

# The Printer's Miscellany.

AN EXPONENT OF PRINTING AND ALL THE KINDRED ARTS.

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## PRACTICAL MATTERS.

BY JUL. I. WRIGHT.

### Relations of Employes.

So far as the regulations prescribed by subordinate unions for the government of its members are concerned, the relations of employes are properly brought to the level of *equality*; and though the foreman is invested by his employer with executive supervision of the composing room, and as such may presume upon the fortuitous circumstances of his position and usurp powers approaching autocracy, yet, when a dispute arises involving the legality of any measure sought to be enforced, he is divested of all *authority* in the premises, and must yield to the *law* as expounded by the *chairman* of the office.

As an individual member of the fraternity he loses his identity as foreman and stands upon the broad level occupied in common. In formulating his rules for the internal government of the office he should look to the chairman for advice on contested points, yielding to him in his *official capacity* the same obedience he exacts from the hands as foreman, reserving, in common with any other member, the right of appeal to the Union itself when the decision is final and apparently oppressive.

While the foreman may have an unquestioned right to employ and discharge hands at pleasure (and it must be that this privilege is often sadly abused by men of ignoble nature, who find a pretext for venting personal spleen in the exercise of arbitrary and summary action—action which they will, perhaps, never be called upon to explain, simply because the craft is loth to charge despicableness, unless the fact is patent to the most disinterested observer), yet he should be so careful as not to confound his position of *factor*, with that of *member*, to the extent of encroaching upon the individual privileges guaranteed by our laws.

As *factor* or *foreman* he is supreme, and all must comply with his directions for executing the work. Not *your* ideas, but *his*, must finally prevail—no matter how ridiculous they may