

it has not been the author's purpose primarily to present his own views, they have not been given any special prominence. They must come into prominence only as they are borne up by reason and fact.

Much difficulty has been encountered in selecting material. The supply has been so overwhelming and the space so relatively limited that heroic measures were necessary. The selection may or may not appear as the best. Doubtless many will think of things that might have been introduced in place of some that do appear. The choice has involved standards, and as no generally accepted standards exist, the basis has had to be personal choice. While much of the material that has been used is transient and might not have been used a year later, it none the less illustrates the principle involved and so serves its purpose. It will be for the student to substitute new material for himself as new situations develop. By the time these pages reach the public, some of the facts stated may not be true. That is of course inevitable in dealing with such a subject. It is believed, however, that the facts were substantially true at the time of writing.

It may appear to some that undue emphasis has been placed upon a side favorable to the unions, that not enough has been said in criticism of them and in favor of the employers. The author must not be understood as urging a thick-and-thin support of unions, regardless of what they do. He believes that they have a heavy responsibility and shares with many a doubt as to the fullness with which they meet such obligation. He further believes, however, that in public discussion generally the unions do not get a fair and understanding hearing. There is no danger at present of their cause being presented too favorably or of readers being too much prejudiced in their favor. Were this not so, this study might be open to the charge of laying too much emphasis on the favorable side of unionism. Under the circumstances, with the sources of information that are most easily accessible to students and readers, it is not believed that any favorable emphasis made in these pages will pass entirely unchallenged by ideas and impressions with which the reader will already be abundantly supplied.

The main divisions into which the study falls appear to be quite natural. The first part should not be understood to be