

been receiving. This committee waited upon the general superintendent on January 5 (the general superintendent's confidential clerk had left on December 29, Halton on the 30th, and the latter suspended on January 2) who refused to deal with them as representing the Brotherhood. He agreed to meet the committee of general office clerks and explain the reasons for Halton's suspension, and the transfer of the other clerk. He explained that they had been wrong as to the supposed purpose of the mission of his confidential clerk to the States, and read them correspondence relative to that between himself and Mr. McNicoll, the general manager at Montreal, and Mr. Tait. This correspondence, inasmuch as it has a direct bearing on the whole situation, it may be well to reproduce.

Correspondence re Wages of Clerks on C.P.R.

In a letter to Mr. Marpole on December 15, Tait says:—

In reference to the organization of clerical labour in Vancouver and elsewhere on your division under the auspices of U.B.R.E., I do not know what we can do to stop this and prevent trouble, except to pay our men as well as they are paid elsewhere under the same conditions. In order that we may know where we stand in this respect, will you kindly select some one in whom you have confidence, to go to Portland, Seattle, Tacoma and San Francisco, and ascertain just what salaries are paid to clerks in various positions at each of these points, and send me a statement showing this, with the corresponding salaries paid at Vancouver, and your recommendation as to what, if any, increase should be granted.

In a letter of Mr. Marpole to Mr. McNicoll, dated January 26, to which was attached a statement containing the recommendations of the former as to the increases growing out of the inquiries of his confidential clerk, and a statement covering present and proposed wages and the rates of pay at Seattle, Tacoma, Portland and Spokane, Mr. Marpole says:—

I have already discussed pretty fully with you the subject of the action we proposed now to take, and desire to repeat now my earnest appeal to you to let me make these effective from the first of February, so as to put us on a proper and fair footing before we force the issue of pending trouble.

We must be just and reasonable in dealing with this class of employees, and give them the satisfaction of knowing that this company is willing to pay as much as other transcontinental lines immediately south of us for exactly similar work done.

I am especially anxious to retain the services and respect of those employees whose loyalty has already been demonstrated, and can only do so by being absolutely just in the matter of remuneration, and make this equivalent to what they can get readily from other companies. I am asking only what I consider the responsible and loyal element are entitled to, and the total increase in this connection does not cut much of a figure when we look at the faithful services rendered at all hours and places.

Please wire me your decision, as I desire to announce the increase immediately for a reason you are aware of.

Having read the preceding correspondence to the members of the committee who waited upon him on January 5, and had some discussion with them, Mr. Marpole remained firm in his determination not to recognize the committee as a committee of the Brotherhood. Halton thereupon wired to Estes: 'Will not deal with committee as union, but as employees; will try to satisfy re request as such, but not as union.' To this telegram Estes replied: 'Must deal with union; it is vital and only solution; will be with you at noon to-morrow.' The committee then withdrew, as it felt it could not accept anything less than recognition without the consent of the local division.

Threatened Strike in January.

At the meeting of the division that night the committee was instructed to inform the general superintendent at 10 o'clock on the following day that a reply in writing would be required before noon, and that if it were not satisfactory the committee would have power to act at its discretion and call out such employees belonging to the order as it saw fit. A strike committee was formed and a meeting called for the following day at noon to receive the report. The general committee was given power to appoint pickets to interview those not aware of the strike who were to be called on with a view of inducing them to quit work. Suspected men were followed home from the meeting, and a picket placed near the residence of the general superintendent to see if any

one gave him information before the proper time. In short, every preparation was made for an immediate strike. The freight handlers who were working under the schedule which had been agreed to by them and the company, were in some doubt as to what should be done in view of this obligation. It was decided, however, that the position should be taken that their agreement provided that the company was not to discriminate against any of their members, which condition would be broken in case Halton was not reinstated, as, all being members of the Brotherhood, he was now one of them.

The committee met at the time appointed on the following morning, but no settlement was reached. Mr. Marpole was told that Estes was in town and asked if he would meet him. He replied to the effect that he would be glad to meet any one, but could not meet Estes as representing them. He would, however, meet him privately in order to convince him that the recognition of the Brotherhood was impossible. In the afternoon Estes accompanied a small committee as their attorney, and as a result of this meeting an understanding was reached which was embodied in the following letter, signed by T. G. Townley, the assistant of the general superintendent, and addressed to Mr. Foulds, for a committee of the employees:—

Re interview between committee of employees and myself this afternoon: My understanding is that Clerk Halton is to be suspended one week for absenting himself without leave and deceiving you as to the reason for his absence on Wednesday last; this decision being arrived at after the explanation given by Halton and yourself as to the reason of his absence, which should have been forthcoming before, and that any similar breach of discipline will mean immediate dismissal. As to Miss C—, there appears to be some misapprehension as to her case, as she is still employed, and no intimation was given her that her services were not required.

False representations by Estes, President U.B.R.E.

On the evening of the same day (January 6) there was a mass meeting of the members of the Brotherhood at Vancouver, at which Estes gave an account of the proceedings of the day. After reading the above letter

to the meeting Estes is reported to have said:—

This is practical recognition. If we had not gone to Marpole, Halton would not have got his position back, and I, as attorney for this union, carried out the negotiations with Mr. Marpole. I told him what to say in that letter, and he wrote it. I did not think of getting a statement in writing from him that he would not discriminate against members of the union, but feel sure if I had asked it that he would have put that down also. However, he stated in the morning, before 15 witnesses, that he would not do so, and that is good enough for us also; at least a dozen times he hinted to us to put in our schedule. This is quite a victory for us, as at the interview in the morning he had no idea of reinstating Halton—he said 'It would play the devil if I reinstated him.' It will play the devil all right, as our organizer will take this news all along the line, and if that does not organize the Canadian Pacific Railway, nothing would. If I were you I would rest on my laurels for a short while now, until we get solid. I have set down June 30 to have the Canadian Pacific Railway organized solid; then I will go to Montreal with your representatives, and if we cannot get recognition then and a fine schedule, I am a long way out of my reckoning.

Regarding the letter to Foulds, Mr. Marpole's version is that the committee withdrew and Townley prepared the letter. He says: 'I told them I could not recognize the union, having no power to do so, and could only deal with them as a committee of employees.' And in regard to the meeting at which Estes was present: 'After a few words Estes admitted to us that recognition could not be gained through me.'

The use subsequently made by Estes of this understanding and interview in connection with the strike of the Brotherhood, commenced in February, may serve to indicate the deliberate manner in which he attempted to mislead the members of the United Brotherhood in his endeavours to further the strike and gain for it the financial and moral support of other organizations. In a circular letter dated March 4, he says:—

This strike was brought about by the persistent discrimination and intimidation of our members, which was in deliberate violation of an agreement between the U.B.R.E. and the management of the C.P.R., which was signed by General Superintendent Marpole early in January as an outcome of the efforts of the company at that time to destroy the organization, but which resulted in a complete back-down on its part when it saw the completeness of our organization and the extent of our power at Vancouver, and its utter inability to defeat us. It was believed at that time the