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AIMED AT UNIONISM

Latest Move of the Enemies of Organized Labor.

ANTI-BOYCOTT ASSOCIATION.

New Organization of Employers Formed to War on the Boycott and the Shorter Workday—The Sympathetic Strike Also Under the Ban.

According to the information conveyed by an article recently appearing in the "Labor Department" of the Brooklyn Eagle, a new form of warfare against labor unions is under way. The article in question is as below:

An active campaign among employers throughout the country against the practice of boycotting is said to have been lately inaugurated by an organization known as the American Anti-boycotting association, with offices in Manhattan. While active in circularizing the various employers' associations and otherwise conducting a propaganda against the boycott, little can be learned in respect of the membership of the Anti-boycott association, and other information is obtainable only upon special authorization of the officers. The application for membership reads, "Membership confidential—For discretionary and polite reasons the members and contributors are by a provision of the constitution made confidential." The membership fee is \$25, and the annual dues are one-tenth of 1 per cent of each member's payroll.

The literature being sent out by the association indicates that it does not restrict its activities to agitation against the boycott alone, but includes war on the eight hour day and the sympathetic strike, the latter, in its estimation, being but another form of boycott.

A letter from the secretary to the employers with reference to utilizing the press, etc., says in part: "While it is true that there is much that is being said upon this subject which it were better to leave unsaid, yet, on the other hand, there is much excellent matter appearing at random that lacks general perusal because of insufficient publicity. This work simply supplements in its educational influence that which we are doing through our test cases in litigation. Some one recently said that no legislative enactment becomes, properly speaking, a law of the land until its provisions have been passed upon by the supreme court. It is, therefore, a very wholesome thing for a country to possess an organization that tests before the courts any law under whose provisions it is had by labor unions to so many of the actions which jeopardize the fraternal relations of employers and employees. I shall appreciate it very much if you will acquaint me with the name of any concern that has in operation a profit sharing plan with its workmen."

It is not claimed that the Anti-boycott association has any connection with the National Association of Manufacturers or with the Citizens' National Alliance.

FAVORABLE TO UNIONS.

Workmen Fared Well in Recent Labor Disputes in New York.

The New York state labor bureau bulletin for the quarter ended in September says, in part, with reference to labor disputes:

The balance of success appears in favor of the workmen. Of the sixty-two disputes eighteen resulted in complete victory for the employees and fifteen others in partial success. It will be noted that those disputes in which the workmen were successful were those involving large numbers of workmen, whereas the employers were successful in those disputes in which a comparatively small number of workmen demanded changes. Thus in the eighteen disputes won by the workmen 13,419 employees were directly concerned, while in the twenty-two disputes won by the employers only 1,831 employees participated.

Strikes and lockouts began during April, May and June of this year much exceeded both in number and size those of the same period in 1908, but were still much below the figures for 1906 or 1907. Sixty-two new disputes, in which 18,611 employees were directly concerned, were recorded for the second quarter of this year as compared with but forty-eight disputes and 3,334 direct participants last year. More than one-half of this year's controversies arose over wage increases as the principal issue, in twenty-four of which the employees were wholly (fourteen) or partially (ten) successful. During the months of June, July and August representatives of the bureau of mediation and arbitration intervened in twenty-one disputes as compared with sixteen in the same months of last year, and immediate settlements were effected in nine cases as against four such settlements in 1908.

Buy Union Label Goods.

While we shall not lose sight of those who are opposing the orderly progress of labor, it is our duty to give our assistance to those who are friendly to us, and we can do this by refusing to purchase any article that has not attached to it the emblem of fair wages, short hours and clean and sanitary workshops—the union label.

Let us resolve that in the future that neither ourselves, our wives nor children will patronize any product unless it bears the union label of the trade engaged in its manufacture and we will have done something of benefit to ourselves and our fellow workers as well.—Thomas F. Tracy in American Federationist.

Caring for the Unemployed.

In France, Germany, England and other foreign countries the government goes to much more trouble to find work for the unemployed than do the federal and state authorities in the United States. In these foreign countries labor exchanges have been established, so that surplus labor from congested districts can be sent to points where there is a demand for workmen, both skilled and unskilled, and so far this has been of great assistance in reducing the evil caused by unemployment.

EMPLOYERS' OBLIGATIONS.

Accident Compensation and the Child Labor Problem.

A striking phase of the child labor problem is suggested by a recent report of the Pennsylvania department of mines. Within a period of six years ending with 1907 casualties in the coal mining industry of that state left 3,498 widows and 7,828 orphans. Says Chief Mining Inspector J. E. Roderick: "When a state prohibits the employment of children until they reach the age of fourteen it should in justice provide for their care until they may be legally employed. A great work has been done by the people of Pennsylvania and of other states for the elevation of coming generations by raising the employment age, but * * * I know whereof I speak when I say that humanity demands some provision for the care of these widows and orphans."

Provision for the families of men crippled by the accidents of industry is an important feature of labor legislation in practically all of the nations of Europe. For the employer to compensate women and children made dependent by the casualties of production is accepted almost as readily as for the state to pension the families of soldiers and sailors slain in war, and the provision is made with equally good grace for the comfort of disabled workmen.

In the United States the situation is different. We are generous in our compensation to the victims of war, but the American employer is only beginning to learn his duty toward the victims of industrial accidents. The prosperity of our laboring classes is such that the need has probably never been so startling as in some of the nations of Europe, and even then our social legislation is decidedly backward.

But with the increasing complexity of industrial and social life and the growing expense of living the need for better industrial accident compensation is now upon us. Pennsylvania is not alone in presenting the conditions described by Mr. Roderick. From 1902 to 1908 inclusive, 628 widows and 1,533 orphans were left by coal miners killed at work in Illinois, and many other states doubtless present similar conditions both in this and in other industries.

Since this is true and the wages of young children are so often the sole support of fatherless families it is time that employers' obligations were brought more forcibly to public attention, and it is well that the European laws of workmen's compensation are being so widely studied with a view to their adoption in the United States. Their influence upon the child labor problem is not the least of reasons for revising our employers' liability practices.—George C. Stewart in Chicago Tribune

SEEKS AID OF LABOR.

Pressed Steel Company Abandons Its Union Smashing Plan.

The very remarkable outcome of the Schoenerville riots has been that the Pressed Steel Car company has abandoned its policy of smashing labor unions of iron workers by importation of ignorant and anarchistic foreigners and has formally announced that it will support the United Car Workers of America. A local of this union has been organized in the works of the steel plant. C. A. Wise is president, J. B. Carr vice president, John E. Carr secretary, L. S. Snyder business agent, Thomas Morrison treasurer and David Takag interpreter. These officers were chosen because of their conservatism, and the company is prepared to support them in their effort to bring order out of chaos and to re-establish tolerable conditions in the works.

The thing which finally moved the company to abandon its avowed policy of union smashing at any cost was the fact that it found its ignorant, expressly imported foreigners, with languages and dialects only trained interpreters could understand, were the pliant tools of American and other communists and agitators, whose greatest satisfaction is derived when they create riots and cause bloodshed. The company found it had the option of dealing with such persons and with the ultra-socialistic organization called Workers of the World or with a sane American labor union, and it found that safety of property and assurance of freedom from physical violence lay with the American labor union.—Frank Sanderman in Pennsylvania Grit.

Proposed Home For Pressmen.

The International Printing Pressmen and Assistants' union has issued an appeal to local unions asking assistance in raising the \$100,000 fund to purchase the Hale Springs property in Hawkins county, Tenn., sixty miles east of Knoxville, for the establishment of a national home for aged and disabled pressmen. The property includes a hotel and 519 acres of land, with five mineral springs.

WOULD TAX MEMBERS.

Proposed Plan of Printers' Union For Mortuary Benefits.

At the recent fifty-fifth annual convention of the International Typographical union at St. Joseph, Mo., the proposed mortuary plan was adopted and will be sent to the referendum. At present the mortuary benefit is \$75. Under the proposed law there would be a gradual scale of benefits, beginning with \$75 and reaching \$400.

It is proposed to tax the members one-half of 1 per cent of all earnings for the benefit of this fund. The death rate for the past six years among the members has averaged 554 a year. The revenue which would have been derived at the rate proposed would have been a little more than \$200,000. For each death it would have made the mortuary benefit \$367. From these figures the committee figured that the union could pay benefits as follows: Members of one year's standing or less, \$75; one to five years, \$125; five to ten years, \$175; ten to fifteen years, \$275; more than fifteen years, \$400. It will be submitted to a referendum vote in February, 1910.

COMPULSORY ARBITRATION.

Medium by Which Australasia Solved the Labor Problems.

That inquiry through state machinery is the remedy for strikes and lockouts in the United States is the opinion of Colonel H. Weinstein of San Francisco, who recently returned from an eighteen months' study of labor conditions in Europe, Australasia and the orient. Colonel Weinstein was specially commissioned by Governor Gillett of California to investigate labor laws in the different industrial countries.

"There are three methods which may be used in the solution of these problems," said Colonel Weinstein. "The first is voluntary arbitration, which has practically failed the world over; the second compulsory arbitration, which has succeeded in Australasia, but would not fit into our conditions; the third public inquiry through state machinery. The latter is the nearest to state intervention that our laws will permit and to me is the solution of our troubles and disputes."

"In my investigations I have found that the European industrial countries are very much in the condition we are in. They are out with searchlights trying to find a remedy for the increasing strikes and lockouts."

"Australia and New Zealand more nearly than any other country that I visited have solved the problem. They have solved it there by compulsory arbitration, and during the last fifteen years, the time in which their laws have been in operation, while they have not enjoyed the degree of industrial peace that the early promoters of the law had hoped for, owing to improper administration, they have nevertheless enjoyed industrial peace more than any other industrial country in the world."

"But I have reached the conclusion that compulsory arbitration as it is carried out in Australasia would not fit into our conditions, for the reason that it is not constitutional in the United States for a state to fix a wage in private undertakings, whereas in Australia that can be and is done—the state fixes a minimum wage for every industry that comes in under the law."

"I have reached the conclusion as the result of my investigations that the time is imperative for state intervention, more especially in connection with labor troubles relating to public utilities, in which the public has far more at stake than either the employers or wage earners."

"Therefore in the interest of the public the state ought to take a hand in the adjustment of such labor disputes by a system of public inquiry which would have in mind the bringing together of both parties before a strike or lockout is declared in the hope of an agreement being reached. This thing has been aimed at by many states and many European industrial countries, but has failed, because the coming together for conciliation has been made under the law voluntary. The remedy lies in making the getting together compulsory."

THE COWARDLY QUITTER.

He Cuts a Poor Figure in the Trades Union Movement.

To successfully fight the battles of labor requires courage of a high order. The wage earner without means who goes on strike for more pay or to resist reductions in wages and does it without flinching is brave.

It is such as these who have made unionism what it is today.

It sometimes requires or has required high moral courage to even be identified with unionism in localities where hostile commercial interests are in control and are unscrupulous enough to manipulate the police, the courts and the law to serve their ends regardless of the rights of citizens.

Sometimes in strong union centers feeling among union men may run high upon a certain issue, and to hold views opposite to the majority may be unpopular, but if a member is honest in his conviction he is entitled to respect, provided he is not running counter to the law of his union.

It is the strong men with the courage of their convictions who have refused to be scared by the employers or by commercial interests or by their fellow workers who have built up the union movement.

The quitter never won a strike nor established a right nor a union nor caused a principle to be adopted.

The quitter seeks to avoid trouble even by abject surrender.

He ticks the sugar coat of the union pill to tickle the palate of commercial interests regardless of the rights involved.

In controversial matters, when his associates divide sharply in opposing groups, he seeks some middle or compromise ground in the vain hope that he can please both sides and consequently has the respect of neither.

He has the brains of a jellyfish and the backbone of an anglerworm. He is deeply susceptible to flattery, and a pat on the back by employing interests will cause his chest to expand wonderfully.

Like a steam engine without a governor, he has no control over his own speed, and, while a glimmer of reason might tell him he had a conviction and ought to fight for it, his legs will run away with him faster than he can think.

If it is a strike he is liable to come in the back door before the last of his associates have gone out by the front.

In a controversy among his associates he can perform the acrobatic stunt of sitting on a fence and hanging over both sides at one and the same time.

He is not of the stuff of which martyrs are made.

He has not a single heroic figure in the history of the whole world.

Men of conviction, of purpose, of resolution, determination and tenacity, are the ones who make history. The quitter is of very little use anywhere and least of all in the trades union movement.

His vacillating views and sally trimming methods win for him the contempt of his associates.

Some one has said, "The Almighty hates a quitter."—Shoe Workers' Journal.

PUBLICITY FOR UNIONS.

Humanity's Debt to Organized Labor Too Little Known.

It occurs to me that the duty of labor during the crisis through which it is passing is to stand firmly and consistently for the rights of the wage earners as citizens on all occasions and at all opportunities, writes James M. Lynch, president of the International Typographical union, in the American Federationist. The enemy, as typified by the hostile associations of manufacturers, is constantly placing organized labor before the public in as bad a light as possible, and the unfavorable reflection is emphasized by a parallel illustration seeking to show that these hostile associations are not opposed to trades unions, but only to trades unions as they are conducted.

How many people are familiar with trades unions as they are conducted? How many trades unions avail themselves of avenues of publicity that are open to them to place their benefactions before the people?

How many trades unions realize the value of favorable public opinion? The unfair critics know this value, and they are constantly availing themselves of it.

Our unions, or many of them, content themselves with raging at their detractors rather than themselves seeking the public ear and public approval. If benefits accrue, why should not the public know of them?

If out of work relief is furnished, why should not the people be made acquainted with that benefaction? If a death benefit is provided, why is it not a good thing for the people to know it?

If improved working conditions result through the combinations of the toilers, if better wages are secured, if sanitary conditions are ameliorated, if we participate in the great movements against plagues, such as tuberculosis and typhoid; if we do our part in the crusade against child labor, why should not the people know?

The national officers, or the majority of them, appreciate the value of such publicity as I am attempting to outline, but the local unions do not appreciate its value.

Let Parry, Van Cleave and their successor, Kirby, rest in innocuous destitute.

Let us sell our own wares instead of deriding those of the other fellow.

DEVELOPMENT OF UNIONISM.

Logical Outgrowth of the Change in the Factory System.

The development of unionism was as natural as the development of the factory system, which made the association of workers necessary. So long as factory owners and factory operatives worked side by side in the shop, so long as the man who bought and the man who sold labor belonged to the same social class, so long as a close personal relation existed between master and man, there was no need for organized labor, but when in the complicated development of the factory system the employer, once associated in business with the employee, found in the management of the concern his sole occupation and became separated from the workman by a hierarchy of foremen and overseers—the personal

relation between the buyer and the seller of labor being lost—it came about quite naturally that the workman combined his efforts with the efforts of others in his class in order to command collectively that consideration from the employer which each employee had received individually in the earlier stages of the factory system.

First, the men in separate shops talked over their common interests in friendly discussions while at their work. Later they continued these discussions in the evening at some appointed meeting place, and the local trades union was born. With the growth of class consciousness local federations of labor followed, recognizing the common interests of all hand workers in the community, and these federations, in turn, became united in a national labor movement in which the welfare of the individual became subordinated to the welfare of the toilers as a class.—Jonathan T. Lincoln in Atlantic.

The Purposeless Nonunionist.

Labor expects nothing from nonunionism but low wages and servile conditions. Nonunionism is without purpose and is possible only from a too often to be disappointed hopefulness that the necessity of forcing work upon the individual may be transitory. So nothing is expected in the way of improving and protecting labor's condition from the nonunionist. He is helpless from the very nature of his nonunionism, no matter of how good intentions. I make this point to illustrate that the political conditions that so seriously menace the interests of labor, like other distressing influences that afflict labor's prosperity, are severely up to organized labor to seek a remedy and enforce it.—Recent Address of Judge Phelan, Detroit.

New Rules For Printers' Home.

One of the most important decisions reached by the trustees of the Union Printers' home at their recent annual meeting at Colorado Springs is that making ten years' membership in the International Typographical union, instead of five years, as formerly, necessary for admission to the home in case of sickness or accident. A membership of five years is still sufficient to enable a member suffering from tuberculosis to be admitted to the home. The trustees announced that the \$30,000 library addition will be finished by Dec. 1. The addition includes a new kitchen equipped in the most modern way.

LABOR BRIEFS.

The Janitors' union of New York publishes a monthly magazine, the Janitors' Journal.

Referendum election of general officers has been abolished by the Boot and Shoe Workers' union.

Dr. Cook wore clothing bearing the label of the United Garment Workers of America on his trip to the pole.

Fifteen thousand union workmen took part in the parade of welcome to President Gompers at Washington on his return from Europe.

Herman Ross of Washington, D. C., has been elected International organizer of the Bakery and Confectionery Workers' International Union of America.

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