

tion entitled to represent through its officials, the mine workers of the district. This has been publicly announced in speeches and in print by the officials of that organization themselves.

"In like offers of mediation made by the Governor of Michigan personally and through personal representatives appointed by him and acting by his authority, we have heretofore definitely declined to treat with the Western Federation of Miners, either directly or indirectly. This conclusion was arrived at in the first instance because of the past history of the federation in its operations throughout the mining districts of the west; because it was and is our firm conviction that the domination of the employees of the mining companies by that federation would not be to the best interests of our employees themselves; and because the federation was entirely unjustified in attempting to speak as the representatives of our employees for the reason that, according to our best information at the time of the inception of the strike, confirmed by all the information which we have obtained since then, their number did not exceed twenty-five per cent. of the employees of the companies (and in many instances a much smaller percentage) were members of the organization and the large majority of our employees were not willing to be dominated by that organization.

"It should also be recognized that because of the attitude of the officers, leaders and organizers of the Western Federation towards the mining companies and their officials and employees, there could not be a resumption of mutual relations and good will and confidence between employers and employees so long as the employers or any part of them are under the influence or domination of the federation. This should be apparent from the nature of the teachings and utterances of the officers, leaders and organizers of the Federation, as set forth in their published speeches and in their official publications.

"Large Force at Work.—All of the larger mines of the district have resumed operations with a large portion of the normal forces of their employees, who are entirely satisfied with conditions. In the case of the Calumet and Hecla, after deducting from the normal force those who are known to have removed from the district by reason of strike conditions or for other reasons, from 80 to 85 per cent. of its employees have returned to work and are now engaged in their several occupations. Similar conditions (with varying percentages) exist at the other larger mines of the district which are now in operation.

"Under these circumstances it is our judgment that we would be remiss in our duties towards the great majority of our employees if we should take any action which in any manner would recognize the Western Federation of Miners as the representatives of the mine workers or as dictating or dominating the actions of our employees, even to the extent of an arbitration as to their right to recognition or as to any other difference, real or fancied, which the federation may urge.

"For these reasons, among many others which might be mentioned, we must adhere to our position that we will in no manner deal with the Western Federation of Miners, either directly, through mediation, arbitration or in any other way.

"The Only Demand was for a Conference.—The only issue involved at the time the strike was called by the Western Federation of Miners was our refusal to enter into any conference with a committee of representatives of the federation. The only demand that was made was for such a conference, with a statement that

if we were not willing to meet the officials of the Western Federation of Miners it would be taken as proof that the situation could not be settled peaceably.

"No Grievances Submitted.—We have had no other grievances submitted to us in any way, either officially or otherwise. This was not a grievance of our employees, but was a grievance of the federation represented by their officials and organizers from other states, who are entirely unjustified in making any claims to a right to represent the employees of the mines of this district.

"Both of your propositions as submitted by you, involve arbitration or discussion by or with committees, a part of them to be chosen 'By the mine workers now on strike.'

"The mine workers now on strike are those only who are members of the Western Federation of Miners. As above stated, they constitute but a small part of our employees. No method of choosing or appointing arbitrators or committees by 'the mine workers now on strike' could be devised in which such choice will not be the direct choice of the Western Federation of Miners, as such, and with that federation we will have no dealings of any kind.

"It cannot be too definitely understood with relation to the present situation that the mining companies cannot and will not in any manner recognize or deal with the Western Federation of Miners. They do not represent our employees, but, on the contrary, under present conditions, they stand between the employers and the employees as the only bar to a satisfactory and amicable adjustment of all existing differences.

"Because of this situation and without any lack of full appreciation of the efforts of yourself and the Department of Labour, we feel that it is necessary to say to you that we cannot accept any plan of mediation or arbitration between the mine employers and 'The mine workers on strike,' which is but another designation for the Western Federation of Miners.

"But we suggest to you, in view of the situation as above stated, and as it exists in the counties of Houghton and Keweenaw at this date, that if you should use your personal influence and the influence of the Department of Labour to induce the officials, organizers and leaders of the Western Federation of Miners to come to a full realization of the futility of any attempt to secure recognition in this district or retain a standing therein which would permit them to remain as a factor of influence among our employees or any portion thereof, and to withdraw themselves and their influence from the present situation and from the district, there would be nothing in the way of an early adjustment of any differences or grievances, if they exist, between the employers and their employees. In this way and in this way only can the present deplorable condition be remedied or adjusted.

"Since the inception of the strike it has been stated in published speeches of the officials of the Western Federation of Miners that they demanded an eight-hour day, abolition of the one-man drill, and a minimum wage of three dollars per day for all employees. No grievances of that kind were stated or submitted to the companies in any form.

"As to the working hours, it may be stated to you, as was stated to Judge Murphy, who was here on a similar mission in behalf of the Governor of Michigan, that for some time prior to the inception of the strike there had been under consideration by the several companies the institution of an eight-hour day for underground employees, so far as that rule could be