

Wilson nor others who favored a postponement were cognizant of the actual conditions surrounding iron and steel mills. It was asserted that workers were eager for the strike, that they were discriminated against for union activities and that the organized workers would lose confidence in their leaders if they turned back and deserted the men at this time.

Some of the committee members said that organizers who had helped build up the unions at steel plants throughout the country would not dare go back and face the men if the strike were called off.

The request of President Wilson to Mr. Gompers and the later communication submitting the President's proposal were read to the committee when the question of postponement came up. Those who favored putting off the strike realized that the effort to defer would fall before the motion was made, as they had sounded the sentiment of the committee members and found it strong against such action.

John Fitzpatrick of Chicago, chairman of the national committee, said after the meeting that plans had been formulated for making the strike effective Monday morning. He said there was nothing further to do now but to let the men walk out. He added that the mills throughout the country were well organized and that he was confident the United States Steel Corporation, the principal point of attack, would have to recede in its position declining to receive union leaders representing organized men in its plants.

Much of the time of two long sessions of the committee to-day were taken up with the consideration of plans for the walkout. It was agreed that the national committee had wide powers to conduct the strike, and plans were discussed for bringing about unity of action among the twenty-four unions. The question of assessments and financing were discussed too. It was agreed also to send to all iron and steel mills in the country the twelve demands formulated by the workers.

Hope for Individual Facts.
It is said the national committee will endeavor to reach agreements with individual and so-called independent concerns and if successful the strikers will return to mills in which settlements are reached. It was pointed out that this would strengthen the unions in their fight and help to bring about agreements with larger concerns.

The strike circular, which has already been distributed among steel workers throughout the country, reads in part: "The workers on the iron and steel mills and blast furnaces not working under union agreements are requested not to go to work on September 22 and to go to work on September 23 and to resume their employment until such time as the demands of the organizations have been conceded by the steel corporations."

The committee before going into session issued a statement in reply to the letter sent to the presidents of the subsidiary companies of the United States Steel Corporation by E. H. Gary, chairman of the board of the parent organization.

Members of the committee after the adjournment said that they were of the opinion that the strike would be called off did not come from friends of the workers, but if they were friends of the workers they were misled. The committee members expressed the opinion that the officers of steel companies would be surprised by the large number of men who would refuse to report for work next Monday.

Among those who expressed confidence of a successful outcome for the workers was W. E. Butler, general counsel for the committee. He said that in 1776 the forefathers fought against taxation without representation, and that in the strike the slogan would be "No labor without representation."

WORKERS SAY GARY FORCED THE STRIKE

Statement Blames Him for Great Labor Conflict.

PITTSBURG, Sept. 18.—Before resuming their discussion to-day on matters in connection with the steel workers' strike called for next Monday the national committee for organizing iron and steel workers issued a statement, that having failed to obtain a conference with the United States Steel Corporation, the last and only hope is to strike until such time as the corporation will meet the representatives of the men. The statement follows:

"First, he did not believe that the committee was authorized to speak for large numbers of the employees.
"Second, a conference with the committee would have been treated by them as a recognition of the 'closed shop' method of employment.
"If these are the real reasons actuating Judge Gary, surely they are not sufficient to plunge the industry into a great labor conflict. Judge Gary presents a false premise and then declares that he will stand or fall upon this false ground.
"The committee that waited upon Gary were the selected representatives of the employees, and they requested a conference for the purpose of establishing the principle of collective bargaining and some practical method of redressing grievances.
"Judge Gary denied their authority to represent the employees and refused to meet them in conference. The only way

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left for the employees to convince Judge Gary that the committee does represent the great body of the employees of the United States Steel Corporation is to cease work until the corporation agrees to meet their representatives in conference. This, the employees have decided to do on Monday morning, September 22.

"It is unfortunate that the employees are compelled to resort to a strike in order to prove the authority of their selected representatives to present their grievances. But as there is no other way, the proof, in the form of a strike, will effectually remove all doubt in Judge Gary's mind.

"In the second place, Judge Gary sets up the question of the 'closed shop,' which has absolutely no basis whatsoever in the present controversy. It is simply dragged in here by Judge Gary as a bugaboo to obscure the real issues.

"There is one and only one question at issue, and that is the question of a conference. The employees have exhausted every avenue of approach to the corporation for the purpose of securing a conference, and every avenue has been closed to them. Their last and only hope is to strike, and now the employees declare that they will cease work on next Monday morning until such time as the corporation will meet their representatives in conference for the purpose of establishing humane and reasonable methods of dealing with the very vital problems which affect their lives, their homes and their future."

This statement is signed by John Fitzpatrick, D. J. Davis, William Hammon and W. E. Foster.

YOUNGSTOWN MILLS ASK MEN'S LOYALTY

Heads of Three Big Independent Send Out Appeals.

Special Despatch to THE SUN.
Youngstown, Ohio, Sept. 18.—Statements have been prepared by the big independent steel companies in the Youngstown district, it was announced to-night, calling upon their employees to remain loyal and refuse to strike next week.

The statements will be distributed to workers to-morrow and Saturday in

pamphlets in nine languages. They are signed by James A. Campbell, president of the Youngstown Sheet and Tube Company, employing 12,000 men; W. A. Thomas, president of the Brier Hill Steel Company, employing 4,000 men, and T. J. Bray, president of the Republic Iron and Steel Company, employing 7,500.

Each announces that the "outstanding policy of the open shop operation will be continued," but that an employee may or may not, as he chooses, belong to a labor organization. The sheet and tube and Brier Hill companies point out that it is not necessary for an employee to join such an organization to retain his job in the plant.

Mr. Campbell states that "an employees' representation plan now in effect throughout the works provides communication and means of contact between the management and the men on matters pertaining to industrial relations. The company will continue to deal with its employees under the provisions of this plan."

Each asserts it is the intention to operate the plants as usual on and after September 22. Mr. Bray says the Republic will continue "the practice to meet its employees either individually or by committee to discuss any matters affecting working conditions, wages, etc." Mr. Thomas calls "upon every employee to evidence his loyalty by reporting for work and conscientiously and energetically doing his duty, so as to continue operation, and thus preserve the property."

Arrangements were being made this evening by the unions to picket the plants. Workers in fabricating mills, said J. E. McCadden, district organizer, will not be asked to go out, but will be prevented from working in a short time because of a steel shortage.

75,000 EMPLOYEES HOLD STEEL SHARES

One-quarter of Men on Pay-roll Are Part Owners.

Of the total number of employees in the mills of the subsidiary companies of the United States Steel Corporation, estimated to be slightly below a quarter of a million, in the neighborhood of 75,000 are stockholders in the big enter-

12 Demands Made by Steel Mill Workers

PITTSBURG, Sept. 18.—Following are the twelve demands of the steel workers who have ordered a strike, to start Monday:

- Right of collective bargaining.
- Reinstatement of men discharged for union activities.
- Eight hour day.
- One day's rest in seven.
- Abolition of twenty-four hour shift.
- Increase in wages sufficient to guarantee American standard of living.
- Standard scales of wages in all trades and classifications of workers.
- Double rate of pay for all overtime, holiday and Sunday work.
- Check off system of collecting union dues and assessments.
- Principles of seniority to apply in maintenance, reduction and increase of working forces.
- Abolition of company unions.
- Abolition of physical examination of applicants for employment.

prise. These figures are based on the records of the corporation at the close of 1918, together with conservative estimates of changes during the current year. Very few of the stockholder employees are said to be involved in the present controversy.

The annual report of the Steel Corporation discloses the average number of employees of all subsidiary companies, including the corporation's rail-

roads under Federal control, was 268,710 last year. Of this number 17,360 were employees of subsidiary railroads under Federal control. While there has been some curtailment of production in the last few months by reason of the big slump in the steel business, which came soon after the armistice was signed, it is estimated by those close to the management of the corporation that the decline in the number of employees was relatively small. It was asserted that from 225,000 to 250,000 would be a conservative estimate of the employees now on the books of the Steel Corporation. This figure would include all general steel labor, clerical employees, employees on the corporation's subsidiary railroads, mines, etc. No estimate of the number of steel workers who would be affected directly by a general strike was obtainable.

For many years the United States Steel Corporation has made an annual offering of stock to its employees on a partial payment basis. At the end of last year the total number of employees who had thus become part owners of the great business was 45,000. In January of this year, when the 1919 allotment of stock was made, there were 60,000 employees who took advantage of the corporation's offer. Officials of the corporation say that while many of these may be "repeaters," or those who have bought stock previously and thus are included in the 45,000, as of December 31 last year, a substantial number of the subscribers were entirely new. While no official estimate of the percentage of new subscribers in the 1919 issue was made, it was asserted in quarters conversant with the big concern's affairs that probably 80 per cent. of the 1919 stock buyers were new. On this basis the total number of employees of the corporation who are also stockholders would be 75,000, or more than 30 per cent. of the entire number of employees. Payments on the stock subscribed for last January are still being made by the employees.

"As one of many examples, in the city of McKeesport a meeting held by the men within their constitutional rights was broken up and men arrested and thrown into jail, charged with riot and held in the executive hall of \$3,000 each while one of the firelings of the steel industry arrested for the murder of a woman speaker at Breckenridge, Pa., is being held under bail of but \$2,500. Another patient example is Hammond, Ind., where four defenceless union men were charged upon and killed by hired detectives of the steel industry, and witnesses in behalf of their survivors have been so intimidated and maltreated that the truth of the killing was suppressed.

"Guns and cannon have been planted in mills, highly charged electric wires have been strung around their premises.

"Armed men in large numbers are going about intimidating not only the workers but everybody in many communities who show the slightest indication of sympathy with the men.

"Men have been discharged in in-

STEEL WORKERS REFUSE TO DELAY

Continued from First Page.

committee or deal with any one of them. The committee, still desirous of avoiding the conflict, laid the entire matter before the executive council of the American Federation of Labor. Mr. Gompers and the executive council endorsed the actions of the men. Nevertheless, in the hope of averting a conflict, an appeal was made to Your Honor.

"Mr. Gary, obstinate in his denial to grant relief, caused such a great unrest as to necessitate calling a meeting of the presidents of twenty-four crafts involved. After a thorough, calm and dispassionate review and study of the entire situation, taking into consideration all the consequences that would naturally flow therefrom, these twenty-four presidents, representing over 3,000,000 organized men, indorsed the strike and set September 22 as the date therefor. The date was deferred to September 23 against the best interests of the strike solely in the hope that Mr. Gary and his associates might in the meanwhile reconsider their position, so as to avoid the otherwise inevitable conflict.

President's Letter Considered.

"In a meeting called on September 17 at Pittsburgh of the representatives of the aforementioned crafts for the purpose of devising ways and means of conducting the strike, your communication through Mr. Gompers requesting that the date of the strike be postponed was received. Two days of consideration were given to the same. Every one present desired, if it were possible, to comply with the request. Your request for postponement would have been gladly granted were it not for the following facts:

"1.—Mr. Gary has asserted that his men need no trained representation in their behalf in presenting their grievances, notwithstanding that they can neither economically nor intelligently, by lack of schooling, cope with him or his representatives.

"2.—That ever since the men started to organize a systematic persecution was instituted, beginning with discharge and winding up with murder, recalling to us vividly the days of Homestead and the reign of despotism in Russia.

"3.—Through the efforts of the representatives of the steel industry officials in various localities have denied the men free assembly and free speech. Instances are too numerous where meetings have been suppressed, men arrested, tried on various unfounded charges, excessive bail required and cruel punishment imposed, all without warrant in law and justice.

"4.—As one of many examples, in the city of McKeesport a meeting held by the men within their constitutional rights was broken up and men arrested and thrown into jail, charged with riot and held in the executive hall of \$3,000 each while one of the firelings of the steel industry arrested for the murder of a woman speaker at Breckenridge, Pa., is being held under bail of but \$2,500. Another patient example is Hammond, Ind., where four defenceless union men were charged upon and killed by hired detectives of the steel industry, and witnesses in behalf of their survivors have been so intimidated and maltreated that the truth of the killing was suppressed.

"5.—Guns and cannon have been planted in mills, highly charged electric wires have been strung around their premises.

"6.—Armed men in large numbers are going about intimidating not only the workers but everybody in many communities who show the slightest indication of sympathy with the men.

"7.—Men have been discharged in in-

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creasingly large numbers day by day. Threats and intimidation are resorted to for the purpose of putting the men in fear and prevent them from the exercise of their own free will, coerced into signing statements that they are not members nor will become members of any labor organization, and threatened with eviction, blacklist, denial of credit and starvation.

"8.—That a forced decline of the market would be imposed so as to wipe out their holdings in stock, which they were induced to purchase in years past. Threats to move the mills and to close them up indefinitely.

"9.—That an organized propaganda for vilification of the American Federation of Labor, spreading rumors that the strike will be delayed and that such delay is only a sellout.

"10.—Showing no opposition to the men joining dual organizations. As a result of this propaganda the I. W. W. is making rapid headway in some of the districts.

"11.—That the real reason for opposition to organized labor representation on behalf of the men who have grievances is that the steel industry is preparing to cut wages and to lower the standards

to pre-war times and to return to a condition that encouraged the padrone system so prevalent in that particular industry.

"Mr. President, delay is no longer possible. We have tried to find a way but cannot. We regret that for the first time your call upon organized labor cannot meet with favorable response. Believe us, the fault is not ours. If delay were no more than delay, even at the cost of loss of membership in our organizations, we would urge the same to the fullest of our ability, notwithstanding the men are firmly set for an immediate strike.

"But delay here means the surrender of all hope. This strike is not at the call of its leaders, but that of the men involved. Win or lose, the strike is inevitable, and will continue until industrial despotism will recede from the untenable position now occupied by Mr. Gary. We have faith in your desire to bring about a conference and hope you will succeed therein. We fully understand the hardships that meanwhile will follow and the reign of terror that a fair employers will institute. The burden falls upon the men, but the great responsibility therefor rests upon the other side."



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