

November 13, 1919.

Mr. H. P. J. Porter,
Fifth Ave. Bldg.,
23d St. & 5th Ave.,
New York City.

Dear Mr. Porter:-

Your letter dated November 10th interests me very much. Of course the question you raise is a very large one but on the whole I believe it would be a serious mistake to get up just now an organization of employers limited to those who had company or shop unions as contrasted with nationalized unions usually called trade unions. I would expect that any such organization would be interpreted by the trade union movement as a slap and slaps are not what the present situation seems to need. The trade union movement needs education and uplifting not extinction.

I have been hoping that some prominent manufacturer would feel like calling together a group of liberal minded and forward looking manufacturers to afford a rallying point for those who believe that ultimately co-operation will take the place of strife in industry and who are willing to study the technique by which it is being brought about. Such an organization would stand for working out and giving publicity to the details of a better day rather than to fighting for what is.

I can readily see that at the start the majority of the members would be those operating on the company union basis. But we certainly should not bar out those who have learned to co-operate effectively with trade unions. It seems to me that nothing could exert such a purifying influence on the trade union movement as a strong organization of manufacturers operating on the theory that strikes and strife generally are old fashioned. At the present time there is no organized leadership of this kind. Those who could lead fear to lose their influence on particular groups and so hesitate to act on a national scale. I hope that this minor but essential amendment to your scheme will be agreeable to you.

With warm regards, I am

Sincerely yours,

Morris L. Cooke/M