

FOUNDED 1844



The Clothcraft Shops

THE JOSEPH & FEISS CO.
2149-57 WEST 53RD ST.
CLEVELAND

October 18, 1919.

Miss Ida M. Tarbell,
132 E. 19th St.,
New York, N.Y.

Dear Miss Tarbell:

Since writing you and seeing you I have seen in the papers that the question of Collective Bargaining has become very acute but it is impossible to make head or tail out of the news columns, although I think I can gather pretty well what the Labor Group is insisting upon and what the Employers' Group will also insist on.

I think that the matter could be amicably adjusted if the right of Collective Bargaining and Representation were pretty well defined and limited within its proper sphere. In this connection I would like to give a few suggestions that should be embodied.

(1) In Collective Bargaining and in dealing with Employees Associations, the plant should be considered as a unit except in cases that refer to national or other broad conditions. In such cases it is necessary that any employers must be gotten together and organized into a group having as broad a representation as the organization of employees.

(2) The right of organization in unions should contemplate and in no way interfere with shop organizations which should have precedence in Collective Bargaining as to all matters pertaining to the shop unit.

(3) Methods for organization in the unions must be limited entirely to ordinary persuasion away from the plant and the home and by public meetings which are open to the entire public, including the employers.

(4) Unions to be recognized only as representing the group actually belonging to the union. For this purpose in particular as well as other reasons, union records of membership to be public. Employers not to use information for coercion. Definite means for protection against coercion of either party to be established.

Oct. 16, 1919.

(5) The right to call a strike to be definitely defined and limited with a view to the rights and interests of all parties, above all the public.

(6) All extra remuneration such as organization fees, etc. for organizers, walking delegates and strike leaders to cease to be done away with by law during the strike period; the officers being required at the same time to pay toward strike benefits or in some other way have their regular remuneration diminished.

(7) Unions prevented from calling sympathetic strikes for any purpose whatsoever.

(8) Unions being made responsible for false statements and propaganda contrary to the public welfare.

(9) Unions and employers being made collectively and individually responsible upon entering into a contract for performance under the contract during the life of the contract.

(10) Where agreement between employers and employees for non performance of such contract affects the public interest, the public to be made a part of the contract and legal and financial responsibility to extend to the public.

I do not know whether these suggestions are pertinent to the question before you, but I think they should be at least considered, if not embodied into any decision of the Conference as a part of the consideration of the question of Collective Bargaining and the question of union recognition.

Very sincerely yours,

Richard A. Teiss
1

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