

## CRAFT UNION POLICY

Jurisdictional scraps are caused by two or more unions quarrelling over whose members shall do a certain class of work. Where the workers are all members of the One Big Union this question does not arise.

One of the most important policies of the Craft Unions affiliated with the A. F. of L. is trade, or craft, autonomy; for example, there are seventeen different Trade Unions affiliated with the Building Trades' Department of the American Federation of Labor. Each of these unions has jurisdiction over a certain section of the building trades, each makes its own agreement with the employers, and usually when one union is on strike the other unions stay at work, thus helping to break the strike. Those staying at work have contracts with the employer that expire at different dates and their contracts are used as excuses to prevent them from coming to the assistance of the union in difficulty.

The American Federation of Labor is in the same position as a general, who, seeing his infantry being destroyed, would refuse to bring up his cavalry and artillery, and other divisions of the army to their assistance, and would give as a reason that he had an agreement with the enemy not to use more than one division of his army at a time. That typifies the tactics of the A. F. of L.

## CHANGED METHODS OF PRODUCTION

In the days gone by, when the skilled craftsman produced an article by himself largely by hand work, the craft union organization correctly reflected his interests on the job, but with the introduction of modern methods of production the skilled worker has been reduced to a large extent to the position of a machine tender or specialist, who contributes but one or two operations in the production of the finished article. Thus we see the shoemaker, who formerly produced a complete pair of shoes by hand labor, today tends a machine in a factory with hundreds of fellow-workers, through whose hands each shoe passes before it is complete.

In the Building Trades where a few years ago the carpenters used to erect a house by their own efforts, now it requires the services of from fifteen to twenty specialists to erect a modern dwelling.

With these specialists divided between seventeen or more different trade unions, it is quite easy for the employer to defeat any one of them at any time, even though those union men who remain on the job do not do the work of the union on strike.

In a modern bakery today most of the work in connection with the production of bread is done by machinery (in fact some bakeries advertise that human hands never touch the bread at all), and such a bakery can be operated by unskilled labor, with one or two bakers in charge.

It is, therefore, obvious, that if the Bread Wagon Drivers (members of the International Brotherhood Teamsters & Chauffeurs' Union) deliver snab bread when the Bakers (members of the International Bakery and Confectionery Workers' Union) are on strike, that the employers will be able to defeat them both by using one against the other.

## GEOGRAPHICAL AND INDUSTRIAL ORGANIZATION— THE NEED OF TODAY

The sectional needs of the workers today may differ according to the nature of their employment, as will be seen by the following illustrations:

The workers employed on the Railroads of the country, for instance, need an Industrial form of organization, because the railroad workers in Eastern Canada need the assistance of the railroad workers in Western Canada during times of trouble with the employers. THIS IS THE INDUSTRIAL PHASE.

The workers on the Street Railway, for instance, in a given city during the time of trouble with the boss, depend upon the support of the workers in that city, because they are the only ones who can give them the necessary assistance. In other words, what good could the Street Railway workers in another city or even ten other cities render by coming out on strike in their support? Surely it is clear that the assistance of all the workers in the given