

in any sense a history of the organized labor movement. The struggles of the past, however, have left so deep an impression upon the unionists of to-day that it is quite impossible to understand their spirit apart from the trials of earlier days. The union man may not be an historian, but he knows the important experiences of the past so far as his class is concerned.

It is believed that there is a lack of clear understanding as to the extent to which organization has been carried. Many are surprised upon first learning of so complete and so intensely practical an organization and interrelation of the parts of the movement. For this reason a description has been attempted that will cover the essential points and bring into prominence the elements that reveal the character and working of the structure of the associations.

The field from which supplementary material may be gathered is so wide, the material itself is so varied in value and much of it is so transient that no attempt has been made to include any comprehensive list of references. In a separate section will be found suggestions for further readings along the lines treated in the several chapters.

It may seem to some that more references should have been given in the text and that footnotes should have been used more extensively. The author has thought best to keep the pages of an Introductory Study free from the interruptions of such references. In all cases where authorities could be definitely stated, they are named in the body of the text. It is not assumed that the material is so new or unusual that critics will wish to verify it. Moreover, the sources are so widely scattered and many of them so transient that they are not ordinarily available.

The author's incentive for getting together the material has come from a variety of sources — college instructors, employers, labor leaders, warm friends and warmer enemies of the labor movement. To the active-minded students in his classes who have tried to get at the truth and the right of things and to form a habit of open and fair mindedness the author is more indebted than he can tell.

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