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REPORTS

OF THE

INDUSTRIAL COMMISSION

ON

LABOR ORGANIZATIONS,

LABOR DISPUTES, AND ARBITRATION,

AND ON

RAILWAY LABOR.

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VOLUME XVII

OF THE COMMISSION'S REPORTS.

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[Extract from act of Congress of June 18, 1898, defining the duties of the Industrial Commission and showing the scope of its inquiries.]

SEC. 2. That it shall be the duty of this commission to investigate questions pertaining to immigration, to labor, to agriculture, to manufacturing, and to business, and to report to Congress and to suggest such legislation as it may deem best upon these subjects.

SEC. 3. That it shall furnish such information and suggest such laws as may be made a basis for uniform legislation by the various States of the Union, in order to harmonize conflicting interests and to be equitable to the laborer, the employer, the producer, and the consumer.

INDUSTRIAL COMMISSION,  
*December 5, 1901.*

*To the Fifty-seventh Congress:*

I have the honor to transmit herewith, on behalf of the Industrial Commission, a report to Congress on the subject of Labor Organizations, Labor Disputes, and Arbitration; and a report on the subject of Railway Labor. These subjects have also been treated extensively in other volumes of the Commission's reports. The conclusions and recommendations of the Commission regarding them will be presented in its final report.

Respectfully,

ALBERT CLARKE,  
*Chairman.*

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## PREFATORY NOTE.

The following report regarding Labor Organizations, Labor Disputes, and Arbitration has been prepared in the office of the Industrial Commission and under its supervision. The subject of the relations between employers and employees is one of the most important which the Commission has considered. Doubtless the most powerful single factor in affecting those relations at the present time is organization of labor, and this is the first subject covered in the report. Particular interest attaches to all methods which tend to promote peaceful relations between employers and employees; and the practices of collective bargaining, conciliation, and arbitration accordingly constitute the subject-matter of a second section of the report. From time to time, however, peaceful relations are broken by strikes and lockouts and by other forms of industrial disputes. The statistics regarding these disputes have been presented and discussed, while a special part of the report is devoted to the discussion of the attitude of the courts toward various acts of workmen in connection with labor disputes.

The information regarding American labor organizations and regarding the American systems of collective bargaining and of arbitration and conciliation within the trade has been obtained largely by correspondence with the officers of organizations of employers and of employees. Schedules of questions were sent out to all national labor organizations and to a very considerable number of local organizations. The officers of the national unions have almost uniformly shown marked courtesy in filling out these schedules and in making answers to such specific inquiries as were later found necessary. They have also furnished in most instances the constitutions, reports, agreements, and other documents published by the unions. The officers of the American Federation of Labor have been of especial assistance in giving information regarding that body and its constituent unions. It is believed that, since the statements of fact contained in this report have been obtained almost wholly from official sources, they may be considered thoroughly authentic.

Doubtless because of the fact that the officers of local unions are in most instances actively employed in their trades, and also because the business of local organizations is conducted in a less systematic manner than that of national unions, it has been found impossible to obtain any considerable amount of information regarding local unions, except in so far as the officers of national organizations have furnished it.

The Commission is under obligations to Hon. Carroll D. Wright, United States Commissioner of Labor, for the use of documents in possession of the Department of Labor, and especially for furnishing advance sheets of the sixteenth annual report of the Department, covering the subjects of strikes and lockouts. By this means the Commission is able to publish a summary of the statistics contained in that report contemporaneously with their publication by the Department of Labor.

The text of that part of the report on Labor Organizations, Labor Disputes, and Arbitration which regards labor organizations has been prepared for the most part by Mr. Charles E. Edgerton, while the text regarding collective bargaining, conciliation and arbitration, and labor disputes has been prepared principally by Mr. E. Dana Durand. Both have, however, cooperated under the direction of the Commission in the preparation of the entire work.

The report on Railway Labor, which constitutes the second division of the present volume, has been prepared under the direction of the Commission by Dr. Samuel M. Lindsay, of the University of Pennsylvania. The statements regarding matters of fact contained in this report are based almost altogether on official documents and information. Schedules of questions were sent to the officers of the leading railroad companies, as well as to the officers of the leading organizations of railway employees, and in most cases the desired information was cheerfully and fully furnished. To the discussion of facts regarding railway employment—wages, hours of labor, and regulations as to entering employment, promotion and discipline, and other matters—has been added a compilation of the decisions of the courts regarding the liability of railway employers for injuries to their employees, a subject in which very general public interest has been manifested. The Commission is also under obligations to the Pennsylvania Railroad for having permitted the republication of a report submitted to it by Mr. Riebenack, its assistant comptroller, regarding the systems of insurance of employees on foreign railways, as well as to Mr. Riebenack himself. This report appears as an appendix.

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**LABOR ORGANIZATIONS, LABOR DISPUTES,  
AND ARBITRATION.**

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**A REPORT PREPARED UNDER THE DIRECTION OF THE  
INDUSTRIAL COMMISSION**

**BY**

**CHARLES E. EDGERTON and E. DANA DURAND.**

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# TABLE OF CONTENTS.

## PART I.

### SUMMARY AND GENERAL DISCUSSION.

	Page.
Chap. I. TRADE AND LABOR ORGANIZATIONS.....	xv
I. Organization and government .....	xv
National and local unions, definitions .....	xv
Trade-union statistics .....	xvi
Relations of national and local unions .....	xix
Local unions, organization and government .....	xxii
National unions, organization and government .....	xxiii
Membership .....	xxviii
Discipline .....	xxxi
Journals .....	xxxii
II. Finances and insurance .....	xxxiii
Finances .....	xxxiii
Insurance benefits .....	xxxviii
III. Trade policies .....	xlii
Wages .....	xlii
Hours of labor and holidays .....	xlv
Comprehensiveness .....	xlvi
Exclusiveness .....	l
Apprenticeship .....	li
Piecework .....	liv
Limitation of output .....	lviii
Machinery .....	lx
Provision of employment .....	lxi
Strikes, lockouts, and boycotts .....	lxii
Union labels .....	lxvii
Disputes between unions .....	lxix
Chap. II. COLLECTIVE BARGAINING, CONCILIATION, AND ARBITRATION.....	lxxxiv
I. Importance and general nature of subject.....	lxxxiv
II. Local collective bargaining, trade arbitration, and conciliation.....	lxxxviii
Informal practices .....	lxxxviii
More formal systems of collective bargaining and agreements .....	lxxx
Local arbitration, conciliation, and mediation .....	lxxxvii
III. Formal national systems of collective bargaining and arbitration.....	lxxxix
Extent of collective bargaining systems .....	lxxxix
Methods of organization and procedure in collective bargaining.....	xc
Nature of agreements as to conditions of labor.....	xcv
Arbitration as to specific disputes .....	xcvii
IV. Collective bargaining and trade arbitration in Great Britain.....	xcix
V. Governmental arbitration .....	ci
Statutory provisions in the several States .....	ci
Local boards of conciliation and arbitration .....	civ
United States statutes .....	cv
Working of the State boards of arbitration.....	cvi
Governmental arbitration in foreign countries.....	cix
VI. Compulsory arbitration .....	cxi
Chap. III. LAWS AND COURT DECISIONS AS TO LABOR COMBINATIONS.....	cxiv
I. Introduction .....	cxiv
II. Legality of strikes in themselves .....	cxv
III. Enticement of employees .....	cxvi
IV. Combinations to procure discharge or prevent employment.....	cxvi
V. Picketing and intimidation .....	cxvii
VI. Boycotts .....	cxviii
VII. Railroad strikes and boycotts.....	cxix
VIII. Injunctions in labor disputes .....	cxxi
IX. Legal position of labor organizations.....	cxxiii
Chap. IV. STATISTICS OF STRIKES AND LOCKOUTS .....	cxxvii



## PART II.

## NATIONAL LABOR ORGANIZATIONS IN THE UNITED STATES.

	Page.
Chap. I. EARLY GENERAL LABOR ORGANIZATIONS.....	1
Chap. II. THE KNIGHTS OF LABOR.....	3
Chap. III. THE AMERICAN FEDERATION OF LABOR.....	24
Chap. IV. LABOR ORGANIZATIONS IN THE TEXTILE, CLOTHING, AND ALLIED TRADES.....	51
Boot and Shoe Workers' Union.....	51
The United Hatters of North America.....	56
The United Garment Workers of America.....	59
The Journeymen Tailors' Union of America.....	64
Custom Clothing Makers' Union of America.....	68
International Ladies' Garment Workers' Union.....	70
The Shirt, Waist and Laundry Workers' International Union.....	70
The Chartered Society of the Amalgamated Lace Curtain Operatives of America.....	72
National Spinners' Association of America.....	73
The Elastic Goring Weavers' Amalgamated Association of the United States of America.....	75
International Union of Textile Workers.....	76
Trunk and Bag Workers' International Union of America.....	79
Chap. V. LABOR ORGANIZATIONS IN THE PRINTING TRADES.....	80
International Typographical Union of North America.....	80
German-American Typographia.....	100
International Printing Pressmen and Assistants' Union of North America.....	104
International Brotherhood of Bookbinders.....	109
Lithographers' International Protective and Beneficial Association.....	112
International Steel and Copperplate Printers' Union of the United States of America.....	116
Chap. VI. LABOR ORGANIZATIONS IN THE BUILDING TRADES.....	118
Bricklayers' and Masons' International Union of America.....	118
United Brotherhood of Carpenters and Joiners of America.....	128
Amalgamated Society of Carpenters and Joiners.....	138
International Brotherhood of Electrical Workers.....	143
Granite Cutters' National Union of the United States of America.....	145
Brotherhood of Painters, Decorators, and Paper Hangers of America.....	149
Operative Plasterers' International Association.....	154
United Association of Journeymen Plumbers, Gas Fitters, Steam Fitters, and Steam Fitters' Helpers.....	156
National Association of Steam and Hot-Water Fitters and Helpers.....	160
Journeymen Stone Cutters' Association of North America.....	162
Mosaic and Encaustic Tile Layers and Helpers' International Union.....	169
National Building Trades Council.....	171
Chap. VII. LABOR ORGANIZATIONS IN THE GLASS AND POTTERY TRADES.....	172
Glass Bottle Blowers' Association.....	172
American Flint Glassworkers' Union.....	175
Amalgamated Glassworkers' International Association.....	181
National Brotherhood of Operative Potters.....	183
Chap. VIII. LABOR ORGANIZATIONS OF MINE WORKERS.....	184
United Mine Workers of America.....	184
Northern Mineral Mine Workers' Progressive Union.....	193
Chap. IX. LABOR ORGANIZATIONS IN THE WOODWORKING AND ALLIED TRADES.....	194
Amalgamated Woodworkers' International Union.....	194
United Order of Box Makers and Sawyers.....	198
Piano and Organ Workers' International Union.....	200
International Wood Carvers' Association.....	202
Coopers' International Union.....	206
Carriage and Wagon Workers' International Union.....	209
Chap. X. LABOR ORGANIZATIONS IN THE METAL AND MACHINE TRADES.....	212
National Amalgamated Association of Iron, Steel, and Tin Workers.....	212
International Association of Machinists.....	217
Amalgamated Society of Engineers.....	222
Brotherhood of Boiler Makers and Iron Ship Builders.....	228
International Association of Allied Metal Mechanics.....	231
Metal Polishers, Buffers, Platers, and Brass Workers' International Union.....	233
Amalgamated Sheet Metal Workers' International Association.....	235

TABLE OF CONTENTS.

XI

	Page.
Chap. X. LABOR ORGANIZATIONS IN THE METAL AND MACHINE TRADES—Continued.	
Iron Molders' Union .....	237
Pattern Makers' League .....	241
Core Makers' International Union .....	247
Grand Union of the International Brotherhood of Blacksmiths .....	249
Chain Makers' National Union .....	251
Stove Mounters and Steel Range Workers' International Union .....	251
Tin Plate Workers' International Protective Association .....	253
American Wire Weavers' Protective Association .....	255
Metal Trades' Federation of North America .....	255
Chap. XI. LABOR ORGANIZATIONS CONNECTED WITH TRANSPORTATION.....	255
International Seamen's Union .....	255
National Marine Engineers' Beneficial Association .....	258
International Longshoremen's Association .....	264
Amalgamated Association of Street Railway Employees .....	265
Switchmen's Union .....	267
Chap. XII. LABOR ORGANIZATIONS IN MISCELLANEOUS TRADES.....	269
Journeyman Bakers' and Confectioners' International Union .....	269
Journeyman Barbers' International Union .....	272
National Union of the United Brewery Workmen .....	274
National Brickmakers' Alliance .....	277
International Broom Makers' Union .....	279
Cigar Makers' International Union .....	280
Retail Clerks' International Protective Association .....	290
Team Drivers' International Union .....	292
International Union of Steam Engineers .....	293
National Brotherhood of Coal Hoisting Engineers .....	295
Watch Case Engravers' International Association .....	297
International Brotherhood of Stationary Firemen .....	299
International Union of Journeyman Horseshoers .....	300
Hotel and Restaurant Employees' International Alliance and Bartenders' International League .....	302
International Jewelry Workers .....	305
The United Brotherhood of Leather Workers on Horse Goods .....	306
National Association of Letter Carriers .....	309
Amalgamated Meat Cutters and Butcher Workmen .....	311
American Federation of Musicians .....	313
International Brotherhood of Oil and Gas Well Workers .....	315
United Brotherhood of Paper Makers .....	316
National Alliance of Theatrical Stage Employees .....	317
National Stogie Makers' League .....	318
Tobacco Workers' International Union .....	320
Upholsters' International Union .....	323

PART III.

COLLECTIVE BARGAINING, CONCILIATION, AND ARBITRATION.

Chap. I. NATIONAL AND GENERAL TRADE SYSTEMS IN THE UNITED STATES.....	325
Coal-mining industry .....	325
Iron, steel, and tin industries .....	339
Stove foundry trade .....	347
Foundry trade .....	349
Machinists and allied trades .....	355
Glass trades .....	361
Printing trades .....	365
Longshoremen .....	369
Pottery trade .....	373
Chap. II. LOCAL COLLECTIVE BARGAINING; AGREEMENTS AND ARBITRATION .....	374
Bricklaying trade .....	374
Carpentry trade .....	383
Plumbing and allied trades .....	389
Minor building trades .....	392
Railway employees .....	400
Bakers and confectionery makers .....	405
Blacksmithing trade .....	406
Boot and shoe industry .....	406
Brewery workmen .....	410

	Page.
Chap. II. LOCAL COLLECTIVE BARGAINING, ETC.—Continued.	
Butchers and meat cutters .....	412
Clothing and tailoring trades .....	412
Electrical workers .....	415
Hatters .....	416
Hotel employees and bartenders .....	416
Leather workers .....	417
Metal polishers, buffers, and platers .....	417
Stationary firemen .....	418
Stage employees .....	418
Stove mounters .....	419
Textile trades .....	419
Street-railway employees .....	419
Tobacco and cigar workers .....	420
Wood and furniture workers, coopers, etc. ....	420
Chap. III. GOVERNMENTAL ARBITRATION IN THE UNITED STATES .....	423
United States .....	423
California .....	426
Colorado .....	426
Connecticut .....	427
Idaho .....	427
Illinois .....	428
Indiana .....	434
Iowa .....	436
Kansas .....	437
Louisiana .....	438
Maryland .....	439
Massachusetts .....	439
Michigan .....	446
Minnesota .....	447
Missouri .....	447
Montana .....	448
North Dakota .....	448
New Jersey .....	448
New York .....	449
Ohio .....	456
Pennsylvania .....	461
Texas .....	461
Utah .....	461
Wisconsin .....	462
Wyoming .....	463
Chap. IV. COLLECTIVE BARGAINING, CONCILIATION, AND ARBITRATION IN GREAT BRITAIN .....	464
General summary .....	464
State arbitration in Great Britain .....	466
Trade conciliation, generally .....	470
Arbitration and mediation by outside parties .....	478
General boards of conciliation and arbitration in municipalities .....	479
Responsibility of trade unions in connection with arbitration and concilia- tion .....	480
Unions of employers and employees .....	481
British opinion as to conciliation and arbitration .....	484
Conciliation, arbitration, and sliding scales in mining industry .....	490
Iron and steel, engineering, and shipbuilding trades .....	495
Conciliation and arbitration in textile and clothing trades .....	501
Boot and shoe trade .....	505
Chap. V. ARBITRATION ON CONTINENTAL EUROPE .....	508
Introduction .....	508
France .....	509
Belgium .....	514
Germany .....	516
Austria .....	517
Chap. VI. ARBITRATION IN AUSTRALIAN AND OTHER BRITISH COLONIES .....	519
New Zealand—Compulsory arbitration .....	519
New South Wales .....	540
Western Australia—Compulsory arbitration .....	543
South Australia .....	544
Private boards of conciliation and arbitration in Australasia .....	545
Dominion of Canada .....	546

## PART IV.

## LAWS AND COURT DECISIONS AS TO LABOR COMBINATIONS.

	Page.
TABLE OF CITATIONS.....	547
Chap. I. GENERAL CONSIDERATIONS.....	551
Law of criminal conspiracy.....	551
Intent as a factor in conspiracy.....	551
Effect of combination as regards civil liability.....	554
Effect of intent as regards civil liability.....	555
Chap. II. ENGLISH LAW AS TO STRIKES AND LABOR COMBINATIONS.....	558
Chap. III. LEGALITY OF STRIKES IN THEMSELVES.....	560
Court decisions as to legality of ordinary strikes.....	560
Legislation as to strikes and labor combinations.....	562
Strikes under special circumstances.....	562
Strikes with indirect or sinister motives.....	564
Chap. IV. ENTICEMENT OF EMPLOYEES.....	566
Statutory provisions.....	566
Common law and court decisions.....	566
Acts of officers of trade unions and others in abetting strikes.....	568
Chap. V. COMBINATIONS TO PROCURE DISCHARGE OR PREVENT EMPLOYMENT.....	568
American decisions holding such combinations unlawful.....	568
American cases denying illegality of such combinations.....	570
The English case of <i>Allen v. Flood</i> .....	573
Effect of <i>Allen v. Flood</i> on American decisions.....	575
Chap. VI. INTIMIDATION AND PICKETING.....	577
Summary.....	577
Legislation as to intimidation.....	578
Specific American cases of picketing and intimidation.....	578
English legislation and decisions.....	583
Chap. VII. BOYCOTTS.....	584
Court decisions affirming illegality of boycotts.....	584
Denial of the illegality of boycott.....	586
Combination as an element in boycott.....	586
Malicious motive in boycott.....	587
Coercion as an element in boycott.....	588
Rights of third parties.....	589
Boycott in railway cases.....	590
Trade boycotts.....	590
Legislation as to boycotts.....	591
Chap. VIII. RAILWAY STRIKES AND BOYCOTTS.....	592
A. GENERAL PRINCIPLES LAID DOWN BY COURTS.....	592
Interference with interstate commerce generally.....	592
Interference in violation of antitrust act of 1890.....	593
Obstruction of mails.....	594
Violation of interstate commerce act of 1887.....	595
Contempt of receivers.....	595
B. SPECIFIC ACTS AND METHODS OF STRIKERS HELD ILLEGAL BY THE COURTS.....	596
Physical obstruction, violence, and intimidation.....	596
Refusing to perform services while remaining in employment.....	597
Illegality of quitting employment under certain circumstances.....	598
Aiding and abetting strikes to the obstruction of commerce.....	599
Railway boycotts.....	600
C. LEGISLATION AS TO STRIKES ON RAILWAYS.....	601
Chap. IX. THE INJUNCTION IN LABOR DISPUTES.....	602
A. COURT DECISIONS AS TO INJUNCTIONS.....	602
Injunctions to restrain acts which are also criminal.....	602
Injunctions to compel the performance of personal service.....	605
Right of Federal courts to issue injunctions as to interstate commerce.....	607
Injunctions against numerous defendants and defendants not named.....	608
Legislative restriction of right of injunction.....	609
B. LEGAL CRITICISMS ON EXTENDED USE OF INJUNCTION.....	611
C. C. Allen.....	611
W. H. Dunbar.....	612
F. J. Stimson.....	615

	Page.
Chap. X. LEGAL POSITION OF TRADE UNIONS .....	
Law authorizing incorporation of trade unions .....	616
Registration and legal authority of labor organizations in Great Britain ..	617
Registration and legal authority of labor organizations in the Australian colonies .....	620
Proposed extension of legal powers and liabilities of labor organizations ..	621
American laws prohibiting discrimination against union labor .....	626
Protection of trade-union labels .....	

## PART V.

## STATISTICS OF STRIKES AND LOCKOUTS.

Chap. I. NUMBER OF DISPUTES AND PERSONS AFFECTED.....	631
I. UNITED STATES .....	631
Distinction between strikes and lockouts.....	631
Basis of statistics.....	632
Statistics of strikes and lockouts for all trades.....	633
Prevalence of strikes by industries—Effect of labor organization.....	636
Prevalence of lockouts, by industries .....	643
II. FOREIGN COUNTRIES .....	644
Great Britain .....	644
France .....	646
Germany .....	648
Austria.....	649
Italy .....	651
Chap. II. STATISTICS OF CAUSES OF STRIKES AND LOCKOUTS.....	652
I. UNITED STATES.....	652
Introduction.....	653
Summary of causes for all trades.....	653
Causes of strikes by industries.....	655
II. FOREIGN COUNTRIES .....	658
Great Britain .....	658
France .....	659
Germany .....	660
Austria .....	661
Italy .....	661
Chap. III. DURATION OF STRIKES AND LOCKOUTS AND TIME LOST BY THEM .....	663
I. UNITED STATES .....	663
Statistics for all trades.....	663
Duration of strikes and lockouts .....	663
Time lost by strikes and lockouts.....	664
II. FOREIGN COUNTRIES .....	664
Great Britain .....	664
France .....	665
Austria .....	667
Chap. IV. MONEY LOSSES FROM STRIKES AND LOCKOUTS—UNITED STATES .....	667
For all trades .....	667
Losses of employers and employees, by industries .....	669
Chap. V. RESULTS OF STRIKES AND LOCKOUTS .....	671
I. UNITED STATES .....	671
Success and failure of strikes and lockouts, by establishments .....	671
Success and failure of strikes, by persons concerned.....	673
Statistics presented by State bureaus and labor organizations .....	674
Results of strikes for respective causes .....	676
Success and failure of strikes and lockouts, by industries .....	678
II. FOREIGN COUNTRIES .....	681
Great Britain .....	681
France .....	684
Germany .....	685
Austria .....	686
Italy .....	688

## APPENDIX.

VIEWS OF VARIOUS WRITERS AS TO ARBITRATION .....	691
--	-----

# INDEX TO THE REPORT ON LABOR ORGANIZATIONS, LABOR DISPUTES, AND ARBITRATION.

[For index of report on Railway Labor, see p. 1161.]

Agreement system:	Page.
Advantages discussed.....	382-383
Bakers and confectionery makers .....	405
Blacksmithing trade .....	406
Boot and shoe industry .....	406-410
Brewery workmen .....	410, 412
Building trades.....	392-400
Butchers and meat cutters .....	412
Coal-mining industry.....	325-339
Coal-mining industry, Great Britain .....	490-495
Damages for violation of agreements, clothing trade .....	414
Difficulties in securing introduction of .....	383
Electrical workers .....	415
Employers' associations, necessity of .....	706, 707
Enforcement of agreements discussed .....	CXXIV, 329, 617-625
Exclusive arrangements of organizations of employers and employees .....	LXXXVI, XCVI
Foundry and stove-foundry trades .....	347-354
Great Britain, general description .....	464-506
Hatters .....	416
Hotel employees and bartenders .....	416
Iron and steel trades, Great Britain .....	495-501
Iron, steel, and tin workers .....	339-345
Labor organizations, irresponsibility of, alleged .....	387, 396
Leather workers .....	417
Local systems generally.....	353, 374-422
Metal polishers, buffers and platers .....	417
Nature of practices .....	LXXVI
National systems, United States .....	325-373
New Zealand, provisions of law regarding .....	520-524
One-sided character in certain cases .....	384
Organization of conferences and methods .....	327, 339, 345, 347, 348, 355, 356, 361, 364, 370
Pottery trade .....	373
Power of committees to bind organizations .....	LXXXIII
Railway employees .....	400-404
Stage employees.....	418
Stationary firemen .....	418
Steam-fitting trade .....	389-392
Street-railway employees .....	419
Terms and contents of agreements .....	LXXXIV
Textile trades .....	419
Tobacco and cigar workers .....	420
Union men, exclusive employment, court decisions regarding .....	569, 570
Woodworkers, coopers, etc .....	420-422
Agricultural products, options, prohibition advocated .....	14
<b>Albany, N. Y.:</b>	
Street-railway strike, arbitration in .....	452
<b>Allen, C. C.:</b>	
Injunctions, views regarding .....	611
<b>Amalgamated Association of Iron, Steel, and Tin Workers .....</b>	<b>212</b>
Adjustment of minor disputes .....	845
Agreement and arbitration system .....	XC, XCIII, XCV, XCVII, 339-345

1138 INDEX:—LABOR ORGANIZATIONS AND ARBITRATION.

<b>American Federation of Labor:</b>	Page.
Conventions, methods of government .....	41-43
Finances .....	45, 46
Membership .....	28, 29
Officers and salaries .....	43-45
Political platform .....	30, 31
Strikes, statistics presented by .....	675
<b>American Flint Glass Workers' Union</b> .....	175
Joint conferences and agreements .....	361
<b>American Newspaper Publishers' Association:</b>	
Agreement and arbitration system .....	XCVIII, XCIX, XCXI, 365-368
<b>American Sheet Steel Company:</b>	
Agreements with Amalgamated Association .....	340
<b>American Tin Plate Company:</b>	
Agreements and arbitration with tin workers .....	XC, XCVIII, 346
<b>American Window Glass Company:</b>	
Relations to labor organizations .....	364
<b>Antitrust act:</b>	
Railway strikes, application to .....	593
<b>Apprenticeship (see also the accounts of the several unions)</b> .....	214
Attitude of unions toward .....	Summary, LI-LVIII
Bricklayers, Boston, system described .....	378, 379
Electrical workers .....	415
Enforcement desired .....	1
Granite cutting trade .....	399
Legal regulation advocated .....	30
Marble workers, New York City .....	393
Metal polishers, buffers, and platers .....	418
Roofers and sheet-metal workers, New York .....	394
Stove foundry trade .....	348
Strikes regarding .....	655-657, 660, 677
Wood workers .....	421
<b>Arbitration (see also <i>Agreement system, Conciliation</i>)</b> .....	57, 246
Advocated .....	1, 5, 15
Australasian colonies, experience in .....	519-545
Austria, legal provisions in .....	517-518
Bakers and confectionery makers .....	405
Belgium, experience in .....	514-516
Boot and shoe industry .....	406-410
Great Britain .....	505-507
Brewery workmen .....	410, 412
Building trades, systems in .....	392-400
Coal mines, United States .....	332-336
Great Britain .....	490-495
Compulsory:	
Discussed .....	CXII
Advocated .....	15
Applicability to United States .....	704, 706
Australasian colonies, experience in .....	519-544
New South Wales, proposed legislation .....	542
New Zealand .....	CXI-CXII, 519-540
Views of authorities regarding .....	697-706
Western Australia, law regarding .....	543
Conseils de prud'hommes, Europe .....	509-511, 514, 516
Definition and nature of process .....	LXXV, LXXVII
Electrical workers .....	415
Employers, attitude toward, Great Britain .....	489
Enforcement of decisions:	
Discussed .....	LXXXVIII, 430
Illinois .....	428
Indiana .....	434
New Zealand law .....	521-530, 533
South Australia .....	545
State boards .....	696
European countries .....	CI, 508-518
Foundry and stove foundry trades .....	347-354
France, experience in .....	509-513
Germany, provisions for .....	516-517

Arbitration—Continued.	Page.
Governmental provisions for (see also under this head—State boards).	
Belgium	514-516
Canada	546
Foreign countries	CIX-CXI
France	509-514
Germany	516-517
Great Britain	466-470
Views of Royal Labor Commission regarding	466-468
New South Wales	541-543
United States	423-463
Great Britain, general description	XCIX-CI, 464-506
Act of 1896	469
Smith, E. J., form of combination	481
Importance of movement	LXXIV
Iron and steel trades, Great Britain	495-501
United States	341, 345
Labor disputes, distinction between classes	486
Main classes, relation to	LXXV-LXXVII
Labor organizations, necessity for success	695, 696
Local boards, State laws regarding	CIV, CV, 426, 428, 436, 437, 439, 440, 448, 449, 457, 461, 462
Local trade systems described	LXXXVII-LXXXIX, 353, 374-422
Machinists' trade	355-359
Methods discussed	LXXXVII, XCVIII-XCIX
Mining industry, Great Britain	490-495
National trade systems	XCVIII-XCIX, 347-361
Plumbing trade	390
Railway disputes, views of authorities regarding	697, 699
Federal law	CV, 423
Strikes, Kansas law regarding	438
Voluntary methods	401
Responsibility of organizations	480, 481
South Australia	544
State boards—	
General description	423-463
Advantages and working	CI-CIX, 436-445, 446-455, 456, 460, 463
Compared with trade committees	382
Compulsory attendance of witnesses and enforcement of decisions	696
Witnesses, power to summon, discussed	430
Steam-fitting trade	389-392
Street-railway employees	420, 452
Strikes, settlement by—	
France	511-513
Great Britain	465
Technical questions, decision of	502
Textile and clothing trades, Great Britain	501-505
Tile-setting trade, instances of	396
Tin trade, United States	341-345
Trade boards—	
Advantages discussed	485-488
European countries	508, 515, 516
Great Britain	465, 470-477, 484-506
Methods of organization and working	347-354, 356-358, 366-368, 376-378, 381, 385-386, 485-488
Views of writers regarding	691-697
Umpires—	
Action of, Great Britain	478
Attitude of workmen regarding	484
Difficulty of satisfactory decisions	484
Resort to	LXXXVII-XCVIII, 377, 386
United States Federal laws regarding	CV, 423-426
Views of various writers regarding	691-707
Western Australia, law in	543
Wood workers, coopers, etc	421
Workingmen, attitude toward, Great Britain	488



1140 INDEX:—LABOR ORGANIZATIONS AND ARBITRATION.

	Page.
<b>Army:</b>	
Standing .....	2
Increase opposed .....	13
Use in labor disputes condemned .....	12
<b>Assessments:</b>	
Difficulty of collecting .....	XXXVII, LXIV
<b>Association of Elastic Goring Weavers</b> .....	75
Agreements of .....	419
<b>Assumption Coal and Mining Company:</b>	
Arbitration by Illinois State board regarding .....	432, 434
<b>Australasian colonies:</b>	
Arbitration and conciliation in .....	519-545
Labor organizations, registration and legal authority .....	620-621
<b>Austria:</b>	
Arbitration and conciliation in .....	517-518
Strikes in—	
Causes .....	661
Duration and time lost by .....	667
Number and persons affected .....	649
Results .....	686
Statistics of, summary .....	CXXXIX, CXXXI, CXXXIII, CXXXVI
<b>Autonomy, trade</b> .....	LXXI-LXXXIII
<b>Bakers and Confectioners, International Union of</b> .....	269
Agreement system .....	405
<b>Banks:</b>	
National .....	2, 5, 12, 15
Boycott of notes .....	9
Postal, advocated .....	12, 84
<b>Bar iron:</b>	
Sliding scales based on prices of .....	342-343
<b>Barbers, International Union of</b> .....	272
<b>Bascoup, Belgium:</b>	
Conciliation in collieries .....	515-516
<b>Belgium:</b>	
Arbitration under governmental authority .....	514-515
Conseils de prud'hommes .....	514
Councils of labor and industry .....	514, 515
Higher councils of labor, constitution .....	515
<b>Benefits (see also the accounts of the several unions):</b>	
Insurance .....	XXXVIII-XLII, LXV
<b>Bicycle Workers, International Union of</b> .....	231
<b>Blacksmithing trade:</b>	
Agreements and arbitration in .....	406
Attitude of blacksmiths toward Amalgamated Society of Engineers .....	223
<b>Blacksmiths, International Brotherhood of</b> .....	249
<b>Blacksmiths' Union</b> .....	2
<b>Boiler Makers, Brotherhood of</b> .....	223
<b>Bonds:</b>	
Government .....	2, 10, 12
Interest-bearing, condemned .....	15
<b>Bookbinders, International Brotherhood of</b> .....	109
Relation to International Typographical Union .....	81
<b>Boot and shoe industry:</b>	
Agreements and arbitration in .....	406-410
Great Britain .....	476, 505-507
Massachusetts State board .....	444
Strikes in, causes of .....	657, 658
<b>Boot and Shoe Workers' Union</b> .....	51-56
<b>Boston:</b>	
Building trades, agreements and arbitration in .....	LXXXII, LXXXIV, 374-379
<b>Bottle Blowers' Association</b> .....	172, 363
<b>Box Makers, United Order of</b> .....	198
Agreement and arbitration system .....	423
<b>Boycotts:</b>	
American Federation of Labor .....	48-50
Attitude of unions toward .....	LXVI, LXVII
Combination as an element in .....	586
Court decisions and laws regarding .....	CXVIII, 584-591, 600
Malicious motive as an element in .....	587

INDEX:—LABOR ORGANIZATIONS AND ARBITRATION. 1141

Boycotts—Continued.	Page.
Railroad, decisions regarding .....	CXXI, 600
Trade, character and decisions regarding .....	590-591
Brewery workmen, United .....	41, 274
Agreement and arbitration system .....	410, 412
Bricklayers and Masons' International Union .....	118
Arbitration, attitude toward .....	374, 375
Bricklaying trade:	
Agreements and arbitration in .....	LXXXIII-LXXXIV, 374, 383
Apprenticeship in, Boston .....	378, 379
Brickmakers:	
Arbitration in strike of, New York .....	454
Brickmakers' National Alliance .....	277
Broom Makers' Union .....	279
Brotherhood of Locomotive Engineers:	
Organization, etc .....	2, 255
Rules as to dealings with employers .....	402
Brotherhoods of railway employes:	
Agreements and relations with employers .....	400-404
Brown Hoisting Works, Cleveland, Ohio:	
Arbitration in strike against .....	458
Building Laborers' Union, Boston:	
Agreement with master builders .....	376
Building trades:	
Arbitration and agreement systems .....	392-400
Great Britain, boards of conciliation in .....	475
Strikes in .....	642, 646, 648, 650, 651, 657, 680
Building Trades Council, National .....	41-171
Building trades councils .....	xvi
Business agents .....	XXII, 69, 219, 242
Butcher Workmen, Amalgamated .....	311
Agreement system .....	412
Contest with Retail Clerks' Association .....	291
California:	
State board of arbitration, organization and working .....	426-428
Canada:	
Arbitration laws in .....	546
Cards:	
Membership .....	xxx, xxxi, 19
Working, Knights of Labor and American Federation, mutual recog- nition proposed .....	38-40
Carpenters and Joiners, Amalgamated Society of .....	129, 138-143
Carpenters and Joiners, United Brotherhood of .....	128-138, 383
Movement for eight-hour day .....	47, 137
Carpentry trade:	
Agreements and arbitration in .....	383-388
New Zealand .....	534
Carpet manufacture:	
Strikes in .....	640-642
Carriage and Wagon Workers' International Union .....	209
Carvers', Wood, International Association .....	202
Central Convention of Shoe Workers:	
Arbitration system, Philadelphia .....	407-409
Central Labor Federation of New York .....	34
Central labor unions .....	34, 56
Chain Makers' National Union .....	251
Chandelier workers:	
Arbitration by New York State board .....	454
Chapels, of printers .....	xv
Chicago:	
Bricklaying trade, agreements, and arbitration in .....	383
Building trades, agreements .....	LXXXV-LXXXVIII, 392
Carpenters, agreements in .....	384, 386
Child labor .....	5, 15, 52
Prohibition advocated .....	3, 30
Chinese:	
Immigration .....	2, 3, 30
Opposition to .....	71, 75
Sailors .....	257

1142 INDEX:—LABOR ORGANIZATIONS AND ARBITRATION.

	Page.
<b>Cigar Makers' International Union</b> .....	280
Arbitration and agreements, attitude toward.....	420
Conflict with Knights of Labor.....	28, 38
<b>Cincinnati, Ohio:</b>	
Agreement of carpenters in.....	385
<b>Citizenship:</b>	
Requisite for membership in unions.....	XXVIII
<b>Civil service:</b>	
Merit system advocated.....	15
<b>Classification of workmen:</b>	
Objected to.....	221
<b>Clerks', Retail, International Protective Association</b> .....	290
<b>Cleveland, England:</b>	
Arbitration and conciliation in iron mines.....	495
Joint boards and sliding-scales system.....	500
<b>Cleveland, Ohio:</b>	
Strike of iron molders.....	352
<b>Cloak makers:</b>	
Agreements of, New York.....	413
<b>Clothing Makers', Custom, Union of America</b> .....	68-70
<b>Clothing trade:</b>	
Agreements and arbitration in.....	412-414
<b>Coal mining:</b>	
Anthracite, early arbitration and agreements.....	325
Bituminous, agreement system.....	xc, xciii, xcvi, xcvi, 325-339
Clean coal, regulations regarding loading.....	334-336
Collective bargaining, arbitration, and conciliation in.....	325-339
Great Britain, arbitration and conciliation in.....	475, 490-495
Machine mining, differentials for.....	337
Mine workers, union of.....	xc, xciii, xcvi, 42, 48, 184, 325-338
Ohio State Board of Arbitration, intervention in strike.....	458
State and local conferences and agreements.....	332-338
Strikes.....	cxxviii, 641, 646, 647, 648, 650, 661
Causes of.....	654, 658
Colorado.....	427
Illinois.....	430, 434
Losses from.....	670
Results of.....	680
Wages.....	330
Effect of agreement on.....	330
<b>Coercion:</b>	
Boycott, employment in.....	588
Court decisions regarding use by labor combinations.....	cxvii
Labor organizations, acts of, decisions regarding.....	575-576
<b>Coeur d'Alene labor troubles:</b>	
Subscription by American Federation of Labor.....	47
<b>Collective bargaining (see also <i>Agreement system</i>):</b>	
Definition, and general nature of.....	lxxv-lxxvii
Great Britain.....	xcix-ci, 464-506
Importance of movement.....	lxxiv
Local systems.....	374-422
Methods discussed.....	xcii
National systems, described.....	lxxxix, 325-373
Umpires, resort to.....	lxxxiii-xcii
Wages boards, Great Britain, advantages.....	454
<b>Color question (see also <i>Negro labor</i>)</b> .....	36
<b>Colorado:</b>	
Law regarding strikes and labor combinations.....	562
State board of arbitration, organization and working.....	426
<b>Combination:</b>	
Strikes and boycotts, relation to illegality of.....	cxiv, 551-558, 586
<b>Combinations, industrial:</b>	
Great Britain, system of E. J. Smith.....	461-483
<b>Combinations, labor:</b>	
Laws and court decisions regarding.....	cxiv-cxxv, 547-629
<b>Commissioner of Labor, United States:</b>	
Arbitration, powers regarding.....	423-426
<b>Compulsory arbitration. (See <i>Arbitration, compulsory.</i>)</b>	

<b>Conciliation.</b> (See also <i>Agreement system, Collective bargaining.</i> )	Page.
Belgium, collieries of Mariemont and Bascoup .....	515-516
<b>Boards of—</b>	
Anstralasian colonies .....	545
Great Britain .....	C, 464-506
Boot and shoe trade .....	505-507
Clothing and textile trades .....	501-505
Definition and general discussion of .....	LXXV-LXXVII
Desire for, expressed .....	72
European continental countries .....	508-518
France, laws regarding and working (see also <i>Conseils de prud'-hommes</i> ) .....	509-511
New Zealand, under compulsory arbitration law .....	520-533
Strikes, number settled by, Great Britain .....	465
Views of various writers regarding .....	691-707
Wages, changes in rates of, Great Britain .....	471
<b>Connecticut:</b>	
State board of arbitration, organization and working .....	427
<b>Conseils de prud'hommes:</b>	
Belgium .....	514
France, laws regarding and working .....	509-511
<b>Conspiracy, law of</b> .....	30
Analysis of .....	CXIV
Labor combinations, applied to .....	551-558
Repeal of statutes desired .....	31
<b>Contract labor:</b>	
Convict labor .....	130, 206
Forbidden .....	235
Foreign, prohibition advocated .....	15, 16, 30, 315
On public works, abolition advocated .....	5, 15, 30, 31, 84
<b>Contributions:</b>	
Voluntary, in aid of strikes .....	XXXVII
<b>Conventions</b> .....	XXIII, XXV, 17
<b>Convict labor</b> .....	2, 5, 15, 30, 52, 58
Opposition to .....	71, 75, 112, 130, 143, 148, 168, 206, 280
<b>Cooperation</b> .....	1, 2, 5, 15, 21, 160, 171, 199, 208
<b>Coopers' International Union</b> .....	2, 206
Agreement and arbitration system .....	422
Contest with United Brewery Workers .....	274
<b>Core Makers, International Union of</b> .....	247
<b>Cotton manufacture:</b>	
Arbitration and conciliation in, Great Britain .....	502-505
Strikes in, number and persons affected .....	640, 642
Results of .....	680
<b>Cotton Mule Spinners' Association</b> .....	73
Agreements and arbitration .....	419
<b>Councils:</b>	
Building trades .....	XVI
City, central .....	XVI, 34, 56
Metal trades .....	243
Printing trades .....	82
<b>Councils of industry and labor:</b>	
Belgium, establishment in .....	514
<b>Court decisions</b> .....	CXIV-CXXV, 547-629
Boycotts .....	584-591, 592-601
English law as to strikes and labor combinations .....	558-560
Enticement of employees .....	566-568
Federal courts, right to issue injunctions .....	607
General considerations, conspiracy, etc .....	551-558
Hostility to working people, alleged .....	10, 568-576
Injunctions in labor disputes .....	CXXI-CXXIII, 602-615
Intimidation and picketing .....	577-583
Legal position of trade unions .....	616-629
Legality of strikes in themselves .....	560-565
Railway strikes .....	592-601
Technicalities, removal desired .....	14
<b>Curtain Operatives, Lace, Amalgamated</b> .....	72, 419
<b>Damages:</b>	
Effect of combination and intent as to liability .....	551-558

1144 INDEX:—LABOR ORGANIZATIONS AND ARBITRATION.

	Page.
Death benefit.....	XXXIX
Debs, Eugene V.:	
Donation of American Federation of Labor.....	48
Injunctions against.....	CXX, CXXII
Demarcation disputes.....	LXIX-LXXI, 85
Democracy of labor organizations.....	XXII, XXIV
Department of Labor, United States:	
Strikes—	
Investigation of.....	CV, CVI
Statistics, character of.....	631, 633
Statistics, summarized.....	633-689
Disability benefit.....	XL
Discipline (see also the accounts of the several unions).....	XXXI, XXXII, 19
Failure to vote in union elections.....	XXVII
Disputes between unions.....	LXIX-LXXIII
District councils.....	60
District organizations.....	17
Drunkennes:	
Condemnation of.....	170, 177, 294, 295
Punishment of.....	XXXII, 215
Dues of labor organizations (see also the accounts of the several unions).....	XXVIII, XXXIII-XXXVIII, 6, 12, 20, 61
Dunbar, W. H.:	
Injunctions, views regarding.....	612-615
Durham, England:	
Arbitration system in coal trade.....	491
Dyeing trade:	
Arbitration and conciliation in, Great Britain.....	504
East Liverpool, Ohio:	
Pottery industry in, strikes and arbitration.....	373, 459
Education:	
Compulsory.....	15, 30, 31
Efforts for.....	12
Text-books, free, desired.....	15
Eight-hour day.....	1, 5, 6, 7, 15, 31, 62
Movement for.....	32, 39, 47
United States law.....	30
Elastic Goring Weavers, Association of.....	75
Agreement of.....	419
Elections, union:	
Fine for failure to vote.....	XXVII
Electric plants:	
Public ownership demanded.....	30
Electrical Workers, International Brotherhood of.....	143
Agreement and arbitration system.....	415
Employers:	
Arbitration, attitude toward, Great Britain.....	499
Losses through strikes and lockouts.....	668-671
Employers' associations:	
Agreements regarding exclusive work for.....	LXXXVI
Arbitration and conciliation, relation to.....	706, 707
Eligibility to membership.....	151, 282, 293, 307, 323
Glass trades.....	361-364
Illinois Coal Operators' Association.....	353
Iron, steel, and tin industries.....	340
National Founders' Association.....	349
National Metal Trades' Association.....	355
New Zealand, law regarding.....	520-522
Stove Founders' National Defense Association.....	347
Employers' liability.....	30, 31
Employment, (see also <i>Hours of labor; Nonunion men; Union men</i> ):	
Division of.....	LXII, 68, 70, 72, 117, 217, 277, 299
Efforts to increase.....	76
Exclusion from, court decisions regarding attempts.....	L, CXXVII, 568-576
Methods of obtaining.....	LXI, LXII, 58, 297
Provision for securing.....	143, 221, 227, 324
Strikes regarding.....	655

	Page.
Engineers, stationary:	
Licensing advocated .....	30
Engineers, Amalgamated Society of .....	232
Engineers, Coal Hoisting, International Brotherhood of .....	295
Engineers, Locomotive, Brotherhood of .....	2, 255, note, 402
Engineers, Marine, National Beneficial Association .....	258
Engineers, Steam, International Union of .....	293-295
Agreement with Boston builders .....	376
Contest with United Brewery Workers .....	274
Engravers, Watch Case, International Association .....	297
Enticement of employees:	
Laws and court decisions regarding .....	CXXI, 566-568
Europe:	
Arbitration and conciliation in countries of .....	CI, 508-518
Collective bargaining .....	CI
Strike, statistics of, summary .....	CXXIX, CXXXI, CXXXIII, CXXXVI
Ewington, F. G.:	
Views regarding arbitration in New Zealand .....	539
Exclusiveness of labor organizations .....	L
Expansion, territorial, opposed .....	12
Farmers' Alliance .....	10
Federal courts:	
Injunctions, rights regarding .....	CXIII
Federal labor unions .....	XXI, 33, 40
Federation of Labor. (See <i>American Federation of Labor.</i> )	
Fees and dues .....	XXVIII, XXXIV, XXXIII-XXXVIII, 6, 12, 20, 61
Finances of labor organizations (see also the accounts of the several unions) .....	XXXIII-XXXVIII
Evation of dues to superior organizations .....	XXXVI
Stamp system .....	230, 234, 233, 307, 312, 321
Firemen, Stationary, International Brotherhood of .....	299
Agreements of .....	418
Contest with International Brewery Workers .....	275
Flint-glass trade:	
Joint conferences and agreements .....	361
Flint Glass Workers' Union .....	175, 361
Food:	
Adulteration of, legal control desired .....	30
Foreigners, (see also <i>Immigration</i> ):	
Special initiation fees for .....	165, 173, 176
Unions discriminate against .....	XXVII
Foremen:	
Compulsory union membership of .....	87, 106
Eligibility to membership .....	61, 282, 307, 320
Foundry trade:	
Agreement and arbitration system .....	XC, XCVI, XCVIII, 347-354
France:	
Arbitration boards and conseils de prud 'hommes .....	CX, 509-513
Labor Department, report regarding arbitration quoted .....	508
Strikes in—	
Causes .....	659
Duration and time lost by .....	665
Number and persons affected .....	646
Recent .....	512-513
Results .....	684
Statistics of, summary .....	CXXIX, CXXXI, CXXXIII, CXXXVI
Garment Workers, Ladies', International Union .....	70
Garment Workers of America, United .....	47, 59-64
Agreement and arbitration system .....	410
Relation to Custom Clothing Makers' Union .....	68
Gas plants:	
Public ownership demanded .....	30
Germany:	
Arbitration, governmental provision for .....	CXI, 516, 517
Strikes in—	
Causes .....	660
Number and persons affected .....	648
Results .....	685
Statistics of, summary .....	CXXIX, CXXXI, CXXXIII, CXXXVI

1146 INDEX:—LABOR ORGANIZATIONS AND ARBITRATION.

	Page.
<b>Gifts:</b>	
From unions to other unions .....	135, 136, 273
<b>Glass Bottle Blowers' Association</b> .....	172
Joint conferences and agreements .....	362
<b>Glass trades:</b>	
Agreement system .....	XC, XCII, XCIV, XCVI, XCVII, 361-365
Strikes in, causes of .....	657
<b>Glass Workers', Amalgamated, International Association</b> .....	181
<b>Glass Workers' Association, Window</b> .....	13, 15
<b>Glass Workers' Union, Flint</b> .....	175, 361
<b>Glove trade:</b>	
Arbitration in, Great Britain .....	501
<b>Gompers, Samuel:</b>	
Views regarding arbitration and strikes .....	695
<b>Governing branch:</b>	
Government of labor organizations by .....	XXIV
<b>Government ownership. (See <i>Public ownership.</i>)</b>	
<b>Granite Cutters' National Union</b> .....	145
<b>Granite-cutting trade:</b>	
Agreements and arbitration in .....	399
<b>Great Britain:</b>	
Arbitration and conciliation, act of 1896 .....	469
Trade systems .....	XCIX, CI, 464-506
Boards of conciliation, character and work of .....	472-476
Boot and shoe trade, arbitration and conciliation in .....	505-507
Coal mining, arbitration and conciliation in .....	490-495
Governmental arbitration in .....	CIV
House of Lords, decision in <i>Allen v. Flood</i> .....	573
Iron and steel trades, arbitration and conciliation in .....	496-501
<b>Labor organizations—</b>	
Law regarding .....	CXV-CXVII, 558-560
Membership .....	XVI-XVII
Picketing and intimidation, law regarding .....	583-584
Piecework, attitude of unions toward .....	LIV, LV, LVII
Position of .....	CXXIV, 481, 618-620, 622-625
<b>Royal Commission on Labor—</b>	
Report regarding law of strikes .....	558-560
Views regarding arbitration .....	466-470, 473, 477, 481, 484, 485
Views regarding legal position of labor organizations .....	622-625
Sliding scales .....	476, 477
Smith, E. J., system of industrial combinations .....	481
<b>Strikes in—</b>	
Causes .....	664
Duration and time lost by .....	664
Law regarding .....	CXV-CXVII, 558-560
Number and persons affected .....	644-646
Results .....	681
Statistics of, summary .....	CXXIX, CXXXI, CXXXIII, CXXXVI
Textile and clothing trades, conciliation and arbitration in .....	501-505
Wages, changes by peaceful methods .....	470, 471
Wages boards, definition and work .....	472-476
<b>Great Lakes:</b>	
Agreements of longshoremen .....	370-372
<b>Hadley, Arthur T:</b>	
Views regarding arbitration .....	692
<b>Hamilton County Carpenters' District Council:</b>	
Agreement with master carpenters .....	385
<b>Hatters, United, of North America</b> .....	56-58
Agreement and arbitration system .....	416
<b>Haverill, Mass.:</b>	
Arbitration in boot and shoe industry .....	407
<b>Helpers:</b>	
Payment by skilled workmen .....	214
<b>Holidays (see also <i>Labor day</i>):</b>	
Regulations regarding .....	XLVII, 115, 175, 180
<b>Home work:</b>	
Tailors .....	64, 67
<b>Homestead:</b>	
Defense of imprisoned strikers .....	47, 48

INDEX:—LABOR ORGANIZATIONS AND ARBITRATION. 1147

	Page
Horseshoers, International Union of .....	300
Hosiery trade:	
Arbitration and conciliation in .....	501
Hotel and Restaurant Employees' International Alliance .....	302
Agreement system and arbitration .....	418
Hours of labor (see also <i>Overtime; Sunday work</i> ) .....	58, 70, 117, 127, 137, 143, 153, 156, 159, 162, 167, 168, 171, 175, 193, 211, 221, 235, 247, 252, 261, 267, 272, 273, 277, 297, 300, 302, 305, 318, 319
Bricklayers .....	377, 380
Carpenters .....	384-386
Coal miners .....	331
Rules regarding .....	73, 75, 94, 104, 108, 115, 127, 159, 179, 194, 205, 209, 217, 231, 240, 289, 308, 324
Strikes regarding .....	CXXX, CXXXVI Number and proportion of .....
Results of .....	654, 657, 659, 661, 662 677, 682, 683, 687
Tin Plate Workers .....	346
Union policy regarding .....	XLV-XLVIII
Idaho:	
State Board of Arbitration, organization and working .....	427
Illinois:	
Agreements of coal miners and operators .....	333-338
Illinois Coal Operators' Association:	
Organization, policy, and results .....	333-338
Illinois State Board of Arbitration:	
Organization and working .....	428-434
Views regarding compulsory arbitration .....	701
Immigration .....	16, 17
Restriction desired .....	2, 3, 30, 130, 206
Incorporation of labor organizations:	
Discussed .....	CXXIII-CXXV, 15, 30, 74
Laws providing for, discussion of advisability .....	616, 621-626
Indiana:	
Agreements of coal miners and operators .....	332
Indiana Labor Commission (board of arbitration):	
Organization and working .....	434-436
Views regarding compulsory arbitration .....	699
Industrial brotherhood .....	2, 3
Industrial combinations:	
Great Britain, system of E. J. Smith .....	481-483
Industrial unions:	
New Zealand, definition and relation to compulsory arbitration law ..	520-522
Industries:	
Organization by, <i>v.</i> organization by trades .....	LXXI-LXXIII
Initiation fees .....	XXVIII, XXXIV, 20
High, effect .....	61
Initiative:	
Labor organizations .....	XXIV
Political .....	12, 14, 30, 31
Injunctions .....	CXXIX-CXXIII; 602-615
"Blanket," employment discussed .....	608, 612, 614
Boycotts, restraint by .....	585
Compulsory performance of services .....	597-599, 605-607
Criminal acts, issue against .....	602-605
Defendants, issue against numerous and unnamed .....	608, 612, 614
Federal courts, right to issue .....	607-608
Labor disputes, employment in, discussed generally .....	602-615
Legislative restriction of use .....	609-610
Picketing .....	CXVII, 580, 582
Railroad strikes, employment in .....	CXIX
Views of legal writers regarding .....	611-615
Inspection. (See <i>Sanitation and safety laws.</i> )	
Insurance (see also the accounts of the several unions).	
By labor organizations .....	XXXVIII, XLII, LXV, 6, 15, 23
Insurance funds:	
Strikes regarding, France .....	660
International Association of Machinists .....	XCI, XCVIII, 2, 82
Agreement and arbitration system .....	XCIII, 83, 217, 355-359



1148 INDEX:—LABOR ORGANIZATIONS AND ARBITRATION.

	Page.
<b>International Printing Pressmen's and Assistants' Union</b> .....	81, 104
Agreements and arbitration .....	369
<b>International Typographical Union</b> .....	80, 100
Agreement and arbitration system .....	XCVIII, XCIX, 365-368
<b>Interstate commerce:</b>	
Strikes, interference with, decisions regarding .....	592-594
<b>Interstate conferences and agreements:</b>	
Bituminous coal mines .....	326-332
<b>Intimidation;</b>	
Court decisions regarding acts of labor combinations .....	CXVII; 577-484
Railway strikes .....	596, 597
<b>Iowa:</b>	
Local boards of arbitration, law regarding .....	434
<b>Iron and steel trade:</b>	
Argeement and arbitration system and sliding scales .....	XC,
Great Britain .....	XCVII, XCV, XCVII, 339-343
Sliding scales in Great Britain .....	475, 495-501
Iron Molders' Union .....	496, 500
Agreement and arbitration system .....	XC, XCVI, XCVIII, 347-354
<b>Iron, Steel, and Tin Workers, Amalgamated Association of</b> .....	212
Adjustment of minor disputes .....	345
Agreement and arbitration system .....	XC, XCIII, XCV, XCVII, 339-345
<b>Italy:</b>	
Strikes in—	
Causes .....	661
Number and persons affected .....	651
Results .....	688
Statistics of, summary .....	CXXXIX, CXXXI, CXXXIII, CXXXVI
<b>James, Sir Henry:</b>	
Arbitration of labor disputes by .....	505-507
<b>Jewelry Workers, International</b> .....	305
<b>Joint conference (see also <i>Agreement system</i>):</b>	
Nature of practices .....	LXXVI
<b>Journals, official</b> .....	22, 51, 55, 68
<b>Judges:</b>	
Popular election, frequent, advocated .....	10
<b>Jurisdiction disputes</b> .....	LXIX, LXXIII, 35
<b>Justi, Herman:</b>	
Commissioner of Illinois Coal Operators' Association .....	334
Views regarding organization of employees and arbitration .....	706, 707
<b>Kansas:</b>	
Local boards of arbitration, law regarding .....	437
<b>Knights of Labor</b> .....	3-24
American Federation of Labor, relations with .....	37-41
Foreign assemblies .....	8, 11
Membership .....	7-9
National-bank notes, boycott of .....	9
<b>Knights of St. Crispin</b> .....	51
<b>Labels, Union</b> .....	XXXII, LXVII-LXIX, 23, 50,
55, 58, 63, 68, 70, 76, 98, 109, 116, 133, 197, 200, 202, 209, 235, 237, 241, 247,	
271, 273, 277, 278, 289, 292, 299, 302, 305, 308, 313, 315, 319, 322, 324, 480	
Boot and shoe industry, agreements regarding .....	409
Laws protecting .....	CXXV, 627-629
<b>Labor (see also <i>Employment; Hours of labor</i>):</b>	
Department of (see also <i>Department of Labor</i> ) .....	2
<b>Labor day</b> .....	66-70
Observance enforced .....	70, 109
Prohibition of work on .....	200, 202, 209, 217, 233, 251, 289, 308, 322
Union policy regarding .....	XLVIII
<b>Labor disputes (see also <i>Lockouts; Strikes</i>):</b>	
Definition of two main classes .....	LXXV, 486
<b>Labor organizations:</b>	
Age .....	XIX
Legal position of .....	CXIII-CXXV

INDEX:—LABOR ORGANIZATIONS AND ARBITRATION. 1149

Labor organizations—Continued.	Page.
National, international, and local, definitions .....	xv
Necessity of .....	695, 696
Responsibility, legal, increase of, discussed .....	621-625
Labor statistics, bureaus of, advocated .....	5
Lace Curtain Operatives, Amalgamated .....	72
Agreements of .....	419
Lace trade:	
Arbitration system, Great Britain .....	502
Ladies' Auxiliaries .....	263
Land:	
Public .....	1, 5, 30
Taxation should take unearned increment .....	14
Title by occupancy and use .....	14, 31
Lasters' Protective Union .....	51
Laundry Workers' International Union .....	70-72
Laws:	
Boycotts, provisions regarding .....	591
Injunctions, restraint of issue by courts .....	609-610
Intimidation, provisions regarding .....	578
Labor organizations, provisions regarding .....	616-627
License .....	300, 302
Railways, quitting of employment, provisions regarding .....	601
Safety .....	5, 15, 30, 31, 186
Strikes and labor combinations, provisions regarding .....	cxxxvi, cxxxvii, 562
Technicalities, removal desired .....	14
Union labels, protection of .....	627-629
Union labor, discrimination against, prohibited .....	626
Leather Workers on Horse Goods, United Brotherhood of .....	306
Agreement system .....	417
Legislation, direct (see also <i>Laws</i> ) .....	12, 14, 30, 31
Letter Carriers, International Association of .....	309
Licenses .....	300, 302
Stationary engineers, advocated .....	30
Limitation of output .....	LVIII-LX, 109, 115, 159, 176, 177, 217, 221, 252
Liquor traffic:	
Attitude of labor organizations toward .....	18-19, 183, 210, 219, 248, 264, 276
Lithographers' International Protective and Beneficial Association .....	112
Relations with employers .....	369
Lloyd, Henry D.:	
Views regarding arbitration in New Zealand .....	538
Loans, Government, to individuals, advocated .....	12
Lockouts .....	55
Austria, number and persons affected .....	650
Definition of .....	166, 237, 249
Duration of and time lost by .....	663-667
Establishments, number affected by .....	633-643
Average number affected by each .....	633
Germany, number and persons affected .....	648
Great Britain, no distinction from strikes .....	644
Industries, prevalence by .....	643
Public opinion regarding .....	632
Results of .....	671, 672
Statistics of, summary .....	cxxxvi-cxxxvii
Strikes, distinction from .....	631, 632
United States, number and persons affected .....	633-643
London Conciliation Board:	
Organization and methods .....	479
Longshoremen's Association, International .....	264-265
Agreements and arbitration .....	xc, xciii, 369-372
Louisiana:	
State board of organization, organization and working .....	438
Louisville and Nashville Railroad:	
Agreement with employees .....	403
Lusk, Hugh H.:	
Views regarding compulsory arbitration .....	702-706
Lyceums recommended .....	2
Lynn, Mass.:	
Arbitration in boot and shoe industry .....	406

1150 INDEX:—LABOR ORGANIZATIONS AND ARBITRATION.

<b>Machinery:</b>	Page.
Attitude of unions toward.....	LX, LXI, 96, 117, 168, 175, 180, 192, 208, 241
Strikes regarding introduction and use.....	655, 657, 677
<b>Machinery trade:</b>	
Arbitration and conciliation in, England.....	475, 495-501
<b>Machinists, International Association of</b> .....	2, 217
Arbitration and agreement system.....	XCI, XCIII, XCVIII, 355-359
Attitude toward Amalgamated Society of Engineers.....	222
Contest with International Typographical Union.....	82, 83
<b>Mails:</b>	
Strikes, obstruction by.....	594
<b>Malice:</b>	
Boycott, relation to illegality of.....	587
Effect of motive on character of acts.....	CXIV
Relation to law of conspiracy.....	551-558
<b>Marble-workers:</b>	
Agreements, New York City.....	292-293
Arbitration by New York State board.....	454
<b>Mariemont, Belgium:</b>	
Conciliation in collieries.....	515-516
<b>Markets, public, advocated</b> .....	3
<b>Marlboro, Mass.:</b>	
Strike of boot and shoe workers.....	445
<b>Maryland:</b>	
Local boards of arbitration, law regarding.....	439
Strikes and labor combinations, law regarding.....	562
<b>Masons:</b>	
Brickmakers and Masons' International Union.....	118, 374, 375
<b>Mason Builders' Association:</b>	
Agreements with workingmen.....	374-383
<b>Massachusetts State Board of Arbitration:</b>	
Character and working.....	CII, CVII, CIX, 439-446
<b>Master Carpenters' Exchange of Hamilton County:</b>	
Agreement with carpenters' union.....	385
<b>Meat Cutters, Amalgamated</b> .....	291, 311, 412
<b>Mechanics' liens</b> .....	5, 15, 30
<b>Mediation (see also Conciliation):</b>	
Definition of.....	LXXV
Great Britain, experience with.....	478
State boards of arbitration, work of.....	CII, CVII, CIX, 426-463
<b>Membership of labor organizations</b> .....	XVI-XIX
Certificates of.....	XXX
Mode of acquiring.....	XXIX
Qualifications for.....	XXVIII-XXXI, 18, 19
<b>Metal Mechanics, Association of Allied</b> .....	231
<b>Metal Polishers, Buffers, and Platers, International Union of</b> .....	233
Agreement system.....	417
<b>Metal trades:</b>	
Great Britain, boards of conciliation in.....	475
<b>Metal Trades Association, National</b> .....	XCIII, 355-359, 413
<b>Metal trades councils</b> .....	243
<b>Metal Trades Federation</b> .....	255
<b>Michigan:</b>	
State Board of Arbitration, organization and working.....	446
<b>Midland Iron and Steel Wages Board:</b>	
Arbitration and conciliation system, England.....	500
<b>Militia:</b>	
Membership of, opposed.....	151, 168, 276
<b>Mine Workers, Northern Mineral, Progressive Union</b> .....	193
<b>Mine Workers, United</b> .....	XC, XCIII, 42, 184, 325-338
Donation of American Federation of Labor.....	XCVII, 48
<b>Mines, Government ownership of</b> .....	30, 154
<b>Mining industry:</b>	
Arbitration and conciliation in, Great Britain.....	475, 490-495
<b>Minnesota:</b>	
State Board of Arbitration, organization and working.....	447

INDEX:—LABOR ORGANIZATIONS AND ARBITRATION. 1151

	Page.
<b>Missouri:</b>	
Local boards of arbitration, law regarding .....	447
Mediation by State labor commissioner .....	447
Union labor, law regarding .....	626
<b>Molders' Union of North America, Iron .....</b>	<b>2, 237</b>
<b>Molly McGuires .....</b>	<b>5</b>
<b>Money:</b>	
Government issue exclusively, desired .....	10, 31
Paper, legal tender, advocated .....	2, 5, 10, 12, 15
<b>Montana:</b>	
State Board of Arbitration, organization and working .....	448
<b>Mosaic Workers, Master, Association:</b>	
Agreements of, New York City .....	397
<b>Mule Spinners' Association .....</b>	<b>73, 419</b>
<b>Municipalities:</b>	
Conciliation boards established by, Great Britain .....	479
<b>Musicians:</b>	
American Federation of .....	313
<b>National Association of Builders:</b>	
Arbitration and agreement system .....	374-379
<b>National Association of Master Plumbers .....</b>	<b>389</b>
<b>National Association of Master Tile Setters .....</b>	<b>395</b>
<b>National Association of Steam and Hot Water Fitters:</b>	
Agreements and arbitration .....	389-392
<b>National Brotherhood of Operative Potters .....</b>	<b>183</b>
Agreement system .....	373
<b>National Founders' Association:</b>	
Organization and methods of dealing with labor .....	349-351
Arbitration and agreement system .....	351-354
<b>National Green Glass, Vial, and Bottle Manufacturers' Association:</b>	
Agreement system .....	362
<b>National Labor Union .....</b>	<b>1-2</b>
<b>National Metal Trades Association:</b>	
Agreement system .....	XCIII, 355-359
Metal polishers, proposed agreement with .....	418
<b>Negro labor:</b>	
Eligibility of negroes for membership in unions .....	XXIX, 217, 282, 320
Organization of .....	36
Questions regarding .....	264, 320, 321
<b>New Bedford, Mass.:</b>	
Strike in, arbitration by State board .....	444
<b>New Jersey:</b>	
Strikes and labor organizations, law regarding .....	562, 571
Union labels, protection of .....	629
State Board of Arbitration, organization and working .....	448
<b>New South Wales:</b>	
Arbitration laws in .....	CX, 541-543
Strike commission, investigation and report .....	540-541
<b>New York:</b>	
Bricklaying trade, agreement system in .....	LXXXIII
Iron molders, agreement of .....	353
Legal position of labor organizations in .....	617, 618
Membership of labor organizations .....	XVIII
State Board of Mediation and Arbitration—	
Organization and working .....	CII, CIV, CVII, CVIII, 449-461
Views regarding railroad arbitration and trade agreements .....	693, 698
State Labor Bureau, statistics of strikes .....	674
Strikes and strikers in, number of .....	636, 674
Union labels, protection of .....	628
Union labor, law regarding .....	626
<b>New York City:</b>	
Brewery workmen, agreements of .....	411
Bricklaying trade, agreements and arbitration in .....	379-383
Carpenters, attitude toward joint agreement .....	387-388
Cloak makers, agreement of .....	413
Marble cutters and polishers, agreements .....	393
Mosaic Workers, agreements .....	297
Pipe-fitting trade, agreement system .....	391

1152 INDEX:—LABOR ORGANIZATIONS AND ARBITRATION.

	Page.
<b>New York City—Continued.</b>	
Structural iron workers, agreements of .....	397
Tile setters, agreements, strikes, etc .....	395, 396
<b>New Zealand:</b>	
Agreements of employers and employees .....	520-524
Compulsory arbitration .....	CXI-CXII
History .....	519-532
Description of act .....	520-521
Proposed amendments .....	536
Views of various persons regarding system .....	536-540
Working of system .....	532-536, 702-706
Labor organizations, position in .....	CXIV, 620
<b>Night Work.</b> (See also <i>Overtime</i> .)	
Objection to .....	74
<b>Nonunion men:</b>	
Agreements regarding employment of .....	LXXXV, XCVI
Attitude of unions toward .....	XLVIII-LI
Exclusion from employment .....	75, 87, 106, 152, 155, 177, 178, 215, 254, 336, 378, 380-383, 384-385, 387, 390, 393-395, 397, 398, 409-414
Court decisions regarding .....	CXVI, 568-576
Intercourse with, prohibited .....	251
Strikes regarding .....	CXXXI, 655, 677, 682, 683
<b>North Dakota:</b>	
Mediation by State Labor Commissioner .....	448
<b>North of England manufactured iron and steel trade:</b>	
Joint arbitration and conciliation board .....	496-499
<b>Northern Pacific Railway:</b>	
Strike and injunction regarding .....	CXX, CXXII, 563, 568, 593-598, 600, 606, 608
<b>Northumberland, England:</b>	
Arbitration system in coal trade .....	491
<b>Nottingham, England:</b>	
Arbitration in hosiery, glove, and lace trades .....	501-502
<b>Oaths</b> .....	6
<b>Obligations:</b>	
Trade union .....	86
<b>Officers of trade unions</b> .....	XXV-XXVI, 18
Election and salaries .....	XXVI-XXVIII, 5-11
Legality of acts in abetting strikes .....	568, 599
Local .....	XXII-XXIII
<b>Ohio:</b>	
Agreements of coal miners and operators .....	332
State Board of Arbitration—	
Intervention in coal strike .....	330
Organization and working .....	456-461
Views regarding compulsory arbitration .....	700
<b>Oil and Gas Well Workers, International Brotherhood of</b> .....	315
<b>Ontario:</b>	
Arbitration laws in .....	546
<b>Options:</b>	
Dealing in, prohibition advocated .....	14
<b>Organization and government of unions:</b>	
Democratic government .....	XXII
Local .....	XXII, XXIII
National .....	XXIII-XXVIII
Relations with local .....	XIX-XXII
Organizers of American Federation of Labor .....	XX, 45
<b>Out-of-work benefit</b> .....	XLI
<b>Overtime</b> .....	221, 227, 235, 247, 249, 299
Objection to .....	74
Regulations regarding .....	115
Union policy regarding .....	XLVII
<b>Painters, Brotherhood of</b> .....	149
Agreements and arbitration .....	393
<b>Pana, Ill.:</b>	
Strike of coal miners and attempt at arbitration .....	431
<b>Paper Makers, United Brotherhood of</b> .....	316
<b>Pattern Makers' League</b> .....	241
Attitude toward Amalgamated Society of Engineers .....	222

INDEX:—LABOR ORGANIZATIONS AND ARBITRATION. 1153

	Page.
<b>Penalties:</b>	
Inflicted by labor organizations .....	xxxii, xxxiii
<b>Pennsylvania:</b>	
Incorporation of trade unions, law providing for .....	616
Local boards of arbitration, law regarding .....	461
Statistics of strikes .....	636, 675
Strikes and labor combinations, law regarding .....	562
<b>Philadelphia:</b>	
Agreement of iron molders .....	353
Arbitration in boot and shoe industry .....	407-409
<b>Philippines:</b>	
Acquisition opposed .....	12
<b>Piano and Organ Workers' International Union</b> .....	200
<b>Picketing:</b>	
Laws, court decisions and injunctions regarding .....	cxvii, 577-584
<b>Piece work (see also <i>Contract Labor</i>)</b> .....	58, 62, 68, 73-75, 112, 116, 117, 138, 146, 153, 156, 159, 168, 171, 175, 183, 184, 197, 200, 205, 209, 211, 221, 227, 237, 240, 247, 251, 252, 255, 272, 279, 299, 306, 308, 324
Attitude of unions toward .....	liv-lix
<b>Platforms</b> .....	1, 9-12
<b>Plumbers, United Association of</b> .....	156, 389, 392
<b>Plumbing trade:</b>	
Agreement and arbitration system .....	389-392
Organization of employers and employees .....	389
<b>Political opinions</b> .....	1, 2, 9-12, 14-17, 30-32, 52
<b>Politics:</b>	
Discussion at meetings forbidden .....	74, 130, 279
Participation of union officers .....	8
<b>Pollock, Sir Frederick:</b>	
Quoted regarding law of labor combinations .....	558-560
<b>Potters, National Brotherhood of</b> .....	183, 373
<b>Pottery trade:</b>	
Agreement system .....	xc, 373
East Liverpool, Ohio, strike in .....	459
<b>Powderly, T. V.</b> .....	3-9
<b>Pressmen, Printing, International Union</b> .....	81, 104, 369
<b>Price of products:</b>	
Increase desired .....	206
<b>Printers, Childs-Drexel Home for Union</b> .....	85, 89, 92
<b>Printers:</b>	
Unions of .....	80, 100, 116
<b>Printers, Steel and Copper Plate, National Union of</b> .....	116
<b>Printing trade:</b>	
Arbitration system in .....	xcviii, xcix, 365-369
Strikes in .....	640-648, 657
<b>Printing Trades Councils, Allied</b> .....	82
<b>Profit sharing</b> .....	171
<b>Public ownership:</b>	
Mines, advocated .....	30, 31, 154
Street cars, gas, and electric plants .....	30, 31
Telegraphs, telephones, and railroads .....	15, 16, 30, 31, 84
<b>Railroads:</b>	
Agreements and relations of employers and employees .....	400-404
Antiscapling bill opposed .....	13
Arbitration of disputes on .....	697-699
Provisions of United States law regarding .....	cv, 423-426
Boycotts on, court decisions regarding .....	cxix, cxxv
Government ownership advocated .....	15, 16, 30, 84
New Zealand, legal provisions regarding arbitration .....	531
Strikes, court decisions regarding .....	cxix, cxxi, 590, 592-602
Kansas law regarding settlement of .....	438
<b>Rats:</b>	
Printing offices .....	87, 106
<b>Reading rooms:</b>	
Recommended .....	2
<b>Receivers:</b>	
Strikes on railways in hands of .....	595

1154 INDEX:—LABOR ORGANIZATIONS AND ARBITRATION.

	Page-
Reeves, W. H.:	
New Zealand, compulsory arbitration law, connection with.....	519
Views regarding.....	537
Referendum:	
Labor organizations.....	XXIV
Political.....	12, 14, 30, 31
Registration of labor organizations:	
Discussed.....	618-621
Relief funds. (See also <i>Benefits</i> .)	
Strikes regarding.....	660
Religion:	
Discussion in meetings forbidden.....	74, 279
Representation:	
Proportional, advocated.....	14
Republic Iron and Steel Company:	
Agreements with Amalgamated Association.....	340-343
Richmond, Va.:	
Agreement of bakers.....	405
Rituals.....	XXX, 157
Rochester, N. Y.:	
Bricklaying trade, agreements and arbitration in.....	383
Roofers, New York:	
Agreement system.....	394
Rosebery, Lord:	
Intervention in labor disputes.....	494
Royal Labor Commission. (See <i>Great Britain</i> .)	
Sailors' Union of the Pacific.....	257
St. Louis:	
Brewery workmen, agreements of.....	410
Salaries of officers.....	XXVII, 5-11
San Francisco:	
Plumbing trade, attempt to introduce arbitration system.....	391
Sanitation and safety laws desired.....	5, 15, 30, 31, 186
Sayward, Wm. H.:	
Efforts to promote arbitration.....	374, 377
Views regarding arbitration and conciliation.....	691
Scab:	
Definition of.....	120, 128, 232
Screening of coal:	
Agreements regarding.....	330, 335, 337
Seals.....	5
Seamen, conspiracy and penal laws, repeal desired.....	31
Seamen's Union, Atlantic Coast.....	258
Seamen's Union, International.....	255
Seamen's Union, Lake.....	258
Secrecy.....	3, 4, 5, 6, 22, 213
Sheet Metal Workers, Amalgamated:	
Agreements of.....	394
Sheet Metal Workers' International Association.....	235
Ship subsidies:	
Advocated.....	13
Attitude of Seamen's Union toward.....	256, 257
Shirt, Waist, and Laundry Workers' International Union.....	70-73
Shoe industry. (See <i>Boot and shoe industry</i> .)	
Silk weavers:	
Arbitration in strike of New York.....	452
Silver, free coinage of, advocated.....	10, 12, 15
Sliding scales:	
Advantages and limitations.....	344
Coal-mining industry, Great Britain.....	491-494
Great Britain, system in.....	C, 476, 477
Iron and steel trade—	
System described.....	XCV
Great Britain.....	496, 500
United States.....	340-344
Wages, changes by, Great Britain.....	471
Smith, E. J.:	
System of industrial combinations, Great Britain.....	481, 483

INDEX:—LABOR ORGANIZATIONS AND ARBITRATION. 1155

	Page.
<b>Socialism</b> .....	80, 31, 52
Declarations favoring .....	77, 84, 195, 203, 228, 269, 275
Relation to trade-union movement .....	76, 209, 218
<b>Sons of Vulcan:</b>	
History of organization .....	339
<b>South Australia:</b>	
Arbitration law in .....	544
<b>South Wales:</b>	
Coal trade, arbitration and sliding scales in .....	492-494
<b>Southern States:</b>	
Negro organization in .....	37
Strikes in, few .....	635
<b>Spinners' Association</b> .....	73, 419
<b>Stage Employees, Theatrical, National Alliance of</b> .....	317
Agreement system and arbitration .....	418
<b>Stamps, payment of dues by</b> .....	XXXVI
<b>State boards of arbitration:</b>	
Laws regarding, and working .....	CI-CIX, 423-463
<b>State commissioners of labor:</b>	
Intervention in labor disputes .....	438, 447, 448
<b>State organizations</b> .....	17
<b>Statistics</b> .....	XVI-XIX, 18
Bureaus of labor—	
Advocated .....	14
National, demanded .....	30
<b>Steam Fitters, National Association of</b> .....	160
<b>Steam-fitting trade:</b>	
Arbitration and agreements in .....	389-392
Strikes in .....	392
<b>Steel and Copper Plate Printers, National Union of</b> .....	116
<b>Steel trade.</b> (See <i>Iron and steel trade</i> .)	
<b>Stimson, F. J.:</b>	
Injunctions, views regarding .....	615
<b>Stogie Makers' National League</b> .....	318
<b>Stone Cutters' Association</b> .....	163
Relations to Granite Cutters' National Union .....	145, 146
<b>Stone-cutting trade, strikes in, causes of</b> .....	657
<b>Stove Founders' National Defense Association</b> .....	XCVI, XCVIII, 347-349
<b>Stove-foundry trade:</b>	
Agreement and arbitration system .....	XCVI, XCVIII, 347-349
<b>Stove Mounters' International Union</b> .....	251
Agreement and arbitration system .....	419
<b>Street railways:</b>	
Arbitration of disputes by New York State board .....	451, 452
Public ownership demanded .....	30, 31
<b>Street Railway Employees, Amalgamated Association of</b> .....	265
Agreements and arbitration .....	419
<b>Strikes</b> (see also <i>Arbitration</i> , and the accounts of the several unions) .....	46-48, 54, 57, 62, 67, 69
Advisability .....	16
Antitrust act of 1890, application to .....	593
Assistance, amount paid for, statistics .....	668
Austria, statistics of .....	649, 661, 667, 686
Avoidance desired .....	71, 75, 249, 260
Boot and shoe industry, intervention of Massachusetts State board .....	444, 445
Bricklayers, New York City, 1901 .....	381
Brickmakers .....	454
Brotherhood of Locomotive Engineers, rules regarding .....	403
Brown Hoisting Works, Cleveland .....	454
Causes of .....	CXXX-CXXXII, 652, 656-658, 662, 676, 677
Chandelier workers .....	454
Coal mining .....	326, 430, 431, 641, 646, 647, 648, 650, 651
Conspiracy, law as applied to .....	551-558
Court decisions regarding .....	CXIV-CXXXIII, 551-558
English decisions .....	558-560
Enticement to quit employment .....	566-568
Injunctions in .....	602-615



1156 INDEX:—LABOR ORGANIZATIONS AND ARBITRATION.

Strikes—Continued.	Page.
Court decisions regarding—Continued.	
Intimidation and picketing in .....	577-584
Legality of, generally and under special circumstances .....	560-564
Procuring discharge or preventing employment by .....	568-576
Railroads .....	592-602
Sympathetic, legality of .....	564-565
Duration and loss of employment by, summary .....	CXXXII, 663-667
Relation to number of strikers, France .....	666
Employees, discharge of, demands for .....	655, 657, 659-662
Employees thrown out of employment by .....	631-643
Foreign countries .....	644-651
Employers' associations, methods of combating .....	350
Establishments—	
Average number per strike .....	633
Number affected by .....	633-638, 653, 658
Results of .....	671-680
Foundry trade, 1900 .....	352
France—	
Leading recent strikes described .....	512-513
Number settled by arbitration and conciliation .....	511-513
Great Britain, number settled by arbitration and conciliation .....	465
Hours of labor—	
Demands regarding, number and proportion of .....	654, 657, 659, 661, 662
Results of .....	677, 683
Industries—	
Causes in different .....	655-658
Prevalence in different .....	636-642
Results according to .....	679, 680
Intimidation in .....	577-584
Labor organizations—	
Causes, relation to .....	656-658
Effect on .....	CXXVII, CXXXV, 636-642, 678-680
Legality of acts in abetting .....	568, 599
Proportion ordered by .....	639-640
Laboring classes, generally injurious to .....	1
Legality of .....	CXV, 560-565
Lockouts, distinction from .....	631, 632
Losses of employers and employees .....	CXXXIII, 667-671
Machinists, 1900 .....	355-359
Mails, obstruction by .....	594
Marble workers .....	454
Necessity of, discussed .....	695, 696
Nonunion men, attempt to exclude by decisions regarding .....	568-576
Number—	
Foreign countries .....	644-651
Persons affected, summary .....	CXXVI-CXXX
Proportion to entire number employed .....	635-641
United States .....	631-642
Variations from year to year .....	634
Picketing, court decisions regarding .....	577-584
Policy of unions regarding, summary .....	LXII-LXVI
Potteries, East Liverpool, Ohio .....	459
Prevalence in different States .....	635, 636
Principles and rules .....	7, 20
Prosperity and depression, effect on .....	634
Railway brotherhoods, rules regarding .....	401
Railways, court decisions regarding .....	CXIX-CXXI, 591-602
Recognition of unions as cause of .....	CXXXI-CXXXVI, 654, 659
Results of .....	677, 683
Results—	
Summary .....	CXXXIV-CXXXVII
Causes, relation to .....	676, 677
Duration, relation to, France .....	685
Extent of dispute, relation to, Germany .....	686
Number of strikers, relation to, France .....	684
Statistics of—	
Foreign countries .....	681-689
United States .....	671-680
Value of, discussed .....	669

INDEX:—LABOR ORGANIZATIONS AND ARBITRATION. 1157

Strikes—Continued.	Page.
Silk weavers, intervention of New York State board.....	452
Statistics of—	
General summary.....	CXXVI-CXXXVII, 681-689
American Federation of Labor, presented by.....	675
Austria.....	649, 661, 667, 686
Basis of.....	632, 633
France.....	646, 659, 665, 684
Germany.....	648, 660, 685
Great Britain.....	644-646, 658, 664, 681
Italy.....	651, 661, 688
State labor bureaus.....	674
Steam fitters, Columbia College building.....	392
Street-railway employees, intervention of State board.....	451, 452
Strikers, number.....	633-642
Sympathetic—	
Legality of, discussed.....	564-565
Statistics of.....	654, 657-659, 677
Textile industries—	
Intervention of Massachusetts State board.....	444
United States and foreign countries.....	641, 642, 646, 648, 650, 651
Time lost by.....	664-667
Tin-plate workers, Indiana.....	435
Transportation, prevalence in.....	640-646, 649
Unemployment, relation to amount of.....	638, 663, 664
Wages, demands regarding—	
Importance of.....	654, 656, 659, 660-662
Results of.....	677, 682, 683, 687
Women, tendency toward.....	CXXVIII, 640, 642
Structural iron workers:	
New York, agreements of.....	397
Subcontracting.....	148, 214, 301
Summer rest:	
Enforced by unions.....	XLVIII, 175, 180
Sunday work.....	217, 291
Union policy regarding.....	XLVII
Superannuation benefit.....	XL
Sweating system:	
Abolition demanded.....	30, 31, 71, 75
Switchmen's Union.....	267
Syracuse, N. Y.:	
Street railway strike, arbitration in.....	451
Tailoring trades:	
Great Britain, boards of conciliation in.....	476
Tailors', Journeymen, Union of America.....	64-68
Tariff, protective.....	30
Taskwork.....	116, 299
Taxation.....	2
Incomes, inheritance.....	10, 15
Per capita tax, evasion of.....	XXXVI, 107, 230
Team Drivers' International Union.....	292
Contest with United Brewery Workers.....	275
Teamwork.....	116, 308
Telegraphs and telephones:	
Government ownership advocated.....	15, 16, 30, 31, 84
Texas:	
Local boards of arbitration, law regarding.....	461
Strikes and labor combinations, law regarding.....	562
Textile industries:	
Agreement system and arbitration.....	419
Great Britain, conciliation and arbitration in.....	475, 501-505
Massachusetts State board, arbitration by.....	444
Strikes in.....	641, 642, 646, 648, 650, 651, 658
Textile Workers:	
General amalgamation of.....	77
Textile Workers, International Union of.....	76
Theatrical Stage Employees, National Alliance of.....	317
Tile Layers' International Union.....	169
Tile-setting trade:	
Agreements in.....	895, 896

1158 INDEX:—LABOR ORGANIZATIONS AND ARBITRATION.

	Page.
<b>Tin-plate industry:</b>	
Agreements and arbitration in.....	345-346
Strike of, Indiana.....	435
<b>Tin-plate Workers' International Protective Association.....</b>	<b>252</b>
Agreement system.....	XC, XCVIII, 345-346
<b>Tobacco manufacture:</b>	
Strikes in.....	640, 642, 656
<b>Tobacco Workers' International Union.....</b>	<b>320</b>
Relations with employers.....	420
<b>Toledo, Ann Arbor and North Michigan Railway:</b>	
Court decisions and injunctions regarding boycott against.....	554,
564, 584, 593-599, 601, 604, 606	
<b>Tool insurance.....</b>	<b>XLJ</b>
<b>Trade autonomy.....</b>	<b>LXXI-LXXIII</b>
<b>Trades councils, city.....</b>	<b>34</b>
<b>Traveling benefit.....</b>	<b>XLJ</b>
<b>Trenton, N. J.:</b>	
Pottery industry in.....	373
<b>Troy, N. Y.:</b>	
Painter trade, agreement in.....	396
<b>Trunk and Bag Workers' International Union.....</b>	<b>78</b>
<b>Typographia, German-American.....</b>	<b>100</b>
<b>Typographical Union, International.....</b>	<b>XCVIII, XCIX, 80, 365-366</b>
<b>Umpires:</b>	
Resort to, in labor disputes, practice regarding.....	LXXXIII-LXXXVII, C
<b>Unemployment:</b>	
Insurance against.....	XLJ
Relation to high wages.....	XLIV
Strikes and lockouts, effect on.....	663-667
<b>Union men:</b>	
Discriminations against, strikes regarding.....	655, 677
Exclusive employment. (See <i>Nonunion men.</i> )	
Preference in employment, New Zealand.....	535-536
<b>United Association of Plumbers, Gas Fitters, etc.....</b>	<b>156</b>
Agreements and arbitration.....	389, 392
<b>United Brotherhood of Carpenters.....</b>	<b>47, 128-138</b>
Attitude toward arbitration.....	383
<b>United House-smiths and Bridgemen's Union:</b>	
Agreement of.....	397
<b>United Mine Workers.....</b>	<b>XC, XCIII, XCVII, 42, 48, 184-198</b>
Conferences and agreements with operators.....	325-338
Pit committee, recognition of.....	334
<b>United States:</b>	
Federal arbitration laws.....	CV, 423-426
<b>United States Strike Commission:</b>	
Report on railway strikes.....	423
<b>United Typothetæ:</b>	
Attitude toward labor organizations.....	368
<b>Upholsters' International Union.....</b>	<b>323</b>
<b>Utah State Board of Arbitration:</b>	
Organization and working.....	461
<b>Vacations:</b>	
Enforced by unions.....	XLVIII, 175, 180
<b>Victimized members.....</b>	<b>XLJ</b>
<b>Violence by workingmen:</b>	
Courts' decisions and injunctions regarding.....	CXVII, CXX, 596
<b>Virden Coal Company:</b>	
Strike against, and attempt at arbitration.....	430
<b>Virginia:</b>	
Injunctions, unconstitutionality of law regarding.....	CXXII, 609-610
<b>Wages:</b>	
Apprentices, payment of, Boston.....	379
Arbitration and joint boards, changes by, Great Britain.....	496
Bakers and confectionery makers.....	405
Bricklayers.....	377
Carpenters.....	384-386
Coal miners.....	330, 335-336
Determining, methods of, strikes regarding.....	654, 659-663
Results of.....	677, 683
Glass trades.....	364

Wages—Continued.	Page.
Grading of members .....	167, 297
Granite cutters .....	399
Intervals of payment .....	3, 5, 15
Iron and steel trade .....	342, 343
Great Britain .....	496, 500
Lack of uniformity .....	108
Marble cutters and polishers .....	393
Minimum scale .....	XLIV, 116, 137, 162, 167
Mosaic workers .....	397
Organization, effect on .....	267
Painters .....	398
Plumbers .....	390
Pottery trade .....	373
Railway employees, Louisville and Nashville Railroad .....	404
Rates .....	128, 148, 156, 167, 168, 261, 305, 318
Roofers and sheet-metal workers .....	394
Rules regarding .....	252, 277
Strikes, regarding, importance of .....	CXXX—CXXXVI, 654, 656, 659, 660—662
Results of .....	667—671, 677, 682, 683, 687
Structural iron workers .....	397
Tin-plate workers .....	346
Trade-union policy regarding .....	XLII—XLV
Truck system .....	30
Women workers .....	5, 32
<b>Wages boards (see also <i>Agreement system; Conciliation</i>):</b>	
Advantages .....	484
Great Britain, character of .....	C, 470, 471
Definition and character, Great Britain .....	472, 473
<b>Walking delegates .....</b>	<b>XXII</b>
<b>War:</b>	
Taxation for .....	2
<b>Wardner, Idaho:</b>	
Strike .....	12
<b>Wear Shipbuilding Board of Conciliation, England:</b>	
Arbitration system .....	501
<b>Weavers, Elastic Goring, Amalgamated Association .....</b>	<b>75, 419</b>
<b>Webb, Sidney and Beatrice:</b>	
Views regarding arbitration and conciliation .....	486—488, 492, 504—505, 506
<b>Weeks, Joseph D.:</b>	
Views regarding arbitration and conciliation .....	693, 694
<b>West of Scotland Manufactured Steel Trade:</b>	
Arbitration and conciliation system .....	499
<b>Western Australia:</b>	
Compulsory-arbitration law .....	543
<b>Western Labor Union .....</b>	<b>41</b>
<b>Window-Glass Cutters' League:</b>	
Agreement system .....	364
<b>Window-glass trade:</b>	
Joint conferences and agreements .....	363
<b>Wire Weavers' Protective Association .....</b>	<b>255</b>
<b>Wisconsin State Board of Arbitration:</b>	
Organization and working .....	462
<b>Wise, Hon. B. R.:</b>	
Views on compulsory arbitration .....	542—543
Views regarding arbitration in New Zealand .....	538
<b>Women:</b>	
Eligibility to membership in unions .....	XXIX, 5, 6, 53, 71, 88, 101, 109, 183, 282
Equal rights desired for .....	15
Exclusion from trade .....	249, 323
Lower dues collected from .....	XXXIV, 110, 183, 291
Tendency toward strikes .....	CXXVII, 640, 642
Wages equal to men's .....	5, 52
<b>Wood Carvers' International Association .....</b>	<b>202</b>
<b>Wood Workers, Amalgamated .....</b>	<b>194</b>
Agreement and arbitration system .....	420—422
Relations with Brotherhood of Carpenters and Joiners .....	129
<b>Work. (See <i>Employment</i>.)</b>	
<b>Wyoming State Board of Arbitration:</b>	
Organization and working .....	463

TABLE OF CASES CITED IN THE REPORT ON RAILWAY LABOR.

	Page.
Akeson v. Chicago, Burlington and Quincy Railroad Company .....	1084
Alabama Railroad Company, Culver v. ....	1070
Andrews v. Chicago, Milwaukee and St. Paul Railway Company .....	1080
Archibald, Texas and Pacific Railway Company v. ....	1005
Atchison, Topeka and Santa Fe Railroad Company v. Butler .....	974
Atchison, Topeka and Santa Fe Railroad Company v. Penfold .....	979
Atchison, Topeka and Santa Fe Railroad Company v. Slatery .....	990
Baker, Cleveland, Cincinnati, Chicago and St. Louis Railway Company v. ....	1011
Baltimore and Ohio Railroad Company v. Henthorne .....	982
Baltimore and Ohio Southwestern Railway Company v. Little .....	1058
Barnett, Middle Georgia and Atlantic Railway Company v. ....	994
Barrett, Texas and Pacific Railway Company v. ....	991
Barry, Little Rock and Memphis Railroad Company v. ....	1046
Bates, Louisville, New Albany and Chicago Railway Company v. ....	988
Becker, Kansas City, Fort Scott and Memphis Railroad Company v. ....	1042, 1044
Becker, Terre Haute and Indianapolis Railroad Company v. ....	1039
Beck v. Pennsylvania Railroad Company .....	1119
Benson v. Chicago, St. Paul, Minneapolis and Omaha Railway Company .....	1087, 1091
Bingle, Texas and New Orleans Railroad Company v. ....	993
Bloomquist v. Great Northern Railway Company .....	1073
Boston and Albany Railroad Company, Caron v. ....	1068
Boston, etc., Railroad Company, Farwell v. ....	895
Boston and Maine Railroad Company, Leazett v. ....	1024
Boston and Maine Railroad Company v. McDuffey et al. ....	1072
Breckner v. New York Central Railroad Company .....	897
Brewer v. Tennessee Coal, Iron and Railway Company .....	989
Brooks, Spencer et al. v. ....	981
Brunswick and Western Railway Company, Petty v. ....	1121
Buckalew v. Tennessee Coal, Iron and Railroad Company .....	1039
Buckner v. Richmond and Danville Railroad Company et al. ....	1065
Bullard, Felton v. ....	4001
Bush, Gowen v. ....	986, 1054
Bussey v. Charleston and Western Carolina Railway Company .....	995
Butler, Atchison, Topeka and Santa Fe Railroad Company v. ....	974
Canon v. Chicago, Milwaukee and St. Paul Railway Company .....	1073
Caron v. Boston and Albany Railroad Company .....	1068
Carpenter et al. v. Chicago and Eastern Illinois Railroad Company .....	1109
Central Railroad Company of New Jersey v. Keegan .....	1026
Chamberlain v. Pierson .....	1004
Charless, Northern Pacific Railroad Company v. ....	1033
Charleston and Savannah Railway Company, Johnson v. ....	1110
Charleston and Western Carolina Railway Company, Bussey v. ....	995
Chesapeake and Ohio Railway Company v. Mosby .....	1098
Chesapeake and Ohio Railway Company, Seldombridge v. ....	1023
Chicago and Eastern Illinois Railroad Company, Carpenter et al. v. ....	1109
Chicago and Eastern Illinois Railroad Company v. Rouse .....	900, 1088
Chicago, Burlington and Quincy Railroad Company, Akeson v. ....	1084
Chicago, Burlington and Quincy Railroad Company v. Curtis .....	1104
Chicago, Burlington and Quincy Railroad Company, Eckman v. ....	1105
Chicago, Burlington and Quincy Railroad Company v. Kellogg .....	997
Chicago, Milwaukee and St. Paul Railway Company, Andrews v. ....	1080
Chicago, Milwaukee and St. Paul Railway Company, Canon v. ....	1073
Chicago, Milwaukee and St. Paul Railway Company, Ean v. ....	1079
Chicago, Milwaukee and St. Paul Railway Company, Kincaid v. ....	1090
Chicago, Milwaukee and St. Paul Railroad Company v. Ross .....	896, 897
Chicago, Milwaukee and St. Paul Railroad Company, Smith v. ....	1069

	Page.
Chicago, Milwaukee and St. Paul Railway Company, <i>York v</i> .....	978
Chicago, Rock Island and Pacific Railroad Company <i>v. McCarty</i> .....	979
Chicago, St. Paul, Minneapolis and Omaha Railway Company, <i>Benson v.</i> 1087, 1091	1091
Citizens' Ice, etc., Company, <i>Prevost v</i> .....	896
Cleveland, Cincinnati, Chicago and St. Louis Railway Company <i>v. Baker</i> ..	1011
Cleveland, Cincinnati, Chicago and St. Louis Railway Company <i>v. Jenkins</i> ..	812
Cleveland, Cincinnati, Chicago and St. Louis Railway Company, <i>Narramore v</i> ..	1016
Clements, New Orleans and Northeastern Railroad Company <i>v</i> .....	1019
Columbus, Sandusky and Hocking Railroad Company, <i>Hesse v</i> .....	998
Conroy, New England Railroad Company <i>v</i> .....	897, 1064
Cox, Pittsburg, Cincinnati, Chicago and St. Louis Railway Company <i>v</i> .....	1102
Craig, Lake Erie and Western Railway Company <i>v</i> .....	975
Crisswell <i>v. Montana Central Railway Company</i> .....	1066, 1068
Culpepper <i>v. International and Great Northern Railroad Company</i> .....	1057
Culver <i>v. Alabama Railroad Company</i> .....	1070
Curtis, Chicago, Burlington and Quincy Railroad Company <i>v</i> .....	1104
Delaware, Lackawanna and Western Railroad Company <i>v. Voss</i> .....	1022
Denver and Rio Grande Railroad Company <i>v. Sipes</i> .....	1012
Detroit, Grand Haven and Milwaukee Railway Company, <i>Potter v</i> .....	1121
Ean <i>v. Chicago, Milwaukee and St. Paul Railway Company</i> .....	1079
East St. Louis Connecting Railway Company <i>v. Eggman</i> .....	994
Ebaugh, Pennsylvania Company <i>v</i> .....	1024
Eckman <i>v. Chicago, Burlington and Quincy Railroad Company</i> .....	1105
Eggman, East St. Louis Connecting Railway Company <i>v</i> .....	994
Elkins <i>v. Pennsylvania Railroad Company</i> .....	970
Erslew et ux. <i>v. New Orleans and Northeastern Railroad Company</i> .....	991
Evansville and Terre Haute Railroad Company, <i>Tohill v</i> .....	1025
Farwell <i>v. Boston, etc., Railroad Company</i> .....	895
Felton <i>v. Bullard</i> .....	1001
Fenwick <i>v. Illinois Central Railway Company</i> .....	1093
Ferch, Missouri, Kansas and Texas Railway Company <i>v</i> .....	978
Finney, Pennsylvania Company <i>v</i> .....	972
Fitchburg Railroad, <i>Holden v</i> .....	896
Florida Central and Peninsula Railroad Company <i>v. Mooney</i> .....	1036
Fowler, <i>Priestly v</i> .....	895
Frazier, Texas Central Railway Company <i>v</i> .....	1037, 1053
Frost, Oregon Short Line and Utah Northern Railway Company <i>v</i> .....	1036
Frost <i>v. Oregon Short Line and Utah Northern Railway Company</i> .....	1052
Galveston, Houston and San Antonio Railway Company <i>v. Hughes et ux</i> ..	1018
Galveston, Houston and San Antonio Railway Company <i>v. Robnett</i> .....	1063
Georgia, Carolina and Northern Railway Company, <i>Wallace v</i> .....	806
Georgia Southern and Florida Railway Company, <i>Jossey v</i> .....	1120
Gillin <i>v. Patten and Sherman Railroad Company</i> .....	1014
Gillett, <i>Walker et al. v</i> .....	1054
Gowen <i>v. Bush</i> .....	986, 1054
Great Northern Railway Company, <i>Bloomquist v</i> .....	1070
Great Northern Railway Company, <i>Jenson v</i> .....	1050
Great Northern Railway Company, <i>Swanson v</i> .....	1022
Greenlee <i>v. Southern Railway Company</i> .....	1007
Gulf, Colorado and Santa Fe Railway Company <i>v. Warner</i> .....	1074
Hancock <i>v. Norfolk and Western Railway Company</i> .....	1089
Hannig, Missouri, Kansas and Texas Railway Company <i>v</i> .....	1077
Harding et al., San Antonio and Aransas Pass Railway Company <i>v</i> .....	970
Heck, New Albany and Chicago Railway Company <i>v</i> .....	1061
Henthorne, Baltimore and Ohio Railroad Company <i>v</i> .....	982
Hesse <i>v. Columbus, Sandusky and Hocking Railroad Company</i> .....	998
Hilliard, Illinois Central Railroad Company <i>v</i> .....	985
Hines, Missouri, Kansas and Texas Railway Company of Texas <i>v</i> .....	1043
Holbron, Mobile, etc., Railroad Company <i>v</i> .....	900
Holden <i>v. Fitchburg Railroad</i> .....	896
Holmes <i>v. Southern Pacific Company</i> .....	999
Hosea, Pittsburg, Cincinnati, Chicago and St. Louis Railway Company <i>v.</i>	1118
Houston and Texas Central Railroad Company <i>v. Kelley</i> .....	1033
Houston and Texas Central Railroad Company, <i>Patterson v</i> .....	1041
Houston and Texas Central Railroad Company <i>v. Strycharski</i> .....	977
Hughes et ux., Galveston, Houston and San Antonio Railway Company <i>v.</i>	1013

	Page.
Hundley v. Louisville and Nashville Railroad Company .....	818
Hunter v. Kansas City and Memphis Railway and Bridge Company .....	1048
Illinois Central Railway Company, Fenwick v .....	1093
Illinois Central Railroad Company v. Hilliard .....	985
Illinois Central Railroad Company, Keatley v .....	1077
Illinois Central Railroad Company, McDonald v .....	810
International and Great Northern Railroad Company, Culpeper v .....	1057
Jackson v. Norfolk and Western Railroad Company .....	1035
Jacksonville, St. Johns and Indian River Railroad Company, Willett v .....	808
Jenkins, Cleveland, Cincinnati, Chicago and St. Louis Railway Company v. .....	813
Jenson v. Great Northern Railway Company .....	1050
Johnston v. Charleston and Savannah Railway Company .....	1110
Jones, Railroad Company v .....	895
Jossey v. Georgia Southern and Florida Railway Company .....	1120
Kansas City and Memphis Railway and Bridge Company, Hunter v .....	1048
Kansas City, Fort Scott and Memphis Railway Company v. Becker .....	1042
Kansas City, Fort Scott and Memphis Railroad Company v. Becker .....	1044
Keatley v. Illinois Central Railroad Company .....	1077
Keegan, Central Railroad Company of New Jersey v .....	1026
Keller, San Antonio and Arkansas Pass Railway Company v .....	1025
Kelley, Houston and Texas Central Railroad Company v .....	1033
Kelley, Wabash Railroad Company v .....	1009
Kellogg, Chicago, Burlington and Quincy Railroad Company v .....	997
Kincade v. Chicago, Milwaukee and St. Paul Railway Company .....	1090
Lake Erie and Western Railroad Company v. Craig .....	975
Lake Erie and Western Railroad Company, Tullis v .....	1092
Lake Shore and Michigan Southern Railway Company, Phares v .....	1100
Leazott v. Boston and Maine Railroad Company .....	1024
Leier v. Minnesota Belt Line and Transfer Company .....	1069
Levister v. Southern Railway Company .....	1121
Linck's Administrator v. Louisville and Nashville Railroad Company .....	1051
Little, Baltimore and Ohio Southwestern Railway Company v .....	1858
Little Rock and Memphis Railroad Company v. Barry .....	1046
Louisville and Nashville Railroad Company, Hundley v .....	813
Louisville and Nashville Railroad Company, Linck's Administrator v .....	1050
Louisville, New Albany and Chicago Railway Company v. Bates .....	988
Louisville, New Albany and Chicago Railway Company v. Heck .....	1061
Louisville, New Albany and Chicago Railway Company v. Wagner .....	1062
Lyons, Missouri Pacific Railway Company v .....	1050
Manistee and Northeastern Railroad Company, Shackleton v .....	1020
Mauldin et al., Southern Pacific Company v .....	1001
McCann, Pennsylvania Company v .....	973
McCarty, Chicago, Rock Island and Pacific Railroad Company v .....	979
McDonald v. Illinois Central Railroad Company .....	810
McDuffey et al., Boston and Maine Railroad Company v .....	1072
McGill, Southern Pacific Company v .....	1028
Medaris, Missouri, Kansas and Texas Railway Company v .....	1087
Middle Georgia and Atlantic Railway Company v. Barnett .....	994
Mikkelson v. Truesdale, Receiver, Minneapolis and St. Louis Railway Company .....	1069
Minneapolis and St. Louis Railway Company, William H. Truesdale, receiver, Mikkelson v .....	1069
Minnesota Belt Line and Transfer Company, Leier v .....	1069
Missouri, Kansas and Texas Railway Company v. Ferch .....	978
Missouri, Kansas and Texas Railway Company v Hannig .....	1077
Missouri, Kansas and Texas Railway Company v. Hines .....	1043
Missouri, Kansas and Texas Railway Company v. Medaris .....	1087
Missouri, Kansas and Texas Railway Company v. Rains .....	1105
Missouri, Kansas and Texas Railway Company v. Whittaker .....	1026
Missouri, Kansas and Texas Railway Company v. Young .....	983
Missouri Pacific Railway Company v. Lyons .....	1050
Mitchell v. Northern Pacific Railroad Company .....	1066
Mobile, etc., Railroad Company v. Holbron .....	900
Montana Central Railway Company, Crisswell v .....	1066, 1068
Montgomery, Pittsburg, Cincinnati, Chicago and St. Louis Railway v. ....	901, 1081, 1108
Mooney, Florida Central and Peninsula Railroad Company v .....	1086

	Page.
Moore Lime Company v. Richardson's Administratrix	1045
Moore, Pittsburg, Cincinnati, Chicago and St. Louis Railway Company v.	1115
Mosby, Chesapeake and Ohio Railway Company v.	1098
Murray v. Southern Central Railroad Company	895-897
Narramore v. Cleveland, Cincinnati, Chicago and St. Louis Railway Company	1016
New England Railroad Company v. Conroy	897, 1064
New Orleans and Northeastern Railroad Company v. Clements	1019
New Orleans and Northeastern Railroad Company, Erslew et ux., v.	991
New York Central Railroad Company, Breckner v.	897
New York, New Haven and Hartford Railroad Company, Quinn v.	1052
Norfolk and Western Railway Company, Hancock v.	1089
Norfolk and Western Railroad Company, Jackson v.	1035
Norfolk and Western Railway Company v. Stevens	1018
Northern Pacific Railroad Company v. Charless	1033
Northern Pacific Railroad Company, Mitchell v.	1066
Northern Pacific Railroad Company v. Peterson	1029
O'Brien, Union Pacific Railway Company v.	976
Ohio River Railroad Company, Oliver v.	1021
Old Colony Railroad Company, Perry v.	1066
Oliver v. Ohio River Railroad Company	1021
Oregon Short Line and Utah Northern Railway Company v. Frost	1036
Oregon Short Line and Utah Northern Railway Company, Frost v.	1052
Orleans Railroad Company, Stucke v.	982
Ottis v. Pennsylvania Company	901, 1094
Patten and Sherman Railroad Company, Gillin v.	1014
Patterson v. Houston and Texas Central Railroad Company	1041
Pierce v. Van Dusen	1055
Penfold, Atchison, Topeka and Santa Fe Railroad Company v.	979
Pennsylvania Railroad Company, Beck v.	1119
Pennsylvania Company v. Ebaugh	1024
Pennsylvania Railroad Company, Elkins v.	970
Pennsylvania Company v. Finney	972
Pennsylvania Company v. McCann	973
Pennsylvania Company, Otis v.	901, 1094
Pennsylvania Company, Shaver v.	1096
Pennsylvania Railroad Company v. Snyder	989
Perry v. Old Colony Railroad Company	1066
Peterson, Northern Pacific Railroad Company v.	1029
Petty v. Brunswick and Western Railway Company	1121
Phares v. Lake Shore and Michigan Southern Railway Company	1100
Pierson, Chamberlain v.	1004
Pittsburg and Western Railway Company v. Thompson	992
Pittsburg, Cincinnati, Chicago and St. Louis Railway Company v. Cox	1102
Pittsburg, Cincinnati, Chicago and St. Louis Railway Company v. Hosea	1118
Pittsburg, Cincinnati, Chicago and St. Louis Railroad Company v. Montgomery	901, 1081, 1108
Pittsburg, Cincinnati, Chicago and St. Louis Railway Company v. Moore	1115
Pool v. Southern Pacific Company	1015
Potter v. Detroit, Grand Haven and Milwaukee Railway Company	1121
Prevost v. Citizens' Ice, etc., Company	896
Priestly v. Fowler	895
Quinn v. New York, New Haven and Hartford Railroad Company	1052
Railroad Company v. Jones	895
Rains, Missouri, Kansas and Texas Railway Company v.	1105
Reese v. Wheeling and Elm Grove Railroad Company	1021
Richardson's administratrix, Moore Lime Company v.	1045
Richmond and Danville Railroad Company et al., Buckner v.	1065
Rickman, St. Louis, Iron Mountain and Southern Railway Company v.	1060
Robinett, Galveston, Houston and San Antonio Railway Company v.	1063
Ross, Chicago, Minneapolis and St. Paul Railroad Company v.	896, 897
Rouse, Chicago and Eastern Illinois Railroad Company v.	900, 1088
St. Louis and San Francisco Railway Company et al., Smith v.	1016
St. Louis, Iron Mountain and Southern Railway Company v. Rickman	1060
San Antonio and Aransas Pass Railway Company v. Harding et al.	970
San Antonio and Aransas Pass Railway Company v. Keller	1025
Seldombridge v. Chesapeake and Ohio Railway Company	1023



## TABLE OF CASES:—RAILWAY LABOR.

1165

	Page.
Shackleton v. Manistee and Northeastern Railroad Company .....	1020
Shaver v. Pennsylvania Company .....	1096
Sipes, Denver and Rio Grande Railroad Company v .....	1012
Skidmore v. West Virginia and Pittsburg Railroad Company .....	1020
Slattery, Atchison, Topeka and Santa Fe Railroad Company v .....	990
Smith v. St. Louis and San Francisco Railway Company et al .....	1016
Smith v. Chicago, Milwaukee and St. Paul Railroad Company .....	1069
Snyder, Pennsylvania Railroad Company v .....	989
Southern Central Railroad Company, Murray v .....	895-897
Southern Pacific Company, Holmes v .....	999
Southern Pacific Company v. Mauldin et al .....	1001
Southern Pacific Company v. McGill .....	1028
Southern Pacific Company, Pool v .....	1015
Southern Pacific Company, Wright v .....	984
Southern Railway Company, Greenlee v .....	1007
Southern Railway Company, Levister v .....	1121
Southern Railway Company, Troxler v .....	1013
Southern Railway Company, Wright v .....	1008, 1071
Spencer et al. v. Brooks .....	981
Stevens, Norfolk and Western Railway Company v .....	1018
Strycharski, Houston and Texas Central Railway Company v .....	977
Stucke v. Orleans Railroad Company .....	982
Sullivan, Texas Midland Railroad v .....	1115
Swanson v. Great Northern Railway Company .....	1022
Taylor, Texas Midland Railroad v .....	1014
Tennessee Coal, Iron and Railway Company, Brewer v .....	989
Tennessee Coal, Iron and Railroad Company, Buckalew v .....	1039
Terre Haute and Indianapolis Railroad Company v. Becker .....	1039
Terre Haute and Indianapolis Railroad Company v. Williams .....	1000
Texas and New Orleans Railroad Company v. Bingle .....	993
Texas and Pacific Railway Company v. Archibald .....	1005
Texas and Pacific Railway Company v. Barrett .....	991
Texas Central Railway Company v. Frazier .....	1037, 1053
Texas Midland Railroad v. Sullivan .....	1115
Texas Midland Railroad v. Taylor .....	1014
Thompson, Pittsburg and Western Company v .....	992
Tohill v. Evansville and Terre Haute Railroad Company .....	1025
Troxler v. Southern Railway Company .....	1013
Truesdale, receiver Minneapolis and St. Louis Railway Company, Mikkelson v .....	1069
Tullis v. Lake Erie and Western Railroad Company .....	1092
Union Pacific Railway Company v. O'Brien .....	976
Van Dusen, Pierce v .....	1055
Voss, Delaware, Lackawana and Western Railroad Company v .....	1022
Wabash Railroad Company v. Kelley .....	1009
Wagner, Louisville, New Albany and Chicago Railway Company v .....	1062
Walker et al. v. Gillett .....	1054
Wallace v. Georgia, Carolina and Northern Railway Company .....	806
Warner, Gulf, Colorado and Santa Fe Railway Company v .....	1074
West Virginia and Pittsburg Railroad Company, Skidmore v .....	1020
Wheeling and Elm Grove Railroad Company, Reese v .....	1021
Whittaker, Missouri, Kansas and Texas Railway Company v .....	1026
Willett v. Jacksonville, St. Johns and Indian River Railroad Company .....	808
Williams, Terre Haute and Indianapolis Railway Company v .....	1000
Wright v. Southern Pacific Company .....	984
Wright v. Southern Railway Company .....	1008, 1071
York v. Chicago, Minneapolis and St. Paul Railway Company .....	978
Young, Missouri, Kansas and Texas Railway Company v .....	983

## INDEX TO THE REPORT ON RAILWAY LABOR.

[For index to the report on Labor Organizations, etc., see p. 1137.]

	Page.
<b>Accidents. (See also <i>Insurance</i>.)</b>	
Appliances for preventing .....	902-909
Deaths and injuries due to .....	902, 907
Employment provided for disabled employees .....	858
Insurance against, provision by railroads .....	867-871
Physical defects of employees frequently cause .....	765
<b>Admission to service:</b>	
Conditions of .....	746-774
Conditions of, European railroads .....	768-774
Age, above 35 a bar to employment .....	765, 969
Agreements, of railroads and employees .....	831, 920-931
Algeria, pension system of railway .....	932-956
American Railway Association .....	849
American Railway Union .....	832, 845
Ann Arbor Railroad, insurance of employees, compulsory .....	870
Apprenticeship .....	775, 782, 784
<b>Arbitration of labor disputes:</b>	
Attitude of railroad companies toward .....	858-861
Rules of labor organizations regarding .....	827, 831
State and national, resort to .....	858-860
State boards of .....	827
Arthur, P. M. ....	822
Association, American Railway .....	849
Associations of railway employees, educational, etc. ....	848-852
Associations of railway officers .....	849
Atchison, Topeka and Santa Fe Railway Hospital Association .....	868
Atlantic Coast Line, relief department .....	868, 877
Australia, pension system of railway .....	932-956
Austria-Hungary (see also <i>Hungary</i> ):	
Pension systems of railways .....	932-956
Ownership of railroads .....	966
Baltimore and Ohio Railroad:	
Insurance department .....	874
Pension system .....	887
Savings fund .....	892-894
Strikes .....	821
Wages, rules, and regulations .....	921-931
Baltimore and Ohio Railroad technical school .....	783
Belgium:	
Admission to service on railways, conditions of .....	772
Ownership of railroads .....	966
Pension systems of railways .....	932-956
Railway employees, number .....	722
Technical education of railway employees .....	777
Benevolence. (See <i>Insurance</i> .)	
Blacklisting of employees .....	805-820
Court decisions regarding .....	806-815
Evil results .....	817
Statements of railroads concerning .....	808
Statutes forbidding .....	806, 807, 815-817
Bonuses for economizing expenses and increasing receipts .....	849
Brakemen, deaths among, proportion due to accidents .....	902
Brakes, air:	
Advantages of .....	903, 904
Law requiring .....	904, 905
Bridgemen, Brotherhood of .....	845
Brooks technical school .....	783

	Page.
<b>Brotherhoods.</b> (See <i>Labor organizations and distinctive names of bodies.</i> )	
<b>Brown, George R.,</b> method of discipline established by .....	797-799
<b>Canada:</b>	
Ownership of railroads .....	966
Pension system of railway .....	932-956
<b>Carmen, Brotherhood of</b> .....	843
<b>Charity.</b> (See <i>Insurance.</i> )	
<b>Chesapeake and Ohio Railway,</b> hospital service .....	868, 873
<b>Chicago and Alton Railroad Company,</b> insurance of employees, provision by company .....	870
<b>Chicago and Eastern Illinois Railroad,</b> accident insurance department ..	868
<b>Chicago and Northwestern Railroad,</b> pension department .....	888
<b>Chicago, Burlington and Quincy Railroad,</b> relief department .....	868, 876, 879
<b>Children of employees,</b> education aided by railroads .....	774, 777, 778
<b>Cigarettes,</b> smoking prohibited .....	804
<b>Cincinnati, New Orleans and Texas Pacific Railway,</b> insurance of employees .....	870
<b>Civic Federation, National</b> .....	860
<b>Cleveland, Cincinnati, Chicago and St. Louis Railway:</b>	
Hospitals .....	873
Mutual insurance association .....	868, 881
<b>Clubs of railroad men</b> .....	849
<b>Colored men,</b> exclusion from railroad employees' organizations ..	823, 829, 839, 844
<b>Compensation of employees.</b> (See <i>Wages.</i> )	
<b>Conductors, Order of</b> .....	826
Agreement with Baltimore and Ohio Railroad .....	921-924
Ladies' auxiliary to .....	847
<b>Conductors, wages and rules, Baltimore and Ohio Railroad</b> .....	921-924
<b>Congress, International Railway</b> .....	848
<b>Conspiracy, strikes treated as</b> .....	818
<b>Cooperation, cooperative stores</b> .....	849
<b>Corporations, railroad, number in United States</b> .....	715
<b>Couplers, automatic:</b>	
Adoption of .....	903
Law requiring .....	905
<b>Crises, commercial, effect on wages</b> .....	734
<b>Day, working.</b> (See <i>Hours of labor.</i> )	
<b>Death.</b> (See <i>Insurance.</i> )	
<b>Debs, Eugene V</b> .....	832
<b>Denmark:</b>	
Admission to service on railways, conditions of .....	770
Ownership of railroads .....	966
Pension system of railway .....	932-956
<b>Denver and Rio Grande Railroad:</b>	
Hospital service .....	872
Relief association .....	869
<b>Depressions, industrial, effect on wages</b> .....	734
<b>Disability.</b> (See <i>Insurance.</i> )	
<b>Discharge of employees</b> .....	790-804
Methods discussed .....	863
<b>Discipline of employees</b> .....	790-804
Brown's system, use of .....	790, 792-795, 799-804
Brown's system, explained .....	797-799
<b>Disputes with employers, rules of labor organizations regarding</b> .....	824, 827, 836, 840, 843, 846
<b>Drunkenness.</b> (See <i>Liquors.</i> )	
<b>Eating houses, provided for employees by railroad companies</b> .....	857, 858
<b>Education:</b>	
Of children of employees, aided by railroads .....	774, 777, 778
Technical of employees .....	774-789
Need for .....	784
Young Men's Christian Association .....	851
<b>Egypt:</b>	
Ownership of railways .....	966
Pension system of railway .....	932-956
<b>Employees:</b>	
Average daily compensation by groups, 1893 to 1899 .....	910-913
Geographical distribution .....	720

	Page.
<b>Employees—Continued.</b>	
Number by classes and years .....	719
Number per mile of line .....	721
Number, European countries .....	721, 722
<b>Employers' liability</b> .....	894-902, 970-1135
Court decisions (see also table of cases, p. 1161):	
Illustrating common-law liability .....	970-1020
Illustrating assumption of risk .....	1020-1025
Illustrating fellow-servant rule .....	895-898, 900, 901, 1025-1052
Interpreting vice-principal rule .....	1052-1085
Interpreting statutory extension of liability .....	1065-1078
Fellow-servant doctrine .....	895-902, 1025-1052, 1123-1135
Statutory modification of .....	898-902, 1123-1135
Statutory extension of .....	1065-1078, 1123-1135
<b>Employment:</b>	
Intensity of, United States and Europe .....	717, 719, 722
Permanency of, advised .....	863
Requirements of, age limit .....	765, 969
<b>Engineers, Brotherhood of</b> .....	824-825
Ladies' auxiliary to .....	847
<b>England.</b> (See <i>Great Britain.</i> )	
<b>Europe:</b>	
Ownership of railways, various countries .....	966
Pension systems of railways .....	932-967
Technical training of railway employees .....	774
<b>Examinations, physical</b> .....	746-756, 764, 768
Detailed instructions for .....	766-768
Important for preventing accidents .....	765
Legislation requiring, advisability of .....	765
<b>Examination, technical, sample questions</b> .....	756-764
<b>Fall Brook Railway, methods of discipline</b> .....	797-799
<b>Federation of railway brotherhoods</b> .....	852-857
<b>Federation, national civic</b> .....	860
<b>Finland, pension system of railways</b> .....	932-956
<b>Firemen, Brotherhood of</b> .....	828-833
Ladies' auxiliary to .....	847
<b>France:</b>	
Admission to service on railways, conditions of .....	772
Ownership of railways .....	966
Pension systems of railways .....	932-957
Railway employees, number .....	721
Technical education of railway employees .....	777
<b>Germany:</b>	
Ownership of railways .....	966
Pension system of railways .....	932-956, 959
Technical education of railway employees .....	779
<b>Grand Trunk Railway, accident insurance association</b> .....	874
<b>Great Britain:</b>	
Pension system of railways .....	932-956, 961-965
Railway employees, number .....	721
Technical education of .....	779
Ownership of railroads in .....	966
<b>Grievances.</b> (See <i>Strikes.</i> )	
<b>Holland:</b>	
Ownership of railways .....	966
Pension system of railway .....	932-956
<b>Home for aged and disabled employees</b> .....	847
<b>Hospital service, provision by railroads</b> .....	857, 858, 867, 868, 871-873, 877
<b>Hours of labor</b> .....	725-745
Legislation on .....	736
Prussia, legally established .....	741
Safety, public, relation to .....	736
<b>Hungary:</b>	
Admission to service on railways, conditions of .....	773
Pension system of railway .....	932-956
Technical education of railway employees .....	778

	Page.
<b>Illinois Central Railroad:</b>	
Accident insurance.....	868, 870
Discipline.....	803
Hospital.....	873
Pension department.....	889
Income, annual, of railroad employees.....	735
Injunctions in strikes.....	820
<b>Insurance:</b>	
By labor organizations.....	822, 824, 825, 827, 828, 830-847
Home for aged and disabled employees.....	847
Accident, aided by companies.....	866
Accident, high rates charged railway employees by regular companies.....	871
Mutual, reserve fund needed.....	881
Provision by railroads.....	857, 858, 866-871
Intemperance. (See <i>Liquors.</i> )	
International Railway Congress.....	848
Intoxication. (See <i>Liquors.</i> )	
Investment in stock by employees, promotion of.....	865, 868
<b>Italy:</b>	
Admission to service on railways, conditions of.....	773
Ownership of railways.....	966
Pension systems of railways.....	932-956
Technical education of railway employees.....	777
Journals of labor organizations.....	824, 829, 835, 838, 839, 844
Kansas City, Fort Scott and Memphis Railway, hospital association.....	867, 871
Laborers, unskilled, proportion of railway employees.....	746
<b>Labor organizations:</b>	
General discussion.....	824-847
Agreements with Baltimore and Ohio Railroad Company.....	921-931
Attitude of railroad companies toward.....	822, 844, 862
Effect on hours of labor.....	735
Federation of.....	852-857
Opposition to railway relief departments.....	882
Wages, uniformity, tendency to promote.....	724
Ladies' auxiliaries to labor organizations.....	847
Languages, instruction of railway employees in, Europe.....	775-778
<b>Legislation:</b>	
Hostile to railroads, effect on wages.....	734
Hours of labor, Prussia.....	741, 745
Machinery of labor organizations for influencing.....	824, 829, 836
On wages and hours of labor, discussed.....	734, 736
Prescribing weekly rest day.....	741, 745
Requiring physical examination of railway servants by State officers, suggested.....	765
Social, desirability of.....	718
Lehigh Valley Railroad, relief fund.....	869, 877, 880
Liability, employers'. (See <i>Employers' liability.</i> )	
Libraries, traveling, connected with railroads.....	784
<b>Liquors:</b>	
Intemperance, punishment for.....	801, 802
Use forbidden.....	804
Use and sale of, rules of labor organizations.....	823,
824, 827, 830, 831, 837, 839, 843, 845, 846	
Lodging houses, provided for employees by railroad companies.....	857, 858
Long Island Railroad, discipline.....	802
<b>Louisville and Nashville Railroad:</b>	
Discipline.....	799
Wages, rules, and regulations.....	920, 921
<b>Magazines. (See <i>Journals.</i>)</b>	
<b>Medical service. (See <i>Hospital service.</i>)</b>	
Mileage of railroads in United States.....	715
Missouri Pacific Railway, hospital service.....	867, 873
Negroes, exclusion from labor organizations.....	823, 829, 839, 844
<b>Netherlands:</b>	
Ownership of railways.....	966
Pension systems of railways.....	932-956
New York Central and Hudson River Railroad, hospital service.....	873
Night schools, public, Sweden.....	774

	Page.
<b>Northern Pacific Railway:</b>	
Hospital service .....	872
Mutual insurance .....	867
<b>Norway:</b>	
Admission to service on railways, conditions of .....	771
Ownership of railways .....	966
Pension system of railway .....	933-956
Technical education of railway employees .....	775
<b>Officers of labor organizations</b> .....	823, 834, 839, 841, 843
<b>Oregon Railroad and Navigation Company, hospital service</b> .....	867, 873
<b>Organizations of railroad employees (see also <i>Labor organizations</i>)</b> .....	821-847
<b>Overtime, and payment for</b> .....	737, 740
<b>Ownership of railways, various countries</b> .....	966
<b>Passes, dealing in, punished by labor organizations</b> .....	830
<b>Pensions:</b>	
Desirability .....	765
Provision by railroads .....	883-890
Pennsylvania Railroad .....	967-969
Foreign railways .....	932-967
<b>Pennsylvania Railroad:</b>	
Age limit for employment .....	969
Pension department .....	883-887, 967-969
Relief department .....	868, 875, 879, 880 (note)
Savings fund .....	890-892
<b>Philadelphia and Reading Railroad Company, relief department</b> .....	877, 880
<b>Pittsburg, Fort Wayne and Chicago Railway, strikes</b> .....	822
<b>Plant System, relief and hospital department</b> .....	869, 877
<b>Portugal:</b>	
Admission to service on railways, conditions of .....	771
Ownership of railways .....	966
Pension systems of railways .....	933-956
Technical education of railway employees .....	777
<b>Promotion of employees</b> .....	790-796
<b>Prussia:</b>	
Hours of labor of railway employees, law prescribing .....	740
Railway employees, number .....	722
<b>Public ownership of railways, extent in various countries</b> .....	966
<b>Relief departments</b> .....	873-883
Criticism of .....	879-883
Opposition of railroad brotherhoods .....	882
<b>Religion, Young Men's Christian Association, railroad branch</b> .....	849-852
<b>Requirements of railway service</b> .....	746-820
<b>Restraint of trade, strikes regarded as</b> .....	818
<b>Roumania, pension system of railway</b> .....	933-956
<b>Russia:</b>	
Ownership of railways .....	966
Pension systems of railways .....	933-956
<b>Safety appliances</b> .....	902-909
Equipment fitted with .....	908, 909
United States law requiring .....	904, 905
<b>Safety, Public, effect of long hours of railway employees</b> .....	736
<b>Salaries of officers of labor organizations</b> .....	826
<b>Savings funds maintained by railway companies</b> .....	890-900
<b>Schools:</b>	
Correspondence .....	786-789
Public, aided by railroads .....	714
Public, night and Sunday, Sweden .....	774
Technical, established by railroads .....	783-786
<b>Secrecy of Brotherhood of Engineers</b> .....	822
<b>Southern Pacific Company:</b>	
Discipline .....	800-802
Hospital association .....	868, 872
<b>Southern Railway Company, wages, rules and regulations</b> .....	916-920
<b>Spain:</b>	
Admission to service on railways, conditions of .....	771
Ownership of railroads .....	966
Technical education of railway employees .....	777
<b>Stickney, A. B., on methods of discipline</b> .....	796, 797

	Page.
Stock, purchase by employees, encouragement of .....	865, 868
<b>Strikes:</b>	
Instances of .....	821, 822
Legal right to participate in .....	817-820
Methods of settlement .....	858-863
Necessity of .....	819
Replacing strikers, punished by labor organizations .....	823
Rules of labor organizations regarding .....	824, 827, 836, 840, 843, 846
Statutes regulating .....	818, 819
Sunday schools, public, Sweden .....	774
<b>Sunday work</b> .....	740-745
Legislation on .....	741, 745
<b>Superannuation (see also <i>Pensions</i>):</b>	
Care of aged and infirm employees .....	765
Foreign railways .....	932-967
<b>Surgical attendance:</b> (See <i>Hospital service</i> .)	
<b>Sweden:</b>	
Ownership of railways .....	966
Pension system of railway .....	933-956
Technical education of railway employees .....	774
<b>Switchmen's Union</b> .....	846
<b>Switzerland:</b>	
Admission to service on railways, conditions of .....	768
Ownership of railways .....	966
Pension systems of railways .....	933-956, 959
Technical education of railway employees .....	775
Technical education of railway employees .....	774-789
<b>Telegraphers, Order of</b> .....	838-841
Ladies' auxiliary to .....	847
<b>Texas and Pacific Railway, hospital service and accident insurance</b> .....	868, 870, 873
<b>Tobacco, cigarettes, smoking prohibited</b> .....	804
<b>Trackmen, Brotherhood of</b> .....	841-843
<b>Trainmen, wages and rules, Louisville and Nashville Railroad</b> .....	920, 921
<b>Trainmen, Brotherhood of</b> .....	833
Agreement with Baltimore and Ohio Railroad .....	924-931
Ladies' auxiliary to .....	847
<b>Turkey:</b>	
Ownership of railways .....	966
Pension system of railway .....	933-956
<b>Union Pacific Railroad:</b>	
Accident insurance, provision by company .....	870
Wages, rules and regulations .....	914-916
<b>Unions.</b> (See <i>Labor organizations</i> .)	
<b>Wages</b> .....	722-735, 910-931
Annual .....	735
Average daily, by groups, 1892 to 1899 .....	910-913
Averages misleading .....	723
Industrial depression reduces .....	734
Paid by certain roads .....	914-931
Uniformity, promoted by labor organizations .....	724
Uniformity throughout the country unattainable .....	723
<b>Women:</b>	
Eligibility to membership in labor organizations .....	840
Employment by railroads, resolutions of International Railway Congress .....	848
Ladies' auxiliaries to labor organizations .....	847
<b>Young Men's Christian Association, railroad branch</b> .....	849-859

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