

won the confidence of both laboring men and employers, would retain the best research man and statistician he could find, and direct the research. They said that they would halve the bill with the employers, and that they would agree to the findings of this research work, on both the cost of living and the economic condition of the industry.

Can you imagine anything fairer than that? Such work was undertaken. Had I known that Mr. Silcox would not be here, I would have had before you some of the charts showing the findings up to the present time. But I do think it may be worth while for you to try to follow me in explaining this small chart, which will show some of the preliminary studies. I might say that Mr. Silcox got immediately in touch with the Bureau of Labor Statistics of the Department of Labor; with Professor Irving Fisher of New Haven; with Professor Ogburn of Columbia; with Dean Gay of Harvard; with Professor Persons of the Statistical Department of Harvard; with Professor Suselo of Washington University; and also with Northwestern University and University of Chicago, in connection with the problem. He got those institutions all working with him in support of his research work and the labor unions turned over all their records with absolute freedom, and all their contracts and wage scales paid throughout the country.

A very comprehensive investigation was made by this research organization. The wage scale for each class of workers in the industry was ascertained for each of the years 1912 to date. From the United States Bureau of Labor Statistics was ascertained what has been the increase in cost of living; increase in the cost of maintaining a family in decency. The investigation went further and ascertained the wage increases in the key industries of the country. It was believed that where wage increases were not as great as the increases in the cost of living, there was economic pressure and the elements which make for industrial unrest in the printing or in any other industry.

It was found that there was on the average, I think, 79.3 per cent increase in the cost of living up to March 1, 1919. Now wherever wages had not increased correspondingly there was economic pressure.

So for the purpose of wage negotiations the thing to do was to find out, "What is the cost of living in each city?" We found that, taking those forty-four cities, and placing the minimum cost of living at 100, Denver showed the lowest cost of living of any city in the country, and Providence the highest. Using

Denver as 100 per cent, the cost of living came up in Boston, for instance, in the North Atlantic group, to 138.25 per cent; in Chicago, North Central, to 116.88 per cent; in Birmingham, South Central, 131.62 per cent; in Atlanta, South Atlantic, 131.62 per cent. In Denver, Western, it was 100; in Los Angeles, 101.59 per cent; in Portland, Oregon, 100.62 per cent; that showing the lowest cost of living to be out in the Northwest.

Now, how did the wages go? The wages in New York, the highest, went away out beyond the increased cost of living. In Chicago, they went out beyond the increased cost of living; and in the Northwestern states, where the cost of living is the cheapest, the men are by far the best off. That raised the question, "What is the proper cost of living in these cities? How are we going to get at it?" There have been no figures available since March. Harvard University, through the statistical department of the business college, agreed to get the cost of living in Metropolitan Boston and work out a standard method that could be applied in other cities, so as to get a comparison on the same basis, and the employing printers of Boston agreed to supply the necessary funds for that undertaking, which was to be for the common use. Then the international presidents said, "We are very willing to make a clause in regard to wages going down with the cost of living, but what about the economic condition of the industry?" Well, nobody knows anything about the economic condition of the industry, so a request was made of Northwestern University, through its department of economics, to make a study of the economic condition of the industry in Chicago. The employing printers subscribed \$2500 towards the cost of that, and everybody has agreed to lay books open to the students and professors of Northwestern University, it being provided, however, that no information about one printing establishment shall be given to another printing establishment. Otherwise, the information would not be available.

So that study, and the standard method for securing it and applying it, are being worked out in Chicago, so as to get a cross-section of the economic condition of the industry.

Now, the intention of this undertaking is not simply to maintain industrial relations, but to do constructive work in the field of industrial relations. The printers raised the question—"These seem like very high wages to pay if we advance them to the increased

cost of living. Aren't we to be ahead of other industries? How about shoes and textiles, building trades, machinists, transportation workers, and all those? Are we not going way beyond them in wages?" So immediately the research department was put to work to find out how the printing industry now stands and how it will stand in comparison with other industries. It was found that in 1914 the printing industry ranked third in its high average of wages in the state of New York, among fifty-five industries which had been tabulated. They were the only figures available in this country as to comparative wages in different industries. In 1919 the printing industry in New York state had fallen to twenty-fourth among those fifty-five industries. The work is going on to find out how it stands more broadly throughout the country. The immediate result was to give a moral force to the decision of the employers—a decision made after seeing that, even though the proposed wages looked high, they were not so very high in comparison with other industries as they supposed—to adjust their minds to pay the increases.

I wish to explain another thing. The statement was made by several employers that the gradual decrease in the value of wages to the workers in the printing industry had brought a lower class of employees into the printing industry, which boded ill for the future of the industry, and they believed there was no economy in low wages, on that account. It has given them a new incentive to cooperate in the matter of apprenticeship, trade schools, and so on, and in inducing a better class of people to learn the printing trades.

This whole thing has been going on only a few months. It promises a good deal. But how does it focus on the New York situation, which in a way is a key situation? Well, it focuses in just this way: The employing printers have formed a committee, and under the guidance and counsel of Mr. Silcox, have tried to arrive at a fair basis for hours and wages with the locals in New York. The local unions are, under radical leadership, and the employers did not feel that they would listen to reason. The terms which were proposed were agreed to by the international unions and the international presidents. But the local radical leaders pulled off some strikes, lost their charters, and on October 1st a general strike occurred. The employers and the international organizations felt that they were on the way to arriving at a fair basis of agreement, fair terms, with the

acceptance of sound principles, and the international presidents and international organizations felt that they were putting up a fight for their existence, as were the employers. So the strike is on: The internationals have formed new unions, composed of men in good standing, and many of the men are flocking into them. The publishers are standing back of the fight, but nobody knows how it is coming out.

But it is an interesting situation to see five great, old, conservative unions, with fine leadership, standing shoulder to shoulder with the employers on a constructive plan which both feel is fair and right, trying to get the local unions out of the control of this radical, irresponsible, Bolshevistic element in the industry.

How that strike is coming out I do not know; but with that out of the way I feel that this joint conference council, in the constructive work it is doing, in the understandings which it is developing, promises a good deal for the printing interests. The research work alone will bring out a basis of dependable data on which contracts can be made and lived up to by both parties.

I am just giving you this brief sketch. I wish Mr. Silcox could have been here. But this shows you how the people in one large industry, employing altogether 170,000 men—3,500 employing printers' firms and 170,000 workmen—are working together on a constructive plan, and basing it on a thorough study of the economics of the situation, through a thoroughly organized research department.

III. IN THE MEN'S AND BOYS' CLOTHING INDUSTRY

KEPPELE HALL

For the purpose of making matters a little clearer, before taking up the industrial situation as it exists in the men's and boys' clothing industry today, I wish briefly to go over some historical data in reference to the industry. Understand, please, that the remarks I am making bear on what is known as the men's and boys' clothing industry, and have nothing to do with the manufacture of women's clothing.

The clothing industry in this country can be said to have really started as a manufacturing proposition with the invention and use of the sewing machine. It was not until then that it could be so considered. I have figures which indicate that in the year 1858, ten years after the introduction of the sewing machine, there were employed in the clothing industry