

tive periods. All these three find their parallel in the industrial agitations of our day. In an appreciation of this truth lies perhaps the surest guarantee of an ultimate solution along lines that will prove both constructive and enduring. Once it is recognized that the industrial struggles of our day, like the political struggles of the past, are in their nature essentially problems of government—the one government or the supreme control within the State, the other government or the supreme control within industry—a flood of light will, I believe, be thrown upon the ultimate solution of the so-called Labor problem.

I.

The struggle between the people and the Crown, which brought forth the Magna Charta, finds its parallel in present-day agitation in the effort on the part of Labor and the friends of Labor to have what they conceive to be Labor's rights—rights that are generally conceded—defined in a form to which appeal may be made at any and all times. An illuminating point with respect to the great Charter is that it contained nothing that was new, nothing that was being conceded for the first time. It was little more than an assertion of recognized fundamental rights between the Sovereign and his people, drafted in a form to which appeal could be made at any and all times. As such it was a shield against unjust exactions on the part of arbitrary authority. Stubbs, in his "Select Charters," says that the whole of the Constitutional History of England is a commentary on this Charter.

With respect to the demands of Labor to have its rights clearly defined, it may, I think, be asserted without fear of contradiction, that no device is better calculated to preserve law and order in industry than a simple statement in written form of the rights of employer and employee respectively on all matters which are likely to become subjects of controversy. In its simplest form such a statement may include little more than principles and policies to govern relations between workers and employers. Elaborated, it may be extended to include all that is essential respecting terms of employment, working, and living conditions, and a clear