

THE OPEN SHOP REVIEW

VOL. XV

No. 9

PUBLISHED MONTHLY BY THE NATIONAL FOUNDERS' ASSOCIATION AND
NATIONAL METAL TRADES ASSOCIATION IN THE INTEREST
OF THEIR WORKMEN

CONTENTS FOR SEPTEMBER, 1918

Labor's Disloyal Minority.....	339
Arguments of Labor Unions.....	351
Wartime Experience With Women in the Metal Trades.....	353
Unions Disregard "Status Quo" Agreement.....	357
Comment.....	360
What the Labor Board Did at Bethlehem.....	362
Unskilled Artisans Changed into Artisans.....	367
The I. W. W. Convictions.....	369
The Industrial Soldier.....	370
Part Time Industrial Training.....	374

10 Cents a Copy

\$1.00 a Year

NOTICE

THE OPEN SHOP REVIEW, which is published by The National Founders' Association and the National Metal Trades Association, desires to have all foundry and machine shop employees fully acquainted with the policies and purposes of the two Associations.

Employees of members of the Associations who wish to receive the magazine regularly are invited to send their names and addresses to

THE OPEN SHOP REVIEW
Room 716, 29 South La Salle St.
CHICAGO

with the understanding that they incur no expense or obligation.

New applicants should state the name of employer and whether they are employed in foundry or machine shop.

THE OPEN SHOP REVIEW

CHICAGO

SEPTEMBER, 1918

Labor's Disloyal Minority

A Speech by Charles L. Underhill of Somerville, Mass.,
Before the Massachusetts Constitutional Convention,
Friday, July 19, 1918.

FOREWORD:

The speech which follows was delivered by Mr. Underhill in opposition to a proposed Constitutional amendment which would deprive our courts of the power to issue injunctions in labor disputes.

It followed a long debate, in which the representatives of union labor in the Convention sought to make it appear that all the labor troubles which have been hampering the nation in its conduct of the war should be laid at the door of the so-called "profit-eers."

Mr. Underhill's words aroused the Convention to an unprecedented pitch of enthusiasm, and the amendment was rejected by an overwhelming vote.

Mr. President, it is quite a number of years since the gentleman in the first division (Mr. Dennis D. Driscoll) and I stood behind the anvil, blew the forge, wore the leather apron and pared horses' hoofs, and although the gentleman has given up his leather apron for a Palm Beach suit and now manicures his fingernails instead of horses' hoofs, his bellows is still in good condition and his vocal anvil rings loud for the cause of Union labor.

THE INDUSTRIAL SOLDIER

By Dr. Maitland Alexander in The Arsenal Record.

Away out on the Western Front an American gunner slipped a shell in the big gun that he served and fired it. The shell tore through the air, fell into an ammunition dump, exploded it, destroyed the ammunition for seven batteries and killed about a hundred men.

Away back in Pittsburg months before that shell had been made. The steel had been turned out, the steel had been rolled, the shell had been turned, all by the men who had not seen the battle front, probably will not see it, but who contributed just as much as the Artillery man who sighted the gun to the destruction of the German ammunition dump.

Away out on the Atlantic Ocean a steel vessel is moving across the sea filled with troops. The ship is tight, her plates are sound, her rivets are well put in and she puts 2,000 men down in France to fight.

Away back in the Pittsburg mills the men who made and rolled that steel did as much for the transporting of the Army as the Convoy that took them over or the Generals who trained them.

It is a hard thing to work for the war away from the glamour of the war. Martial music, uniforms, the actual fighting, this stirs the blood; the ordinary work in industry seems to be unnoticed and unknown—but when the history of the war is written and the credit be given where it is due, it will not alone be the story of the men who held Kemmel Mountain, or turned back the Germans at the Marne, or beat them at Neuve Chappelle, or ran in with hulks under the very fire of Hell and blocked the Channel at Ostend—but it will be also the story of the industrial Soldiers, who stood at their posts resolutely, at the breast of the coal, at the deck of the coke ovens, at the tapping hole of the blast furnace, at the rolls of the mills, at the lathes of the machine shops, and who turned out the best work and the most work that they ever did—not for wages, not for gain alone, but for home and children and

country, that America might win, and the homes that we love so much might be safe.

It is a splendid thing the way the Industrial Army has responded to the Nation's call. There is a house in this city which is painted a bridge red. It has one window on an alley. That window has four panes. The head of that house works in a mill, but the window tells the story of his devotion to His Country. In one pane there is a service Flag, with two stars, in another a Red Cross sticker, in another a Liberty Bond emblem, and in the fourth the emblem of the Food Administration. It is this kind of industrial patriotism that will win the war.

But there are some who say, "Well, I hope we will win, but this war does not touch me. I gain nothing, I lose nothing, whichever way it goes." I wish I could take you to some parts of Industrial France today, where before the Germans came there was abundant work, happy homes, playing children. Now what is there? Mills and factories wrecked, men and women transported and in practical slavery in Germany, old men and women sad faced, fearful, little handless children, young girls in a pitiful condition from the excesses and cruelty of the Hun, babes without food and having fathers whom they will never own. Shall we have that in industrial America? Shall we, the men of this great workshop section, permit such things to happen to us? Is it near? Just as near as the German army! Is it possible? Anything is possible to the Hun!

What shall we do? I am not an Industrial Soldier or a manufacturer, but I know what to do. I wish I knew everything as well as I know that.

FIRST—Think victory! For your home, your family and your country. Not a foolish optimism that belittles the enemy, but a determination that we will not and cannot be beaten. That is what our boys are saying on the line. You say it here, and, especially, think it.

SECONDLY—Get together and give the most and best of your time, skill and hard work and co-operation!

“It ain’t the guns, nor armaments, nor funds that they can pay,
But the close co-operation, that makes them win the day;
It ain’t the individual, nor the Army as a whole,
But the everlasting team-work of every bloomin’ soul.”

I saw at one of the camps an old woman whose grandson was in the army and she had come to visit him. She was about the camp for three or four days, and the last day that I saw her I said, “I suppose you miss your grandson a great deal.” “Yes,” she said, “but I am very busy.” I asked her what she did and she said that she worked in a shell factory. I asked her if the work was not too hard for her. “Oh, no,” she said, “I have to be in it for the boy’s sake. We all must do our part. I cannot fight, but I can polish shells.”

THIRDLY—Let us beat the Kaiser and his crew! It takes two American armies to do it. “The Fighting Army” and “The Furnishing Army.” I think we can imagine the Kaiser with wrecked Belgium in one hand and the other stretched out toward America looking at our armies and saying, “I might beat the Fighting Army, but I cannot beat the Industrial Army.”

I hope he can be put where he belongs, and all those with him in this country who are the apostles of discontent, whose influence is German, and who are trying in every way to destroy the power of our industrial force, knowing well that if industry supports the war to a man, the war is won.

LASTLY—Let us support the boys who have gone to the front! I would rather die than have any soldier say that because I did not work hard or well, he had to fight without food or ammunition or guns. I would rather be dead than have a sailor say that I failed him because I would not work or because my work was bad. There is not a man or woman in the United States today who has not some place to serve the Flag. If they fail, the country will fail. If they do their whole duty, we will have a speedy victory and a lasting peace.

My country needs me. I hear her call and see her need. I cannot delay for delay means defeat. I, therefore, pledge

myself to her, as I would to the defense of my wife or mother. I will work for her, or fight for her with all my might. I will let no side issues distract me. I will let no disloyal voices dissuade me. I will put this one thing first, last and all time, so that it will multiply my work and make it better.

“For God and Country, and Home, We Must, We Will, Win the War.”

CHECKING EFFICIENCY

The labor unions are clearly on record as being against maximum efficiency, even during the war, and they seem to have the necessary influence at Washington to prevent any legislation to this end.

One of the greatest evils of trades unionism has been the restrictions against a workman doing his best for himself or his employer. The apprentice rules, the limit of individual or collective output, and the lowest instead of the highest level of workmanship are all for the purpose of gaining the largest amount of pay for the least possible return. This in time of peace is deplorable enough, but in time of war is despicable. Employers have stood ready to make any sacrifice to gain speed, while at every attempt union labor has fought against it unless large bonuses are promised.

The promise and pretense of union labor leaders has been 100 per cent. patriotic, while performance has been only 75 per cent. The blame is not with the rank and file of workmen, but those whose business it is to keep efficiency at the minimum in the mistaken idea that labor will reap greater benefit. Certainly such tactics are not in harmony with the patriotic utterances of Mr. Gompers and his colleagues, and yet these leaders must be cognizant of, if not a party to, the tactics of agitators who seem to have more influence with Government officials at the National Capitol than employers and the mass of willing, loyal workers.—*Bulletin. Penna. Mfrs. Association.*