and 40 per cent are the sons and daughters of immigrants. According to the Minnesota Abstract of the Thirteenth Census (pages 625-6,) native born of native stock form but

10 per cent of the population. Of these immigrants only 35 per cent are from Scandinavia, Germany or Great Britain. The remaining 65 per cent come from Russia, Italy, Austria or the Balkan countries.

Those who come from the region of the Balkan states live very much like cattle. The typical privately owned boarding camp has a long table in a room downstairs with a stove near one end. The food, seasoned liberally with garlic, is placed on the table and the men bring out their eating utensils, like as not, from under the bed clothing, and devour the food. The walls may be lined with bunks, one over the other. All the beds are always kept warmed, the day and night shifts alternating with each other.

Send Money Back Home.

These people send most of their surplus money home, and when they have accumulated enough they expect to return. They are mostly illiterate, and may never learn the English language. They do not, and will not, enter agriculture. The inadequate scale of wages which prevails is riches to them, and they can afford to loaf through the winter months for the prospects of summer work. Sunday is no dif-

ferent from any other day, and they prefer seven days' work to six. Of such matters as sanitation or proper respect for women, and other factors of American progress which we deem vital, they know nothing.

With such people acting as a dead weight pulling down the wage scale, it is any wonder that labor receives an insufficient return to support an American standard of living? With such a dough labor over-abundant, employers cannot be expected to keep wages high. When a representative of a lumber company was asked how much they paid their lumber jacks in the camps, he replied, "That depends upon the supply of labor." When the immigrants are pouring in, in a never ending stream, the available supply will be large, and wages correspondingly low.

Their Low Standard.

Moreover, this ever ready supply of labor is an invitation to make industry more savage than it needs to be, and thus aggravate unemployment. Employers have not needed to look to the morrow. It has been taken for granted by every one that when labor is wanted it will be on hand. Why should they bother about keeping men employed the year around, especially

when many of them are men without family and only the despised "B-hunks" anyhow? If nine-tenths of all workmen of marriageable age on the range had families, the companies would have done much more than they have to relieve this situation; else they would have found themselves short handed when the rush season came on.

There is much evidence at hand just now to substantiate this point. Immigration has practically come to a standstill since the war broke out, and with a busy winter behind and the prospect ahead of a boom year in mining this spring, as a result of the great activity of the steel trade, brought on by the war, there is much talk of an expected labor shortage.

Fear Labor Shortage.

The lumber companies have paid practically 100 per cent more for men in the woods this past winter than in the year before, and have had difficulty in securing sufficient numbers. Miners' wages have advanced, and yet the mining concerns are wondering if they will be able to get the labor they need this summer.

Of course, the steel "boom" is partially responsible for this. But another explanation clearly is that the hund-

reds of men left idle winter after winter, and practically destitute in the winter of 1914-1915, have been gradually drifting out; and now with immigration cut off, there is not the customary influx to take their place.

When the unemployment problem is keen, as it was two years ago, there is everywhere much discussion of sending all the surplus labor supply of our cities to the farms. And there are hundreds of thousands of acres in northern Minnesota that are still to be cleared. But the truth is many of these foreign people do not and will not enter farming.

Employers Want Them.

The employers of labor, the landed men, contractors and a few others profit by the arrival of these rough laborers from Europe and can all ways be expected to preach that America, as the land of opportunity, should not close its door to its brothers from Europe. And others, secure from the deteriorating influences, may regard the immigration movement with tolerance.

But unless we wish to see workmen suffer, and our standards of living pulled down, we must stem or control this tide of immigration. For the present, at least, the European war is

CONGRESS VOTES TO PRINT WALSH REPORT

Authorizes Publication of 100,000 Copies of Famous Review of Labor Conditions.

WILL BE DISTRIBUTED FREELY AMONG PEOPLE

Report Is Greatest Revelation of Industrial Situation in America Ever Made.

WASHINGTON, April 27.—The House of Representatives, without a dissenting vote, passed the senate joint resolution which provides for the printing of the report and testimony submitted to congress by the United States Commission on Industrial Relations.

Chairman Barnhart presented a favorable report from the committee on printing as soon as the house met.

Representative Moore of Philadelphia, asked Barnhart a few questions relative to the methods by which Congressmen might best distribute the report.

Four Months In House

"The 'Ayes' have it, and the resolution is agreed to," exclaimed Clark. The report of the Committee on Industrial Relations was laid before the house of representatives by the speaker on Dec. 17, 1915.

On Jan. 12, 1916, the house agreed to a concurrent resolution for the printing of 100,000 copies of the final report.

Thereafter the report went to the Senate Committee on Printing the same day. The Senate Committee reported out the final resolution on Feb. 18.

During the following two months several attempts to secure consideration in the Senate for the resolution were blocked by Hoke Smith of Georgia, whose hostility to the report was due to the way the commission lifted the bid from the cotton mills of Georgia.

Finally, on Monday of this week, on a yeas-and-nays vote demanded by Senator Poindexter of Washington, the resolution was placed definitely before the Senate and passed.

Demand Will Be Great.

The resolution provides for printing 100,000 copies of the report proper, 10,000 copies of the exhibits.

The report proper, which makes about 500 pages, contains:

1. The report of Basil M. Manly, director of research and investigation. This report is signed by Frank P. Walsh, chairman of the commission; John B. Lennon, treasurer of the American Federation of Labor; James O'Connell, vice president of the American Federation of Labor, and Austin B. Garretson, of the Order of Railway Conductors.

2. The report of Commissioners John B. Commons and Florence J. Harrington.

3. The report of Commissioners Neustock, Ballard and Ashton.

4. The report of Commissioner John B. Lennon on industrial education.

5. Supplemental statement of Commissioners Lennox and O'Connell.

6. Supplemental statement of Commissioner Walsh.

7. Supplemental statement of Commissioner Garretson.

8. Supplemental statement of Commissioner Ballard.

A SAFE INVESTMENT.

If you do not believe in a good investment do not join a labor organization.

If capital could find as safe investments as a man has that joins a labor organization it would invest its last cent.

LABOR WANTS UNION SHOP AND MORE PAY

St. Paul Building Trades Unions In General Demand For Better Conditions.

WAGES HIGHER IN MOST CASES THAN IN DULUTH

Believed Employers Will Readily Agree To Claims For More Wages.

ST. PAUL, April 27. (Special) The near approach of May day has awakened in this community a very general interest in the attitude of the labor unions, the demands they are making on the employers of their members and the prospects for peace or war in industrial lines of activity. It is gratifying to be able to state definitely and positively that the outlook is altogether cheering and satisfying. Everything is serene. Not one cloud darkens the sky of St. Paul, and all the building trades unions are well pleased with their present status and their prospects for the coming year.

The building trades are united in a determined effort to obtain union shop conditions for the members of their several crafts, and this is all some of them are asking for. The carpenters, the plumbers and the steamfitters are asking for nothing more, and will have no new demands to make for some time to come. These and all the other building trades unions will, however, keep on working for the union shop without any abatement of their energy.

Plasterers Ask for Liberal Raise.

The plasterers are striving to get an increase of 60 cents a day in their wage scale, which will raise their pay from 62 1/2 to 70 cents an hour. They work eight hours a day with a half-holiday on Saturdays.

Cement workers have made a demand for an increase of 40 cents a day, and they and the plasterers fully expect to get what they are asking for.

Union painters in this city are now getting 50 cents an hour. The union has put in a request for a lift of 5 cents an hour, which would make their scale \$4.40 a day. The matter has not yet been settled and negotiations on it are still pending, but it seems probable that the new rate will go into effect next Monday.

Sheet Metal Workers Ask 6 1/2 Cents.

A raise of 7 1/2 cents an hour will satisfy the sheet metal workers, and they are making earnest efforts to get it, with good prospects of success. They now are getting 55 cents an hour.

By vigorous and judicious efforts the hod carriers have already obtained a wage scale of \$3 a day and union shop conditions, which are decided gains for them, as heretofore their pay and working conditions have been rather irregular and uncertain.

The metal lathers have made a demand for a wage of \$5 a day, and the demand has been granted by all except two of the employers. These are expected to yield to it and probably will do so by the time the new building year starts. The wood lathers are asking for \$4.50 a day and they have every reason to believe they will get it without trouble.

The Settlers Good for Two Years.

Everything is pleasant for the tile setters for the last two years. They have made a two-year agreement with all their employers with a wage scale of \$5.25 a day for 1916 and \$5.50 for 1917.

In accordance with a three-year agreement made two years ago inside electrical workers will advance 25 cents a day from May 1, making their scale 56 1/2 cents an hour.

PATTERN MAKERS RAISE WAGES.

NEWARK, N. J., April 27.—The Pattern Makers' union has raised wages to \$5 a day. An agreement has been reached with employers whereby the present scale of \$4.25 will be gradually increased until June 1, when \$5 will be paid.

Since the beginning of the century, immigrants have been coming at the average rate of 1,000,000 a year, and at least 10,000,000 of them have remained.

Where They Come From.

"The sources of immigration have greatly changed in the course of 25 years. Formerly the bulk of the immigrants that came from the British, Scandinavian and Germanic countries possessed much of the background we possess and blended readily with one another and with the native Americans."

The sources have shifted eastward until Constantinople has been about the center of the field supplying immigrants.

"The only two ways to restrict immigration are by numerical restriction, or by the literacy test. The only practical test is one that can be applied by the immigrant himself before he sells out and transports his family to this country."