

# THE LABOR WORLD.

FOR SOCIAL JUSTICE, ECONOMIC REFORM AND POLITICAL PROGRESS

The Labor World is endeavoring to render invaluable service to the workers by keeping them informed as to the vital problems affecting their welfare. The labor press must be supported by the workers—therefore YOU ought to subscribe—\$1 a year.

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## U. S. WAR LABOR BOARD BETTERS INDUSTRIAL LAW

### Awards in the Case of the International Brotherhood of Foundry Employes Against the American Locomotive Co. Are of Great Importance.

WASHINGTON, Oct. 17.—Better and more sensible industrial law is being made each week by the National War Labor Board.

The award announced on Thursday, in the case of the International Brotherhood of Foundry Employes, Local No. 18, against the American Locomotive company at Schenectady, N. Y., deals with the "Monday slacker," the right of the steady worker to a steady job through the week, and the quest for the "Monday slacker" like the award in the case of the Wheeling State Capitol Bldg. committee of bosses and employes to decide the point as to when overtime shall be worked.

This Schenectady case is important because the anti-labor crowd in Congress and in the reactionary press has been denouncing organized labor, throughout the period of the war, for the fact that some of the men in war industries would work Sundays at double rates, and then would lay off on Mondays. It was claimed in defense of those "Monday slackers" at different times that the bosses had often failed to provide them with a full week's work.

Here is the substance of the decision:

"1. The regular working time of each full week shall consist of 48 hours, divided into six daily periods of eight hours. All time worked in excess of eight hours within any one day or 48 hours within any one full week, shall be considered overtime and shall be paid for at the rate of time and a half, but any time worked on Sundays or holidays shall be considered extra time and shall be paid for at the rate of double time.

"By mutual agreement between the management and the workers the daily working schedule may be so lengthened as to permit of a half holiday on one day of each week.

"It is further provided that no worker shall be entitled to payment for overtime or extra time unless he shall work 48 hours in said full week (or 40 hours when a holiday intervenes), except in the case of illness, accident, misfortune, or other just and necessary cause.

"The employer shall grant to each worker who shall be employed on the first day of any week the opportunity to work at least 44 hours in such week, or 36 hours where a holiday intervenes, exclusive of overtime or extra time, and in default of providing such employment shall pay the worker full wages for such hours, exclusive of overtime and extra time.

"Excessive overtime shall not be exacted or permitted. And, in order that the same may be kept within reasonable limits, it is hereby decreed that where in any one day more than two hours overtime in excess of eight hours is required, then, for that day, overtime shall be paid without regard to whether or not the worker had, during that week, worked the weekly schedule provided for.

"2. For the purpose of securing the equitable application of paragraph 1, and adjusting all differences which may arise between the management and the workers in regard to its operation, a permanent committee of our persons is hereby created, two of whom shall be designated by the management and two by the workers, the decisions of any three of whom shall be binding.

"Appeal from decisions of this local board to the War Labor Board is provided for, and the award itself may be reviewed, on appeal by either side, at intervals of six months.

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## TANKS ALLOWED XMAS PACKAGE

### Packages Must Be Mailed On or Before Nov. 15 in U. S. for Christmas Delivery.

WASHINGTON, Oct. 17.—The war department has issued the following instructions for the sending of Christmas packages to soldiers overseas:

"The war department authorizes relatives or friends of officers and privates in France to send Christmas packages, which will be of standard size and weight, one to each individual in the American expeditionary forces. A standard container to be used will be 9 by 4 by 2 inches, and the weight limit will be three pounds. Standard containers of the size indicated may be had by application to a local Red Cross chapter throughout the country.

"In order to assure the arrival of these Christmas packages in France at their destination to the soldiers on Christmas, all such packages must be mailed on or before Nov. 15, 1918.

"In order to insure the limitation of a package per man, which in itself will consume very large amount of space, a plan has been worked out which Gen. Pershing is forwarding to the war department coupons which are to be distributed to the members of the American expeditionary forces. These coupons will be distributed and packages will be forwarded without coupon.

Secretary of the Navy Daniels has decided that Christmas gifts for men in naval service, both in home waters and abroad, must be shipped in substantial boxes with hinged or sew top cover to facilitate opening and inspecting. Boxes shipped by air are limited to 20 pounds in weight, and packages for vessels abroad should be shipped so as to reach New York as early as possible if not later than Nov. 15.

## PLUMBERS' RATE \$7.

SAN DIEGO, Cal., Oct. 17.—Organized plumbers have negotiated a new wage scale which increases rates to \$27 a week until April 1, when \$30 will be paid.

## RULES ISSUED FOR HOTELS AND RESTAURANTS

### One of the Most Important Orders By the Food Administration Within the Year.

Twelve new general orders of special concern to more than 9,000,000 regular patrons of hotels, restaurants, boarding houses, clubs, dining cars, steamships, and all places where cooked food is sold, to take effect Monday, October 21, have been issued by the United States food administration and distribution to Minnesota public eating places is being made through the office of A. D. Wilson, federal food administrator for Minnesota.

These orders are as follows:

1. No public eating-place shall serve or permit to be served any bread or other bakery product which does not contain at least 20 per cent of wheat flour substitutes, nor shall it serve or permit to be served more than two ounces of this bread, known as Victory Bread, or if no Victory Bread is served, more than four ounces of other breads (such as corn bread, muffins, Boston brown bread, etc.) Sandwiches or bread served at boarding camps, and rye bread containing 50 per cent or more of pure rye flour, are excepted.

2. No public eating-place shall serve or permit to be served bread or toast as a garniture or under meat.

3. No public eating-place shall allow any bread to be brought to the table until after the first course is served.

4. No public eating-place shall serve or permit to be served to one patron at any one meal more than one kind of meat. For the purpose of this rule meat shall be considered as including beef, mutton, pork, poultry and any by-products thereof.

5. No public eating-place shall serve or permit to be served any bacon as a garniture.

6. No public eating-place shall serve or permit to be served to any one person at any one meal more than one-half ounce of butter.

7. No public eating-place shall serve or permit to be served to any one person at any one meal more than one-half ounce of Cheddar, common, called American cheese.

8. No public eating-place shall serve or permit the use of the sugar bowl on the table or lunch counter. Nor shall any public eating-place serve sugar or permit it to be served unless the guest so requests and in no event shall the amount served to any one person at any one meal exceed one teaspoonful or its equivalent.

9. No public eating-place shall use or permit the use of an amount of sugar in excess of two pounds for (Continued on Page 2.)

## HOW TO MAKE A LIBERTY BOND DO A DOUBLE DUTY

First: Buy a bond and help Uncle Sam to lick the Hun. Second: Turn your bond over to the Duluth chapter of the American Red Cross and help the fire sufferers at home.

## U. S. INVENTIONS SURPASS HUNS'

### American Inventive Genius Perfects Plan to Get Potash in America.

WASHINGTON, Oct. 17.—The committee on public information says American inventive genius has perfected a plan whereby potash is taken from the flue dust of cement works and this country is now independent of German potash for all time.

"For years before the war," it is stated, "Germany was buying up the world's supply of castor oil and storing it for use in lubricating airplane engines. We have perfected a mineral oil that serves as well as castor oil in all but the very fast flying planes.

"We have discovered a way to make coal smokeless by extracting from it valuable by-products that have previously been wasted.

We have found a way to save half the oils, greases and animal fats that have been lost in use in the past.

"We have produced a gas mask that can be worn for hours without discomfort.

"We have improved rifles and machine guns that give our soldiers weapons greatly superior to the enemy's.

"New methods and appliances for fighting submarines have overcome the U-boat menace. New industrial methods in shipbuilding have speeded up our production beyond all expectation. Improvements in wireless communication have given our troops a great advantage on the battlefield. Improvements in medical science have reduced our army's death rate from disease to one-tenth of the lowest rate established heretofore.

"In short, the nation whose inventive genius supplied the Germans with all their modern engines of war, have now so improved on those inventions that the Germans are fighting at an increasing disadvantage on land, on water, and in the air."

## TO PROBE WOMEN'S WAGE.

MILWAUKEE, Wis., Oct. 17.—The state industrial commission is holding public hearings on the question of women's wages. Several months ago the state federation of labor and other organizations petitioned the commission to establish a living wage for women.

## THE TIME TO LICK GERMANY IS NOW

### A SINGLE HALT IN PRODUCTION MAY PROVE DISASTROUS

By FRANK J. HAYES, President United Mine Workers of America.

People of America, and the world, in fact, are daily thrilled with inspiring news of victories of Allied troops in their mighty efforts against the Huns and autocracy. The labor world has a right to feel proud of these events, because it is so universally represented in all military capacities.

The United Mine Workers, with their 60,000 brothers marching under the Stars and Stripes, in action against the enemy, feel the glow of pride that they are so represented. We back home, in a measure, know of the unconquerable spirit behind the boys in the ranks who are fighting the battles that democracy may survive and liberty be vouchsafed to all of us.

It is a glorious record the boys "over there" are making. It is a glorious record that the "second line" boys are making in the coal mines and the workshops of this country. The miner has buckled down to his duty of digging coal. He is working eight hours a day and six days a week when physical conditions permit. There are few slackers. The men in the pits and on top realize what is expected of them. While their comrades of other days are slowly and relentlessly pushing back the Hun and braving shot and shell, those at home are striving to back them up with everything needful to win the war. The records thus far made in the coal regions in production will stand as a monument to the coal miners as long as this government lives.

But now that victory is beginning to smile on the Allied nations, and the United States has struck her stride, there is danger of a let-up of effort. A single halt in production at this time might be tremendously disastrous.

Though miners have been straining every nerve to keep up with the demand for fuel—though they think they can go no further—yet they must respond to the increased responsibility put upon them. The crisis is here. If the coal mining fraternity fails now, it will mean that statesmen, generals and armies will fail.

President Wilson's appeal to the coal miners presents the viewpoint of the administration on

industry. He calls on operators to be "zealous as never before in bringing about efficiency of management" and the "best possible working conditions" so that opportunity to work at his best may be given every miner.

Thus the President of the United States recognizes the great responsibility resting on the coal industry and the miners, who are the basis of the coal structure. It is up to all of us to keep on making good. We can not quit now, for almost every day sees a new demand on the coal industry. Where we once talked in thousands of tons, we talk in millions now.

After all, I know that you will answer the call of not only the President of the United States, but of your comrades of the pick—who are now battling the Hun for you—for more coal. You have exceeded all expectations already—you will pile up more coal and more glory as the days of final victory roll round.

When the "buddies" come back they will praise your work and thank you for backing them to the limit—for without you and your labor here, their victory would have been impossible.

That is why I say the time to lick Germany is now! German princelings have been shaking dice for this old United States ever since the war began. It was a tremendous gamble—the substituting of autocracy for democracy—the abolishing of liberty and personal freedom at the whim of a Hun.

But the princelings have lost. The dice rolled the wrong way. Uncle Sam not only will break up the game, but he'll have a say-so in the disposition of the defendants. He'll have it, because labor answered the call to duty—because the American coal miner got down to brass tacks and produced coal as he never produced it before.

Of all the things I could say to organized labor in general, nothing I could say is of more importance at this time than to urge you to greater efforts toward winning the war. Final victory depends absolutely on labor. Help to win it by helping to produce more.

## CARMEN'S UNION ENROLLS 30,000 NEW MEMBERS

### Shows An Exceptional Record of Distinguished Service and Loyal Work for War.

(Special to the Labor World.) DETROIT, Mich., Oct. 17.—An exceptional record of distinguished service to the nation has been made public here by the six months' report of the activities of the Amalgamated Association of Street and Electric Employees of America.

President W. D. Mahon of the union thinks his union is as patriotic as any in the land. Certainly the facts bear him out. With 9,215 members enrolled in the nation's military service during six months, his union has paid out no strike benefits, yet has succeeded in securing wage increases for 167 divisions.

The record of the union's activities is given in the following concrete form:

Local divisions chartered, 45; new members enrolled, 29,334; contracts renewed, 65; new contracts secured, 24; divisions receiving wage increase, 167; members enrolled in military service, 9,215; death benefits paid, \$179,590.37; disability benefits paid, \$6,700; old age benefits paid, \$1,699; total benefits for term, \$187,990.37.

President Mahon, who is a vice-president of the American Federation of Labor, was one of the first labor officials to see the significance of the European struggle, and to urge labor's undivided loyalty in the war. As a result his union has obeyed the mandate of the government as a unit, setting aside its temporary differences with the employers so that transit and transportation could be uninterrupted.

But President Mahon believes that unions must maintain their integrity, even though they temporarily relinquish certain conditions in war time.

"The time will come when the war is over," he says, "and then we will need our organizations, and, in my opinion, need them badly. My conception of this struggle is that it is a fight for democracy and that the worker in order to enjoy his share and participate in real democracy, must be in a position to express himself upon the same when the time comes."

## DISCOURAGES SUNDAY WORK.

WASHINGTON, Oct. 17.—In a special order to district executives Vice President Cooney of the United States shipping board says that work should not be done on Sunday except in cases of emergency or to complete special and necessary work. When Sunday work is necessary the rates of pay authorized in the decisions of the ship building labor adjustment board are to prevail.

## EXTENSIVE PLANS MADE TO WELCOME GOMPERS' RETURN

### National Mass Meeting to Be Held in Chicago Where Representatives of All American Citizenship Will Hear His Inspiring Message.

(Special to the Labor World.)

NEW YORK, Oct. 17.—President Samuel Gompers of the American Federation of Labor will be welcomed back to America by a National Mass Meeting to be held in Chicago under the auspices of the American Alliance for Labor and Democracy.

Announcement of plans for the mass meeting was made at national headquarters of the Alliance here today. Simultaneous announcement was made in Chicago.

It is planned to bring to Chicago representative men and women from all parts of the United States, in order that the substance and spirit of the message President Gompers will bring from Europe may be as widely spread through America as possible. This is done, Director Robert Maisel said, because it will not be possible for Mr. Gompers to make an extended speaking tour.

Invitations already have gone out to the following: President Wilson and members of his cabinet. Governors of all the States.

The Executive Council of the American Federation of Labor. Presidents and Executive Councils of all International Unions. Members of the Advisory Commission of the Council of National Defense.

Members of the National War Labor Board. Presidents and Executive Councils of all State federations of labor. Presidents and Executive Councils of the Railroad Brotherhoods. All city labor central bodies. All branches of the American Alliance for Labor and Democracy. And a list of men and women who are representative of the life of the American democracy.

With President Gompers at the Chicago reception will be the entire membership of the mission now in Europe with him. Members of the mission, in addition to Mr. Gompers, are:

## 'WORK OR FIGHT' RESULTS GOOD

### Large Supplies of Labor Directed From Nonessential to Essential Industries.

"Work or fight" regulations have been highly effective in directing labor from nonessential to essential occupations, according to reports that have reached the Department of Labor.

Draft-board members also believe that the regulations have had the full result expected of them. The "work or fight" rule went into effect July 1, and large numbers of store clerks, theater ushers, bartenders, and waiters were confronted with the alternative of finding employment in war work or being inducted into the army.

By October, it is expected, the full effect of the measure can be perceived, for by that time doubtful cases will have been cleared up and the Employment Service will have had an opportunity to show what it can accomplish.

Many clerks and others who were thrust out of their former jobs were really much pleased once they had adapted themselves to the situation, for they found larger pay awaiting them in their new work, and a consciousness that they were serving the nation directly proved an inspiration to service.

One problem was presented in the case of clerks, men who were skilled in stenography and typewriting. They had worked indoors for many years, and were not adapted to heavy work in the open.

"They have been sitting at desks and are not overstrong," a draft official explained. "It is hard to get them work where they will earn anywhere near the same amount of money."

Another difficulty developed in some states through laws forbidding the employment of women in restaurants at night. Yet waiters were ruled as holding nonproductive jobs, and the restaurant keepers said they were unable to find men above draft age to do the work.

Men were given 30 days to find new jobs. Those who failed to find them were allowed extensions of time, if it was shown that they had actually made a serious effort to obey the provisions of the regulation.

## CHANGES FOR RETURNED SOLDIERS TO WORK

Jobs for returned soldiers as conductors and motormen of street cars are being opened by the Capital Traction company of Washington and by the Cleveland lines, which have announced their intention of giving this work to men who have lost an arm or leg on the fighting line.

Careful experiments were made with civilians hampered by the loss of limbs before the companies decided upon this policy. The Washington company used one man, who had suffered the loss of a leg, first as motorman and later as conductor, and he did such effective work in both positions that the company has not only retained him in its employ, but will take on wounded soldiers as rapidly as possible.

Street car companies have found difficulty in getting men, owing to the demands of the draft and war industries.

William J. Bowen, president, International Bricklayers and Plasterers' union.

John P. Frey, editor, International Molders' Journal.

C. L. Baine, secretary, International Boot and Shoe Workers' union.

Officers of the American Federation of Labor are giving their hearty co-operation in the making of arrangements for the great meeting in Chicago.

A local committee representative of organized labor, the alliance and the public, has been working in Chicago for two weeks, planning for the big event, which will be held in Chicago's magnificent Auditorium.

The date of the event has been provisionally fixed for November 8, but obviously no definite date can be either fixed or announced. Means for communicating the date quickly at the earliest possible moment to those who will attend have been arranged.

"President Gompers will return from Europe after having performed an unusual service for America," said Robert Maisel, director of the alliance. "All America will want to know what he has to say; all America will want to welcome him back to America. He will return with a great message for all of our people, and only by holding a great national meeting such as we have arranged can his message be properly got to the citizenship of the country. Mr. Gompers will return to take up the heavy load of his duties here. His time will be at a high premium. By bringing to Chicago representative men and women from various sections of the

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## ARBITRATION BY FORCE IS LOSING

### Australians Condemn Scheme That Some American Capitalists Favor.

WASHINGTON, Oct. 17.—According to Australian labor papers received at the American Federation of Labor headquarters the feverish campaign in favor of compulsory arbitration has spent its force in that far away country and trade unionists are now condemning a scheme that some American capitalists favor "because it works in Australia."

In his annual report J. S. Garden, secretary of the Sydney (New South Wales) trades and labor council, rejected this system. "I am convinced," he said, "that arbitration as we have it today is a farce. It is one-sided. The onus is always thrown upon organized labor to prove that wages should be increased. Labor is dissatisfied and is looking for new methods in place of the spurious article we have today in the name of arbitration."

The Daily Herald, published by organized labor at Adelaide, South Australia, refers to compulsory arbitration as "an enervating expedient." "It is somewhat remarkable," says this paper, "that while we in Australia are concerning ourselves with schemes for improving our laws with regard to industrial arbitration, other countries are determined to have nothing to do with the subject." In support of this view the editor refers to the attitude of the American trade union movement and to the Whitley (British) commission after war industry, which "decided against compulsory arbitration on the ground that neither the employer nor employee desired it, and that it had not proved successful in avoiding strikes in war time."

These Australian statements are of interest to American trade unionists because they support the consistent fight against compulsory arbitration that has been waged for years by the American Federation of Labor.