

Anthracite Wage Agreement Ratified By Miners At Scranton Convention

AGREEMENT EMBRACES FOUR BASIC POINTS AS SUBMITTED BY GOVERNOR PINCHOT AND WAS FORMALLY SIGNED AT MILFORD. HARD COAL REGIONS JUBILANT OVER TWO YEARS OF PROSPERITY.

Anthracite miners have returned to work. There is peace in the hard coal fields. The tri-district convention at Scranton, on September 17, ratified the wage agreement made between the miners of District No. 1, 7 and 9, and the hard coal operators at a conference in Harrisburg, Pa., culminating on September 5. The agreement runs for two years and was voted satisfactory by the miners. The miners voted to return to work on September 19, and at once made to have the agreement signed by all immediately after the ratification.

James A. Gorman, secretary of the joint conference which negotiated the agreement announced shortly after the agreement had been ratified that the representatives of the miners and operators would go to the home of Governor Pinchot at Milford, Pa., for the formal signing. This announcement was agreeable to the miners' officials and operators and the party was received by Governor Pinchot at his home where the signatures of all concerned were affixed to the document.

Those who signed the contract on behalf of the miners were: John L. Lewis, international president of the United Mine Workers; Rinaldo Cappellini, president of District No. 1; Thomas Kennedy, president of District No. 7; and C. J. Golden, president of District No. 9.

Representatives of the coal companies who signed were: W. J. Richards, president of the Philadelphia and Reading Coal and Iron Company; S. D. Warriner, president of the Lhigh Coal and Navigation Company; W. W. Inglis, president of the Glen Alden Coal Company, and A. B. Jessup, vice president and general manager of the Jeddo-Highland Coal Company.

Others present were James A. Gorman, Hazelton, Pa., secretary of the anthracite board of conciliation, and P. S. Staplecker, secretary to the Governor.

The contract was signed after Governor Pinchot had entertained the two groups of miners and operators at luncheon.

More than 500 delegates, representing local unions in the three United Mine Workers' districts in the anthracite region, took part in the convention. Their action ratifying the new agreement came with comparatively little opposition, although several voiced objections to the fact that under the 10 per cent flat wage increase provided for all workers, day laborers, now receiving the lowest rates of pay, will be given a smaller increase than contract miners.

The agreement embraces the four major points of the settlement plan submitted by Governor Pinchot when he called the miners and operators to meet in Harrisburg. These are the 10 per cent wage increase, the eight-hour day, recognition of the union and recognition of the principles of collective bargaining.

Outside of the effect of the wage increase, the operation of an eight-hour day formed the principal subject of discussion. President Lewis, Vice-President Murray, and the officials of the three districts were in attendance at the meeting, which was harmonious in all respects.

Union chiefs expressing their opinions, declare the new agreement is a great victory for the men. Rinaldo Cappellini, president of District 1 said he had expected a quick ratification and was not disappointed.

"I believe," he continued, "that the miners accomplished more in the short time that they have been idle this year than during the six months' suspension of a year ago."

Pointing out the victory won by the miners, Cappellini said that the eight-hour day means that men who now work twelve hours a day will have four more hours with their families and at the same time they will get paid for it and also come in for a 10 per cent increase.

Asked about the check-off, which is not included in the new agreement, President Cappellini replied, "You can eat the 10 per cent increase in wages, but you can't eat the check-off."

"But we'll get to the check-off later," he quickly added. "Just now," he said, "I personally feel that as president of this district I ought to be able to make every mine worker join the union or quit my office."

President Cappellini stated that President Lewis, the other international officers and the three district presidents are highly pleased with the new agreement.

Sentiment found among the rank and file of the miners' union is that the new agreement is a splendid victory for the 155,000 workers of the hard coal fields.

Everywhere throughout Scranton and Lackawanna county there is a jubilant feeling because of the end of the miners' strike. The business interests are much elated over the fact that the region is assured of at least two years of peace and prosperity.

TEXT OF ANTHRACITE AGREEMENT.
THIS AGREEMENT, made this fifth day of September, 1923, between Districts 1, 7 and 9, United Mine Workers of America, parties of the first part, and the Anthracite Operators, parties of the second part, covering wages and conditions of employment in the anthracite coal fields of Pennsylvania, WITNESSETH:

The terms and provisions of the award of the Anthracite Coal Strike Commission and subsequent agreements made in modification thereof, or supplemental thereto, as well as the rulings and decisions of the Board of Conciliation, are hereby ratified, confirmed and continued for a further period of two years ending August 31, 1925, except in the following particulars, to wit:

1. The contract rates at each colliery shall be increased 10 per cent over and above the rates established under the award of the United States Anthracite Coal Commission in 1920.
2. The hourly daily or monthly rates of outside and inside company men working on the basis of an eight-hour day, shall be increased 10 per cent over and above the rates established under the award of the United States Anthracite Coal Commission in 1920.
3. The hourly, daily or monthly rates of pumpmen and engineers formerly working a twelve-hour cross shift and changed

to an eight-hour basis under the award of the United States Anthracite Coal Commission shall be increased 10 per cent over and above the rates established by the Board of Conciliation in conformity with said award.

4. The hourly or daily rates of consideration miners and consideration miners' laborers shall be increased 10 per cent over and above the rates established under the award of the United States Anthracite Coal Commission in 1920.

5. The rates paid contract miners' laborers shall be increased 10 per cent over and above the rates established under the award of the United States Anthracite Coal Commission in 1920, said increase to be paid by the operator and miner by adding 10 per cent to the portion of the rates now assumed by each.

6. Outside and inside company men working on the basis of a day in excess of ten hours, shall be paid on the basis of an eight-hour day. The rate of pay for an eight-hour day shall be adjusted for hoisting engineers and pumpmen who are changed from a twelve-hour day to an eight-hour day in 1920, subject to the same increase of 10 per cent provided for other company men under Clause 2 hereof.

7. Outside and inside company men working on a basis of a nine or ten-hour day shall be placed on the basis of an eight-hour day. The rates of pay for the eight-hour day shall be the rates for the nine or ten-hour day paid under the agreement of 1916, plus \$1.80 per day for outside employees and \$2.00 per day for inside employees plus 17 per cent and subject to the same increase of 10 per cent provided for other company men under Clause 2 hereof.

8. Monthly men coming under the agreement of September 2, 1920, and working on a basis in excess of eight hours per day. The monthly rates for the eight-hour basis shall be the monthly rates paid under the agreement of May 5, 1916, plus \$54.00 per calendar month for outside employees, and \$60 per calendar month for inside employees, plus 17 per cent, (except where modified by ruling of the Board of Conciliation) and subject to the same increase of 10 per cent provided for other company men under Clause 2 hereof.

9. The colliery rate sheets of the different collieries shall be signed by the company officials and the mine committees; and shall then be filed with the Board of Conciliation. In case of dispute as to the correctness of any rate, the rate shall be determined by the Board, after hearing, in such cases, the burden of proof shall rest with the party taking exception to the filed rate.

10. A grievance referred to the Board of Conciliation shall be answered within 15 days and shall be heard within 30 days from date of filing with the Board. Decision shall be rendered by the Board, or case shall be referred to an Umpire, within 30 days after hearing. In case of reference to an Umpire, the decision of said Umpire shall be rendered 30 days from date of reference.

11. Rates for new work, such as opening a new seam of coal, shall be made collectively as between the mine committee and company officials on the basis of the standard recognized rates paid for similar work under similar conditions in the mine in question or adjacent mines. In case of disagreement the matter shall be adjusted through the Board of Conciliation in the manner now customary. Pending decision by the Board, work shall proceed at rates set by the foremen and which shall not be less than the prescribed scale rates or not in keeping with customary practices. This section shall not be construed to deny to the operator, the right to change the method of mining.

12. The Board of Conciliation is hereby authorized to undertake and complete a thorough study of all wage scales before the expiration of this contract and submit the same to the next joint conference. If the Board of Conciliation shall by unanimous vote, recommend the adjustment of any inequities or inequalities in wage rates during such study, the adjustment shall take effect on a date set by the Board.

IN WITNESS WHEREOF the parties hereto, through their accredited representatives, have caused this agreement to be properly executed, the day and year first above written.

THE EIGHT HOUR DAY AND PRODUCTION

(L.F.T.U. Press Service.)

The attempts to suppress the 8-hour day are not limited to one country. They have long been a universal symptom of reaction everywhere. The industrialists declare that they have no desire to attack the 8-hour day in principle; they only find its "rigid application" incompatible with economic necessities. They think that nowadays there should be more elasticity to the settlement of working hours but by "elasticity" they really mean the more-or-less veiled abolition of the 8-hour day.

The chief objection urged against it is its effect in the reduction of output, but this argument is the very one which facts disprove. In the first place, it has been established that the introduction of the 8-hour day has not brought with it a diminution of production to the extent which was feared. The decrease of time has very largely been compensated by the increase in the work done, and especially in this case with exhausting work, for, as far back as 1912, Dr. Bosch, a German industrialist, stated from his own experience (having introduced the shorter day into his own works) that, for the manufacture of high grade machinery, and probably also for similar goods, the eight-hour day was a paying proposition.

But the really decisive factor in this connection is that an increase of production has no advantages for present economic conditions. In no country is there a scarcity of the goods

necessary to life. The present crisis is not one of production, but of consumption. The purchasing power of wide masses of the community is everywhere greatly reduced, especially in countries with depreciated currency. In these countries large sections of the middle classes have either found salaries and incomes greatly reduced, or, if they depend on dividends, they have become almost entirely destitute. Purchases must be restricted to the bare necessities of life, and in many cases even these are scarcely obtainable.

Those hostile to Labor can soon find an explanation for these phenomena. The eight-hour day, they say, has greatly raised the cost of production, and this fact has reacted on the working classes, and forced them to reduce their purchases. On examination, however, this reasoning is found to be fallacious. The reduced buying power of the workers would merely prove, however, that they themselves pay the penalty of their shorter hours in diminished income, and that they have not won them at the cost of the employer.

The unbiased enquirer, turning his attention elsewhere, will soon discover the real causes of the present distress. He need but look at the national finance of the various countries. One fact stares him in the face: the national debts have increased enormously. Even a small country like Holland, which took no part in the war, has increased her national debt threefold. Far greater, of course, are the increases in those countries, which, for over four years, fed and clothed armies of millions of men, and provided them with munitions for each other's destruction. The national debts mean that the governments borrowed large sums of

money, on which they now have to pay heavy interest. In addition to this, devastated countries have had to be restored, sunk shipping to be rebuilt, and deteriorated rolling stock to be renewed. Still more, millions of disabled men are no longer able to support themselves and their families, and depend upon State aid. But even this is a small burden compared with that of the interest on the war debts, which takes precedence of all the other financial responsibilities of the State.

And this gigantic expenditure due to the past war is yet further increased by preparations for the next one. Nearly every country is engaged in feverish competition to this end, and expending from 10 to 30 per cent of its revenues for this purpose.

This, then, is the explanation of the heavy burden born by production; this is the chief cause of the universal rise in the cost of goods. This explanation does not apply to Germany and other countries with depreciated currency; Germany's war debts have been paid by means of his very depreciation, and she is prohibited from spending on armaments, but these advantages are balanced by the reparations demands, and by the rapid growth of an army of unproductive labor, a phenomenon which always accompanies the depreciation of currency. Moreover, the economic uncertainty prevents employers from improving their plants.

The object of the employers is to compensate for the increase in the cost of production by making the workers work for longer hours. They are aware that the lengthening of hours does not always mean an increase in output. But there are many recesses in production, in which the machines require very little tending, and therefore the worker's ability counts for very little. In these cases, it is obviously cheaper for the manufacturer to keep the machines going for longer hours. But his reduction in cost is achieved at the expense of the worker, who must therefore put forth all his energies in his own defense, and urge that steps be taken to remove the deep underlying causes of the increased cost of production, namely, the war debts, and the preparations for a new war.

KEEP PACE WITH EMPLOYERS

UNITY OF UNIONS IS THE SOLUTION

ELECTRICAL PROGRESS

"Electricity is fast becoming the main power factor in industry—but the workers will receive no benefit from the progress unless they are prepared by good organization to demand their share."

This was the opinion of Mr. W. J. Webb, London District Secretary of the Electrical Trades Union in discussing with a Daily Herald representative the proposals for the fusion of his own union and the National Amalgamated Union of Engineers, Firemen, Motor Mechanics and Electrical Workers, which are to be elected on during the next month.

"The wealth and development of the industry," continued Mr. Webb, "has grown enormously, and the workers will have to keep pace with his growth, and with the growth of the organization of the people that control it."

"With the passing of the 1919, Electricity Supply Act, authorities were set up to govern the supply and distribution of power in large areas. It meant that where before there were many employers and authorities to deal with, now there is only one in each area. It is therefore essential that all workers engaged in the industry should be in one union. Move in Right Direction.

"A move in the right direction is the proposed amalgamation of the two largest unions catering for this class of worker. For the amalgamation there has been a continued demand from members of both unions who desire one organization for the industry to meet the development and amalgamation of the people who employ them."

The laws governing amalgamations demand that at least 50 per cent of the members of the unions shall vote, and that there must be a 20 per cent majority of the total vote for the fusion to be legal. Therefore, I personally hope that every member of both unions will register his vote in favor of this forward move, and that they will attend the series of mass meetings that are to be held from October 2 to October 12 to explain the scheme.

In both organizations there will undoubtedly be opponents to the scheme, who can find fault with some detail of the proposals, but no scheme is ever perfect in the first instance."

OUR OVERSEAS COLUMN

SUMMON PARLIAMENT: LABOR'S DEMAND

European Situation and Unemployment Call for Instant Action

MR. BALDWIN ON HIS MISSION

Mr. J. R. Clynes' Grave Warning if Workless Are Left Unaided to Face Another Winter

A joint meeting of the Trades Union Congress General Council and the Labor Party Executive Committee yesterday passed the following resolution:

"In view of the extreme gravity of the situation in Germany with its inevitable effect on the state of trade, moreover in view of the unemployment in this country heavily increasing, without any adequate action by the Government to set going sufficient schemes of employment or to assist the heavily burdened of Guardians, to meet the four weeks' gap in unemployment benefit which is now operative, this meeting urgently calls upon the Prime Minister, in accordance with the undertaking given before the House of Commons adjourned, to arrange for an immediate meeting of Parliament."

Mr. Baldwin in a carefully guarded statement, yesterday made his first public reference to his recent interview with M. Poincare.

CIVIL SERVICE REVOLT AGAINST "AXE"

To Take Any Steps Necessary in Fight for Sanctity of Agreement

NO REDUCTION OF PAY

4,000 EX-SERVICE MEN ON THE STREETS IF WORKING DAY IS LENGTHENED

Determined resistance to longer hours and lower salaries, as recommended by the Anderson "Axe" Committee, was resolved on by a large meeting of Civil Servants recently.

A resolution declaring that the adoption of the Anderson proposals would amount to a breach of public faith and the repudiation by the Government of its own agreements with the staffs, was carried with enthusiasm.

The Government was warned by the General Secretary of the Civil Service Clerical Association, that "if it attempts to apply this document our patience and good temper will be strained to the very utmost limits."

MASS MEETING'S RESOLVE

The meeting, which was attended by more than 2,500 Civil Servants, was held in the Central Hall, Westminster. It voted determined resistance if the Government should attempt to lengthen their hours of work or decrease salaries, as the Anderson "Axe" Committee recommends.

With a loud shout of "Aye" they jumped to their feet at the putting of a resolution which declared that the adoption of the Anderson proposals would involve a definite breach of public faith and the repudiation by the Government of its own agreements with the staffs."

The Executive Committee of the Civil Service Clerical Association, which organized the meeting, was authorized to take any step necessary to secure the observance of the existing agreements; and it was assured of the whole-hearted support of the meeting in any action it might decide upon.

"When the dockers broke adrift and repudiated their agreements, the Press poured contempt upon them," said the vice-president of the Association, Mr. J. Ellis.

"Haughty Dismissal."
"But we have not as yet seen one onslaught—save in the paper of papers, the Daily Herald (cheers and applause)—on this report, which, if adopted, will mean the repudiation by the employers of an agreement signed by the employers on the one hand and the employees on the other."

Mr. Ellis spoke scornfully of the "idle flouting and haughty dismissal" of the principle of equal pay for equal work, as between women and

men—what we might expect to see—commented Mr. Ellis, "from the prehistoric brains of the members who constituted the Committee!" (Laughter.)

"The Anderson Committee," declared Mr. Ellis, a moment later, "would have the Government step into the same path as the Salmon and Glucksteins, and emulate the principles laid down for the employment of the waitress in the tea shops!" (Hear, hear and applause.)

"It is not cricket," he added, "for the Civil Service to be made the football of political strife and the interests of big business." (Laughter and cheers.)

A SQUARE DEAL
What Civil Service Gives and What It Demands

"We give a square deal to all political parties, and that involves the same obligation on them towards Civil Servants!" The Anderson Committee had treated the Civil Service rather worse than English justice treated the criminal. It took no evidence from staff associations, and had given no opportunity to the Association of ap-

pearing before the Committee and stating its case.
Eight-Hour Day.
Mr. Brown dealt with the proposal to substitute an eight-hour day for the present one of seven.
"How many members of Parliament know that the seven hours is purely nominal" he asked, "and that the Government can and does call on Civil Servants to work not merely seven, but eight, nine, and ten, and, in periods of great stress, 12 and 13 hours a day?"

"At present, if we stay more than seven hours we get pay for the time in excess, and the effect of this proposal is not so much to increase the hours as to reduce payment for the hours worked in excess of seven."

It was a unanimous proposal, from the financial point of view.
"This eight-hour day proposal," Mr. Brown declared, "means the discharge of about 4,000 or 5,000 temporary clerks. Most of these men are Ex-Service men."

"I wonder how many members of Parliament know that if the men go on the dole most of them would get more money than they now get in wages?"

"This is stopping an expenditure out of the Treasury vote in order to create an equal or larger expenditure out of the Minister of Labor vote or out of the rates from the Local District Councils. Somebody will get the O.B.E. for that! (Laughter.)"

"If this Government does break our agreement the matter will not stop there. Every union in the country will be emboldened to do the same thing, and every body of insurgent workmen will find a precedent in it from a very high source indeed."

"EXPERIMENTS."
Committee and the Value of Women Clerks.

The Anderson Committee had called women clerks "Experiments," and placed their value below a man's because of "the risk of marriage." The meeting shouted in derision at these phrases.
"For the last 30 years women have been employed at this class of work," said Mr. Brown amid cheers.

"Today they are reaching the retiring age and going on pensions, but they're still experiments."
"I never heard such unmitigated nonsense in my life!"

"I think we are the most peaceable trade union in the country," Mr. Brown observed.

"But I warn the Government that if it attempts to apply this document our patience and good temper will be strained to the very uttermost limits."

"We will show the Government that clerks can, on occasion, be men, and that we don't like dictators, whether from above or below" (Loud and prolonged applause.)

"I don't think there's much to choose between the young man and the young woman," observed Miss Maguire, secretary of the women's section, ridiculing the idea that young girls contemplating marriage sat at their desks with a far away look in their eyes and neglected their work.

Three members of Parliament—Mr. Clarry (Newport), Mr. Darbishire (Westbury), and Col. J. P. Hodge (Preston), were present on the platform.

INTERNATIONAL FEDERATION OF LITHOGRAPHERS AND KINDRED TRADES

The International Congress of this Federation which was to have taken place from August 23 to 26 at Luxembourg, has been postponed, since various organizations, especially the German, Austrian and Hungarian, found it impossible to attend owing to passport difficulties, the present situation in Germany and other circumstances.

AUSTRALIAN COAL DISPUTE SETTLED.

The Miners' Federation made an agreement with the Coal Barons at Sydney in July which settled the lock out in the Newcastle and Maitland coalmining districts. There is to be no victimization.

AUSTRALIAN BUILDING WORKERS' UNIONS AMALGAMATE.

A conference at Trades Hall, Sydney, resolved that one Union should be formed for the building Workers' Industrial Union of Australia. The object of the organization inter alia is declared to be the achievement of the collective ownership of the means of production.