

# MAN IS FORGOTTEN

## Underlying Cause of Casualties of Industry.

### DEATH THE PRICE OF A JOB.

#### Worker Who Won't Take Chances Soon Loses Employment—Two Railroad Rules That Show What Value Is Placed on the Toiler.

At the fourth annual meeting of the American Association For Labor Legislation in St. Louis Daniel L. Cease, editor of the Railway Trainmen's Magazine and member of the national commission on employers' liability, submitted a paper on "Compulsory Compensation For Injured Workmen." He said that the railroad casualty statistics for the last year showed that nine men were killed each twenty-four hours and that one was injured or killed every seven minutes. One man was killed for each 205 employed and one was injured for every nine employed.

"It is customary to aver that compensation for injury and death will go a long way to reduce casualties, meaning that employers will install safety devices and exercise greater care in the operation of dangerous machinery, but I feel sure that even with assured compensation and the most perfect safety devices there will always be a most terrible loss of life and limb. We have reached that stage in industry of which it can be said we have gone 'output mad.' Every scientific means, every mechanical device, has been employed as an aid to production, and with it the man has been shifted to the high speed which reduces the efficiency of safety devices, for it places the entire question of safety automatically upon the device.

"I almost wish my paper had been confined to the specific rules for safety that are supposed to be in operation on certain of our railroads. These rules are for the legal protection of the company, and it is not intended the employees will observe them literally. These rules are used as common law defenses against liability and are forced on the employee as a condition of employment.

"I will quote a paragraph from an official railroad bulletin of the 'protection to the employee' kind, and then I will quote from a letter issued by a superintendent to his employees. I quote from the bulletin:

"Employees, before they attempt to make couplings or to uncouple, will examine and see that the cars or engines to be uncoupled or coupled, couplers, drawheads and other appliances connected therewith, ties, rails, tracks and roadbed are in good, safe condition. They must exercise great care in coupling and uncoupling cars. In all cases sufficient time must be taken to avoid accident or personal injury.

"This rule is for the legal defense of the company. Now note the rule for the men:

"Entirely too much time is being lost, especially on local trains, due to train and engine men not taking advantage of conditions in order to gain time doing work, switching and unloading and loading freight. Neither must you wait until train stops to get men in position. It is also of the utmost importance that enginemen be alive, prompt to take signals and make quick moves. In this respect it is only necessary to call your attention to the old adage, which is a true one, that when train or engine men do not make good on local trains it thoroughly demonstrates those men are detrimental to the service as well as their own personal interests, and such men, instead of being assigned to other runs, should be dispensed with. I am calling your attention to these matters with a view of invigorating energy and ambition, in order that your families who are dependent on you to make a suc-

cess shall not some day point the finger of scorn at you and that the public may not be able to say you lost your position due to lack of energy and interest in your own personal welfare, for which you can consistently place the responsibility on no one but yourself.

"Compare the bulletin with the letter and note the difference. I say to you now that if railroad employees observed the companies' rules for safety the railroads of the United States would be within twelve hours hopelessly congested.

"A system of almost perfect mechanical production has been installed, and the man must keep pace with it. So much must be produced per man per machine per hour, and the man knows if he falls below the minimum of production he will lose his job, and a job is a job even in this land of opportunity. He knows the inexorable rule.

"Does it not appeal to you that there is an underlying cause other than negligence that is responsible for the casualty record? We have been so busy making money that we have forgotten the real man who made it, forgotten his family, neglected ordinary rules for national welfare and safety, until we are overwhelmed with the enormity of our industrial offenses, and we hope shamed into an effort toward forcing restitution. I say 'forcing,' for it never will be made otherwise.

"We ask that every human sacrifice be fully compensated without having to wait for the delays and uncertainties of the courts; we want the injured not to have to suffer mental pain with his physical ills for fear of the future for himself and his family; we demand medical, surgical and hospital attention; we want certainty of responsibility fixed for the employer, with certainty of compensation fixed for the employee; we want the defenses of negligence, fellow servant and assumption of risk eliminated; we want all the common law defenses now open to the employer removed and the professional risk to rest upon the profession, not upon the man. That is, I believe, the only way we can enforce compensation."

### NO WORK ON SUNDAY.

#### Six Days of Labor Should Be the Maximum Week.

President James M. Lynch of the International Typographical union gives his views on Sunday work as follows: "The seven day week obtained for years in the newspaper end of the printing trades. We got over it by enacting a law which requires our members employed on seven day situations to give out one day each week to the first obtainable substitute. As a result our wages for six days are now in excess of the wage formerly received for the seven day week. The subject was forcibly impressed upon me by a paragraph appearing in the report of a sermon delivered by a local minister, who said:

"It seems to us that the worst enemy of the workingman is the person who wantonly removes the sacredness of his one day of rest, commonly called Sunday, for if one line of amusement makers be allowed to pursue their regular line of business on Sunday on what logical basis can we prevent hundreds of other lines from opening up also? I have in my possession a most urgent appeal published by the actors of this country, in which they request the clergy to assist them in keeping theaters closed on Sunday."

"One of the local newspapers in discussing this matter truthfully said that not a tithe of what will come is included in the labor of those thus called on to minister to the selfish enjoyment of Sunday amusement seekers. The same license that acquiesces in lawbreaking for this purpose will

break it for other purposes, and, unchecked, we shall come on a time when there will be no Sunday free from work for the average man, and, what is more, the equation will settle itself so that in the run of things the workingman will get no more for his seven days than he now gets for six.

"Labor has come a long way from the almost unremittent toil that bound the worker to his task for practically all of his waking moments to a time where it has been discovered that the worker can do really more work and better work in shorter days than longer. This has been followed by the movement against child labor to give the child a chance of an education and a time free from body breaking toll in its tender years.

"Our German members during a period of industrial stagnation decided to work five days a week, giving one day for the relief of their less fortunate brothers. Then they continued the practice. Today they receive as much for the five days as they formerly received for the six days. Sunday should be a day of rest and not a vehicle for the imposition on the workers of the seven day week."

#### The Real Cause of High Wages.

It is a familiar adage in the business world that an efficient man is cheap at high wages. Yet in its application to larger questions this adage is never thought of. In discussing the tariff and wages people assume as a matter of course that the employer who pays high wages must therefore sell his goods at a higher price. The fact is that if the labor is well fed and intelligent and is applied under good natural conditions and with skillful leadership the employer can turn out an abundant product or a product of high quality, sell it cheap and still pay his laborers well. And the real source and cause of general high wages, says the economist, is precisely in these conditions—efficient labor, good natural resources, skillful industrial leadership. Given these and you will always have higher wages and need not fear competition from cheap and inefficient labor.—Professor F. W. Taussig in Atlantic.

#### Union Haters Boycotting Buck's.

It is charged that the anti-unionists desire to inflict all punishment possible on the new management of the Buck's Stove and Range company on account of having made peace with organized labor. Recent actions on the part of certain union hating individuals indicate that the charges are based on facts. Therefore it is the duty of all trade unionists to keep the general public well informed of the fact that the Buck's company and organized labor have settled all grievances and that the relations between the two are of the most friendly and satisfactory nature. In fact, Frederick W. Gardner, the present head of the concern, has always been of the opinion he holds to at present—that collective bargaining and trade agreements are the only sureties for industrial peace.

#### CHILD LABOR IN MINES.

##### Conditions Improved in Pennsylvania Coal Fields.

In his official report the chief of the Pennsylvania state department of mines, James E. Roderick, has some thing to say about the improved conditions of labor in the anthracite fields. The principal obstacle in the way of attaining still better conditions is the parent who forces the child to work in order to help support the family. It is common, he says, for parents to make false statements about their children's ages.

"The pathway of the youthful worker," says Mr. Roderick, "is being grad-

ually freed from the hardships of long hours, insanitary conditions and inadequate wages, and today he works under conditions of safety, convenience and comfort undreamed of a generation ago.

"It is a matter of gratification to be able to say that the conditions surrounding this class of workers have greatly improved in the last decade. In addition to the more intelligent and efficient operation of the mines and the consequent betterment in the physical conditions, there have been a gradual decrease in the hours of labor and an increase in the amount of wages paid.

"The greatest gain, however, has been brought about by the wise and humane legislation regulating the ages of the workers. Years ago little children not more than eight or nine years of age were allowed and in many cases obliged to work about the mines, but owing to enlightened public sentiment that has always opposed the employment of children of tender years in industrial work and to the more thoughtful and sensible attitude of the operators the age limit has from year to year been increased until today no child under fourteen years of age can be employed at any work whatever about the mines, and as a rule few children under sixteen years of age are employed inside the mines."

#### Demands of Danish Workers.

At the great workingmen's convention recently held at Copenhagen, Denmark, a resolution was introduced and adopted declaring present labor legislation everywhere to be quite inadequate. The following were declared to be the final demands of the workmen: First, a maximum working day of eight hours; second, prohibition of work for children under fourteen years of age; third, prohibition of night work unless absolutely necessary for technical reasons or for public weal; fourth, uninterrupted rest of at least thirty-six hours weekly; fifth, guarantee for right of organization; sixth, establishment of a system of active inspection of working conditions in town and country, with the co-operation of persons chosen by workmen.

#### HELP THE CHILD SLAVES.

The union label can easily be made the emancipator of child slavery. If the organized workers of the country and their friends would resolve never to purchase or consume any article to whose production child labor has contributed these murderers of the innocents would be soon out of business. The union label is never placed on the product of infant toll.

#### TRUTHS TO PONDER.

Constant association of the workers in unions broadens their minds and develops their intellectual power. The fellow who bolts never learns much.

It is the workingmen who stick together who achieve the victories on the field of industrial warfare. It does not take much knowledge to know enough to stick together. Still, some do not know that much.

Some union members love the union cause so well that they will go out of their way to spend hard earned union wages for the product of unfair firms and then wonder why the union cause is no stronger.