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work, but it costs the workman nothing but a reprimanding, whereas if he was working by the piece, he must of course lose the price paid for it. In a day-work shop where there is no standard of measurement or finish to conform to, it is almost impossible to make two pieces exactly alike. That which is made for one class of work will not conform to the same class in the future, as there is no standard.

To have a standard that will be interchangeable, it is necessary to have gauges and measuring devices. These gauges must be tested and examined to prevent the workmen from making mistakes, for no man can make work interchangeable unless the gauges are so. A standard is not often found in day-work shops, but it is of importance in piece-work, as piece-work cannot be managed except by the gross or by the hundred.

As a general rule, day-work shops do not handle work in quantities sufficient to adopt the piece-work system, but payment by the piece we consider the most fair system for the workman, for this reason: all establishments have in their employ first and second-class workmen, which calls for a classification of wages, and in day-work shops men are not always paid according to their ability; for example: two men may be working side by side, and both are good workmen, but one is very slow at handling his tools, and slow to decide how to do a piece of difficult work, while his neighbor comes to a conclusion more readily and consequently can do the same piece of work in one-half the time. Yet both workmen receive the same amount of wages per day. In piece-work establishments such things cannot exist. Every workman is paid in exact proportion to his ability.

It will be well for the readers of the U. M. & M. E. Journal to decide which of these two systems is best for the mechanics of this country.

G. E. D.

## MACHINE SHOP MANAGEMENT.

Every mechanic working at the machine trade should give his attention to machine shop management, and should make a note of the management of the shop he is employed in, and all shops where he has been employed. He should pay particular attention to the system of working employes, if there is any system. Quite a number of machine shops at present are very poorly managed, without any regard to system whatever. They are managed too much in the interest of the company or firm, and not enough in the interest of their employes. Machine shops should be managed in such a manner as to entirely keep down all dissatisfaction among employes, and it should be remembered that men are apt to become dissatisfied on very slight provocation. The present system of managing machine shops was not known thirty or forty years ago. That dissatisfied, fault-finding, complaining disposition was unknown. Machinists then were not kept running a lathe or handling a file three or four years in succession—possibly longer. They were men who had experience enough to do any class of work called upon to perform. Machinists in those days were not so plentiful as at present. Modes of doing work was not up to the present times. The screw feed, the friction

feed, the paper attachment and the automatic gear cutter was unknown, and machinists had to do their work with muscle. They worked all around, from lathe and lock tool to the old chain planer; from the planer to the vice, and from the vice to the forge, if necessary. The machinist of forty years ago may have required more skill than the one of the present day, as we have machines to perform a greater part of the work, while their machinery performed only a very limited part. The turning of shaft then was done entirely by hand; now the improvements on shafting lathes perform the whole work and requires no skilled workman. When a machinist in those days took a piece of work, he did his own planing, his own lathe work, his own drilling, his own nice work, etc., and having finished it he placed it in position and did his own erecting, thereby keeping himself prepared to do anything in the machine line. This system, when managed properly, will give the best satisfaction, and will make more and better mechanics. What a vast difference in the machinery of to-day and that of forty years ago! To-day, machinery is of the most improved style, and of the best workmanship. The improvements on machinery at present are all labor-saving appliances, intended to do away with about one man out of four. These machines are constructed in such a manner as to make it possible for one man to operate two, allowing two or three hours over and above his daily wages for extra trouble, and men, calling themselves machinists, with their desire for money, will take advantage of the two-machine system and try to operate two machines for the sake of 35 or 40 cents more per day, thereby keeping some good man out of employment, and often keeping wives and children out of the necessities of life. I say, no man who has his fellow-craftsman at heart, and who has for his motto the old adage, "Live and let live," can, with a clear conscience, let the two-machine system enter his mind. It is directly against human nature for one man to perform as much as two. This system has been ruinous to the trade, and no man who has the management of a machine shop, and who has that feeling and regard for his fellow-craftsman that he should have, will allow such a system to go into effect, either for extra pay or otherwise, if in his power to prevent it. No such system prevailed years ago, because their manner of changing employes from one class of work to another prevented it. We, as mechanics, want the improvements, but we want the benefit of the improvements. We want the benefit of the taper attachment, the screw-feed, the cross-feed, etc., to allow us to breathe fresh air while the tool is doing its work, and not be asked to operate another while the first is making its way to the end of the work. No first-class machinist should operate more than one machine at one time, nor should he remain at the lathe, or the vice, or on the floor for any length of time, for this reason: when a man handles one class of work for any length of time, he becomes an expert at such work and knows exactly what to do the minute he sees a piece of his class of work; he has his tools adapted and can manipulate his lathe and tools with ease. Should he remain on one particular class of work for three or four years he finds he has forgotten a greater part of his knowledge of floor or lathe work, as the case may be, because he has his mind centered entirely on one particular class; and, being desirous to do all he can for

the interest of his employer, he puts his mind on that class of work only, which, however, is very essential for a young man to become a successful mechanic. In his endeavor to give satisfaction, he becomes one-sided—so much so, that he can do as much as two men who also work on other classes of work. This system of keeping men on one class of work month in and month out, and year in and year out, causes dissatisfaction. It has been adopted throughout the country, because there is money in it—for the employer.

We confess that a man can do more work by this system than any other, but in the end it is detrimental to his interests, as his experience with floor or gear work, or vice work is very limited, having devoted his time to lathe work; and by experience only can he acquire a knowledge of other classes of work. No mechanic, who is ambitious, and has a desire to do everything possible to learn and to become a successful mechanic, wishes to remain at the lathe or vice for four or five years, because it becomes old to him and he wants something new—some other class of work where he can learn other things.

G. E. D.

### Is Cheap Labor a Benefit to the Community?

A moment's reflection will convince any rational man that such labor is a positive injury—a curse to society. In India and China wages are lower, perhaps, than among any other civilized or partly civilized people. Yet these countries are, industrially considered, the poorest on the globe. Machinery and transportation are of the most primitive character, and production relative to population is miserably small. In the United States, on the other hand, wages are higher than in any other nation engaged in industrial pursuits. Here machinery is perfection itself. Nowhere in the world is invention so aided, so fostered, so active, and nowhere is production so great, while the increase in wealth is simply unprecedented.

It would perhaps be wholly unnecessary to draw a distinction between the social condition of the Americans and Chinese. It may be laid down as a general proposition that cannot be controverted, that the rate of wages determines the social, moral and intellectual status of a people. Low wages mean cheap men, ignorant, degraded, dangerous citizens.

But, viewed from the standpoint of the purely material interests of the country, any general reduction in wages must be regarded as a public calamity. The machinery and appliances invented and used by American workmen, and by the aid of which production has been so vastly augmented, could never be produced by a people among whom a low rate of wages prevailed. Cheapen labor and you destroy the incentive that spurs men to effort and improvement. Low wages signify debasement, ignorance, degradation, brutality. High wages signify intelligence, ingenuity, invention, and a higher order of manhood.

Of course the dearness or cheapness of labor affects the production of wealth primarily in the distribution only, but ultimately it will be found that wages and cheap labor will seriously affect the production of wealth itself.

The poorly paid laborer is rarely a skilled laborer. High wages mean skilled labor, and skilled labor means increased production. Low wages may make a few men more wealthy, but this result is reached by making a vastly larger number greatly poorer, production is lessened, the community as a whole is injured in its material interests, while the State is injured by the debasement and degradation of its citizens.

A general reduction of wages will lower the moral, social and intellectual tone of American labor is equally certain. Degraded, unskilled, pauperized labor results in decreased production and consequent loss of national wealth. That high rates of wages tend to elevate workingmen, render them more skillful, more inventive, more productive, and beneficial to the community, has been conclusively demonstrated by the industrial history of the civilized world.

Every permanent increase in wages has marked an epoch in the progress of the country where such increase has occurred toward national, physical and intellectual greatness.—*Hon. Martin A. Foran.*

### FROM MOBILE, ALA.

T. W. TALBOT, ESQ.,

*Dear Sir and Brother:* I have read all the articles in the last issue of the Journal, and can cheerfully say they are well worth reading.

I am glad to see that the machinists in Savannah, Ga., have organized and are willing to co-operate with their fellow-workmen. That is just what we want. It only demonstrates what the machinists can do if they will try. I have often heard the question asked by members of other organizations, why it was that machinists did not have an organization. The only reason I knew of was that no one had the courage to start the ball rolling. Now that the ball has begun to roll, I think it is the duty of the machinists throughout the country to try and give it *momentum*. Unless they do, in the next few years we will be ashamed to say we are machinists.

I am glad to let the readers of the Journal know that the machinists in Mobile are awake, and have been for some time. We see the necessity of being organized for more purposes than one. Our Lodge is in a flourishing condition, and if "Jeff" will come over from Savannah we will give him some dots on parliamentary usages.

JACK.

### FROM TOPEKA, KAS.

SECRETARY'S OFFICE, TOPEKA LODGE No. 24,  
TOPEKA, KAS., APRIL 2, 1889.

*Editor U. M. & M. E. Journal,*

*Dear Sir:* I notice in your March number a communication from Savannah, Ga. Not wishing to be too severe with the writer, who claims to be only a novice in such matters, I will say, however, that he uses language, to say the least of it, scurrilous, and altogether uncalled-for expressions against railroad managers. I feel for you, Mr. Editor, this letter getting into the Journal by an oversight in the rush of business for the Order. Your correspondent has a perfect right to his private opinion of this railroad manager, but when he gets his ideas inserted in the journal of the Order, it then becomes public

matter, affects personally all our members, conflicts very seriously with our Lodge work and declaration, and if not in letter, it certainly does conflict with the spirit of the constitution, as we understand it to draw a closer bond of union between ourselves and these managers and master mechanics for mutual interests. We propose, ultimately, to fill all trade positions with our first-class men (we take no other), thereby protecting the management in the apprentice system and impositions from other sources. We have prejudice enough to *live* down without opening afresh wounds of other trade unions. We propose to live them down all the same.

We have no fear of general managers as master mechanics. They understand our new departure; the position we have taken. As the Dean of St. Patrick said, "Our tub stands on its own bottom;" but if the irate and bulldozing of semi-officials drive us from our position against our will into federation, it will be their fault, not ours. In fact, they will see the time, for the interest of all concerned, to come in and work for the Order, from general foreman down, being unlike the amalgamated union in this respect. So, Mr. Editor, if your Savannah correspondent will not attempt to cross the bridge until he gets there, or bid good morning to his Satanic Majesty before he meets him, and get a true idea of the objects of the Order I presume he belongs to, he will still meet with favor from the U. M. & M. E. of this community.

Very respectfully and fraternally yours,  
**J. R. MOORE,**  
*Sec. Topeka Lodge No. 24, Kansas.*

### DUTY OF UNION MEN.

1. Attend the meetings of the Union.
2. Discuss matters in a friendly spirit.
3. Agitate for high dues and high benefits.
4. Keep your dues paid in advance.
5. Secure work for brother members in preference to all others.
6. Patronize union-made goods.
7. Help other trades to organize.
8. Work constantly to build up and strengthen the Union.
9. Always remember that a high sense of your position, as a union man, will give strength and vigor to your mind and raise your brotherhood in the opinion of others.—*The Painter.*

### Roster of Lodges.

- Atlanta, No. 1, W. L. Dawley, 298 E. Fair St., Atlanta, Ga.
- Unity, No. 2, John Hoffman, Florence, S. C.
- Augusta, No. 3, Wm. Pendleton, 1113 Green St., Augusta, Georgia.
- Mobile, No. 4, Dennis Cashen, L. & N. R. R. Shops, Mobile, Alabama.
- Hanover, No. 5, C. M. Kelly, 719 Dock Street, Wilmington, N. C.
- Lone Star, No. 6, James Nellins, 9th & Mechanic St., Galveston, Tex.
- Fidelity, No. 7, E. Alexander, 300 18th Street, Birmingham, Alabama.


- Central City, No. 8, J. McRae, 352 2d Street, Macon, Ga.
- Marshal, No. 9, George Tamset, Jr., Box 42, Marshal, Tex.
- Richmond, No. 10, Joe P. Figg, 509 North 21st St., Richmond, Virginia.
- Norfolk, No. 11, P. H. Wilkinson, 19 Granby St., Norfolk, Virginia.
- Houston, No. 12, Frank French, 32 Willow St., Houston, Tex.
- Pike's Peak, No. 13, H. B. Jones, 111 Block P., Carona Park, Pueblo, Col.
- Memphis, No. 14, John T. Hudson, M. & C. Shops, Memphis, Tenn.
- Louisville, No. 15, Walter Ratcliffe, 1311 W. Madison St., Louisville, Ky.
- Keystone, No. 16, Robt. Pierce, 1529 North 6th St., Harrisburg, Pa.
- Deer Lake, No. 17, J. E. O'Brien, care J. R. McCave, Summit Ave., North Springfield, Mo.
- Mississippi Valley, No. 18, H. W. McConnell, 602 Water St., Vicksburg, Miss.
- Waverley, No. 19, Louis E. Beehler, Nickerson, Kan.
- Emporia, No. 20, S. A. Irwin, 21 Constitution St., Emporia, Kan.
- Forest City, No. 21, George Knox, 115 S. Maple St., Ottawa, Kan.
- Arkansas Traveler, No. 22, Hugh S. Perrill, 1013 West Marcum St., Little Rock, Ark.
- Talbot, No. 23, G. E. C. Auger, 163 S. Broad St., Savannah, Ga.
- Topeka, No. 24, J. R. Moon, 316 E. 1st Ave., Topeka, Kansas.
- Gate City, No. 25, John H. Bevan, 400 E. Nelson St., Denison, Tex.
- T. W. Talbot, No. 26, E. O. Earle, P. O. Box 450, Palatka, Fla.
- Kansas City, No. 27, James Mills, Armstrong, Kansas City, Kas.
- Trenton, No. 28, Edward Arkland, Box 239, Trenton, Grundy County, Mo.
- Horton, No. 29, Joseph Jeffery, Horton, Kansas.

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**PLEASE NOTE.**—All remittances intended for the Order of U. M. & M. E. should be sent direct to the secretary, **W. L. Dawley, 298 E. Fair St.** By so doing it will save considerable trouble and confusion and avoid much delay. **T. W. TALBOT, Chairman.**

 Brother, remember that we need your influence in the great work which is now so rapidly approaching success. Help the Journal. Get our brothers to subscribe, and when we get on solid ground we can have a Journal that will be the pride of Machinists all over this broad and beautiful land of ours.