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has is the product of labor. Even the very air he breathes, and the blood that courses through his veins is the result of the labors of the God of Nature. The noblest thing in the world is honest labor. No man has the right to expect a fortune unless he works for it. "Luck," cried a self-made man! There is no such thing as luck! My luck consisted in getting up at 5 o'clock in the morning and working until late. From what we have seen of men convinces us that one of the first conditions of enjoying life is to have something to do; something great enough to arouse the mind, and noble enough to satisfy the heart. There is nothing that will so effectually accomplish this as fellowship and unity. It is where men meet and have the same aim and objects in life, and meet to discuss their own interests and try to elevate their position, making their trade to rank among the first—a position that will command the respect of employers as well as every one else; and they will also have more respect for themselves. Yes, we heartily endorse Labor Unions, and don't think there ought to be a single trade without a Union.

Piece Work vs. Day Work in Machine Shops.

The question of piece work in machine shops is one upon which different men hold different views, and, as upon politics and other questions, each one is disposed to think that there can be but one correct view regarding the matter, and that is the one held by himself. The fact is, that some very good arguments can be presented upon both sides of this question, and whether the system of piece work or day work is the best, depends a great deal upon the nature of the work to be done, but much more upon how the matter is managed.

We often see in advertisements of machinery the statement that all work in the shops where it is built is done by the day. No piece work allowed; consequently no careless or poor work. The disposition of workmen to slight piece work, and do it in the poorest possible manner, so long as it is accepted, is supposed by many to be fatal to the production of the highest grade of work. And yet, it is a national fact, that much of the finest and best work produced in the country is paid for by the piece, and the men connected with the shops where this work is done, naturally think that the system of piece work is the correct one.

Where there is such a difference of opinion in vogue, it ought to be possible to find a satisfactory reason for it; and the reason stated above, we think, is to be found mainly in the difference of management. Of course, it is natural for men who are receiving a certain amount for a certain piece of work to put the least possible amount of labor on it to make it acceptable. We may condemn this disposition, if we choose, but it is found in human nature. Men do not work for the sake of work.—*To be Continued.*

Why Don't You Join The Union?

Say, friend, why don't you join the United Machinists and Mechanical Engineers, and let everybody see that you are a good machinist, and have the full fellowship of your brother-workmen?

"Well, I have a job, and I'm getting along very well without that. If I should get out of a job, or need help from them in any way, I will then join them." That's like postponing preparation for our eternal home after death. Just as a friend of mine told me a few months ago, when I asked him to join the order. He put it off. Now, he is out of a job, and missed getting a fine one, at two different places, because he did not belong to the Union. He now wishes to join; but you see, he must first obtain a situation, and go to work before he can come in.

How can a man miss a situation by not being a member of the order? Because, a machinist invariably gets a situation on the recommendation of his friends, and we only take such men as we can recommend. Even strangers will recommend you if you are a union man. Your membership naturally recommends you to all foremen as a good, practical machinist.

You go to a place where there is a lodge, and they find that you left your town where there was a sister lodge in working order, and you are not a member of it, the first impression is (and first impressions are the strongest and hardest to eradicate), he is either a very poor workman, or something else is wrong with him. However, there is a man here who belongs to the union, and he shall have, and is therefore entitled, to all the chances of a situation that exist.

What does this Union propose doing for a man in lieu of the fifty or seventy-five cents per month he pays them?

Well, sir, we promise a great deal more than some baseball or gymnasium clubs do, upon either of which you might spend more money. We promise to use our best efforts to keep you in employment, and should you lose your situation, we will make every effort to find you another. If you are sick or disabled, we will pay you a weekly indemnity. In a word, we propose building up the reputation of our trade, and to make it a more honorable calling. And last, but not least, we hope soon, by the exchange of ideas and our united efforts, to improve our abilities, both mechanically and morally, and thereby be able to command better pay for our labor.

Well, I believe that is a good thing, and if there is a lodge here, I shall join it at once; if there is not, I will call my fellow-workmen together and send for a charter. I will also write to my friends at..... and I think they will send for one too.

Induce your friends to subscribe for the JOURNAL.

REGRET.

Could we recall years that have fled,
How quickly from the tongue
Would fall the kind words left unsaid,
The sweet song left unsung!

How many cares that long ago
Dark shadows o'er us cast,
Would fade like faces on the snow,
Could we recall the past!

How firmly, steadfastly we'd keep
Those paths we should have trod!
How true we'd prove to friends who sleep
Now 'neath the churchyard sod!

Oh years! deep marked with Folly's stains
And torn by Passion's blast,
How soon we'd free thee from thy chains,
Could we recall the past!

WORK AND STUDY.

One of the very best habits a young man contracts on entering upon a mechanical career, is that of investigating authorities upon all subjects pertaining to his line of business. Many of the ablest mechanics of this country owe their success to a faithful observance of this habit. To take a survey of all the range of knowledge necessary to be covered by one who aspires to rise in his profession, is discouraging enough to him who stands upon the threshold of life with everything yet before him. Remember, however, that there is a time for all things, and that no true student of science ever yet became satisfied with his attainments; never gets through being a student: Those who know the most are generally the last to claim complete knowledge.

Therefore, let the young mechanic patiently and thoroughly investigate each subject as it presents itself, making original experiments when it is possible to do so, leaving no subject until it shall have been thoroughly explored, and as you progress, make a note of such points as you are unable to fully satisfy yourself upon, for future investigation, when better facilities are available or your capacity for absorbing knowledge has increased, as it surely will.

The results of such a course, if faithfully pursued, will be both a surprise and gratification, and instead of becoming a burden, will, in most cases, become a continual pleasure, and in the end (though this should be a minor consideration) profitable.

No one who has a true love for mechanics will be satisfied to spend his life turning shafting, boring cylinders and cutting gears without at least making an honest effort to understand the principles upon which such things are proportioned and by which they accomplish the purpose for which they are designed.

For the mechanic who, when his hours of labor are ended and his supper eaten, habitually goes out "among the boys" to the saloons and to worse places to spend his evenings, whose library consists

of yellow-backed novels, and his newspapers, the Police News, there is a career mapped out which is almost certain to end in disappointment, if not disgrace, while for him who takes the other road, there awaits honor and success, and the habits of study and of mastering things as they come up can be as firmly fixed as the habit of loafing, and it should always be remembered that it is as much the ability to acquire knowledge of any given subject when occasion demands as the possession of knowledge which distinguishes the successful engineer.

COURTESY TO EMPLOYEES.

Labor troubles which approach the nearest to being justifiable are those which grow out of discourteous treatment of employes by employers.

That a great many strikes come from this cause is unquestionable. There is always a certain proportion of employers who treat their workmen as though they were of coarser clay than themselves and had no feelings to be regarded and hardly any rights to be respected. Such employers may get more work out of their employes than easier masters do, but in the end they come out losers, because in shops or on railroads where the relations between officers and employes is one of hostility, the labor agitator and the walking delegate find a field in which to make mischief, and unfeeling, uncivil treatment by those in authority of the men under them, is far more powerful to produce this condition of hostility than are low wages or long hours of work. If the employees of a railroad cannot get access to their officers without going through an experience which amounts to personal humiliation, if they are made to *feel*, as is sometimes the case, that they are regarded as *dirt*, if they have found out that in every case of accident the presumption will be that they are to blame and that everything which tells against their *skill* and faithfulness will be given more than due weight, while everything in their favor will be made as little as possible, such employees, on every slight provocation, will strike, and strike hard, in such cases, although wages or hours may be the alleged basis of the strike, the real cause of it is a desire for revenge on account of discourtesies and injustice which had been experienced,

Everyone knows that contemptuous treatment and personal slights, kindle a far deeper and a hotter fire of indignation than is stirred by mere financial injury. It is an injury to one's self respect. Such incivility makes the blood hot, and awakens a desire to *get even* at any cost.

If anyone thinks that because a man works hard at moderate wages, he is not sensitive to incivility or injustice from his employer, knows little of human nature. The man who depends on his muscle or skill in a single line of labor, is more apt to be sensitive to discourteous treatment than is the

office clerk, or the higher salaried sub-official. The fact that he must often be silent, because to speak would involve summary dismissal, makes him feel more deeply, and remember longer, the instances when he is treated as an inferior, or with injustice, against which he has no defense; and such men, when they do join in a strike, are the most difficult of all to deal with. Their feelings are enlisted, and (feeling is stronger than reason in most men) no matter how clearly it may be demonstrated to such employees that their action can result in nothing but loss of time and money, if they persist in harboring a grudge against their employers on account of a wounded pride. They will endure the loss for the sake of revenge. It follows then, that an unflinching courtesy and a patience that is practically inexhaustible, are the essential characteristics of the man who is the best manager of men. The same qualities which makes a man popular among his neighbors, and at the same time a leader among them, are those which fit one to be a successful manager of employees. It is not by surliness, nor by a loud voice and rough tongue that one becomes respected, well liked and influential.

Those who undertake to deal with men on the lines suggested, have no easy task. The perversities of human nature will confront them daily and hourly. They will have to maintain their mental and moral equipoise before ignorance and stupidity. Not because the men over whom they have control are employees, but because they are human beings.

A Pleasant Time Anticipated.

The delegates from each Lodge of United Machinists and Mechanical Engineers of America, will meet in Atlanta, very soon, to form a Grand Lodge. They will meet with a hearty welcome, and their stay will no doubt be a pleasant one.

On the morning of January 4th, the round house of the G. C. & S. Fe R. R., at Galveston, Texas, was totally destroyed by fire, together with ten locomotives. The employees are consequently thrown out of employment,

Heretofore, the use of radial stays has been confined to straight boilers, owing to the impossibility of staying crown sheet, under the dome. N. W. Sample, Supt. of M. P. & M. of the D. & R. G. Railway, re-built a number of 10-wheelers that had small, straight boilers; a very large wagon top was put on them, extending far enough ahead of the crown sheet to carry the dome. The engines did remarkably with the improvement, and, we understand it has been patented, the patent being now owned by the Baldwin Locomotive Works, Philadelphia. These works have been the most enthusiastic believers in the safety, durability, and cheapness of repairs, as well as first cost of this

method of staying, and time and experience are showing the correctness of these views.

There is little doubt that, in a few years, crown bars will be the exception, rather than the rule, in American locomotive practice.—*Locomotive Engineer*.

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