

Canadian National Railways—Atlantic Region
Minutes of Co-operative Meeting Number 21

Moncton Locomotive Shops, November eleventh, 1925.
Time started, 2.30 p.m.
Time adjourned, 4.35 p.m.
Total time, 2 hours, 5 minutes.

REPRESENTING MANAGEMENT

J. Graham, Superintendent of Shops,
G. F. Knight, Shop Practice Engineer,
P. G. Pearson, Foreman Erecting Shop,
Geo. Kennedy, Foreman Machine Shop,
Fred Carroll, Foreman Boiler Shop,
N. Rae, Foreman Electrical Dept.,
E. P. Gillespie, Local Storekeeper,
E. R. McPherson,

REPRESENTING EMPLOYEES

John A. Godfrey, (Chairman) Machinist,
Vance Dalzell, Machinist,
Bert Swetnam, Electrician,
Charles Fox, Blacksmith,
Thomas Gibson, Boilermaker,
Samuel Cliff, Tinsmith.

Discussion of Items Carried Over

- 3-E-49 ERECTION OF CENTRAL SHOP PERFORMANCE RECORDS.¹
Suggestion adopted.
- 6-E-5 ADDITIONAL WORK FOR MONCTON SHOP.
In connection with the above item, Mr. Graham advised meeting that advice had been received from Chief of Motive Power to the effect that the System's requirements of coal picks would be taken care of at Moncton Shop. Foreman Carroll advised that dies had been completed for making side bearings for CNR and CGR.
- 7-E-9 CONGESTION OF COPPER PIPE SHOP.
- 8-E-9 PERFORMANCE OF MCAVITY CAR HEATER VALVE. } Progress reported.
- 9-E-8 MOTOR IN FILE ROOM.
- 9-E-13 TABLE FOR CENTRE DISTANCES IN MAIN AND SIDEROADS AND DRIVING BOX FLANGE THICKNESS. } Progress reported.
- 9-E-14 FAN IN BLACKSMITH SHOP TOO NOISY.
Condition complained of has been eliminated.
- 9-E-15 QUALITY OF STEEL USED FOR MAKING CHISELS. } Progress reported.
- 9-E-19 BOILER SCALING MACHINE TOO NOISY.
- 9-E-23 SCANTINESS OF METAL IN BRASS CASTINGS 4584-X, 3620-X AND 3621-X, BIG END BRASSES IN 6000 CLASS LOCOMOTIVES.
Suggestion adopted.
- 9-M-25 RECORD OF CASTINGS USED IN LOCOMOTIVE REPAIRS.
Suggestion carried out.
- 10-E-2 SCHEDULE FOR ROUTING MACHINISTS' APPRENTICES THROUGH SHOP.
Progress reported.

¹3-E-49 signifies that this item came up in March, the third month, that union representatives introduced the proposition and that it was the forty-ninth proposition brought up that month. Similarly 9-M-25 is an item brought up in September, by a management representative, the twenty-fifth item considered in that month.

- 10-M-3 INCREASED CONSUMPTION OF MILL TYPE LAMPS.
Due to the fact that the monthly consumption of this type of lamp is on the increase the Committee was asked to bring matter up in the different lodges and ask that as much care as possible be exercised in the handling of the lamps.
- 10-E-4 RESPIRATORS FOR MEN WORKING WITH POTASH.
Suggestion adopted.

New Items

- 11-E-1 OIL FURNACE IN FROG SHOP IN NEED OF ATTENTION.
It was stated that this furnace emits considerable smoke when in operation. Referred to Messrs. Carroll, Godfrey, and Knight to investigate and report at next meeting.
- 11-E-2 CONDITION OF EMERY WHEELS IN MACHINE SHOP.
It was stated that some of these wheels are getting in bad condition and it was suggested that this question be gone into and something done to ensure these emery wheels being in proper condition for use when required. Referred to Messrs. Knight, Godfrey and Kennedy to investigate. Also suggested that foreman make a careful check of the whole situation during the next two weeks.
- 11-E-3 HOISTING FACILITIES IN FROG SHOP.
In connection with this matter it was stated that the present method of blocking up boilers, work equipment machines, etc. is cumbersome and costly, and the work would be greatly facilitated by the installation of proper hoisting facilities. Mr. Graham stated that Engineering Department would not permit the installation of roof cranes, but matter will be further considered to see if anything can be done to improve situation.
- 11-M-4 MEN TAMPERING WITH HEATING COIL VALVES, BOILER SHOP TOILET.
It was stated that some of the men are opening the bye-pass valves, allowing the steam to flow through. Cooperation of all concerned asked for in discontinuing this practice. Matter to be taken up in different lodges.

Deferred Items

- 3-E-31 BENCH FOR MAN ON PUMP REPAIR WORK.
Deferred for present, account expense involved.
- 4-E-1 CHANGE IN LOCATION OF MELTING FURNACE IN MOULDING SHOP.
Deferred for present, account expense involved.
- 6-E-11 INSTALLATION OF STEAM LINES IN ERECTING SHOP PRS.
Deferred for further consideration.

Statistical Summary of Items handled by Co-operative Committee.

November: Brought up 4	To date: Brought up 266
Adopted 4	Adopted 247
Dropped 0	Dropped 16
Pending 3	Pending 3

J. GRAHAM, FOR MANAGEMENT,
JOHN A. GODFREY, FOR EMPLOYEES,
FRANK H. GILLESPIE, SECRETARY.

II. Labor's Appraisal of Principles, Methods and Results

By BERT M. JEWELL

President, Railway Employees Department, A. F. of L.

UNION-MANAGEMENT cooperation in the American railway industry has not been an overnight growth. It has been in the process of development for many years. In fact, it may be said that union-management cooperation started when unionism first arose in the railway industry and insisted upon recognition. This occurred as long ago as 1854 on the Baltimore and Ohio Railroad, a significant historical fact when considered in the light of the policy of union-management cooperation, inaugurated on this same railroad in the year 1923, almost three quarters of a century later. In 1863 a few years after this first attempt to organize railroad labor, the Brotherhood of the Footboard was founded. The following year it reorganized and became the present Brotherhood of Locomotive Engineers. It should be exceedingly interesting this evening, in the light of our consideration of cooperation, to note for a moment the original purpose of this pioneer American railroad labor union as expressed in the preamble of its constitution:

The interest of the employer and the employee being coordinate, the aim of the organization will be the cooperation and cultivation of amicable relations with the employer and to submit questions of differences to arbitration when an agreement cannot otherwise be reached and to guarantee the fulfillment of every contract made in the name and by the use of every power vested in it

The purpose of this organization shall be to combine the interest of locomotive engineers; elevate their social, moral and intellectual standing; to guard their financial interests and promote their general welfare.

In the face of the many years which have elapsed since the founding of the first real independent American railroad labor union, organized around the ideals of harmony, cooperation and betterment—years which have witnessed many bitter clashes between railroad worker and manager—it seems to me especially significant that we should be gathered here tonight to consider in a dignified, detached and scientific atmosphere, the first organized steps in the actual realization of these ideals.

Permit me to tell you further that in my humble estimation our meeting tonight is still more au-

spicious, coming as it does on the eve of the summation of a new era in the relationship of employee and managements in the railroad industry. The new era I have reference to is resulting from the agreement between the railroad unions and railroad executives on the matter of a proper railroad labor policy as established by the law of the land. The fact that our unions and the executives of our railroads have found it possible to agree upon such a policy, to draft a law expressing that policy and to present it to Congress for enactment, is a splendid testimonial to the constructive spirit motivating both union men and managements of our great American railroad industry. I am firmly convinced that with the passage of the Railway Labor Act now before Congress the foundation will be laid for the most far-reaching development yet achieved in any industry through genuine cooperation between employees and managements. Before giving labor's appraisal of the principles, methods and results of union-management cooperation in the railway industry, I am going to review briefly the steps in the development of labor's systematic cooperation with railroad management for improved service and efficient operation. I also want to emphasize at the very outset that organized railroad labor is genuinely and deeply concerned about the efficient and economical operation of our railroads, as well as their ability to render the best possible service to the public.

Above all else does organized railroad labor, especially the groups I have the honor to represent, feel that its interests are best safeguarded and furthered by truly efficient and capable railroad management. For bitter experience has taught us only too often that the employees are always called upon first to submit to privations when management falls down on the job, and it is they who suffer most severely. The interest of organized railroad labor in good efficient management is profound and inescapable.

I should like to make another observation. Organized labor regards railroad management as a trustee. By the very nature of its position and function it should and must so conduct the affairs