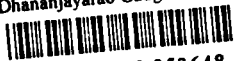




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**THE ORDER OF RAILROAD TELEGRAPHERS**

*A STUDY IN TRADE UNIONISM  
AND COLLECTIVE BARGAINING*

**LONDON: HUMPHREY MILFORD  
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# THE ORDER OF RAILROAD TELEGRAPHERS

*A STUDY IN TRADE UNIONISM  
AND COLLECTIVE BARGAINING*

BY  
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## PREFACE

**T**HE study of the Order of Railroad Telegraphers which follows is confined to a restricted sector of the general field of industrial relations. It was undertaken with the idea that only through the cumulation of such detailed studies of the problems involved in the dealings of employers and employees under widely varying conditions are we likely to get a clear idea of the purposes and ideals which bring workingmen together in permanent associations, or an understanding of the forces and conditions which make for the success or failure of their united efforts. The emphasis, therefore, has been laid on structural and functional characteristics of the union, and on the objectives to which union activities have been directed. Only so much of the history of the Order has been included as seems necessary to supply the background for this analysis.

In its internal structure, in its relationships with other organized groups, and in its methods of action in dealing with the employers, the Order reveals at many points the influences of the peculiar objective conditions which prevail in the railroad telegraph and station service. It clearly exemplifies the operation of the evolutionary process of adaptation to environment in the development of a social and economic institution. The analysis of this entire complex of problems in structure and method of action is a major purpose of the present work. Equally important, however, is it to consider in some detail those issues as to the conditions of employment which have bulked large in collective bargaining, and also the relation of the union activities to economic forces, because only in that way may one judge of what trade unionism means for its members, or of the hold which it has on their individual minds and loyalties. It is likewise of importance to examine the experience of the organization with the intervention of governmental authorities in the relations of the union and the employing roads, as a consequence of the public interest in the continuity of railroad service.

In the projection and execution of this study the author has accumulated an incalculable burden of obligations. To Professor David A. McCabe of Princeton University, under whose direction it was carried through, he is indebted not only for the original inspiration to undertake the work but for unflinching generosity in

*suggestion, discussion, and criticism at every stage, up to and including the reading of the final manuscript. To E. J. Manion, president of the Order of Railroad Telegraphers, to G. E. Joslin, secretary to the president, and one-time member of the board of directors, and to other members of the staff of the national union the author is deeply obligated for their extreme courtesy in placing the documentary resources of the union at his disposal and in answering his numerous inquiries without reserve. Much information of value has been gleaned in interviews with railway personnel officers and others, among whom especial mention must be made of R. V. Massey of the Pennsylvania, and J. G. Walber of the New York Central. The list of acknowledgments might be extended indefinitely.*

AUGUST 26, 1932.

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