PRELIMINARY STATEMENT

OF

INDUSTRIAL CONFERENCE

CALLED BY

THE PRESIDENT



WASHINGTON
GOVERNMENT PRINTING OFFICE
1919

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Certain Principers

Col. Barg
In Conf

not sufficient that either side to an industrial controversy should be sole judge of what constitutes justice —

Wilson - Secty —

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Representative = Elicit
this can you deal collectively
handle
organization — except
by rep — you could deal
with the Mass — justly —
it would be bad as
dealing with us —
you facing democratic
[illegible] — exactly what
we have in Govt. —
I know we get bad rep.
[illegible] have — but we
have [illegible] — The
employer who admits
the principle & has
[illegible] [illegible] [illegible]
[illegible] — can handle
it as we do in our
political life

Declaration of Quit
would not have just
of a chance
— Pursuit of H. L
Prudencing
Sincerity
making [illegible] indications
Strict proposition
on Labor [illegible] — [illegible]
[illegible] to drop other [illegible]
but they are [illegible] & see it
— not [illegible] a [illegible]
realize the [illegible] are
experimental stations —
laboratories & that — if they
are wise — it is to [illegible]
[illegible] they will [illegible]
[illegible] [illegible] to ~~[illegible]~~
value of [illegible] —
they or their rep — admitted
the principle

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3.

Bug-a-boo - of walking
delegates - barber -

Educational value
both of free cryptic
& free dealings

Much more afraid of
an 2 W.N. who has
been forbidden the
right to organize than
one who is exercising
it - suppressing is far
greater danger than liberty

Schrift - want either the
paternalism of capital or
of labor -

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5

Did John S. Spaya break up the Conference

Brilliant - wrapping them around his finger today - taken heart out of ~~[illegible]~~ - sitting down with Burgess & telling his story - Poor B.. completely captivated.

As long as S. found political capital in Conf with both sides he wanted to continue - unwilling to rally Endicott now over by Chadbourne's Sourness because of Lamb speech on afternoon of Thursday - met 4 p.m. Fred - after 2 hours from dissolution - in wrangling (episode of Dr Elliott aft Ch & B - sore) - change of Prist - as given by Lane Stock of disway -

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Ind Conf

When the Com. of 5 met at New Willard Hotel 9 a.m. Oct 24 to frame plan for Public Group 2 in hope of whipping up Com. to counsel continuation (with help of new blood) outlined this Plan of Work. Still think it fairly good as a starter -

Trouble is to detach any body now to consider the future. Present struggle uppermost - want to settle that on lines of personal sympathies & convictions. It is still has 2 not Reconstruction that is uppermost - We were a reconstruction committee

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The Touchstone

That is what they call her in the Board of the Pelham Oldham Mafg Co. - in her absence. Better call in the Touchstone the Mr Rigby Pelham will say and in his grown cold tone

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Erasions under 48 hours week - Danger of Elasticity
Work on holidays to make off 48 hours
Close down 3 days out of 6 2 weeks / 6 hrs.

What are your prod reasons

Erasions under apprentice law making wrapping of bundles serve a year of apprentice 16
Erasions of children
Labor - erasions by making out of slop hours -

Intrinsic suspicion -

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Evasions - Children's Bureau

Inspection reports on federal law during its 9 mos enforcement - in files of Bureau. Mrs L says it might be accessible

Getting ~~ready~~ rid of old prejudices

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What are the good reasons against physical examination - outside of obvious fact - that it might be abused for keeping out union men if they were identified?

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the represent
the public - 60 or 70 % that
are ready to work regularly &
peacefully - (?) Operations
interrupted by disagreements
of organized labor & or capital.
They control certain basic
industries like iron & steel &
essential operations like trans-
portation like railways & docks.
Our first business is to secure
methods by which the wages of
groups can ~~be~~ adjust their
difficulties - This can only
be done fundamentally by
establishing such ~~[illegible]~~ relations
as well ~~as~~ reduce to minimum

the causes of war force -
These relations must come
about from a thinking re-
organization inside the each industry
& each plant of that industry.
Last important - each plant
an individual problem although
it has the general elements
of labor capital - management
are concerned. The reorganization
must ~~begin with [illegible]~~ provide machinery
~~& progress from there to industry~~
& provide machinery for each
plant - if that proves unsatis-
factory - must be appeal to
the industry & of that will
[illegible] made up [illegible] & employer
[illegible] from [illegible] to [illegible]

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3.

Over [illegible] a national Board
not [illegible] out to public -
Hence most important is
that organization must
provide for employees
representation on boards or
councils -

important because they are our
laboratories for industrial relations -

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dicolt & 2 typing to decide

Shall we go on with work - yes.

How -

Shall we go on as a group - yes -

" " call talent - yes -

Shall we handle this with small committee to map out programme. no

Shall we ask for new commission - ?

Mediation Arbitration -

Right to contract -
collective bargaining

Working & living conditions

Management - (?)

Profit - sharing -

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Note on day of Bust [illegible]

Ind. Conf

The right of wage earners to organize without discrimination, to bargain collectively, to be represented by representatives of their own choosing in negotiations and adjustments with employers in respect to wages, hours of labor, ~~and~~ relations, and conditions of employment is recognized.

10/2 Mrs Taylor shows me this when I come from lunch — Tell Barnes & Chadbourne — looks like a condition on which only they will accede to Pres't request — note Spago's skill — G wearing out everybody — note slowly shows that what he is doing to leading up to withdrawal — Honestly whisper to me that they mean to draw, — "told me so" — G

Time wasteingful for the moment of [illegible], Is S. Spago going to over work his intelligence — (resolution after [illegible] G's summary

He who defends public defends labor — Shepherd Brookings — fatuous — profit sharing scheme after [illegible] to stay the deluge — Shepherd's curse.

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CABLE ADDRESS: POWHATAN.

FIREPROOF EUROPEAN

HOTEL POWHATAN

PENNSYLVANIA AVENUE

EIGHTEENTH AND H STREETS

E. C. OWEN,
MANAGER.

Washington, D.C. _____ 19 ___

American - Wild

Phillips Limited - Libby Hoffmeister

Sunday.

Some men may abuse it - let us say Full - Mr C - adultery trial - their privilege is one fighting under appeal - such abuse - & all men in management will abuse it - but let - and the nine feeds & pundey that principal under the less abuse will come

But American industry is not going to surrender the American principle that is at stake, and labor need make no mistake about that. If it continues to press and threaten, as yesterday it pressed and threatened, the outcome of this clash will be a finish fight, which labor in the end is bound to lose.

Fighting for Walking Delegate.

Labor is fighting for the privilege of having a glib-talking walking delegate from a barber's union out in Chicago sit down with a Pittsburgh steel man and dictate the terms upon which that man shall hire his employes.

It is a ridiculous right which labor doesn't need. Now, the fight before the industrial conference has narrowed right down to this issue—the right of workingmen "to bargain collectively, to be represented by representatives of their own choosing in negotiations with employers." That is the way the labor group presents its demand, upon which the conference may go to wreck. But that is not a candid statement. What labor really means is that it is fighting for the right to have employes, who have no grievance against their employers, represented in a strike, which they do not want, by walking delegates from alien trades who selected themselves.

So the public authorities charged with the duty of maintaining order must move at once and leave no question of their power and their determination to suppress lawlessness at any cost. Each outbreak must be met by overwhelming force. Of course what they do will be grossly misrepresented. Lying is one of the chief weapons of these radical lawbreakers. With them, however, and their lawless violence nothing but overpowering lawful action will prevail. The certainty that it will be used will win the contest in advance.

To all senators and representatives, to all governors and mayors, let us hope the truth will come home, that there can be no temporizing with soviet groups, whose avowed purpose is to subject the government and the people to the tyrannical will of soviet labor by refusing to permit the labor group to perform its indispensable function in the life of society. They must and will see that the easiest

TAKE BELL-ANS BEFORE MEALS and see how fine good digestion makes you feel.

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These resolutions & proposition & leave ~~so~~ so cumbrously sheltered looked to preventing matter in industry. ~~in~~ They were intended to meet the difficulties half way - ~~pro~~ stop them before they became acute. But the Conf could overlook the fact that what is needed at this moment quite as much as prevention of matter is a way of dealing with existing matter. ~~Was asked by~~ ~~It recognised in his address~~ long & ~~carefully argued resolutions to recognise the right to organise & to strike~~ -

Among the first resolutions to come before it were two looking to the setting up of arbit at Machinery to ~~take up~~ Chandle Widerstrike controversies. The first of these from Mr McNab of Pelvin Lead ~~proposed~~ ~~[illegible]~~ looked to the establishment of something which would do what the War Labr Board did - with so good a measure of success - Mr McNab scheme for the make up of ~~his Board~~ what be called a Nat'l Board of Con & Ar. of relations of labor & capital was entirely

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16

The wrapper summary sufficient - & new ed - in Cabinet. Can scarcely get in the mind even temporarily appearance of such a [illegible] magnificent organization - Made man in the steel - ceased leave undeveloped by definitions - Shows management limited in co-operative ideas - & suppress participation in all details - Concerned & pencil & index capped with abstract economy Suit this plan and can keep filled Shall any & if you lead in mind.

Possibly not the first impression it is keep done - but it was something

The first [illegible] was in the mind Will apply it shows a way & went to pieces [illegible] & Rhode Island & line of [illegible] & record rulers of pupil-pin to carry & much of discouragement the needed did pupil & [illegible] the [illegible] & [illegible] & [illegible] &