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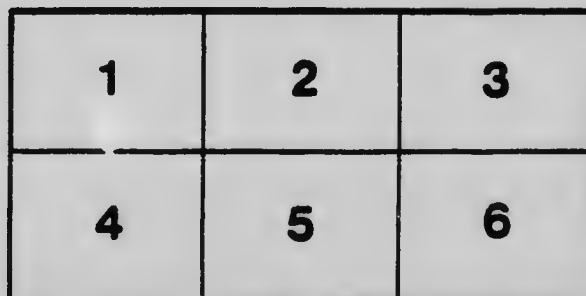
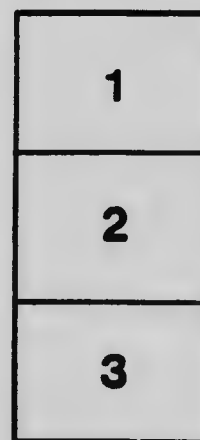
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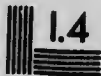
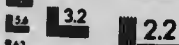
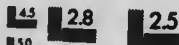
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① A CRITICAL REVIEW

OF THE RECENT

Trainmen's Strike

ON THE G. T. R.

BY

A Railway Veteran

③ Stratford, Ont., August 2nd, 1910

② The Eeacon Presses

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PUBLISHER'S NOTE

On the solicitation and advice of some personal friends, I have undertaken to publish in pamphlet form the contents of a hastily prepared paper under the heading of "A Critical Review of the Strike."

The present edition is a limited one, for distribution only, and will, therefore, not be on sale. Should it meet with such encouragement as would warrant it, a second revised and extended edition may be forthcoming.

ROBERT LARMOUR,
Author and Publisher.

ENDORSEMENTS

It is with much pleasure and satisfaction that I have noticed the admirable and telling paper written by Mr. Robert Larmour in his critical review of the recent strike on the G. T. R.

Mr. Larmour is a railroad veteran. He has filled positions of highest trust in the railroad service and knows the whole situation.

I most heartily commend a careful perusal of Mr. Larmour's paper to every one who desires the well-being, the peace and prosperity of the Canadian people.

(REV.) D. DEACON.

Having had the opportunity of reading "Critical Review" of the trainmen's strike on the G. T. R., I am free to say that it contains information, illustrates points and presents views that will be new to most people and calculated to clear away many misconceptions. It bears evidence of a full knowledge of the subject and a candid and sincere desire on the part of the writer to present facts in their true light without fear or favor; and its timely publication cannot fail to prove beneficial in many respects both to union and non-union men, to business men and the people of this country generally.

Stratford, Aug. 6, 1910.

JAMES MACDONALD,
A Retired Manufacturer.

A CRITICAL REVIEW OF THE STRIKE

The press generally, throughout the territory effected by the strike of certain employes of the G. T. R., has liberally published news and comment, giving, with few exceptions, expression to opinions pro and con in this lamentable dispute with a tempered fairness that leaves little or no room for complaint by the principals of either of the parties concerned. But there are particular phases and features connected with the complicated and rather delicate situation that have not yet, as far as the writer is aware, been taken up and dealt with.

That stage has now been reached when the demand will be for information of a different quality and kind. To get at the information that will now be looked for, it will be necessary to dig deeper and range wider in a field that is all but limitless. The conditions and circumstances that have led up to the extreme measures adopted by international union leaders, and the final stand taken by the railway, will require to be crucially examined and the facts disclosed, clearly and fairly

made open to the public to enable it to arrive at a just conclusion.

The grounds for the railway officials claiming that the company was unable to meet such a sudden and unprovided for drain on its available net resources, even were the demands not considered excessive and unjustified when all circumstances are considered will also require to be more fully discussed and understood. In short the public will want to be put in possession of all the facts and forces that have been in combination to produce such a damaging effect. The question of whether the men are right or wrong, whether their demands are just or unjust in the present case will not be dealt with in this paper, but rather the principles that are involved.

It has been found, in this country, that the extreme action of a combination of international union men employed on railways and other leading industries, in which the public welfare is directly interested, going out on strike to force their, perhaps arbitrary demands for increased wages, was so injurious, not only to

the progress of the country, but in many instances to the men themselves, that laws were enacted by Parliament with a view of avoiding such injurious strikes. In addition to what is known as the "Lemieux Act" there was proposed by Senator Mc-Mullen during a recent session of parliament, a measure that had for its object the prevention of these international combinations, but, for reasons that it is not necessary to discuss here, the measure was not carried through. Had that measure become law it is more than probable that the present trouble would have been avoided, for it is a common consensus of opinion that if the G. T. R. management had only their own local union men and their leaders to deal with there would have been no difficulty in settling, to their mutual satisfaction, any wages dispute that might arise, so that it is but stating a simple fact to say that the present serious trouble is primarily and purely the outcome of the interference of a foreign organization an organization which has its seat of government and headquarters in a foreign country, and under which the local unions in this country, held their charter, and to whose leaders they pledge their loyalty and support. The social, political and economical education and training of the supreme leaders of this foreign organization differ widely from that which obtains in this country. They have aims and political ambitions differing widely from our own, they have no interest in common with those of Canadians or with Canadian institutions or Canadian progress. The teachings of the leaders of international unionism is, in effect, to abolish all national boundaries as far as unionism is concerned. National sentiment and national sympathy is to be eliminated, according to their programme, and the ultimate aims and objects of international unionism to be alone considered.

Now it is to this ultimate aim that the writer would here draw attention by endeavoring to explain, in some

measure at least, how that aim is now affecting, and will still further in the future, affect us here in Canada.

In the first place, it may be reasonably assumed that the main object of international union leaders in paying so much attention to affairs in Canada, is not solely for the benefit of the comparatively few employes on our leading railways, who have exhibited discontent. It would also be logical to assume that the actions of these supreme leaders point to a larger and more far reaching scheme or policy. That a majority of the men that are out on strike voluntarily voted in favor of striking is no more than an episode in the development of that more extended policy.

Those leaders have under their direction and control a well paid and efficient corps of expert agitators whose duty it is to work up the necessary degree of discontent and disloyalty among local union men to meet the requirements of the leaders' ultimate aims, for it is well known to them that the embers of discontent are always smouldering in the camps of unionism, and that it is an easy matter for experienced and practical agitators to fan these embers into a white heat when occasion requires. The machinery provided by our government in the form of the "Lemieux Act" for the purpose of preventing excited men from acting too hastily, was of little or no avail in the present case, its intervening power was brushed aside as only a trifling impediment by these experienced leaders. The formality was gone through with in a perfunctory way just as the subsequent conferences with the president of the railway were gone through with. The admittedly liberal concessions offered by the company at these conferences were also pushed aside without a single move to meet such offers in a like spirit. Even the offer of the railway to submit the whole question anew to a regularly constituted and binding arbitration, met with no better success. The government had, at least so said the Minister of Labor, ex-

and all its compulsory power. The railway company had made concessions and propositions that were admittedly liberal under the circumstances, yet there was no move on the part of the union leaders. Rigid adherence to the letter of the first and original demand has been maintained by them throughout the whole proceedings. This demand being considered by the management as one impossible for the railway to grant off hand, the strike went into effect automatically as one might say, the leaders having the required vote of the men already in their possession before the final conference took place. This last fact, in itself, goes to prove that there was a predetermination to push the dispute to just such a finality; to an unprejudiced observer, the whole action of the union leaders seem to indicate that there was a well defined line of policy and action mapped out and intended to be closely adhered to, before negotiations were opened at all.

In the face of the finding of the commission of enquiry, one of the members of which was chosen by the union and who agreed in the finding—in face of the subsequent statement of the president of the company in his letter to the committee, a statement that has been extensively published, and that carried with it the conviction that it was a fair, frank, candid and truthful exposition of the company's inability to meet such a sudden and unprepared for demand on its net resources. In the face of the promise to meet, in full, these demands at a definitely stated time in the near future—I repeat that in the face of all these things the committee curtly refused to allow the president two days more to enable him to further consult with his colleagues and the board of directors in England, where the property is mostly owned; in fact they left him no other alternative but to surrender unconditionally to demands which, under all the circumstances, must ap-

pear as nothing short of a species of confiscation.

But there are other points from which it would be well to view the present situation.

The attempt at standardization of wages on railways in America, including Canadian railway systems, on the basis adopted by the international union without due regard to geographical positions, climatic conditions, earning powers, etc., is manifestly high-handed, illogical and unjust.

The catchy term "standardizing" may mean much or little according to its interpretation or the length to which it is allowed to be carried out. Standardizing the working rules of the railways of two countries situated as are the United States and Canada was a very practical and necessary movement, but standardizing the rate of pay as proposed is quite another thing, and may prove quite impracticable and, in many cases, impossible. The laws under which railways hold their charters and under which they are operated differ widely. The climatic conditions, higher cost of fuel and other supplies necessary, lower net earning powers, etc., as was outlined by Mr. Hays as the case with the G. T. R., would under all the circumstances necessitate greater economy in all lines of operating expenses (including the rates of wages and particularly the wages of that class of employes where a wide divergence has always existed and must always exist), than might be found necessary in the case of a railway situated as the Baltimore & Ohio. Yet the international union says in effect that such matters are none of their concern. The same class of work must have the same remuneration irrespective of exceptional conditions. They might just as reasonably demand the standardizing of the value of all commodities produced by our industrial works, for labor is a commodity in this relation.

If successful in the present case it would seem possible for confederated international unionism with large

sums of money collected for the purpose, to again refuse arbitration and all other means of judicial adjustment and attack any or all of our large Canadian industries, "tie them up"—"put them out of business," or perhaps utterly ruin them. Would such conditions not have a direct tendency to prevent capitalists from seeking this as a desirable country in which to invest their money?

These are some of the things to be thoughtfully considered by the people of this country in connection with this strike.

The argument put forward by one of the union leaders that large sums of money had been recently taken from revenue and used in double tracking and other betterments, along the line of the G. T. R., which ought, in their view, to have been charged to capital account instead, and the revenue thus used, applied in the way of an increase in the wages of the employes, is an illustration of the extreme to which the unions are prepared to carry their policy.

They would assume at once the responsibilities of the president and board of directors as well as the management and operate the railway according to their views of how a railway should be operated.

That one of the leading men of the union should make use of such an argument on behalf of the employes to offset the contention of the company, is also an evidence of how far socialist doctrines and ideas have got a footing within the ranks of unionism in this country. As a further proof of this, one need only engage in conversation with one or more railway union men in relation to this strike, to hear the echo of socialist doctrines. The stereotyped phrases of the organs of the socialist propaganda come trippingly from their tongues and you will hear the standard complaints about high salaried officials grinding down the poor wage-slaves!—about official cars and unnecessary bosses of all grades who draw the pay that should by rights belong to the wage earner and so on.

These men do not stop to consider the inconsistency of their objecting to a railway company paying an efficient manager the ordinary salary that such men command, while they themselves, are paying high salaried officials for managing their own union affairs.

I have heard it said in an apologetic way that union men employed on railways in Canada had been badly advised and had mistakenly allowed themselves to be led into adopting extreme measures too hastily, but if this were true of the present case, it would not be the first time such a thing had occurred. The coal miners strike in Nova Scotia and the machinists' strike on the G. T. R. only a few years ago ought to have served as an example and warning, for both of these strikes was the result of international union connections.

To find the primal moving cause of their actions we must get lower down and search beneath the surface for the hidden springs that will account for this conduct on the part of a class of men such as comprise those now out on strike.

The Toronto News was close upon the trail when it recently said: "Strikes are manifestations of a general unrest. As a symptom of that unrest they are in the same category with Socialism, Communism and Collectivism."

That international socialism is behind international unionism and that political party exigencies, or in other words, political demagoguism, is behind both, I am prepared to show clearly. What is taking place on the G. T. R. is but a small part of that greater scheme already referred to, a part of which is to fan the flame of discontent into the proportions of a conflagration for the purpose of driving the railways and other great industries into the necessity of seeking refuge under government ownership and government control; the ultimate aim being to "nationalize" all means of producing wealth, which would mean bringing all these under political control, which, in turn, would be

under the control of the leaders of this great international scheme—call it collectivism, international socialism or international unionism, as you like, they all mean the same thing in the end. The recent strike on the North Eastern Railway in England and the threatened strike of a similar class of men on the Pennsylvania and Canadian Pacific Railways goes to support such a conclusion. Then would begin openly the class war which is now but faintly reflected in the strained relations which exist between employes and officials—between workmen and overseer—between capital and labor, through their respective representatives, generally. It may be considered by some readers that this is carrying a point of view to an unwarrantable extreme, but I can assure them that just such a view of conditions is recognized in England today and will, sooner or later be current both in the United States and Canada.

RAILWAY OFFICIAL RESPONSIBILITY.

It is to be feared that the casual reader of the columns of matter appearing in our newspapers regarding the strike, most of which emanates from union sources or union sympathizers, do not take the trouble to think of the heavy duties and responsibilities resting on railway officials at a time such as the present.

Managers of a huge railway system can spare some of their time for writing articles for the press or for contradicting the mis-statements of union officials whose main business is to keep up a fictitious enthusiasm among their forces and also, if possible, to range public sympathy on the side of the strikers. For this reason, or for lack of more comprehensive information, some people are prone to throw blame on the management for not granting the full demands of the men and thus avoiding the damaging results that are felt in general over an extended territory. To condemn the management without full information regarding all phases of the dispute is

manifestly to act unfairly towards a large number of efficient and fair-minded men who have nothing to gain but much to lose by precipitating such a contest. The governing machinery necessary for the proper control of a vast railway system such as the G.T.R., C.P.R. or C.N.R. is little understood outside of those who are connected with its work, and not even by many of those that are. Providing the necessary help for running the train such as conductors, baggage-men, brakemen and switchmen in terminal yards to make up the trains, is but a small portion of the work that this complex system of control is required to perform.

For in the huge modern locomotive down to the most delicate piece of mechanism known to science, the latest and the best must be provided. Every kind of raw material that this earth produces as well as all the forces of nature, are laid under contribution to serve one purpose or another. The best productions of art and science to be found in the world have to be searched for and secured for use in one form or another. The most skillful artisans, the most efficient operatives in all trades and callings are required and must be provided. The best in law, in diplomacy, in medicine and surgery—the best in accounting methods—even the best in cookery—in short the best in everything that can be named or thought of is required to be fitted in and adjusted in this scientific governing machinery, for modern railway management has become a science by itself, and the one-man power at the head of this huge mechanism must have some practical knowledge of every distinct part of it.

Some reference to the product or the work required of this scientific controlling agency may prove interesting to those who have not already given it closer attention.

First, there is the proper division of labor and responsibility into suitable departments, each department having its responsible head and assistants—a measure of local self gov-

ernment as it were—with power for further division of labor and responsibility under proper supervision, reaching down to the most ordinary unskilled laborer.

Next there is a distinct department whose business it is to look after the collection and due return of every single cent of the earnings of the whole of the company's huge system and from every source. Checking, cross checking, auditing, comparing and verifying—a work that is absolutely necessary.

Then there is the work of providing and distributing machinery and workshops—fuel and necessary stores of all kinds sufficient to meet all demands from a locomotive down to a paper of pins.

Then again there is the adjustment of expenditure so that it will not exceed a certain percentage of total earnings. This demands a perfect control of all departmental details. Each branch of the service is to be kept down to a certain percentage carefully worked out beforehand.

From the total of the wages pay roll down to the quantity of oil used by a locomotive on a single trip—all the cost is carefully approximated. Percent. per mile—per cent. per ton—per cent. of wear and tear of machinery and rolling stock are terms familiar at headquarters—and through all this the check line runs that safety and efficiency must be a first consideration. To these important matters may be added that of the adjustment of rates and charges to meet the exigencies of a vast traffic arrangement.

The countering of the actions of cunning rivals. The combatting of a perpetual tendency of rates to go down and operating expenses to go up. The adjustment of train services to meet public demands and yet keep the train mileage within proper limits as regards earnings. The adoption of the best known methods for the prevention of accident, loss of life and damage to property. The proper maintenance of tracks, road bed, bridges, buildings, etc. The adoption

of methods for attracting, encouraging and developing of new business. Then there is the ever present question of providing for sufficient net earnings to pay what are known as fixed charges and to leave something over to go to the patient and long suffering proprietary.

These are only a few of the many matters that might be mentioned that demand and must receive, constantly, the guiding support of hand and brain from many highly trained, experienced, efficient and loyal officials of the railway company, in all branches of the service.

In the light of this brief sketch it will easily be understood how the stoppage of train service by means of the men previously referred to, suddenly refusing to continue their duties, would react and close the repair shop, freight sheds, etc., automatically. If the expensive locomotives were not hauling trains and thus earning the necessary money to pay the men in shops, sheds, etc., it would manifestly be bad management to let such a large expenditure run on while sufficient earnings were not coming in to meet it, for it would soon run the percentage of expenses up beyond all proper proportions and seriously effect the credit of the company and all its financial arrangements.

And yet I have seen it stated in some newspapers that it was bad policy on the part of the management to close the shops—unfair and unjust to the men employed and so on. The union leaders might be expected to say as much, for it would be in line with their general desire to have the G. T. R. financially crippled by earnings being reduced to a point below what would be necessary to cover working expenses. The consequences attending a loss of traffic by even a partial or temporary stoppage—which would mean decrease in earnings—would naturally be realized by the management to its fullest extent, as well as the loss and inconvenience to the customers of the road, and consequently the officials might be

relied upon to prevent such a condition if it were at all practical.

CONCILIATION A DOUBTFUL POLICY.

Just at present there seems to be a widely spread and popular support given to the policy of conciliation, but it may happen in some cases that such a policy, when pushed too far or too strongly, might prove nothing short of giving undue encouragement to one or the other of the parties engaged in a contest and thus tend to prolong it.

Conciliatory action on the part of both disputants would at all times be in place and commendable, but for an outside party — when a sufferer by means of the contest — urges, demands or attempts to force their views on the contestants before they are willing or have asked for such intervention, then it requires the most delicate diplomacy to avoid doing more harm than good, for in all probability such interference would only add to complications or turn it into a sort of three-cornered fight rather than a success in the way of conciliation. In international disputes or in the case of war, the power that could consistently act the part of mediator or conciliator, must be one that had observed the strictest neutrality.

Public opinion is not always a judicial opinion, as, through a sentimental disposition, it may be unfairly and unjudiciously enlisted in favour of one or other of the parties. There are cases where the original or primal cause of the trouble is of such a nature — where it is deeply rooted — and so dangerous to the well being of the community that no permanent good could arise from surface applications for a reduction of the irritation — cases where the knife of the surgeon alone can accomplish a permanent cure — and it seems to the writer that the present is a case which will possibly, in the end, be found to warrant such treatment. An ulcerating sore may be hidden for

the time being by applying court plaster to cover its appearance on the surface of the body, but it will break out again and perhaps in a more virulent form than ever. Some people are apt to talk or write about the great advantages of conciliation measures without taking the pains to study out the true meaning of the term.

The science of railway management, to which I have already alluded, is too strongly established to be easily overthrown by any opposing force, no matter how strongly it may be backed by financial means. The fallacies of the doctrines of Socialism are too apparent, even when modified by the teaching of unionism, to prevail against the more solid and practical methods of individualism. On the contrary, the plans adopted for the control of large railway systems as well as other industrial concerns, have been considered so efficient and economical, that they are being adopted by many municipalities of cities and towns and, from present appearances, are likely to spread extensively. In this case the office seeks the man to manage; he is not elected by popular favour, by cliques or by political party influence, but is appointed by a responsible board who will seek the man specially adapted to the work required, and clothe him with the necessary power to do it. But there always has been and perhaps always will be, a class whose highest ideal is to attack the repository of power and authority. The main springs of such dispositions are malice, envy and jealous hatred.

There is an idea prevailing among the less well-informed people on railway matters, that railway officials generally are endeavoring to grind down employes to the lowest possible figure as regards pay, while they are at the same time over-tasking them as to work. This is entirely a mistaken idea. There is no official of a railway, from the general manager down to the section boss, who has

the slightest reason for doing this. They are not engaged or placed in such position for any such purpose, and it is no part of their duty to do so. The officers of a railway are neither capitalists nor monopolists, nor yet their agents. They are employes of the company as much as a conductor, engineer or track man; they are only serving in a higher position, in the necessary scale, with more responsibility, and generally with more and harder work to do, and certainly longer hours than those occupying lower positions. I know from a long experience that the responsible officials on all railways have a direct personal interest in retaining the good-will of their staff, to have good men, well contented and loyal, and to do this, they must endeavor to secure for them the highest rate of pay that the situations they fill will warrant. Amicable relations between the parties holding these different positions is in the highest degree desirable and necessary, in order to secure the best results in railway operations. The success of the official depends upon the general good service rendered to the public, and upon the proper discipline and efficiency of the staff under his control. He has everything to lose and nothing to gain by acting in an arbitrary way, thus causing discontent, disloyalty and laxity in the performance of duty, all of which would bring discredit upon himself, danger to the public and loss to the company that employs him. An official has not time to explain the why and wherefore of all his acts and decisions, either to the employe under him, or to the people who are given to listening to one-sided tales of some disgruntled employe who, perhaps, is suffering well-merited punishment for a serious dereliction of duty.

I have purposely avoided repeating newspaper comment on the subject of the strike, but the Editor of the Stratford Beacon puts the case so aptly and so briefly that the para-

graph will bear repeating here. He said:

"What, the majority of the public are now wondering at, is that the G. T. R. trainmen—when offered an immediate increase of 18 per cent. in their pay and a promise of it being raised to 40 per cent. in two years when connection with the G. T. Pacific was made—did not rush to seize it instead of striking. If the ordinary mechanic, business or professional man were offered such an increase he would simply become intoxicated with joy." The editor of The Beacon might well have added that a majority of the strikers themselves are now also wondering why they had not accepted the company's offer instead of going out on strike.

When the distribution of labor and responsibility, and the relatively just compensation for services has been adjusted and, to a certain extent become permanent as a result of long usage and practical experience as in the case of a great railway system, it is no small matter to have that relative standard of compensation, which extends to, and prevails in all the various departments, suddenly disrupted and thrown into confusion by one particular class forcing their demand for a much higher relative rate. By granting this demand the management would be either discriminating in favor of one class or doing injustice to the others by not granting similar relative rates of pay. It may be argued by some that a large increase in the rate of one separate branch of service would not be doing any injustice to the others by not granting similar relative rates of pay, but that it would be rather a benefit as it would show them that by combining and adopting similar methods they could compel the company to grant them a relatively equal increase. Such a view would be entirely from the labor standpoint, where no glimpse of the rights of capital is allowed to be in sight, and would, therefore, be manifestly unjust

and unbusinesslike in its logic; and to follow out the labor program would be, as I have already stated, to put in operation a species of confiscation of the owners's rights to a just and reasonable compensation for the use of the capital put into the concern. To operate a railway for the benefit of the operatives alone, without regard to proprietary rights to compensation, would be carrying into effect the dream of socialism.

By way of illustration, I might refer to the position of a large number of railway men to which the discrimination, as before referred to, would apply. Take for instance, that representative class—the station agents, most of whom are required to have served in junior capacities for many years to qualify for the position. They are also required to be clever, expert, brainy business men, and to devote their best energies and abilities to furthering the interest of the company. They are on hand all day and must be within call all night as well. Even while eating their meals they must be ready and willing to answer the call of a customer. The agent is held responsible for all the company's property at his station, he conducts all the business, be it large or small, he supervises all the staff, he is responsible for every cent of the receipts. He must keep the good will of customers (no small task) and increase the earnings of his station, see that the laws federal, provincial, and municipal, are not violated. His technical knowledge of accounts, freight and passenger, of rates of all classes must extend over the whole continent. His knowledge of transportation routes by land and water must extend over the continents of Europe, Asia, Africa and South America and the Islands of the Pacific Ocean, and must be so complete as to enable him to answer all inquiries—in fact he is required to fill the place of a transportation encyclopedia, and yet, when in comparing his compensation

we find it to be about equal to that received by a train brakeman, who, to attain his position, may be taken off the street without any previous knowledge of railroading, put on a train for one or two trips with a conductor who is ordered to instruct him in his duties, then he is ready to go to work, drawing pay equal to the station agent who has served faithfully for twenty or thirty years. I might go on adding instances of this kind where other branches of the services are effected such as train despatchers, telegraph operators, chief clerks, senior and junior clerks, in freight, passenger and general offices, stenographers, inspectors and so on where the discrepancy would be equally apparent.

It has been shown that it is the natural desire of managers of railways to deal justly and liberally as far as they consistently can, with all classes of the service in order to secure the loyal and faithful performance of duty. It is also the desire to fairly divide the possible rate of compensation with due regard to the nature and value of the duties performed by each class, and it would seem but right that the law of the land should furnish the necessary legal requirements to enable them to do this instead of permitting the existence of a conspiracy which makes it impossible. The arbitrary demands of one branch supported and engineered by professional agitators from a foreign country is nothing less than a conspiracy. There are laws to prevent discrimination in rates and charges for the transport of freight and passengers, etc., but these laws stop short of prohibiting one class of employes from enforcing a demand for an unjust share of compensation for services rendered. Here is work cut out for our competent railway commission. There can be little doubt that the public would gladly support such a measure as would secure to all classes of employes a just share in the compensation that the company

is able to grant with proper regard for other just and legal claims, and thus lessen the possibility of railway strike

Under present conditions, no sooner has the settlement of one disturbance, brought on by one particular body of men, been secured, than another combination and agitation by another body is started; the result is, unsettled conditions of service which reacts upon other industrial enterprises and the business of the whole country is more or less effected. This is the strategical policy of International Unionism and the Socialist propaganda. The failure of the machinists' strike was followed by the recent movement on the part of the trainmen and so it will go on until some drastic measure is applied that will rid the country of pernicious interference and harassing attacks of an outside organization, in fact a measure that will protect a class of rash and misguided men against their own hasty and unwise actions. The inadequacy of a conciliatory court to accomplish much in this way has been clearly demonstrated.

The fact that the management of the G. T. R. should, single handed, decide to fight such a great antagonist as the International Union seems to create surprise but it will not be wondered at so much when all the facts connected with the situation are weighed and fully appreciated. The future of the road had to be considered as well as the present loss of revenue and inconvenience to customers.

What is needed now is a law compelling unions to take out license or charter under a properly constructed act of Parliament thus making them responsible and liable before one of our regular courts. Arbitration courts are more fitting where great international questions are involved but to settle disputes between an employer and the employed, a magistrate or judge would be the more practical arbitrator.

To advocate arbitration in these every day disputes is to throw discredit on our judges and legal institutions already founded and conveniently handy, ready at the least expense to act judicially. The demand of the leaders of the union to be allowed to choose two out of the three proposed arbitration board shows to what a one-sided affair such a court might be reduced. The two would naturally appoint another union friend and the court would then be all on one side, or, in other words, a farce. The fact is that arbitration has been reduced from being a high court of last resort to settle great international questions, down to the dimensions of a fad, or to be resorted to when a party is afraid to submit his claims to a regularly constructed court of justice.

IN CONCLUSION: A WORD TO UNION MEN.

Again I would say to union men, and particularly to those employed on Canadian Railways, beware of how you submit your best and most vital interests—your present and future welfare, into the controlling power of leaders who are in any degree influenced by the socialist propaganda. It is well known that such men are in favor of, and encourage strikes because they claim that whether the strikers win or lose they are more apt to come in under socialist influence and leadership.

Socialist leaders have managed to get almost absolute control of the labor unions of England and are making strenuous efforts to do the same in the United States and Canada. They will make the most alluring promises. They will fawn upon and flatter you. They will be servile but crafty while they are bleeding you, wheedling you out of your money, which they will use mainly for their own selfish schemes. When they have done with you they will drop you as useless material. You may sneer at and treat what I say

with contempt. I expect no less, and yet I venture to urge upon you sincerely what I know to be truth. It is no mere boast when I say that I have learned much of these matters by study and experience, much more than it is possible for many of you to have learned or for me to set out in this brief paper.

The "impossible vagaries," and masses of foolish rant—miscalled literature—which is being circulated among labor union men in Eastern Canada through the columns of "Cotton's Weekly" (a Socialist organ) is no fitting food for young Canadian brains. The spirit and the genius of this country is entirely opposed to the adoption of such fallacies. Anglo-Saxon peoples never have and never will submit to be governed by such principles, whether they are advocated by International Unionism or International Socialism, or both. Freedom of contract must and will be maintained at all cost for this is absolutely necessary for this country's welfare.

I sincerely hope you will not fall into the error of thinking that I am opposing Trades and Labor Unions while they keep within the limits of a reasonable and right sphere of action; but I do oppose that kind of unionism which makes common cause with socialism or places itself under the control and leadership of socialist and political demagogues.

Where this occurs you no longer keep within the bounds of reason and proper function but rush off into excesses and extremes.

In the earlier days of the history of railways in this country, employes served loyally and faithfully and worked hard for the interests and the success of the company for about one-half the wages that the same class now receive. They were contented and even jealously proud of the success of the road to which they belonged; but since the advent of socialistic unionism all this is changed; employes may now be found (fortun-

ately only a small minority) who, under the influence of a species of delusion, do not stop short of openly advocating the wreckage of the concern that has, for many years in some cases, provided permanent employment and the means of a comfortable living for themselves and their families. Such men can hardly be considered either loyal to the country or the community with which they make their home for in wrecking a great railway or other such institution they are also doing serious injury to their fellow citizen who have an interest in its proper success. The utter selfishness of such conduct must be apparent to all right-minded, right-thinking people.

Stratford, Ont., August 2nd, 19.

ADDENDA

Since the foregoing pages were put in type the following articles have appeared in the press:

"GIVE US RELIEF OR ELSE TAKE OVER ROAD."

London Free Press Special Leased Wire.

Chicago, August 7.—Four committees of Western railroads are drawing up for the Government a memorial, which, it is expected, will bring the question of Government ownership of the nation's railroads squarely before the federal authorities and the people.

Western railways, according to officials, join in preparing an ultimatum to the interstate commerce com-

mission upon which their existence must stand or fall.

This memorial will be ready on August 22 or 23. It will be presented in Chicago to an examiner delegated by the interstate commerce commission. It will say that increasing expense of operation demands proportionate increases in freight rates.

MUST HAVE RELIEF.

"If we cannot demonstrate to the interstate commerce commission in time to save us from impending deficits," says a traffic official, "that an increase in revenue is imperative if the growth in expenses is not to exceed the growth in income from traffic, it is the end. I know of no resources we shall not have exhausted. My road may as well, if no remedy is offered, prepare for delivery into the hands of the Government managers, and resign from a struggling position in the business world."

The memorial by the Western railroads is prepared by conferences held almost daily in Chicago offices. Four committees, one composed of the legal advisers, one of traffic chiefs and one of accounting chiefs, are building up the ultimatum of the carriers.

MERGE ALL RAILROAD UNIONS INTO ONE.

Associated Press Despatch.

St. Louis, August 6.—W. G. Lee, grand president of the Order of Railroad Trainmen, declared tonight that there is a possibility of the different orders of railway employes merging into one general organization. The individual orders he said are working for common purpose of getting increased wages and improved working conditions.

With A. G. Garretson, president of the Order of Railway Conductors, President Lee has been in conference with 150 delegates representing all roads of the Illinois Central.

While the sessions are secret, it is known that the trainmen and conductors are planning to ask for increased wages. The conductors want to work on the mileage basis. The result of the present deliberations will be forwarded to the different lodges for approval before the railroads will be approached.

These articles are reproduced here as evidence in support of conclusions arrived at in my argument regarding the ultimate aim of International Unionism backed by socialism and political influence.

R. L.

