

the workers. There is no support for the allegations of "brutal treatment". There seems to be little if any intimidation although it is apparent that the Corporation does not encourage the formation of unions among its workers.

The pay sheets of the Corporation carry between 250,000 and 260,000 workmen. The lowest wage paid to unskilled labour is forty-two cents an hour for the first eight hours and time and a half for the last two hours or \$4.62 for a ten-hour day. A few boys receive as low as \$3 a day for light work in the various factories. One roller gets \$32.56 a day and many skilled men draw daily from \$29 to \$32. The general average wage in all the plants, exclusive of salaries to executive officers, administrators and selling agents, is \$6.27 a day or an average of \$5 for unskilled and of \$6.70 for skilled labour. Twenty-eight per cent., or 69,284 men, work twelve hours a day, 102,906 hours and the rest eight hours.

In 1914 in the manufacturing plants the wages averaged \$2.93 a day and in 1919 \$6.27; in the coal and coke plants in 1914 the wages were \$2.74 a day and in 1919 \$5.20. Thus in the manufacturing plants the increase was 114 per cent. and in the coal and coke plants 89.8 per cent. In the iron ore plants the increase was 107.3 per cent. and in the transportation services 85.3 per cent. In all the companies the increase was 108 per cent. To unskilled labour for the ten-hour day the advance was 130 per cent. and for the twelve-hour day 145 per cent. Some of the superintendents receive annual salaries of \$6,000 or \$7,000, although no doubt the chief officers of the Company draw very much larger amounts. The Corporation has expended \$32,000,000 in building houses for workmen, which they purchase on easy payments or rent at one per cent. on the investment. The property of the Corporation is valued at \$2,250,000,000. There is common stock of \$505,000,000, preferred stock of \$350,000,000 and bonds of \$600,000,000, and many of the employees are stockholders in the Corporation.

Big increases  
in wages

In face of the figures it is difficult to believe that the United States Steel Corporation deals ungenerously with Labour and yet easy to understand that the American Federation regards the Corporation as the very bulwark of the open shop in the United States. In his evidence before the Senate Committee Mr. Gary, Chairman of the Board, declared that there was no impediment to organization within the factories, and that the management was always ready to confer with committees of its own workmen. But he would not recognize the Federation of Labour or concede the right of outside agents to interfere between the Corporation and its employees.

This was very much the position of many employers at the Ottawa Conference. They offered no objection to plant councils. Indeed, they fully admitted the wisdom, the justice and the advantage of conference and co-operation with their employees. But they would not agree to confer only with Labour unions or to enter into any partnership with the official leaders of Labour to compel their employees to join unions or to discriminate against non-unionists.