

Output of Pilot Cotton Mills Increases Under Union Conditions

President Williamson Congratulates Employees on Improvement in Production for Past Week, and Predicts Even Better Showing for the Future.

The Textile Workers' Union, of Raleigh, though a young organization and still somewhat unfamiliar with the benefits of collective effort, are rapidly and intelligently absorbing the great principles which form the foundation of the Labor movement. They recognize one point which is sometimes overlooked by union men—that in order to secure a greater remuneration for their labor, and better conditions under which to perform that labor, they must by their own effort and co-operation with the employer make possible these benefits. The fact that some employers refuse to appreciate this spirit among workmen is the cause for numerous strikes and lock-outs.

The following letter to the employees of the Pilot Cotton Mills of this city is evidence that Mr. Williamson, president of the company, is of the appreciative kind, and where such feeling exists it is unlikely that any trouble will arise which cannot be amicably adjusted. These employees have proven that collective effort has benefited the employer, and what better proof is wanted that collective bargaining will prove beneficial to both? Very few differences cannot be settled if both parties to a

controversy show a willingness to give the other credit for his virtues. Following is Mr. Williamson's letter:

NOTICE!

To the Employees of the Pilot Cotton Mills Company:

I congratulate you on the improvement in production last week, the weaving being 2,174 cuts against 2,158 for the previous week.

Remember, we were aiming at 2,217 cuts, and this is making good headway, and I feel sure that if the same effort is put forth next week, you will get those figures.

I also congratulate the spinning department, as we asked them for 32,500 pounds, and they produced 32,242, showing that they came very close to their full quota.

I, however, note 13 looms standing yesterday morning and 27 standing this morning. Although this is fair week, don't let us lose the "pep" we got last week, but let us see if we cannot make the production for Friday and Saturday the largest ever produced for Friday and Saturday after the two days fair vacation.

Now let us all pull together. Yours very respectfully,
WM. H. WILLIAMSON, Pres't,
Pilot Cotton Mills Company.

AMERICAN LABOR PROUD OF ITS RECORD

Recent War Has Proven Its Loyalty to the United States, Both at the Front and at Home.

By Chester M. Wright.

The press agents of stand-patism are at work.

Their job, self-appointed or otherwise, is to see that trade unionism is misrepresented.

They try to show that every effort of Labor for a fuller measure of justice is an act of treachery.

They try to show that the masses are getting "super-wages" and have no justification for demands that wages be increased.

Most base and unprincipled of all, they argue that the workers stayed at home during the war and lined their pockets with gold and, as one of them puts it, "risked their precious skins not at all."

This is calumny.

This is to slander—despicable libel.

The idea underlying this libel is found in a sentence from a letter to The New York Evening Post, written by some one who signs "F. E. C." to the epistle:

"I wonder much of late what the men who are back from war service abroad think of the demands of the men who stayed safely at home, for wages for hand labor ranging as high as \$90 a week."

Not an Isolated Case.

This is not an isolated case. Too many utterances of this kind have appeared to justify the notion that they are merely outbursts of a few isolated muddled persons. The idea, too, is creeping into news stories from strike centers.

There are no fabulous wages being paid in this country. In the vast majority of cases wages are lower in buying power than in 1914.

"Hand labor" at \$90 a week is unknown to the Bureau of Labor Statistics of the Department of Labor at Washington; also, it is unknown to those who do what is called hand labor.

A most recent illustration of the relation of cost of living to wages is found in the steel industry. The steel trust, making its own case with its own books and with its own men, for its own peculiar purposes, says that in the steel industry wages have gone up 10 per cent more than the cost of living.

If this were true it would not constitute injustice. It would be nothing remarkable. It would mean that in five years the workers in the steel industry had been able to make some slight gain toward a higher and better standard of life.

But there do not seem to be any other figures that show for the steel industry what the steel trust's figures show. So they must be taken as steel-trust figures, and nothing more.

There are figures enough to take care of any lies about high wages. The Government at Washington has a great many experts on the job of getting figures together. And, taking them all together, the figures show that wages are anywhere from 10 to 30 per cent behind the cost of living.

There are those in America who would like to see the standard of living of American labor slip back to that of the Asiatic workers, or the workers of Southern Europe.

But the American worker himself is determined that no such thing is going to happen. Nothing could be better for America than that he should maintain this decision.

More reprehensible than lies about wages are the malignant efforts to belittle and besmirch the American working people who kept American industry running at more than top speed during the war by comparing him unfavorably with the men who went overseas to fight.

During the war there was none of this talk. During the war the talk was to the contrary. And with reason. The facts were to the contrary.

Let it not be forgotten that America raised her army by means of the selective draft.

Men were drafted for the army, and men were drafted for industry.

That is to say, men were selected for service in the army and men were selected for service in industry.

Men were classified by the Government. They did not pick according to their own desires.

Some men were sent to France when they did not want to go to France.

Some men were ordered to stay at home and work when they didn't want to stay at home and work.

At least five men behind the front for every man at the front—that was the rule.

Out of the cogs and wheels and muscles of industry has to come the guns and the ships and the shells and the food—everything that went into the great mechanical maw of the war.

Machine shops and shipyards and factories were as valuable as troops.

Each depended upon and served with the other.

America helped munition the allies and helped feed the world. This was done by men in America who worked night and day while the war raged.

I have seen Samuel Gompers among the soldiers in France, and I think I have some idea about how the American soldier felt toward his brother at home who made the machine guns and the shells and the howitzers and the motor trucks and the ships. Gompers to them was the visual evidence of men working like mad in the shops at home to produce the multitude of things that had to be made and shipped to beat Germany.

It is time that this despicable, contemptible after-the-war lie about American workers who produced the stuff of war was laid away to sleep!

The sureness of purpose, the sublime faith in democracy, the utter devotion to the cause that rang and resounded from the ranks of American labor during the war stand high among the reasons for democratic victory against putrescent and vicious autocracy. I have some personal knowledge, gained from observation, of the electrical effect created in European industry by the valiant, unflinching stand of American labor.

So much for that.

Turn now to another side of the matter. Go today into any trade union hall in America and see there the gaps in the ranks. Those gaps for dead men in France—men who went out from the unions into the army at the call or the command of Uncle Sam. Did these men lose their Labor identity when they entered the army? They did not!

Labor was IN the army as well as behind it!

When General Pershing received American Labor representatives in Chaumont, his general headquarters during the days of war, he received them as representatives of fellow-Americans who were likewise representatives of fellow-fighters against a common enemy.

It seems unnecessary to give such consideration to a libel so gross and which carries to all thinking persons its own refutation.

The record is an open book. The story is everybody's story.

In the great war America had no shirkers, except those locked up in internment camps and those who fought the German cause from the shaky and rotten platform of pacifism. America presented to the world a wonderful and glorious unity.

Those who come at this late date to cast reflections on Labor in its battles for justice, to stain its record in order to falsely create a prejudice against it, are strange imitators of the hound-pack of German agents and propagandists whose lies went their course through the nation during the war, carrying poison and suspicion. These are strange late-day imitators of a despised breed.

American Labor is proud of its record in the war—proud and filled with rejoicing. No dishonest hand can wipe from the page what is written there.

But the painful, shameful truth is that there are newspapers that will give ear and give space to the warped and jaundiced propaganda that is being spread by that handful that arises to blench every fair movement. Perhaps there is no greater truth in the world that has not been denounced and denied by ignorance or treachery.

Labor in America is today what it has been. It is the same today that it was in the trying days of 1917 and 1918. The same men and women are there at the work benches, at the machines, in the mines and the mills, in the shipyards and on the railroads. They have the same standard of honor and of Americanism that they had when the shells that made were being fired into the German lines by their brothers in uniform. And they have the same standards and the same ideals that they had before there was any war.

Nothing has changed about these men and women. Conditions about them have changed, the worth of the dollar they get has changed, and, as we see, with deep regret, but with little surprise, those who hate Labor when it is organized are still telling lies about them. The lies change.

Let every honest American, wherever he may be, stop every lie with truth, meet every injustice with a demand for justice, and, under the world's best flag, keep the high ideals of old alive for the progress of humanity through democracy.

COSSACKS RAID CHURCH.

Pittsburgh, Pa., Oct. 21.—At steel strike hearings that were conducted in this city by the United States Senate Committee on Education and Labor, Rev. A. Kaznici, of St. Michael's Church, Braddock, near here, said, on Monday, September 21, two State troopers attacked men as they were leaving church. The clergyman protested and the cossacks replied that they were doing their duty in breaking up all gatherings.

GARY MAKES STATEMENT BEFORE CONFERENCE

Opposes Any Interference With Steel Strike Situation—Deadlock Continues on Collective Bar- gaining.

Judge Elbert Gary, Chairman of the United States Steel Corporation and one of the representatives for the public at the Industrial Conference, told that body on Monday that it should take no action bearing on the pending steel strike, as he opposed arbitration or compromise, says a Washington special to the New York Times.

Samuel Gompers, President of the American Federation of Labor, replied at some length to Mr. Gary and the conference, which then adjourned, because the Committee of Fifteen was unable to report anything definite by way of a compromise between the pending resolutions dealing with collective bargaining.

Judge Gary had been absent from Washington two days, having gone to New York to confer with his colleagues of the United Steel Corporation. Meanwhile the three groups of the conference have been seeking to reach a compromise over collective bargaining. Immediately after the return of Judge Gary word reached members of the conference that Judge Gary intended to make an important statement.

When the delegates assembled there was a full attendance, in expectation of the announcement by Judge Gary, who took the floor at once:

"I desire to make a brief statement," he said. "In relation to the question under discussion, as well as others submitted to this conference. Further explanation of any vote I may register will probably be unnecessary.

"Like other members of the conference I recognize that the public interest must always be considered as of the first importance, that all private interests must be subordinated.

"I am heartily in accord with the desire of the President to firmly establish proper and satisfactory relations between all groups of citizens connected with industry, including, of course, what has been designated as capital and labor.

"I believe in conciliation, co-operation and arbitration whenever practical without sacrificing principle.

"I am of the fixed opinion that the pending strike against the steel industry of this country should not be arbitrated or compromised, nor any action taken by the conference which bears upon that subject.

"Also that there should be maintained in actual practice without in-

terruption, the open shop as I understand it, namely that every man whether he does or does not belong to a labor union, shall have the opportunity to engage in any line of legitimate employment on terms and conditions agreed upon between employer and employee.

"I am opposed to a policy or practice which unnecessarily limits production, increases costs, deprives the workmen from receiving the highest wage rates resulting from voluntary and reasonable effort, hinders promotion or advancement in accordance with merit, or otherwise interferes with the freedom of individual action.

"As organized labor, which embraces the vast majority of working people, has no special representation in this conference, I deem it appropriate to say that all labor should receive due consideration and that it is the obligation and ought to be the pleasure of employers at all times and in every respect to treat justly and liberally all employees whether unorganized or organized."

Mr. Gompers in his reply said: "I am free to say, sir, as one of those who declared that it would be a great pleasure to hear some statement from Judge Gary, that I am rather disappointed at the statement that he has made. I did expect, as I think that everyone had the right to expect, that something new was coming forth, to throw some light upon the situation, and perhaps remove some obstacle from the path of our progress.

"The statement just read by Judge Gary is nothing more or less than the letter he addressed to his subsidiary companies about a month ago, and which has since been made public property, and not either in thought or statement of fact, or in the language employed is there the slightest variation from the letter.

"It is a bit appropriate to say that, while there may be differences of opinion upon the question of the 'open shop'—and we hold that there should not be, but conceding that there may be—the question of the 'open shop,' as any one individual understands it, and assumes to act upon it, as if there were no other opinions, is, to my mind, hardly justifiable.

"One would imagine that the men of labor, who have had either the intelligence or the temerity to organize for their own or the common protection, had in mind tearing down the conditions of the unorganized worker. To interfere with his promotion, to interfere with any improvement in his condition.

"The solicitude of the modern employer, who has that understanding of and that great sympathy for the unorganized worker—well, the unorganized workers know where to come when they are in great stress—it is not necessary for any (Continued on page 8.)

LABOR'S CHAMPION SUBMITS PROGRAM

Gompers Submits Plan to Industrial Conference Which In- cludes Right to Collective Bargaining.

Washington, D. C., Oct. 21.—Here is the program submitted to the National Industrial Conference by the labor group, through Samuel Gompers, chairman of the group:

Labor's Propositions.

This conference of representatives of the public, of the employers and business men, and of labor, called by the President of the United States, hereby declares in favor of the following:

1. The right of wage-earners to organize in trade and labor unions for the protection of their rights, interests and welfare.

2. The right of wage-earners to bargain collectively through trade and labor unions with employers regarding wages, hours of labor and relations and conditions of employment.

3. The right of wage-earners to be represented by representatives of their own choosing in negotiations and adjustments with employers in respect to wages, hours of labor and relations and conditions of employment.

4. The right of freedom of speech, of the press, and of assemblage, all being responsible for their utterances and actions.

5. The right of employers to organize into associations or groups to bargain collectively through their chosen representatives in respect to wages, hours of labor, and relations and conditions of employment.

6. The hours of labor should not exceed eight hours per day. One day of rest in each week should be observed, preferably Sunday. Half-holiday on Saturday should be encouraged. Overtime beyond the established hours of labor should be discouraged, but when absolutely necessary should be paid for at a rate not less than time and one-half time.

7. The right of all wage-earners, skilled and unskilled, to a living wage is hereby declared, which minimum wage shall insure the workers and their families to live in health and comfort in accord with the concepts and standards of American life.

8. Women should receive the same pay as men for equal work performed. Women workers should not be permitted to perform tasks disproportionate to their physical strength, or which tend to impair their potential motherhood and prevent the continuation of a nation of strong, healthy, sturdy and intelligent men and women.

9. The services of children less than 16 years of age for private gain should be prohibited.

10. To secure a greater share of consideration and co-operation to the workers in all matters affecting the industry in which they are engaged, to secure and assure continuously improved industrial relations between employers and workers, and to safeguard the rights and principles hereinbefore declared, as well as to advance conditions generally, a method should be provided for the systematic review of industrial relations and conditions by those directly concerned in each industry.

To this end, there should be established by agreement between the organized employers in each industry a national conference board, consisting of an equal number of representatives of employers and workers, having due regard to the various sections of the industry and the various classes of workmen engaged, to have for its object the consideration of all subjects affecting the progress and well-being of the trade, to promote efficiency of production, from the viewpoint of those engaged in the industry and to protect life and limb, as well as safeguard and promote the rights of all concerned within the industry.

With a further view of providing means for carrying out this policy, the Federal Government, through its Department of Labor, should encourage and promote the formation of national conference boards in the several industries where they do not already exist. To still further encourage the establishment of these national conference boards in each industry, these conference boards should be urged, whenever required, to meet jointly, to consider any proposed legislation affecting industries in order that employers and workers may voluntarily adopt and establish such conditions as are needful, and may also counsel and advise with the Government in all, should be urged, whenever needful legislation is required.

The Federal Government should also undertake to extend the functions of the Department of Labor to ascertain and provide adequate information and advice to the several national conference boards on all matters affecting the life, health, and general welfare of wage-earners within such industries.

11. The flow of immigration should at no time exceed the nation's ability to assimilate and Americanize the immigrants coming to our shores, and at no time shall immigration be permitted when there exists an abnormal condition of unemployed.

By reason of existing conditions, we urge that all immigration into the United States be prohibited at least until two years after peace shall have been declared.

Steel Strike Resolution.

The following resolution concerning the steel strike was submitted:

Whereas the nationwide strike now in progress in the steel industry of America affects not only the men and women directly concerned, but tends to disturb the relations between employers and workers throughout our industrial life; and

Whereas this conference is called for the purpose of stabilizing industries and bringing into being a better relation between employers and employees; and

Whereas organized labor wishes to manifest its sincere and fair desire to prove helpful in immediately adjusting this pending grave industrial conflict; therefore, be it

Resolved, That each group comprising this conference select two of its number, and these six so selected to constitute a committee to which shall be referred existing differences between the workers and employers in the steel industry for adjudication and settlement.

Pending the findings of this committee, this conference requests the workers involved in this strike to return to work, and the employers to reinstate them in their former positions.

POSITIONS OF ORGANIZED LABOR AND EMPLOYERS BEFORE THE PRESIDENT'S INDUSTRIAL CONFERENCE

WHAT LABOR FAVORS.

Right to organize, to bargain collectively and be represented by those whom the workers select. The same right is accorded employers.

Free speech, press and assemblage, with responsibility for utterances and actions.

Limit the hours of labor to eight hours. One day rest in seven, preferably Sunday. Saturday half holiday to be encouraged.

Overtime should be discouraged, but when absolutely necessary should be paid for at not less than time and one-half.

Right of all wage earners to a living wage which "shall insure the workers and their families to live in health and comfort in accordance with the concepts and standards of American life."

Women should receive the same pay as men for equal work performed.

Women should not be permitted to do work disproportionate to their strength or which tends to impair their potential motherhood.

To assure continuously improved industrial relations between employer and employee a method should be provided for the systematic review of industrial relations and conditions by those directly concerned in each industry.

To this end a national conference board should be established between the organized workers and associated employers in each industry.

The federal government, through its department of labor, should encourage and promote the formation of these national conference boards, which would counsel and advise with the government in all industrial matters where needful legislation is required.

Prohibit immigration for a period of at least two years after peace shall have been declared.

WHAT EMPLOYERS FAVOR.

Efficiency in production. Each individual establishment rather than the industry as a whole should, as far as practicable, be considered the unit of production and of mutual interest on the part of employer and employee. "By experimentation and adaptation" plans should be worked out for the co-operation of employer and employee.

(This means that each plant would negotiate with its workers without regard to other plants and a union would be split into shop units.)

Conditions of labor should be as safe and as satisfactory to the workers "as the nature of the business reasonably permits."

Wages should provide a living standard and be based on the workers' productive efforts, his value and the length of his service.

A study of bonus payments, profit sharing and stock ownership is recommended.

Women should be paid the same wage as men when they do work equal to men.

Hours of labor should be consistent with the health of the worker. Overtime should be avoided and one day rest in seven is favored. (No mention of eight-hour day.)

Each establishment should provide means to settle disputes with its employees. The management must not be interfered with in the exercise of its "essential function of judgment and direction." (No provision is made for arbitration.)

Trade unions should be incorporated and held responsible for its actions and that of its agents.

The "open" shop. Right to strike in private industry. Opposition to strike in public utilities, to the sympathetic strike and the boycott.

Vocational education.