

K/

C 11011

52 Vanderbilt Ave., MINER CHIPMAN, Counsel 706 Union Trust Bldg.,  
New York, N. Y. Problems of Management Detroit, Michigan.  
Cambridge, Mass.

What Miner Chipman as Counsel for Labor can do ....

1. Advise Labor in problems of general management.
2. Advise Labor in problems of industrial management.
3. As a technical Counsel, examine in behalf of labor, new devices of management, new systems and methods, affecting Labor in one form or another.
4. As technical Counsel, in behalf of labor, he can make scientific studies of systems of management, efficiency systems, etc. and protect labor from such abuses as may arise from the improper utilization of such systems.
5. In cases of complaint wherein Labor has a cause of grievance, he can make a scientific study of the conditions, and prepare a Brief and Opinion in their behalf, for presentation to the employer.
6. In cases of demands in relation to WAGES, he can make a scientific study of the wage problem in that particular instance, and prepare an Opinion and Brief in relation to it.
7. The chief value of Miner Chipman's service to labor will lie in his ability to prepare a Good Case for the worker in any demand he may make upon the employer, provided he has a Good Case, and sufficient evidence to prove it.
8. Miner Chipman, as Counsel to Labor, provides the worker with the same technique, the same experience, the same ability, as that employed by the employer of labor.
9. Miner Chipman, as Counsel to Labor, is STAFF only. He is Advisory only, and labor may, or may not accept his opinions and advice in their ultimate action.

What Miner Chipman as Counsel for Labor CANNOT DO.

1. He cannot act as a member of any Arbitration Board.
2. He cannot act as a member of any Conciliation Board.
3. He cannot act in any way in the settlement of a strike, except as Counsel representing the workers, and in the proper presentation of the facts and evidence in their behalf.
4. He cannot be employed by the employer and the worker in the same establishment.
5. He cannot act in a judicial capacity in any matter of difference between labor and employer.

What the service of Miner Chipman, as Counsel, means to Labor:

1. The reduction of scattered evidence, hearsay evidence, and fragments of evidence, to a solid whole. Giving force to the position of labor, and a real basis of discussion and settlement.
2. Provides Labor with the means whereby scientific and technical matters of management may be intelligently studied in their behalf. Prevents the introduction of methods of exploitation, over-speeding, etc. without their knowledge and consent.
3. Provides an avenue through which the voice of the worker can have an intelligent and forceful approach to the employer.

W. L. Mackenzie King Papers  
Volume C 15