

statement of procedure in the method of presentation and adjustment of complaints and grievances. The absence of any clearly defined statement with respect to these several particulars is a source of constant fear of injustice and leads to much unrest in industry.

Industrial peace is based on industrial justice. Justice that is uncertain is not justice at all. In the absence of exact knowledge, there is always opportunity for unfair and arbitrary practices. Wherever uncertainty exists, suspicion and distrust are sure to arise.

Labor is entitled to its Magna Charta of industrial liberties. The more comprehensive the charter is, the more explicitly its stipulations are worded, and the wider their application, the better for the peace of industry and all that industrial peace makes possible. When the rights of nations are similarly stated, and a court of the nations is established to which appeals may be made with confidence, wars and the rumors of wars will cease. In the practice of their profession, members of the Bar have exceptional opportunities to establish, by means of exact statement and definition of the rights of all parties, the foundations of industrial and international peace.

II.

The struggle in the political arena for representation of the third estate in Parliament finds its parallel to-day in the agitation of Labor for a voice in the determining of matters pertaining to and affecting its terms of employment, its working and living conditions. That carries us back to the reign of Edward I., and to the innovation of Simon de Montfort in 1265 in directing the sheriffs to return to the central assembly, not only two knights from each shire, but also two citizens from each city, and two burgesses from each borough.

In the development of government in industry, it would appear that we are to-day in a transitional stage closely resembling that of government within the State in the reign of Edward I. We are beginning to recognize that, as in the political realm there was more than one estate entitled to