

Religion's Ideal Best Evidenced In Labor's Battle For Human Rights

Lake Junaluska, N. C., July 6.—Major George L. Berry, former National Vice Commander of the American Legion and President of the International Printing Pressmen and Assistants' Union of North America, the founder of Pressmen's Home, Tennessee, where the organization of which he is president, operates a Tuberculosis Sanatorium, a home for aged and incapacitated members and the world's largest Technical Trade School engaged in the study and promotion of printing, in an address before the Third Annual Social Service Conference, conducted by the Commission on Temperance and Social Service of the Methodist Episcopal Church South, and the Federal Council of the Churches of Christ in America, upon the subject "The Importance and Aims of Trades-Unionism and the program of the American Legion in its campaign to Eliminate Illiteracy," said in part:

"Because of the absolute dependence of life and its development upon industry it follows that industry is fundamental.

"Economic development is by the very nature of things controversial. It is representative of a competitive relationship unescapable for the reason that standards of livelihood are very largely predicated upon economic advantages, and since custom has elected—if not the 'little man's' selfishness—that self shall be the first rule of conduct trades-unionism becomes as thoroughly important as is industry itself.

"An illustration of the value of trades-unionism in its abridgement of greed and its effort to promote economic justice can be very amply applied to the Bible and to the church.

"The Bible represents the greatest philosophy and the most far-reaching printed instrumentality for good that has ever existed, but the Bible is not responsible for the growth of the past and will not be responsible for the growth of christianity in the future. Christianity has advanced and will continue to advance, in my judgment, because of the existence of the church, ever active in the advancement of religious doctrine as given us through the Bible—the authoritative and responsible source in this development.

"The trades-union movement and its collective influences gives life, by intercourse of men and women engaged in the various industrial pursuits, to the most effective antidote to industrial selfishness, even among employees, that has yet been conceived by the human mind. The elimination of trades-unionism, from this point of view alone, would be a calamity to the human family that would involve the permanency and stability of nearly every civilized institution.

"It might be said in connection with this declaration that the small percentage of organized men and women of America as by comparison

with the great number of operatives, that it is paradoxical, but on a more intimate study of this question we will find that oftentimes a tendency by one person attracts the unconscious or the conscious acceptance and duplication of that tendency. The truth of the matter is that there has rarely ever been a great economic accomplishment by trades-unionism that has not instantly caused mental and physical readjustments, by and in behalf of those who were not in fact associated with the trades-union movement.

"The example that I have given might be subject to further inquiry as to the effect of a united trades-union movement in America, that is to say, if trades-unionism, as now constructed with the small percentage of active participants, has proven to be good for social development for the employees themselves then would it not be better if the employees were organized in their respective trade unions to a one hundred per cent position? My answer to such an inquiry would be that in my judgment a hundred per cent trades-union in any industry has proven to be proportionately better for employees than a ninety, eighty or seventy per cent organization; and it might be observed at this point that wherever a one hundred per cent trades-union has been established there has likewise come into operation a one hundred per cent employers' organization and the result in most instances, if not in all, has been the development of a relationship, as it effects the industry and its possibilities, that has not only proven to be good for the employees and the employers but for the community as a whole.

"American trades-unionism, by the very manner in which it is organized, gives recognition to human concept and intuition. The American trades-union movement is organized upon trade lines. It is opposed to the impossible theory of "one big union," which if effectively developed would mean one big mob, or scientifically termed sovietism.

"American trades-unionism has recognized and has fought unceasingly for the conservation of the spirit of initiative, pioneerism and the necessity of the race in the development of humanity and all of the things attendant to human existence; and it should be said at this point that the most persistent and consistent opponents that trades-unionism has had in conserving this great American tradition and religious doctrine has emanated from a small but powerful group of employers who were, thus, consciously or unconsciously as the case may be, assisting in the furtherance of the "one big union" commonly called the mob and scientifically referred to as sovietism.

"The American trades-unionists are committed to the proposition and to the belief that the reason that God

gave to the human family an undeveloped world was to place the responsibility for its development of understanding and appreciation, it being their judgment that if this was not the intention of God that then he would have given to the human race a perfected world in the beginning. I may say that it is the belief of a very large percentage of trades-unionists of America that the world is just as fertile in possibilities of accomplishment today as it was in the initial period of human existence. By this very fundamental fact American trades-unionism cannot justly be associated with destructive or revolutionary forces.

"As a development of educational, social and religious activities among the working men and women of America, I venture the observation that there is no counterpart to the successes attained in this direction. The broadening of social responsibilities, the accentuation of the need and value of education and the furtherance of christianity cannot come to human beings in a form appreciated and understood except as the result of two things—your physical and mental ability to comprehend. Mental and physical comprehension does not arise from an under-fed or under-clothed condition. The comforts and economic advantages gained as result of trades-unionism of America gives to the churches of this country a field of operation unequalled in possibilities in any other country of the world.

"It is doubtful if any other existing organization has registered its protest oftener or with greater emphasis than has the trades-union movement of America against illiteracy and the employment of children in industry. That this is true can best be exemplified in the fact that the public school system of America, the compulsory education system of America and the child labor agitation of our country originated in the councils of the American Federation of Labor; and all of these things to which I have made mention, and upon which posterity and the character of our future citizenship must be calculated, are genuine religious doctrine and we should not be over-enthusiastic with regard to these accomplishments because of our knowledge that they are just and religious accomplishments, for as a matter of fact there have been and are in America a great many men who are opposed not only to our system of education, not only to our campaign for the elimination of children from the factories, the mines and the shops, but are likewise opposed to our public school system and its compulsory requirements. It would not be difficult for you to find men in America who pride themselves upon reference to their Americanism who will hold that education is bad for the American worker.

"As to the aims and purpose of the trades-union movement as it effects industry and the aspiration of the trades-union movement with regard to the employer, or managerial group of industry, it would, of course, be difficult to draw a rule that would be exclusively applicable. I am compelled, therefore, to declare for what I know to be a general principle and to hold that because of its general application that it establishes a tendency sufficiently secure to express the belief that it would be applied exclusively if frankness and recognition of the justice of trades-unionism was embraced by the employees and managerial groups of America.

"In the first instance let me restate what has already been covered, namely, that American trades-unionism has become a tradition of the workers, and that it is predicated upon the proposition of a clearly defined recognition of the need and value of leadership, initiative and the necessity of life for constructive and progressive developments.

"Such a tradition is the only humanly conceived antidote to sovietism.

"It has been well said that it requires two or more persons to precipitate and conduct a fight. That there have been struggles and that they are now in the process of operation is a generally accepted fact, but if we are to eliminate and make operative industrial struggles, which are in fact wars, then we must ascertain the source from which they come and place the responsibility as the result thereof.

"For sixteen years I have had the honor of being the president of the International Printing Pressmen and Assistants' Union of North America and have played some part in the councils of the American Federation of Labor, and because of this great opportunity that has been given me by those of my trade I have had the chance of not only intimately facing industrial wars by participation, but of observing them as they involved other industries than that of the printing and newspaper business of America.

"The greatest difficulty and the authoritative source of precipitation of industrial struggles is founded upon the proposition of misunderstandings, due primarily to the unwillingness upon the part of employer groups and employ groups, and chiefly the former, to permit facts to be the governing influence prior to the actual declaration of war.

"It will be observed that I clearly charge that the employers are largely

responsible. I do not believe that a survey of the industrial difficulties which have occurred in America would contravene that declaration, but it would place it in the category of a non-partisan conclusion.

"It is my judgment, arrived at through the process of thousands of negotiation experiences as between trades-union and employers, that the most conservative and yet patient element of our citizenship in America are those associated with the trades-union movement.

"It is my judgment that in ninety-five per cent of all of the industrial disputes occurring in America that the trades-unionists involved would have gladly submitted to the arbitration of such disputes and for the determination of them upon the basis of fact.

"It has been said that the person who cries out in his announcement of a fire is not always free of the responsibility of it. The public mind has been tuned to the cry of a strike, when as a matter of fact it may not have the slightest relation to a strike. The great overwhelming majority of industrial difficulties in America arise from such processes as:

First: The application of the lockout force of the employer, the closing down of his plant with the hope that by and through the starvation process attending unemployment he will be able to make readjustments upon a theory and without the necessity of consultation with the employees of his industry.

Second: The employer arbitrarily executing an order providing for reductions in wages and revision of working conditions without consultation or conference with the employees.

Third: The employer refusing to arbitrate the differences with his employees, taking the ground quite often that there is nothing to arbitrate and that if the employees are dissatisfied with their positions that they can quit.

Fourth: The employer tentatively agreeing to arbitrate but declining to permit facts to apply and the necessary investigations to be made to show as to whether or not the industry can meet the demands of the employees.

"It is easy this to observe that the old and antiquated theory of holding that an employer is better qualified to determine the destinies of scores of men without consultation, advice or investigation as to their responsibilities, is largely if not entirely responsible for the industrial difficulties in America.

"It follows that in the natural order that there will be numerous occasions where trades-unionism make demands upon the industry, while justified from the employees point of view based upon actual every day economic experiences, that cannot at the same time be met because of some physical defect or limitation of industry. When the employer, therefore, merely takes the position that "it can't be done," by the simple declaration and declines to prove its impracticability a conflict is inevitable. It is infinitely more justifiable to expect that minute facts with regard to the responsibility of industry to carry an economic readjustment for scores of men, than it is for an employer, as an individual, to declare himself capable of determining as to the character of food, clothing, education and opportunity that his employees should enjoy. In this connection we are compelled to inquire—why the existence of industry? It is my judgment that industry has but one reason for existence and that is to give life and opportunity for the development of the human family.

"Because of what we feel to be an unsound custom, to which I have made reference, industrial progress has been abridged due to disinterest in the mutual obligations that employer and employee owe to each other. The spirit of cooperation and co-ordination in the promotion of industry for the common good of all of the units associated therewith is abridged because of the lack of collective contact that can only come as result of a relationship between organizations of employers and organizations of employees, seeking to establish justice and to conserve the institution upon which they are dependent and in which they are engaged in perfecting. Moreover the mere mechanical relationship as between employer and employee makes impossible the harnessing of the joint mentalities and physical possibilities of the units necessary for real success.

"We hear much with reference to lost motion in industry, to abuses and to lack of efficiency. I shall not attempt to give my version of this phase of our industrial life fearful that it would be construed as partisan, but a survey, covering several months, made by one of America's leading economists and set out in a report issued to the public by him, established as a fact that in one of the largest industries of America labor was charged with a fraction less than 24 per cent of the inefficiencies of that great industry as against 65 per cent managerial inefficiencies. It is my belief that by a more generous recognition of each other's responsibilities in industry, and with a greater willingness to make known the intimacies of successes and adversities in the conduct of business to all of the units engaged therein, that it would be quite possible for the brains of the employees to suggest remedies for the eradication of the shocking economic losses occurring from managerial inefficiencies. In any event it would not be worse as the result of a trial of the process of better understanding.

"The trade-unionists of America recognize and accept the principle of ownership of business; they accept

the principle that real investments in industry should be compensated by adequate interest; they accept the principle that managerial brains embodied in ownership or direction is entitled to generous compensation; they accept the principle that property should be taxed to meet industrial adversity; they accept the principle that depreciation is essential; they accept the principle that industry should provide ample resources for depreciation; and those principles are American trades-union doctrine. This being true what reasonable complaint against the permanency and the general application of trades-unionism to industry can be offered, except that there may be those who because of the lack of business capacity, or because of their desire to hold that which fundamentally does not belong to them, take the attitude contrary to that which, to me at least, is morally and economically sound.

"The International Printing Pressmen and Assistants' Union of North America possibly enjoys a relationship with the publishers of newspapers and the commercial employing printers of America that has no counterpart in any other industry. We are engaged in no industrial conflicts, peace and industrial cooperation generally exists. Witness the result—the International Organization of Pressmen and Assistants maintains and conducts its own city which is named for the organization by the Republic of the United States, and at which city there is located the only Trade School dedicated to efficiency and craftsmanship and operated by a trades union in the world, maintained at the expense of the members of the organization. There is also maintained a great Sanatorium for Tuberculosis, a home for incapacitated and disabled workers and associated with the organization program is a pension system and a mortuary benefit system that is responsive to the wants of the employees of the pressrooms of America, which to a very large extent relieves the industry of the burdens that could very properly be assigned to it. This is all as the result of a cooperative relationship, founded upon the basis of understanding."

Gather At Altar Labor Sunday Give Expression

To the Hopes, Ideals and Aspirations of the Men, Woman and Children of Labor — Touching Appeal Made by the Executive Council of the American Federation of Labor.

Having regard for the need of keeping constantly before the masses of our people the highest ideals of our labor movement and the requirement of our people for the complete fullness of life in all things, the Executive Council of the American Federation of Labor declare as follows:

The labor movement of America demands for all of our people the full benefit of the life giving forces of our marvelous civilization through constantly increasing wages and improvement of working conditions and through a reasonable and proper reduction in the hours of work.

The labor movement of America demands for the wage earners and for all who serve usefully in any capacity, a sound and just economic basis for life and freedom in the fullest meaning of those terms.

The labor movement of America has ever had high regard for the development of the ethical and the spiritual in life, realizing the right of all humanity to partake freely of the great satisfaction that comes to enrich life as a result.

The labor movement of our country, recognizing the fact that all freedom and all higher development of life, rest upon first providing assurance of the essentials of existence, has first demanded economic justice as a basis for all other things.

But the labor movement has always taught that the material is essential to something higher, and that the inspiration of our movement has its deepest springs in something above and beyond the material.

The labor movement strives for economic improvement with unrelenting zeal and fidelity because economic improvement is the first fundamental requisite; but it holds out to all mankind a flaming torch lighting the way to a greater fullness of life, to complete realization of the finer and nobler aspirations of the mind and soul.

The labor movement fixes as its goal nothing less than the complete richness of life, without limitation of any kind, the attainment of the complete human ideal, in all of its economic, ethical and spiritual implications.

Through the inspiration of our labor movement, the Sunday preceding Labor Day, which is the first Monday in September each year, has come into general national observance as Labor Sunday. On this day it is fitting to give thought to the aspirations of Labor and to find in what way the soul of Labor may give thought and expression to its longings.

Because of the aims and aspirations set forth, we hold it fitting that all churches draw close to their altars the soul of Labor on the coming

Labor Sunday and that the men and women of labor everywhere make special effort to cooperate with the churches and to secure the cooperation of the churches with them, in order that there may be in the churches everywhere on that day a great union of expression in behalf of a higher, nobler life for the masses of our people; and in order that there may be everywhere a consecration to the cause of human betterment, particularly in those things that give flower and fruit to the great ideals of our labor movement, the embodiment and the expression of the idealism of our people.

May Labor Sunday each year bring home to the masses of our people the great good that humanity may yet achieve, the lofty heights to which it may climb, the inspiration and the enrichment to be found in the great American labor movement which is the hope of the millions who toil.

We ask also that Labor Day, the great holiday of the toiling masses, dedicated to them and to their cause, be ennobled and enriched by an expression of the same spirit, the same high idealism and purpose, the same uplifting, inspiring search for the fullness of life and the same determination to achieve triumph over all ills and wrongs through our great movement in its ethical and spiritual aspects, as well as through its purely economic operations.

BEST N. C. MAP EVER PREPARED

Merchants and Farmers Bank Are Giving Away Maps Of Unusual Value.

People who want the very best there is in a North Carolina map should call at the Merchants and Farmers Bank, where one will be cheerfully given to any who call for them. Some genius in the printing business prepared and printed the map, and it is undoubtedly the best ever presented to the citizenship of the state. The Merchants and Farmers Bank has already given away one big supply, and is in receipt of a second order. On account of the limited number, it would be well for those desiring the maps to call at an early date for them.

Mr. Wilkerson, president of the bank, is also a member of the state highway commission, and is one of the original good roads advocates. This map, showing as it does, the highway system, the distances between all points in the state, and containing much other valuable information, is especially pleasing to Mr. Wilkerson, and he wants every one to have one of the maps.

Men who are prominent ought to be particularly careful about their example, because its influence is great.

USED CARS Biggest Values in Town

- HUPMOBILES**
- R-Touring (Demstr.)—\$525.60 Cash (Balance in 10 months.)
 - R Coupe (Demstr.)—\$635.10 Cash (Balance in 10 months.)
 - Model R Roadster—\$350.48 Cash (Balance in 10 months.)
 - Model R Touring—\$372.30 Cash (Balance in 10 months.)
- OTHER MAKES**
- Ford Coupe—\$175.26 Cash (Balance in 10 months.)
 - Liberty Touring—\$219.00 Cash (Balance in 10 months.)
 - Dodge Touring—\$109.40 Cash (Balance in 10 months.)
 - Studebaker Touring—\$219.00 Cash (Balance in 10 months.)
 - Maxwell Touring—\$109.40 Cash (Balance in 10 months.)
 - Ford Coupe—\$219.00 Cash (Balance in 10 months.)
 - Dodge Touring—\$212.45 Cash (Balance in 10 months.)
 - Essex Touring—\$240.90 Cash (Balance in 10 months.)
 - Milburn Electric—\$219.00 Cash (Balance in 10 months.)
 - Ford Touring—\$164.25 Cash (Balance in 10 months.)
- Don't think of buying a used car elsewhere until you see our line.
- Charlotte Motor Car Co.**
501 East Trade Street
PHONE 961

DRINK

ORANGE CRUSH
LIME CRUSH
LEMON CRUSH

IN KRINKLY BOTTLES

Orange Crush Bottling Co.
SOLD EVERYWHERE

PRITCHARD PAINT CO.

Successors to Ezell-Pritchard Company

Paint, Glass and Painters' Supplies

12 and 14 West Fifth Street
Charlotte, N. C.

A PAINT STORE FOR 25 YEARS

Make Your Plans For Painting Your Property

Now

COME TO SEE US OR PHONE 765

FREE FAN STAND

To The First Twenty-Four Customers making purchase of 10"—12" or 16" Desk Fan, we will give a fan stand free. These stands are finished in bleish oak and are just the right height to blow on dining room table or your couch or reclining chair. Sells regularly for \$3.00.

FANS
\$9.00 to \$50.00

Sold On Easy Terms

"Service Follows the Appliance"

Southern Public Utilities Company
PHONE 2700