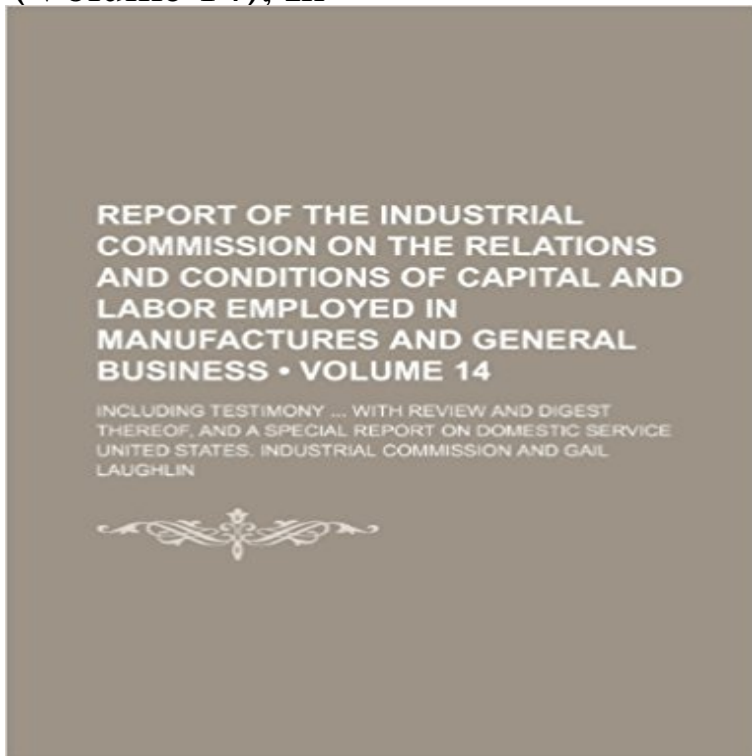


## Report of the Industrial Commission on the Relations and Conditions of Capital and Labor Employed in Manufactures and General Business (Volume 14); In



This historic book may have numerous typos and missing text. Purchasers can download a free scanned copy of the original book (without typos) from the publisher. Not indexed. Not illustrated. 1901. Excerpt: ... Q. What are the conditions of employment?--A. The conditions, so far as I know, are just as Mr. Croxton has stated. A man goes in and somebody is supposed to tell him that this is a manufacturers association shop, working under these rules, and the rules are posted up so everybody can see them. I do not know whether they all propound these questions to them, but they did in the early part of the organization--that we were working under joint rules of the association and central convention, and everybody that comes in works under these rules. Q. If he does not want to work under these rules he goes away?--A. That is the understanding, I believe. Q. So the operatives themselves are the authority for the rules and regulations there even as the employers?--A. Yes. Q. Now, is it not so that it is very much like belonging to the old unions?--A. It is; yes. Q. It has not a case of traveling card involved, but a membership, in it?--A. A membership; yes. Q. And you agree to belong to the union or not work in the union shop?--A. Yes; when I become an employee in one of these shops I am supposed to know that is working under the joint board and rules, and when I take the position I am supposed to be governed by those rules. Q. You would claim this organization is simply a union, only it is not chartered from a superior organization like a national or international body?--A. It works very much the same as the Knights of Labor. When I went into Ziegler Brothers shop, under the Knights of Labor, I had to have a card from my assembly showing I was a member of the Knights of Labor in good standing. If I had not been a member they would permit me to go to work, and I had to become a member

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