

Resolution Number 4 offered by MR. DENNISON, October 9, and referred to General Committee.

"Resolved, whereas, maximum production is only possible if the full interest of the workman is enlisted in his work, and

"Whereas, a sound social policy demands that work shall be done under conditions which promote the self-respect of the workman and afford him a sense of worthwhile accomplishment in his work,

"Now therefore be it resolved, that it is the opinion of the Conference that the employers and employees in every factory should unite in bringing about the development of committees freely elected by the employees (whether as a part of the trade union system or otherwise but not in antagonism to trade unionism) for the joint consideration by these committees and the employers of such constructive matters as methods of enlisting workers' interest, and of improving efficiency of production, which are of mutual value to employers and employees."

Resolution Number 7, offered by MR. DENNISON, October 9, and referred to General Committee.

"Whereas, a serious inequality of bargaining power between employers and employees always imperils industrial peace,

"And whereas, equality of bargaining power requires both the right of collective bargaining upon the part of the employees and the right of the employers to deal directly with their employees,

"Now, therefore, be it Resolved, that it is the opinion of this conference that, (1) Employers should at all times recognize the right of their employees independently to organize for the purpose of collective bargaining and should always be ready to meet any groups of their employees either directly or through its representatives, and

"(2) Labor should recognize the right of the employers to deal with their employees directly, through freely elected shop committees or otherwise, as well as through trade unions.

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Resolution Number 9, offered by MR. RUSSEL, October 9, and referred to General Committee.

"Resolved, that in the judgment of this Conference attempts to better the existing industrial situation should begin with a reduction in the prevailing cost of living. The absurdity of merely increasing wages when such increase is almost at once absorbed in an increase in the prices of the necessities of life is sufficiently apparent. It is the opinion of the Conference that as a beginning, the Congress of the United States should pass an anti-profiteering act like that of Great Britain, providing also as a necessary accompaniment a measure of public accountancy for corporations.

"With that is included a copy of the English Bill, as I understand. (The English bill is as follows:)

EXTRACTS FROM PROFITEERING BILL

(as amended in committee and on report) (Great Britain)

Whereas it appears that the prices of articles are, to the detriment of the people, being enhanced in some cases by the charging of prices yielding an unreasonable profit to the persons engaged in the production, handling, or distribution thereof;

Be it therefore enacted :

1. -- (1) Subject to the provisions of this Act, the Board of Trade shall have power in respect of any article to which this Act applies --

(a) to investigate prices, costs, and profits at all stages, and for that purpose by order to require any person to appear before them, and to furnish such information and produce such documents as they may require; and on such investigation they may by order fix maximum prices; and

(b) to receive and investigate complaints that a profit is being or has been since the passing of this Act made or sought on the sale of the article (whether wholesale or retail) which is, in view of all the circumstances, unreasonable, and on any such complaint they may by order, after giving the parties an opportunity of being heard, either dismiss the complaint or --

(1) declare the price which would yield a reasonable profit; and

(ii) require the seller to repay to the complainant any amount paid by the complainant in excess of such price.

(2) If, as a result of any investigation undertaken on their own initiative or on complaint made to them, it appears to the Board of Trade that the circumstances so require, the Board shall take proceedings against the seller before a court of summary jurisdiction, and if in such proceedings it is found that the price charged or sought about which the complaint was made, or the price discovered at the investigation to have been charged or sought, was such as to yield a profit which is, in view of all the circumstances, unreasonable, the seller shall be liable on summary conviction to a fine not exceeding two hundred pounds or to imprisonment for a term not exceeding three months or to both such imprisonment and fine: Provided, that a rate of profit which does not exceed

the fair average rate earned by persons in the same way of business as the seller upon the sale of similar articles under pre-war conditions, shall not be deemed unreasonable.

(4) If any person at or for the purpose of any such investigation or on any such complaint knowingly or recklessly furnishes any information or makes any representation which is false in any material particular, he shall be liable on summary conviction to a fine not exceeding fifty pounds or to imprisonment for a term not exceeding three months, or both such imprisonment and fine.

(5) Where a person convicted under this section is a company, the chairman and every managing director and every officer concerned in the management of the company shall be guilty of the like offense, unless he proves that the act which constituted the offense took place without his knowledge or without his consent.

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(7) This Act applies to any article or class of articles to which it is applied by order of the Board of Trade, being an article or class of articles declared by the order to be one or more of a kind in common use by the public, or being material, machinery, or accessories used in the production thereof, but this Act does not apply to any articles which are from time to time declared to be controlled articles, and different provisions of this Act may be applied to different articles.

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2. -- (1) The Board of Trade may, as and when it appears to them necessary or expedient, establish, or authorize any local authority or authorities to establish, local or other committees, to whom the Board may delegate any or all of their powers under this Act in respect of any articles or classes of articles, or sales, except the power of the Board to fix prices; and the effect of any order by a committee under such delegated powers shall be the same as that of an order of the Board, and this Act shall have effect accordingly.

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4. -- The Board of Trade may, if they think fit, authorize local authorities, subject to such conditions as the Board may impose, to purchase and sell any article, or articles of any class, to which this Act applies, and any local authority so authorized shall have all necessary powers for the purpose, but such conditions shall, as far as possible, insure that any local authority so purchasing and selling shall proceed on a commercial basis and not by way of subsidy at the expense of the rate payers.

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8. This Act may be cited as the Profiteering Act, 1919.

(2) This Act shall continue in force for six months and no longer, unless Parliament otherwise determines.

Resolution Number 12, offered by MR. GOMPERS, October 9, and referred to General Committee.

"Resolved, this conference of representatives of the public, of the employers and business men, and of labor, called by the President of the United States, hereby declares in favor of the follow ing:

"1. The right of wage-earners to organize in trade and labor unions for the protection and promotion of their rights, interests and welfare.

"2. The right of wage-earners to bargain collectively through trade and labor unions with employers regarding wages, hours of labor, and relations and conditions of employment.

"3. The right of wage-earners 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.

"4. The right of freedom of speech of the press and of assemblage, all being responsible for their utterances and actions.

"5. The right of employers to organize into associations or groups to bargain collectively through their chosen representatives in respect to wages, hours of labor, and relations and conditions of employment.

"6. The hours labor should not exceed eight hours per day. One day of rest in each week should be observed, preferably Sunday. Half-holiday on Saturday should be encouraged.

"Overtime beyond the established hours of labor should be discouraged, but when absolutely necessary should be paid for at a rate not less than time and one half time.

"7. The right of all wage-earners, skilled and unskilled, to a living wage is hereby declared, which minimum wage shall insure the workers and their families to live in health and comfort in accord with the concepts and standards of American life.

"8. Women should receive the same pay as men for equal work performed.

"Women workers should not be permitted to perform tasks disproportionate to their physical strength or which tend to impair their potential motherhood and prevent the continuation of a nation of strong, healthy, sturdy and intelligent men and women.

"9. The services of children less than sixteen years of age for private gain should be prohibited.

"10. To secure a greater share of consideration and cooperation to the workers in all matters affecting the industry in which they are engaged, to secure and assure continually improved industrial relations between employers and workers and to safeguard the rights and principles hereinbefore declared, as well as to advance conditions generally, a method should be provided for the systematic review of industrial relations and conditions by those directly concerned in each industry.

"To this end, there should be established by agreement between the organized workers and associated employers in each industry a national conference board, consisting of an equal number of representatives of employers and workers, having due regard to the various sections of the industry and the various classes of workmen engaged, to have for its object the consideration of all subjects affecting the progress and well-being of the trade, to promote efficiency of production from the viewpoint of those engaged in the industry and to protect life and limb, as well as safeguard and promote the rights of all concerned within the industry.

"With a further view of providing means for carrying out this policy, the Federal Government, through its Department of Labor, should encourage and promote the formation of national conference boards in the several industries where they do not already exist. To still further encourage the establishment of these national conference boards in each industry, these conference boards should be urged whenever required, to meet jointly, to consider any proposed legislation affecting industries in order that employers and workers may voluntarily adopt and establish such conditions as are needful, and may also counsel and advise with the Government in all industrial matters wherever needful legislation is required.

"The Federal Government should also undertake to extend the functions of the Department of Labor to ascertain and provide adequate information and advice to the several national conference boards on all matters affecting the life, health, and general welfare of the wage-earners within such industries.

"11. The flow of immigration should at no time exceed the nation's ability to assimilate and Americanize the immigrants coming to our shores, and at no time shall immigration be permitted when there exists an abnormal condition of unemployment.

"By reason of existing conditions we urge that all immigration into the United States be prohibited at least until two years after peace shall have been declared."

Resolution Number 14, offered by MR. ROCKEFELLER, October 9, and referred to General Committee.

"Resolved, whereas, the common ground of agreement and action with regard to the future conduct of industry, and the development of a new relationship between capital and labor which the President sought in calling this Conference can only be discovered as we approach the problem in the spirit of justice, brotherhood, and of willingness to put one's self in the other man's place, the coming of which means the substitution of confidence for distrust, of good will for enmity, of cooperation for antagonism; and

"Whereas, this spirit can be developed only by the resumption of personal relations between employer and employee or the nearest possible approach thereto; and

"Whereas, some form of representation in industry is essential in order to make personal relations possible under modern industrial conditions;

"Now therefore be it

"Resolved, that this conference recognizes and approves the principle of representation in industry under which the employees shall have an effective voice in determining their terms of employment and their working and living conditions; and be it further

"Resolved, that just what form representation shall take in each individual plant or corporation, so long as it be a method which is effective and just, is a question to be determined by the parties concerned in the light of the facts in each particular instance; and be it further

"Resolved, that any form of representation to be adequate must include:

"1. Ample provision whereby the stockholders and the employees through their respective representatives shall give current consideration to matters of common interest such as terms of employment and working and living conditions;

"2. And such further provisions, if any, as may be necessary to insure the prompt uncovering of grievances, real or alleged, and their speedy adjustment."

Introduced by Mr. Loree - Employers Group. Page 245.

Recommended for Adoption as Amended to read as follows:

RESOLVED, That the Congress be requested to appoint a Committee to consider the information collected and reports made by the various Government Departments and agencies, with a view to their preparation and coordination, so that reasonably exact information may be had of the population, employed and unemployed, and period of unemployment, male and female, and their several activities so far as they may be classified; the home income and the income received from foreign investments, and the several sources of the same; the wages, hours of labor, salaries and profits of the principal industries and their aggregate; the surplus and the necessary deductions therefrom -- depreciation; taxes, local, state and federal; contributions to charities current and endowed; royalties, rents, interest, advertising, sales expenses, etc., the reserves necessary for the progress of an increasing population and the spendable income of management and capital; and,

RESOLVED, That as the decennial census is to be taken in 1920 it is of the first importance that advantage be taken of this early opportunity to secure data that will aid in the prompt determination of facts illuminative of the industrial situation.

WHEREAS, child labor in the United States is an element unfavorable to settled industrial progress

1. Because it is a low wage competition with adult labor;
2. Because it compels inadequate education and training for adult life, tending in turn to discontent and irresponsibility;

BE IT THEREFORE RESOLVED, that minimum standards of age, and educational and physical development should be established by law, conforming to the standards recommended by the U. S. Children's Bureau Conferences of 1919, viz.

RESOLVED, THAT CHILD LABOR SHOULD BE ELIMINATED AS A FACTOR IN AMERICAN INDUSTRY.

The proper occupation for a child is preparation for an intelligent self-supporting life. His time and energies, whether in school, at work or at play, should be conserved by the state to this end. Minimum standards of age and educational and physical development should be established by law in every State to safeguard children against exploitation and injury.

RESOLVED, that we recommend the establishment of the following standards as a minimum below which no section of this country should be allowed to fall:

1. Age. An age minimum of 16 for employment in any occupation including agriculture and domestic service when schools are in session, and of further restriction in occupations offering unusual or excessive hazards, e. g., mines, quarries, night messenger service.

2. Education. Full time schooling for at least nine months each year for all children between 7 and 16 years of age, and part-time schooling

up to 18 years.

3. Physical standards. A certificate of physical fitness issued by qualified physician should precede every issuance of a working certificate, and such supervision of the health and development of working children should be provided as is necessary to ensure a vigorous adult working life.

RESOLVED, that the maximum working day for minors should in no case exceed eight hours; that hours spent in continuation school by children under 18 should be regarded as part of the working day, and that all night work for minors should be prohibited; that a minimum wage not less than the cost of decent and healthful living should be established, and that the public should make provision for vocational guidance and for advising children who leave school regarding suitable employment, and should supervise their occupations during their early working years.

Submitted by Miss Barmum of the Public Group.
October 16, 1919.

WHEREAS, it was demonstrated during the war that a National Employment Service tended toward the wise distribution and stabilization of labor and resultant increased production, and

WHEREAS, permanent employment exchanges under Government supervision in the principal European countries have proved of great value to their whole peoples, and

WHEREAS, there are now before our Congress bills to extend and perpetuate a National Employment Bureau,

THEREFORE BE IT RESOLVED, that this Conference urge upon Congress to immediately consider these bills to establish a permanent National Employment Agency in this country.

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Introduced by Miss Wald, Mr. Endicott, and Mr. Feiss, of the Public Group.
October 16, 1919.

WHEREAS, it is the sense of the Conference that the establishment by the Federal Government of an equitable and scientific system providing for the ready and periodical adjustment of standards of pay of all Federal civil service employees, based on the changes in the cost of living and other circumstances, will furnish an example by which employers generally will desire to be guided, and

WHEREAS, the existing salary grades of a large percentage of Federal civil service employees have undergone no substantial revision during the past six years, and

WHEREAS, the low salaries now prevailing in many branches of the Government service are evidence that the equitable adjustments necessary to provide incomes in proportion to the prevailing cost of living have not been made,

BE IT RESOLVED, that the Conference recommend to Congress that it provide for the establishment of a system which shall be based upon scientific principles and which shall supply a ready and equitable means for adjusting the standards of pay of individuals and groups employed in the Federal civil service, as changing circumstances may from time to time require. Such a system should be so flexible as to provide due consideration and ample recompense for merit and faithful service.

Resolutions

Mr. Wheeler -- substitute resolution -- /35
October 17, 1919.

Resolved, That, without in any way limiting the right of a wage earner to refrain from joining any association or to deal directly with his employer as he chooses, the right of wage earners (in private as distinguished from Government employment to organize in trade and labor unions; in shop industrial councils, or other lawful form of association,) 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 other conditions of employment, is recognized; (and the right of the employer to deal or not to deal with men or groups of men who are not his employees and chosen by and from among them is recognized; and no denial is intended of the right of an employer and his workers voluntarily to agree upon the form of their representative relations.)

*Dr. Elmer
asked for meeting
of the Law so.
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