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THE GATES AND ANH COMBINE TO THE ENEMIES OF SOCIETY,
McCutcheon in the Chicago Tribune.

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STRUNG BACK!

—Ossie in the New York Evening World.

TO NON-UNION MINERS

**This is a
Strike To End Fear!**

**NON-UNION TOWNS ARE TOWNS OF
FEAR.**

Non-Union Miners Have Lived In Fear—

Fear of the Boss.
Fear of Spies and Spotters.
Fear of Gunmen and Coal & Iron Police.
Fear of anti-union Civil Authorities.
Fear of the Blacklist.
Fear of Evictions.

Non-Union Miners Have Been Afraid—

To tell the boss what wages they want.
To demand pay for dead work.
To stand up for honest weight.
To trade at the cheapest store.
To meet and discuss their problems as Free
Americans.

UNION TOWNS ARE FREE TOWNS.

Union Miners Enjoy

The Right of Free Speech.
The Right of Free Assembly.
The Right of Collective Bargaining.
The Right to Trade where they please.
The Checkweighman's protection against
false weight.
The Mine Committee's protection against
unfair bosses.
The Union's protection against poverty.

**THOUSANDS OF NON-UNION MINERS
ARE NOW THROWING OFF THEIR
FEAR!**

**STRIKE!! 630,000 Miners Are With You.
JOIN THE UNION!! and
QUIT BEING AFRAID OF THE BOSS!**

SEE YOUR LOCAL UMWALC LOCAL OFFICE

Such a condition in a free country could not last forever and the miners at non-union mines were only waiting for the opportunity to assert their rights. The occasion was the great coal strike of last year. Only a short time after the strike was declared in the union fields the miners in the non-union mines joined us. The strike of the union miners was for a continuation of the wage rates; that of the non-union miners was more, it was also a strike to end fear. Nearly 25,000 miners of the non-union fields in our district answered the strike call, and a great number of them, after 14 months, are still on strike.

To be more specific they struck:

1. For collective bargaining and the right to affiliate with the union.
2. For a fair wage.
3. For accurate weight of the coal they mine. (Experience teaches us that this can be assured only when the miners have a check weighman).
4. Adequate pay for "dead work."
5. A system by which grievances could be settled in a peaceful and conciliatory spirit by the mine committee representing the miners and a representative of the operator.
6. By above all, they struck to assure their rights as free Americans against the state of fear, suspicion and espionage prevailing in non-union towns. Against a small group of operators controlling life, liberty, and pursuit of happiness of large numbers of miners. To put an end to the absolute and feudal control of these coal operators.

The last mentioned point being of greatest significance not only to miners, but to all American citizens. I shall take it up first. It is by reason of such absolute control that the other grievances exist in non-union fields. How does this control operate in practice? We will quote an authority not connected with. On May 28, 1923, UMWA District 2 President John Brophy presented a statement to the U.S. Coal Commission, which was studying the "sick" coal industry. In it, he explained the major grievances of Windber and other non-union miners that had brought and kept them out on strike for union.

Source: John Brophy, Clearfield, Pa., to Hon. John Hammond, Chairman, and Members of the United States Coal Commission, Washington, D.C., May 28, 1923, in Powers Hapgood Papers, Lilly Library, Manuscripts Department, Indiana University, Bloomington, Indiana.

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Letter from Mr. Gary (Chairman of the company to the Union)

UNITED STATES STEEL CORPORATION

Office of the Chairman,
New York, August 27, 1919

Messrs. John Fitzpatrick, David J. Davis, William Hannon, Wm. Z. Foster,
Edw. J. Evans, Committee Gentlemen:

Receipt of your communication of August 26 instant is acknowledged.

We do not think you are authorized to represent the sentiment of a majority of the employees of the United States Steel Corporation and its subsidiaries. We express no opinion concerning any other members of the iron and steel industry.

As heretofore publicly stated and repeated, our Corporation and subsidiaries, although they do not combat labor unions as such, decline to discuss business with them. The Corporation and subsidiaries are opposed to the "closed shop." They stand for the "open shop," which permits one to engage in any line of employment whether one does or does not belong to a labor union. This best promotes the welfare of both employees and employers. In view of the well-known attitude as above expressed, the officers of the Corporation respectfully decline to discuss with you, as representatives of a labor union, any matter relating to employees. In doing so no personal courtesy is intended.

In all decisions and acts of the Corporation and subsidiaries pertaining to employees and employment their interests are of highest importance. In wage rates, living and working conditions, conservation of life and health, care and comfort in times of sickness or old age, and providing facilities for the general welfare and happiness of employees and their families, the Corporation and subsidiaries have endeavored to occupy a leading and advanced position among employers.

It will be the object of the Corporation and subsidiaries to give such consideration to employees as to show them their loyal and efficient service in the past is appreciated, and that they may expect in the future fair treatment.

Respectfully yours,
E. H. GARY, Chairman

Letter from the Union to Mr. Gary

New York City, Aug. 27, 1919.

Hon. Elbert H. Gary, Chairman

Finance Committee, United States Steel Corp, 71 Broadway, New York, N. Y.

Dear Sir:

We have received your answer to our request for a conference on behalf of the employees of your Corporation, and we understand the first paragraph of your answer to be an absolute refusal on the part of your corporation to concede to your employees the right collective bargaining.

You question the authority of our committee to represent the majority of your employees. The only way by which we can prove our authority is to put the strike vote into effect and we sincerely hope that you will not force a strike to prove this point.

We asked for a conference for the purpose of arranging a meeting where the questions of wages, hours conditions of employment, and collective bargaining might be discussed. Your answer is a flat refusal for such conference, which raises the question, if the accredited representatives of your employees and the international unions affiliated with the American Federation of Labor and the Federation itself are denied a conference, what chance have the employees as such to secure any consideration of the views they entertain or the complaints they are justified in making.

We noted particularly your definition of the attitude of your Corporation on the question of the open and closed shop, and the positive declaration in refusing to meet representatives of union labor. These subjects are matters that might well be discussed in conference. There has not anything arisen between your Corporation and the employees whom we represent in which the question of "the closed shop" has been even mooted.

We read with great care your statement as to the interest the Corporation takes in the lives and welfare of the employees and their families, and if that were true even in a minor degree, we would not be pressing consideration, through a conference, of the terrible conditions that exist. The conditions of employment, the home life, the misery in the hovels of the steel workers is beyond description. You may not be aware that the standard of life of the average steel worker is below the pauper line, which means that charitable institutions furnish to the pauper a better home, more food, clothing, light and heat than many steel workers can bring into their lives upon the compensation received for putting forth their very best efforts in the steel industry. Surely this is a matter which might well be discussed in conference.

You also made reference to the attitude of your Corporation in not opposing or preventing your employees from joining labor organizations. It is a matter of common knowledge that the tactics employed by your Corporation and subsidiaries have for years most effectively prevented any attempt at organization by your employees. We feel that a conference would be valuable to your Corporation for the purpose of getting facts of which, judging from your letter, you seem to be misinformed.

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Some few days are still at the disposal of our committee before the time limit will have expired when there will be no discretion left to the committee but to enforce the decree of your employees whom we have the honor to represent.

We submit that reason and fairness should obtain rather than that the alternative shall be compulsory upon us.

Surely reasonable men can find a common ground upon which we can all stand and prosper.

If you will communicate with us further upon this entire matter, please address your communication to the National Hotel, Washington, D. C., where we will be Thursday and Friday, August 28 and 29.

Very truly yours,

JOHN FITZPATRICK

D. J. DAVIS

WM. HANNON

EDW. J. EVANS

WM. Z. FOSTER

Committee

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"The Cloud!"

The Atlanta Constitution, January 19, 1919

