

is usually the case when boards of arbitration are appointed.—men who know little or nothing of the real circumstances or principle involved. In England, in the coal and cotton trades, the process of arbitration by the Conciliatory Boards is very complete and satisfactory; in the frequent and regular conferences, accounts are examined, costs sheets and records of sales laid bare, and representatives of labor are admitted, in this consultation, to all the secrets of capital necessary in the joint work of production to a fair bargain on wages. In the United States we have several similar examples which stand conspicuous for their success. One of these is the Masons Builders' Association and Bricklayers' Union of N.Y. City. The Conference Board meets once a week to hear grievances and settle disputes between the employer and the employed. The board consists of ten members, elected for terms of not less than three months. It was adopted in 1885 and has since given the best results. As a sample of their work I shall mention one example. In 1890, eight Bricklayers' Unions asked an 8 hour work-day instead of a nine, and an increase in wages from 45c to 50c per hour. After a few meetings of the Board this important subject was settled. The Unions carried the point of an 8 hour day, but gave in regarding the pay. Thus a victory was gained without resorting to a strike. Now to briefly sum up:— I undertook to show that the principles underlying strikes are unjust; that the strikes themselves are not essentially necessary, and, moreover, that their practical utility is at variance with the laws of social economics. If I have succeeded, it proves they are not justifiable. I have first shown how the striker is unjust to himself, not only by breaking faith with his employer in the disregard of an honest agreement, but by failing, as usually happens, to better his own condition, and by wasting in idleness or rebellion, time that he had no right to waste.

I have shown how he is unjust to his fellow-man, in the person of the employer or non-unionist, in endeavoring by coercion to deprive him of what he himself would defend with his life, his liberty and right of free judgement. I have also shown that he has been grossly unjust to his family and the families of others, by subjecting them to severe