

NATIONAL INDUSTRIAL CONFERENCE  
WASHINGTON

PAN-AMERICAN BUILDING

October 23, 1919.

*Received*

Miss Ida M. Tarbell,  
Pen and Brush Club,  
Grammercy Park, New York.

My dear Madam:

I enclose you herewith for the record a  
statement submitted by the Employers Group, under  
the rules.

Respectfully,

*Kathrop Brown*

Secretary.





The Employers' Group is satisfied that the resolution above quoted is objectionable for all the reasons set out in its former statement as grounds for objection to the Chadbourne resolution, viz:

1. That no resolution on the subject of collective bargaining could properly be taken up at the present stage of the Conference proceedings.
2. That the above quoted resolution is ambiguous and capable of inconsistent interpretations, while it should be clear and unambiguous.
3. That the development and maintenance of good relations between employers and employees in each individual establishment as a unit should be definitely approved and encouraged and that some form of shop councils or equivalent association of the employees which shall deal with the employer by representatives chosen from their own number, is a most promising plan for improving employment conditions and should be supported as such. No resolution of the Conference should be so drawn as even by implication to exclude the recognition and approval of this form of "collective bargaining."
4. For the shop council or equivalent form of collective bargaining it is absolutely essential that the employer should not be required to recognize representatives of his employees who are not fairly elected from among their own number, although he should have full liberty to meet such outside representatives if he thinks such course likely to conduce to good relations.
5. The resolution we are discussing also seems clearly to recognize the right of public employees such as policemen and firemen to join labor unions which may order them to strike or may otherwise control their action as against the Government.

All these propositions are fully presented and discussed in the earlier statement of the Employers' Group in regard to the Chadbourne Resolution.

The Employers' Group in exact compliance with the terms of the letter of the President of the United States, read to the Conference on the morning of October 22, is prepared to take up the subject matter for the consideration of which the Conference was assembled, to work out a program for studying all the conditions which should be studied before definite action is taken and at the conclusion of the study to give renewed consideration to the subject of collective bargaining, which will then be developed in its true relations to many other questions which must be understood and considered before it is possible to deal fairly and intelligently with this important matter.