The printers in Cedar Rapids; a study in organized labor

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THE PRINTERS IN CEDAR RAPIDS:
A Study in Organized Labor.

by
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A THESIS

Submitted in partial fulfillment of the requirements for
the degree of Master of Arts in the Department of Political
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Preface

Modern trades organization in any important industry may be considered advantageously from either of two angles. It may be viewed in its entirety, at long range and in its large relationships. By such a method, its true proportions may be gauged and its relative significance judged in the light of other movements of the time; the plan of campaign of the national organization may thus be observed, the marching and counter-marching followed, the outworking of larger policies traced, and perchance the essential aims and purposes of organization read more truly.

On the other hand, a single local branch of this larger organization may be viewed at close range – the details of its history, the distinctive features of its situation, the unfolding from year to year of its peculiar policies, as well as its part in carrying out the program of the national organization. For local unionism is
something more than a mere reflection of national unionism; there is
an inter-action between them. While locals are perhaps increasingly
the creatures of nationals, they are also the tributaries which swell
the current of national unionism, and determine its volume and color.
Each method of approach supplements the other. The comprehensive view
gives setting and perspective; the detailed study serves as a check upon
ill-founded generalizations.

This dissertation illustrates, in a limited way, the possibilities
of the second method. It is concerned chiefly with a microscopic
examination of the locals in the printing industry in Cedar Rapids,
Iowa. The three local organizations of employes have been studied, on
the ground, in the light of their acts, their publications, and their
manuscript records; and the employers' associations have been investi-
gated as thoroughly as the available sources of information would
permit. In view of the narrow geographical range of this special
study, it has seemed advisable to introduce, by way of setting, a
chapter on the rise of national organizations of employes and employers
in the industry under consideration.
Part I.

ORGANIZATIONS AMONG EMPLOYEES

Chapter 1.

Rise of National Unions among Journeymen Printers.

The first trade organizations in the United States were formed by members of the printing craft. (1) Prior to 1795, however, such associations were both local and temporary in nature. (2) They were brought into being to assist in accomplishing some specific object, such as the prevention of a reduction in wages, or the regulation of hours of work; and, as soon as their usefulness in gaining the particular purpose for which they were created had passed, they went out of existence and nothing more of organization was attempted until a new occasion demanded effective co-operation. (3)

By the close of the 18th century the industrial situation in the larger municipalities was favorable to a more stable form of organization in the printing trade, and in cities like New York, Philadelphia, Baltimore and Boston, semi-permanent associations were

(3) Stewart, A Documentary History of Early Organization of Printers in U. S., 859.
founded. These combinations were commonly known as "companies of printers", "journeymen pressmen", and "typographical societies". The term "union", in referring to a trade organization, as yet had not come into general use. Membership was limited to journeymen printers in the locality where the organization was formed. Each association was an independent, local unit, which transacted its business without regard to the welfare of similar organizations in other cities. Sometimes a local would flourish for a number of years; at other times the association died out soon after its founding, and later a new organization would spring up to fill the need of the particular community. This was the general status of trade associations in the printing industry from 1800 to 1850.

This period may at first appear to be uninteresting, but from the standpoint of a study of printing trade organizations it has two important features. The literature of the time is a prolific field in which to find the beginnings of many ideas that are today recognized as trade union precepts. The constitutions and proclamations of the societies abound in references to "rats" (the
printers' term for "scabs"), to hours of labor, to rates of pay, and to many conditions of employment which, in the popular mind, are associated only with modern unions. Ethelbert Stewart, in his Documentary History of the Early Organizations of Printers, writes as follows concerning this literature as source material:

"In the early constitutions and minutes of these organizations will frequently be found stated in terms those union principles which have since become a part of the subconscious thought life of the union man, and no longer printed or stated, because nobody in the union supposes it necessary to state basic principles. Just as no man in introducing his wife specifies that a legal marriage ceremony had been performed or in talking about his children, stops to explain that they were born in honorable wedlock; and a man who asks for an explanation or a verification of these taken-for-granted and socially fundamental assumptions, unless he represent some semi savage tribe where such status is not undubitable, is simply inviting trouble for himself. So much of this unrevealed ultimate principle exists; so much depends upon an understanding of this submerged or subconscious, and to the trade unionist axiomatic, hence never expressed thought life, that students of organizations coming from a different mental atmosphere often fail to find in unions that which is the reason for their existence - the soul purpose by which they live.

"These 'fundamental principles of trade unionism' are often the codified experiences of former generations under industrial conditions that no longer exist and cannot now be understood by a mind not inheriting an intuitive perception of them, except by a study of the early organizations in which they were formulated and of the conditions which suggested them. Of no other institutions is it more
true than of trade unions that they can only be read in the present by the light of the past". (4)

This period also represents a time of absolute local autonomy. Each typographical society was sovereign unto itself. There was no strong central organization with constantly usurping tendencies. There was no attempt to regulate conditions of employment in the printing industry as a whole. If assistance was given a neighbor union, it was in the nature of a benevolence. If disloyal members were branded as "rats", it was not because of the presence of a general law stipulating such penalty, for no such law existed. Even if it be concluded that those acts, which are now so strongly entrenched in modern typographical societies, had not at this early period fully developed into trade union tenets, still the fact remains that there was no centralized body, not even a co-operative agreement, through which authority could be secured for the infliction of penalty upon those locals that violated union principles. Each society was moulded to meet local conditions only, and, if, perchance, some favorable auspices caused it to live for years, it lived alone.

(4) Stewart, 859.
As the printing industry grew in importance, however, the wisdom of maintaining permanent local organizations was no longer questioned, and it gradually became evident that the absence of a central agency was a serious handicap to the local unions, especially in times of industrial depression when the need of extensive co-operation between locals was of vital concern.

The first suggestion that a national organization should be formed came in 1834. At that time the Columbia Society of Washington, D. C., was engaged in a struggle to prevent the establishment in the Capital city of a government training school for printers. The correspondence with other unions incident to this opposition led to the appointment in March, 1834, by the Columbia Society, of a committee to suggest a plan for the establishment of a national typographical organization. The committee's report resulted in no definite action, however, and in November of the year following the Franklin Society, of Cincinnati, sent out a circular suggesting the formation of a national body. Farnett gives the following results as those which the proposed organization was to accomplish.

(5) Farnett, 23.
(6) Farnett, 24.
"First, that each society, in its own district, be sustained by all others in the efforts made to secure them employment. Second, that journeymen bringing certificates of membership in any society of good standing receive a preference over all others in the efforts made to procure them employment. Third, that 'rats' pronounced such by one society be considered as such by all societies".

As a result of this circular letter, the Columbia Society issued a call for a national convention, and on November 7th, 1836, representatives of typographical organizations from six cities met in Washington and formed the National Typographical Society. In September of the year following the first national convention was held in New York. Little of importance was done at this meeting; interest lagged; and the idea of a permanent central body seemed destined to die out. It was not until September, 1851, fourteen years later, that the second national convention of journeymen printers met in Baltimore. At this meeting the adoption of a national constitution was proposed, and a document, patterned after the constitution of the United States, was drawn up. It was to become

(7) Societies in the following states had representatives at this convention. Maryland, Pennsylvania, New York, Ohio, Kentucky, Virginia, Massachusetts and New Jersey. See Preamble to Constitution of National Typographical Union of 1851, printed in Stewart, 984.
operative when locals in five different states had ratified it. The requisite number of signers having been secured, a convention was held in Cincinnati in May, 1852, at which time a permanent national union was formed. The objects of the new organization appear to be substantially the same as those suggested in 1835: namely, the recognition of the jurisdictional rights of each union, a preference for union printers, and the general debarment of all "rats".

The constitution of the national union gave it paternalistic authority over the locals which comprised it, but little attempt was made to exercise that power. Parnell writes that, "For thirty years the one purpose of the National Union was to build up among the local unions such a community feeling as to make it as difficult as possible for employers to secure workmen in time of strike". Although weak and ineffectual for a number of years, the organization persisted, and to-day, in addition to being recognized as one of the strong national unions of the country, it enjoys the distinction of being the oldest national trade organization with a continuous history in

(8) Parnell, 29.
the United States. (9) In some respects the date 1869 is an important one for typographical union. In that year the name was changed to The International Typographical Union of North America, and its executive, President Oberly, vigorously urged the adoption of a new constitution which would have given large powers and responsibilities to the central body. The proposed constitution was not adopted, but the opposition to it was occasioned principally by the methods employed in presenting the changes to the members.

Industrial conditions were so shaping themselves, however, as to make a change in the policy of the national advisable. The depressions of the seventies were severe on all labor organizations, but with especial force they struck the loose federation of locals which composed the typographical society. Its membership decreased and its power weakened until the union was nearly paralyzed. It was while in this distress that its members saw most clearly the need of strong, central authority.

Labor generally was entering upon a period of more effective organization. The spirit of co-operation was in the air. The Knights

of Labor, especially, gave impetus to the growing power of labor organizations. Powderly reflected this spirit ten years later when he wrote that:

"The organization of labor means far more in 1889 than it even shadowed in 1859; then the supplication was 'Give us an advance in wages and shorter hours of toil, and we will be content with our stay on earth'. Today the demand is 'Give us the earth and all that it can produce, for to no man, or set of men, belongs the right to monopolize it or its products. We do not mean to deprive any man of his natural rights to the soil; but we do intend to oblige every man to render an equivalent for that which he received by establishing an equitable standard of taxation." (10)

Members of the Knights of Labor were chosen irrespective of their trades. Its purpose was no longer secret; its members were filled with hope and enthusiasm; and with no thought of neglecting the great parent organization, they set about almost instinctively to build and to strengthen unions in the respective lines of industry in which they were employed. From this movement the printers obtained much good. They received courage and many enthusiastic workers, while the Knights of Labor stood before them as a living example of successful, highly centralized trade organization. The printers responded to these changing conditions by passing, in 1884,

(10) Powderly, Thirty years of Labor, 5.
The next year a plan for a national strike fund was acted upon favorably. It was evident that the period of local autonomy in the typographical society was drawing to a close.

The same forces, however, which brought about a forward movement in the printers' union were destined to create internal dissension. Reference has already been made to the fact that it was a time of organization in specific trades. Specialization in the printing industry followed closely the adoption of new methods and machinery. The work of compositors, pressmen, bookbinders, photo- and litho-engravers, stereotypers and electro-typers, was year by year becoming more differentiated. In the spirit of the times it was but natural that each group of working-men should wish its own particular organization. The pressmen led the way in 1889, when they formed the International Pressmen and Assistants' Union, and their members began to withdraw from the typographical. The bookbinders followed in 1892 with the formation of the International

(11) Parnett, 39.

(12) U. S. Industrial Commission Reports, XVII, 104.
Brotherhood of Bookbinders. Naturally, the printers looked upon these movements both with concern and with enmity. The older organization was not willing to sit and watch complacently its own gradual emasculation. It protested vigorously but to no avail. Specialization in the printing business went steadily forward, and, as a result, the pressmen and bookbinders soon had large organizations. Jurisdictional disputes between rival unions became rife during the early nineties. By 1895, when the warfare threatened the stability of all three unions a cessation of hostilities was secured through the adoption of a "tripartite agreement" which took effect January 1st, 1896. Briefly, this agreement, which is still in force, provides that each of the unions shall agree not to organize persons who would naturally be members of either of the other two. In case of dispute the matter is referred to a board of arbitration composed of three members, one from each union. Provision is also made for joint strike funds, and the highest forms of co-operation compatible with individual growth is urged. At present (1912) this agreement includes in addition to the pressmen and

(14) U. S. Industrial Commission, XVII, 82.
bookbinders, organizations of stereotypers and electrotypers, and photo-engravers.

In spite of the inroads on its membership which have been caused by the formation of new unions in the printing trade, the typographical has shown a steady increase. Today it has locals in approximately 700 cities and towns in the United States and Canada, with a total membership of over 51,000. The objects of the organization, as set forth by itself, are:

"To elevate the position and maintain and protect the interests of the craft in general.

"To establish and uphold a fair and equitable rate of wages, and regulate all trade matters appertaining to the welfare of the members.

"To influence the apprenticeship system in the direction of intelligence, competency and skill, in the interest alike of employer and employee.

"To endeavor to replace strikes and their attendant bitterness and pecuniary loss by arbitration and conciliation in the settlement of all disputes concerning wages and conditions of employment.

"To relieve the deserving needy, and provide for the proper burial of deceased members."

The international at the present time also has a number of characteristic features. Among these may be noted the democracy of its government. While the tendency has been to strengthen greatly the central organization in matters concerning wages, hours of labor and the power to strike, yet by means of the initiative and the referendum the members have reserved great power to themselves, with respect to constitutional amendments, changes in rate of taxation, and other matters; for example, the approval of a majority of the entire active membership must be secured before a measure providing for a change in the rate of taxation becomes operative. The union also has a pension system for aged members. It provides mortuary benefits, maintains a home for old and infirm union printers, supports a technical school for the benefit of apprentices, publishes a monthly journal, and keeps on hand a large fund for the benefit of union printers who are called out on strikes. The expense of these various features is met, for the most part, by assessments on the general membership.

Although the international claims to look with disfavor
upon "strikes and their attendant bitterness", and has provision for elaborate boards of arbitration, yet it does not hesitate to use the power of the strike in order to gain its end, and the weapon is still its most potent agency in dealing with employers.

During the past decade the union has carried on persistent contests for better sanitary conditions in print shops and for shorter hours of work. From a ten hour work day it has gradually forced the employers to make concessions until at present (1912) the union scale calls for work days of but eight hours. Simultaneous with the reduction in the hours of labor, there has come an increase in wages. Not only does the union claim that its men do better work under present conditions, but it issues statistics, which cover the past ten years, to show the effect that better sanitary conditions and shorter hours of work have had on the average longevity in the craft. According to these computations the average age at death among the printers in 1900 was 41.25 years; in 1911 it had lengthened to 49.12 years; while the death rate per 1,000 printers has been lessened from 13% in 1900 to 12.5% in 1911.

The methods that have been used by the union in bargaining
for wages are interesting. The right to strike is, of course, the most powerful weapon that the printers possess. For many years it was customary to permit each local to strike whenever it saw fit; but this method proved disastrous in times of industrial crises, and in 1885, as has already been noted, a national strike fund was created. This fund has become of increasing importance. Today, in order for a local to obtain assistance from the fund, it is necessary that the subordinate union receive permission from the international executive council before it orders a strike. Thus the control of this very important power has virtually been shifted to the central organization.

In recent years an important factor in bargaining for wages is the existence, all over the country, of employers' associations in the printing trade. The development of such organizations has made it possible in many instances for the international typographical to deal directly with the national employers' association. Very often locals of the typographical enter into written contracts with locals of the employers' associations. Such agreements, however, so far as
the printers are concerned, must be sanctioned by the international. The central organization insists that its locals carry out their written contracts, although it is quick to support a subordinate union, if it has reason to believe that the local employers have violated their part of the agreement.

Finally, mention should be made of the increasing emphasis which the typographical is placing on the union label. The use of the label is restricted to those employers who hire only union printers. The granting of the label to employers would be a simple matter were it not for the fact that in many cities the printers, the pressmen, and the bookbinders all have locals. It would manifestly be inadvisable for an employer to put the label of each organization on his printing. Consequently, the national unions have devised what they call an allied-label. This label is owned jointly by the typographical, the pressmen, the bookbinders, the stereotypers and electrotypers, and the photo-engravers. It is installed in those cities where the use of individual labels would be impractical. The label is regarded by the workman as a very important asset, not only because
its use is a constant advertisement for the union, but because it also indicates that the employer has a thoroughly union shop.

A somewhat detailed account of the organization of the typographical has been given, in order that a comprehensive view of a national union in the printing industry may be gained. With this accomplished, it is not thought desirable to explain at length the organization of the pressmen and bookbinders' national unions, for these associations have incorporated so many features similar to those already noted in the typographical that to enumerate them in detail would practically be covering the ground a second and a third time.

As already stated, the International Printing Pressmen and Assistants' Union of North America was organized in 1889. Its membership is composed of workmen who are employed in operating the printing presses. Today the national union has 305 branches. Its total enrollment is 23,000. In addition to the contract known as the Allied Trades Agreement, which has already been explained in considering the typographical, the pressmen have entered into written stipulations

(16) Orr, Joseph C., Secretary-Treasurer of I. P. F. A. U., 1912.
with the American Newspaper Publishers Association, the Printers' League of North America, and the International Brotherhood of Paper Makers. The International Brotherhood of Bookbinders was founded in May, 1892. Its membership includes binders of printed and blank books, paper rulers, paper cutters, edge gilders, marblers, etc. It has at the present time approximately 125 locals. Its combined membership is 8,000. The bookbinders sign agreements with other organizations on much the same basis as do the typographical and the pressmen. All three nationals, the typographical, the pressmen, and the bookbinders are affiliated with a still greater organization of workmen, which is known as the American Federation of Labor.

It should not be concluded that the three unions which have just been emphasized are the only organizations of employes now existing in the printing trade. Within the last few years national unions have been formed in the following specific lines of work: lithography, lithographic press feeders, machine printers and color mixers, photo-engraving, plate printing, print cutting, paper manufacturing, stereotyping and electrotyping, and tip printing. None of these organizations, however, have locals in Cedar Rapids, and for that reason

(18) International Bookbinders, XIII, No. 4, April, 1912.
they are not pertinent to the present thesis, except in so far as they give an idea of the extent to which national organization in the printing industry has been carried. It is believed, however, that sufficient explanation of the rise of national unions has already been given, and for that reason no further mention will be made of the more recent organizations. The main point to keep in mind is that from a few weak, independent locals in the early nineteenth century, the printers have developed unions that today are powerful nation-wide organizations, which virtually control the supply of labor in the printing industry of the United States.
Chapter 2.

The Typographical in Cedar Rapids.

1. Formation and growth.

"Pursuant to a call, the journeymen printers met in the office of the 'Free Press' for the purpose of organizing a union". This notation, written under date of December 18th, 1881, is the earliest record thus far discovered of an attempt to found a labor organization in Cedar Rapids. The sixteen printers who were present at this meeting formed a temporary organization. They appointed a committee to draft a constitution and by-laws. On vote it was decided to petition immediately the International Typographical Union for a charter. A committee was appointed, also, to enlist the interest of those printers in the city who were not present. It is worthy of note that although the journeymen had gathered "pursuant to a call", all work was to be done in secret, and the chairman cautioned those in attendance against letting the fact be known that an organization was being effected. The international union

(1) MS. Minutes, Cedar Rapids Typographical Union No. 192, December 18, 1881.

(2) The names of the sixteen men who were present are: Hopkins, C. M., Hay, L. C., Bradley, George S., Kramer, L. R., Ingalls, Harry, Kendall, F. E., Kennedy, J. M., Canan, J. D., Green, J. D., Snyder, Walter S., Fardwell, L. S., Lawton, Edward, Wilson, John, Kramer, W. H., Drake, Thomas, Enos, J. H.
granted the men a charter on December 26th, and on January 3d, 1882, the first regular meeting of Cedar Rapids Typographical Union No. 192 was held.

At the time the charter was granted Cedar Rapids was a typical large town in what might be called a semi-pioneer state. Its printing offices were small with the atmosphere of country shops pervading them. The workmen, for the most part, were still under the odium of being a happy, careless set of fellows. Tramp printers infested the country, with the result that labor was plentiful and cheap, but uncertain.

Doubtless the desire to give stability and dignity to the craft entered into the considerations of those who formed the union, but it is more than likely that the chief incentive was furnished by union men who had come to the town, and who were anxious to secure the benefits of organization. These benefits it is true were still doubtful and uncertain, but the printers were full of hope. The spirit of the times and the expectancy of labor are well illustrated in the preamble with which the local began its constitution.

(3) The union still preserves with pride its original charter. One member in referring to the document wrote, "For twenty-four long years, through trials and vissicitudes, reverses and gains, that charter, long out of date, has hung upon the walls of various lodge rooms (once to the writer's knowledge in a hall bedroom) of this city". The Tribune, December 22, 1905. A copy of the charter will be found in Appendix A, entitled "Charters of Local Unions".

(4) MS. Minutes, January 3, 1882.
In this introductory passage is set forth the aims and aspirations of the founders. In it is seen a survival of the old gild idea of the brotherhood of all industrial toilers. It is typical of the attitude of the Knights of Labor as manifested during that period, and doubtless received coloring from the influence of that body. The fact that in 1881 the constitution of the international typographical contains no preamble, makes the one found in the Cedar Rapids local a document of peculiar interest. It is, therefore, reproduced in full:

"To establish and maintain an equitable scale of wages, and protect ourselves from sudden or unreasonable fluctuations in the rate of compensation for our labor, and protect, too, just and honorable employers from the unfair competition of greedy, cheap-laborhuckstering rivals, to defend our rights and advance our interests as working men, to create an authority whose seal shall constitute a certificate of character, intelligence and skill; to build up an organization where all worthy members of our craft can participate in the discussion of those practical problems upon the solution of which depend their welfare and prosperity as workers; to foster fellowship and brotherhood, and shield from aggression the isolated, defenseless toiler, to develop and stimulate by association and social converse, those kindly instincts of humanity that most highly adorn true manhood; to encourage the principle and practice of conciliation and arbitration in the settlement of differences between labor and capital; to incite all honorable efforts for the attainment of better conditions of labor, shorter hours, increased privileges, and greater enjoyment of the ennobling amenities of life, the concomitants of culture and civilization; to defend the defenseless, befriend the friendless, and in all charity inculcate lessons of justice and good will among men, the under-

(5) Constitution adopted by Cedar Rapids Typographical Union
No. 192, January 3, 1882.
signed journeymen printers of Cedar Rapids, do enact, declare, and establish the following Constitution and By-Laws for their government."

For the first ten years the local met with severe reverses and grew but slowly. At times difficulty was found in securing enough members to hold a session. Meetings became irregular and there were those who thought that the attempt to maintain a permanent organization ought to be abandoned. Of course, during such a period as this the influence of the union was insignificant. Few men appear to have been voted into membership, and it is probable that the average enrollment did not exceed a dozen. Not until the beginning of national prosperity in 1897, did the local show a decided tendency to increase in size. From 1899 to 1902, ninety-five applications for membership were acted upon favorably. Today (1912) the enrollment is eighty-five. This number includes all the journeymen printers in Cedar Rapids, except two.

At the time of its establishment in 1882 the jurisdiction of the local included not only the city of Cedar Rapids, but all adjacent territory within a radius of fifty miles. At different times printers living in nearby cities which did not have unions, have applied to the

(6) There is one establishment, a book ledger company, where the proprietors do printing for their own use, that is not organized. It is said that to make this a union shop would work a great hardship, and since the company does not enter into direct competition with the other shops of the city, the union permits it to continue a non-union establishment.
Cedar Rapids society for membership. But such cases were comparatively few, and, as the idea of establishing unions became more common, locals were organized in nearby towns of consequence, so that today for all practical purposes membership may be said to be confined to the city of Cedar Rapids.

For over a decade after securing its charter, the local maintained no connection with other labor organizations, except the parent body that had created it, and much of the correspondence of the early years consisted of proddings on the part of the international to secure the per capita tax due from the local.

Early in the nineties union printers began an extensive campaign throughout the country to establish local allied printing trades councils in those cities where the work of printing was extensive enough to permit the pressmen, the bookbinders, and the journeymen to have separate unions. The primary object of the trades council is to secure unity of action in all matters pertaining to the welfare of workers in the printing industry. The allied trades council pays particular attention to the granting of the allied trades label. It

(7) During the early years of its existence the union maintained close association with the local Knights of Labor. A number of the printers were enthusiastic workers in the other organization. There is no evidence, however, to show that the relation was anything more than that of friendly feeling.
is, in fact, the co-operation necessary to secure the adoption of this label that keeps the pressmen, the bookbinders, and the journeymen closely associated. In 1899 a permanent local trades council was established in Cedar Rapids. The same year a state allied trades council was created; and still later, in 1904, a state printing trades league was formed. The Cedar Rapids typographical has membership in all three of those organizations.

As the spirit of unionism in all the trades developed in Cedar Rapids, and as the opposition of employers grew more pronounced, the advisability of knitting firmly together the various unions of the city became evident. For several years there was talk of forming a trades labor assembly to be composed of representatives from each union, and in 1897 this was accomplished. In 1899(8) the association was superseded by a branch of The American Federation of Labor. In plan of organization the federation is much like its predecessor. It is composed of representatives from each local union. Its purposes, however, are more comprehensive than were those of the old trades labor assembly, and it has the added advantage of having behind it, the power

(8) Constitution and By-Laws adopted by the Cedar Rapids Federation of Labor, July, 1899.
26.

and prestige of the American Federation of Labor. Intermediary between the local and national organizations is a state federation of labor. The local typographical belongs to both the local and state bodies.

From the foregoing it is seen that at present the typographical in Cedar Rapids is in a network of labor organizations. Through its close connection with the parent body, matters of national importance are constantly brought to its attention. In state affairs its membership in the state federation of labor, the state allied trades council, and the state printing trades league keep it abreast of the problems in the commonwealth. In Cedar Rapids the pulse of labor conditions in general is felt through the local federation, while affairs in the printing industry as a whole are watched by the local allied trades council.

With these brief generalizations as to the historical growth and present status of the local typographical a study will be commenced of some of the more important characteristics of the union.
These topics will be considered under the following titles:
Wages and Hours of Labor; The Union Label; Political Activities;
Educational and Social Benefits; Benevolent Features; and
Membership Restrictions.
In entering upon a discussion of this topic it should be borne in mind that a trade union is formed for the purpose of bettering the condition of its members. Hence, by far the greater part of its energies are expended in insuring those things vital to the industrial life of the worker; namely, wages and hours of labor. Eliminate all else - beneficiary features, pensions, insurance, social and educational benefits - and a union will survive; but to take away the struggle for wages and hours of work and leave all else, would be as absurd as to remove the heart from a living animal and expect the creature to go on performing bodily functions. It is not surprising, then, that during the greater part of the time, the discussion and the work of the Cedar Rapids typographical have been concerned very closely with matters of wages and hours of work. Into these subjects has gone its best thought, on committees connected with these matters have served its best men, and to meetings for a consideration of these topics have come the largest gatherings of its members. The union's minutes, themselves,
stand as first hand evidence of the fact that wages and hours of labor form the main spring which keeps the pendulum swinging both in times of adversity and of prosperity.

The struggle for wages and hours of labor conducted by the local appears to fall naturally into three divisions. The first covers what might be called the efforts of a weak association of workers in an unorganized town. It extends from the date of founding in 1881 to 1894. The second is a record of the union's repeated attempts so to strengthen itself as to secure the benefits of collective bargaining. It covers the time from 1894 to 1906. The third period, which brings the history of the local down to the present time, is characterized by a strong union on the one hand, dealing with more or less vigorous employers' association on the other, with both workmen and employers conducting their negotiations through chosen representatives, and stipulating their agreements by means of written contracts. This period represents a high type of collective bargaining on the part of both employer and employe, accompanied by the signing of a definite trade agreement. It should be added, however, that
the dates given to indicate these three periods are chosen somewhat arbitrarily; for each division shades off naturally into the one which follows it.

**FIRST**  
The committee which drew up the original constitution in 1882 incorporated as a part of that document a "scale of prices". Unfortunately this scale has not been preserved intact, but enough of it has been found to outline its general features. Where the price system prevailed, composition on morning newspapers was to be paid at the rate of thirty cents per 1,000 ems. With the hand composition then in vogue the amount which a printer could earn depended largely upon individual efficiency. A good compositor working ten hours a day on ordinary matter, at the rate of 30 cents per 1,000 ems, could earn approximately $18.00 per week. On weekly papers the composition was fixed at twenty-five cents per 1,000 ems. Composition on book work was also twenty-five cents, except where book spacing was required, which was thirty cents. When the printer was paid by the time system, the scale was set

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(1) Constitution, 1882.
at $12.00 for a week of sixty hours. The scale in full is found in Appendix "F". These wages appear to have been the average for that period in cities the size of Cedar Rapids.

Although the scale was drawn up and made a part of the constitution, the quietude, even secrecy which attended the inauguration of the local, did not make it possible for the printers to attempt an immediate increase in the amount of compensation. It was not until the spring of 1883 that the situation appeared ripe for a change. At that time the union printers who were employed on the Republican, the morning paper, went out on a strike for an advance in wages from 25 cents to 30 cents per 1,000 ems. Mr. E. R. Robinson, in writing of the incident, says that the printers while awaiting the outcome of their demands, played memble peg in Washington park, a public square near by. The increase in wages was granted and the men returned to work.

The second strike followed in May of the same year. It was against the Evening Gazette, a paper which had been started in January, 1883, shortly after the union had been organized. Mr. Robinson in commenting on this trouble writes that the Gazette proprietors had

(2) Early days of 192, in The Tribune, April 14, 1905.

(3) Ibid.
promised an increase from twenty-five to twenty-eight cents per 1,000 ems at the end of the first year, provided the paper was on a paying basis at that time. Continuing he says, "The year expiring and according to their own admission and every evidence of prosperity attending the venture, the compositors, with the consent of the union, modestly demanded the increase, which was granted by the junior partner, Mr. Post, but Mr. Otis, who was publishing a paper in Rochelle, Illinois, was sent for, and, arriving, would not talk or reason the matter and the strike was on. . . . ."

In a statement printed on the afternoon of the strike the proprietors of the Gazette insisted that they were paying union wages (4) and that the strike was consequently unjustifiable. There is reason to believe that technically at least the statement made by the Gazette editors was true, for it was not until the day of the strike, May 22nd, that the union was called in special session for the purpose of considering a report on behalf of the "Gazette" compositors. After discussion, it was decided to amend the constitution to read that, where piece work prevailed, compositors on newspapers other than morning, should be paid twenty-eight cents

(4) The Evening Gazette, May 22, 1883.
per 1,000 ems. (5) The men having "struck", the union resorted to the customary practice of the time, and issued a proclamation to the wage workers of Cedar Rapids, in which the Gazette was denounced as unfair and hostile to union labor. The proprietors of the Gazette (6) replied editorially, saying in part:

"When the paper was started, its publishers stated their intention to pay union prices, and were informed that 25 cents was the price for day work. The employees worked with apparent satisfaction with the price until last Monday when a demand of 28 cents was made. Inasmuch as the office was paying union prices the demand was not complied with, and the strike followed."

Other workmen were easily secured and the Gazette continued to publish regularly. For the next six months the union tried hard (7) to regain the shop. Gradually most of the ousted printers left the city to seek work, and on October 7th, 1883, (8) the ban on the Gazette was lifted by the local, but for all practical purposes the office remained a non-union shop.

The third and last strike of this period occurred on the Republican nearly a year later. It had been customary to set the Republican "solid", that is with no spacing or "leads" between the lines of type. The work of "leading" could be done in comparatively

(5) The constitution at that time permitted an amendment to be passed at any meeting, without previous notice, provided it was carried by a two-third vote.

(6) The Evening Gazette, May 28, 1883.

(7) MS. Minutes, July 1st; August 5, 1883.

(8) MS. Minutes, October 7, 1883.

(9) Early days of 192, in The Tribune, April 14, 1905.
little time; and it increased materially the length of various items. When it is recalled that the printers were, for the most part, paid by the piece system it is seen that any alteration which increased the length of an article would involve a considerable increase in wages, provided no decrease was made in the rate of compensation. The management decided to order a reduction in the rate to a point where, in their judgment, the printers would be earning about what they were before the policy of "leading" went into effect. The men refused to accept the decrease in rate and struck. The proprietors at once sent to a certain Mr. Jones in Des Moines, who ran an employment agency, and asked for seven compositors to take the place of the strikers, but it seems that this Des Moines gentleman had union sympathies, and through the connivance of the striking printers, he was induced to send seven union men to Cedar Rapids. After reaching the Republican office and working at the cases a short time, these seven men left in a body. In the meantime, however, according to eye witnesses, the proprietors had become suspicious of the new arrivals and had got together in the front room of the shop, seven local
printers, and as the union men were leaving the office, the local
printers were marched into the composing room and set to work.

The strike that followed was a bitter one. On July 7th
the union issued a proclamation addressed "To the members of the
International Typographical Union and the other trade unions, and the
public generally". The document was signed by the Board of Directors
of the Cedar Rapids Typographical Union. It was largely a harangue
against "the insidious attacks of the monopolistic press". The
Gazette, The Republican, and Nelson's Railway Pocket Guide were
singled out among the local publications as having "openly and at
various times declared themselves against organized labor". "They
have", the manifesto explained, "by their unfair acts managed their
offices so that no union men can honorably be employed there".
An appeal was made for all fellow trade unionists "to wage relentless
war against these enemies of Organized Labor, and cease not until
they have been made to feel the force of power which they have so
openly and grossly insulted". The names of local "rats" were
published and the proclamation closed with a paragraph warning
members of sister unions against coming to Cedar Rapids to work.

(10) The circular, with the exception of the names of the "rats"
which could not be obtained, is given in full in Appendix C.
The Republican referred to the circular (11) as being issued "by the remnant of a typographical union which once flourished here".

Continuing, the paper said: "Coming from a little party of dissatisfied men whose efforts to dictate the business principles of this office were abortive and whose recently laid plans to cripple and injure it were frustrated by a speedy discharge, we do not regard it with other feelings than those of amusement at its turgid eloquence and disgust at its selfish effort to stab in the back honest workmen who strive by industry to gain an honest livelihood for themselves and others, and who intelligently consider the interest of those who employ them".

The Gazette was even more drastic in its denunciation of the "Board of Directors". In an editorial of some two columns in length the editor exclaimed, "Talk about rats! If they (referring to the Board of Directors) ain't skunks you can't find any. Every business man and honest toiler will at once see the destructive snaky spirit displayed and will not be a party thereto for a moment". The article closed (satirically) "When the Gazette can not run its own business, it will call on the Board of Directors and get their advice".

(11) Cedar Rapids Daily Republican, July 10, 1884.

(12) The Evening Gazette, July 9th, 1884.
To lose control of both the Gazette and the Republican was equivalent to making Cedar Rapids an "open" town. The union was practically destroyed. For several years it was barely able to keep alive. Meetings became irregular, and its influence as an organization was nil. In March, 1887, that part of the constitution which referred to the dues of twenty-five cents per month, was "suspended until further action be taken". (13) On November 23d, 1889, a meeting was called for the purpose of considering the advisability of returning the charter to the international. The constitution provided (14) that so long as seven members should vote in favor of retention, the charter could not be revoked by the local. Eight members were present at this gathering, and, when the vote was finally taken, it stood seven for retention and one for revocation. Thus by one vote the charter was retained and the distinction given to the printers of having the oldest labor organization with a continuous history in Cedar Rapids. Although the charter had been saved, little was attempted in addition to keeping the organization alive. Throughout the eighties and the early nineties few signs of an aggressive

(13) MS. Minutes, March 6, 1887.
(14) Article XV, Constitution, 1882.
union were manifest, and with the organization in a state of partial collapse the first period of the life of the local came to a close.

In seeking for an explanation of the apparent inactivity of the union during the time just discussed, it should not be forgotten that the local situation was influenced to a considerable degree by conditions which prevailed throughout the entire country. Two things are deserving of special mention. As stated at the beginning of the chapter, tramp printers infested the country. A large number of these men held union cards, and under the rules of the international at that time, (15) such roving workers were permitted to become active members of any union where they happened to stop. It was the tramp printer more than any one else who forced the ill-timed issues in the early eighties, and thereby seriously crippled such usefulness as the organization might have had at that time. The period was also one of industrial unrest. Great national policies were being changed as different political parties came into control. This naturally resulted in uncertainty in the business world and, on the whole, did not make a particularly favorable time for organized labor to develop on a sound basis.

(15) Section 3, Transcript copy of MS. General Laws of the International Typographical Union, 1881.
But while from one point of view the years just described were marked by a pronounced lack of "unionism", yet it should not be forgotten that the time was one of vital significance. The local's history for this period is a splendid illustration of the futility of what might be called the attempt of a weak trade union to control wages and hours of labor; and if the immediate results of the typographical were unauspicious, its experience during this period taught the printers of Cedar Rapids two very important lessons. The first was that, if the union were ever to control hours and wages in the printing industry in Cedar Rapids, it must include in its membership the great majority of journeymen who live in the city. Second, it made clear the fact that, even after the desired membership has been secured, it is necessary, if an effective union is to be maintained, that each member make sacrifice in the interest of the common good. When the local began to realize the importance of these two union precepts, it set to work to enlarge its membership, and to instill a greater degree of loyalty into the organization. (16)

(16) In making the above statement the writer does not wish to detract from the generous service of the men who kept the local alive during this period.
SECOND By 1894 symptoms of increased activity in the union period were seen. In the spring of that year a communication was received from the local Iron Molders Union of America, relative to the advisability of forming a Trades and Labor assembly in Cedar Rapids. (17) A special committee was appointed, and in connection with like committees from other locals, an assembly was formed during the summer. (18) In the following fall, for the first time in its history the union provided a regular, permanent place of meeting. But the greatest assistance which the printers received came from outside the union. It happened in the following manner. The Order of Railway Conductors of America has its national headquarters in Cedar Rapids. Among its other activities is the publication of a monthly magazine. The printing of this periodical is said to be the largest single piece of work done by any print shop in the city. In 1894 the conductors stipulated that the periodical must be printed in a strictly union shop. Seizing upon this opportunity the local typographical appointed a committee (20) to wait upon the proprietors of the office which printed the magazine.

(17) MS. Minutes, May 3d, 1894.
(18) MS. Minutes, June 5th; June 11th; August 3d, 1894.
(19) MS. Minutes, December 12, 1894.
(20) MS. Minutes, October 3d, 1894.
with a view to complete unionization. This movement thus started resulted in the appointment of a second committee (21) to draw up a scale of prices and revise the constitution and by-laws of the local. By the close of the year the revision had been made and the office that printed the magazine had been "squared". Another shop, which had been allowed to use the union label, was summarily notified that it would be given ten days in which to comply with all union regulations or the use of the label would be withdrawn. In March (22) a committee was appointed to meet the proprietor of The Saturday Record, a weekly society paper, with a view to unionizing that office. At the same time a committee was appointed "to boom the label" and (23) money was appropriated for that purpose. Signs of an awakening were manifest in many lives, and the period was one of considerable growth.

It is worth while to stop for a moment and note more in detail the wage scale adopted in January, 1895. In appearance it was more elaborate than the one which the printers had drawn up in January, 1881. Instead of six sections it consisted of twenty-one, but the length of the work day was still ten hours, (except

(21) MS. Minutes, December 12, 1894.
(22) MS. Minutes, March 5, 1895.
(23) MS. Minutes, April 2, 1895.
Saturday, which was nine). The weekly wage remained $12.00. Printers in morning newspapers still received 30 cents per 1,000 ems, and on evening and weekly papers the rate still stood at 25 cents per 1,000 ems. Foremen on morning papers were to be paid $18.00, and on evening and weekly papers $15.00, which was approximately what they had been receiving for years. Machine operators, that is, linotype men, were to be paid 7 cents per 1,000 ems, which was equivalent to about $14.00 per week. Thus it is seen that, since the chartering of the union, wages and hours of labor had remained practically stationary.

A definite change in the policy of the local was, however, soon to take place and an incentive was furnished in 1898 when a Committee from the International Typographical Union and the United Typothetae, (The National Employers' Association), agreed upon a plan for the gradual adoption of a nine-hour working day for union printers. (24) As a result of this action the local at its September meeting, (25) appointed a shorter working day committee, whose duty was to confer with the proprietors of the different shops in regard to putting the proposed schedule into operation. The

(24) U. S. Industrial Commission Reports 17, p. 94.

(25) MS. Minutes, October 3, 1898.
next month it appointed a second committee to confer with non-union printers of the city to enlist their support in the movement. The matter came to a climax in November when, at a special meeting held for that purpose, the report of the shorter working day committee was given. (27)

The situation is so concretely set forth by the report of this committee, that the report itself is given in full. It contains three sections. First is the petition which the committee drew up and presented to the employers on behalf of the printers. Second is the agreement which the committee asked the employers to sign, and, third is the report of the committee as to the success of its labors.

The petition drawn up by the committee reads:

"On October last, as is no doubt well known to you, an agreement was entered into by the representatives of the United Typothetae of America and the Shorter Work Day Committee of the International Typographical Union, the International Printing Pressmen's and Assistants' Union and the International Brotherhood of Bookbinders for the inauguration of a shorter work day on the following basis; The nine and a half hour day, or the fifty-seven hour week, to commence on November 31st, 1899. The effect of this action will be to establish a nine and a half hour day in nearly all the important cities of the United States on the 21st inst. There certainly should be no need for us to advance any argument at this time in favor of the shorter work day, beyond the general

(26) MS. Minutes, October 3, 1898.

(27) MS. Minutes, November 19, 1898.
statement that it works for the betterment of every interest of both employer and employee. Added to this consideration, we feel confident that you do not wish to have your home city left behind when nearly every other city of like importance in the country will be taking so important a step in our general economic progress. In view of these facts, we the undersigned, do respectfully petition you to accept the agreement under consideration and to give to those in your employ who are affected the advantage of its provision."

The agreement which the Committee asked the employers to sign read:

"AGREEMENT"

"We, the undersigned employing printers of Cedar Rapids, Ia., hereby indorse and grant the foregoing agreement, and petition, provided:

"(1) That said agreement shall in no wise alter existing price scale.

"(2) That it shall in no manner reduce the present weekly compensation of any employe.

"(3) That unless this agreement is endorsed and signed by the following firms, and individuals employing printers, viz. The Gazette Co., T. S. Metcalf, The Laurence Press Co., H. Fennett, Publisher, The Republican Printing Co., Newton and Huston, The Record Printing Co., and The Star Printing Co., it shall be binding upon no individual or firm."
The report of the Committee as to the success of its effort follows:

"Your committee deems a detailed report necessary in order that all may properly understand the position we are in.

"After twelve committee meetings we had completed the filing of the petition, read at the last regular meeting. With the exception of the employees of The Gazette (and three in the Republican to whom it was not presented), we secured the signature of every pressman, bookbinder and printer in the city, from devil to foreman.

"The Gazette people refused to mix in for reasons that can be stated by Mr. who, for reasons that can also be best explained by himself, erased his name secured at the last regular meeting.

"Last Monday your committee visited in turn the following shops: Gazette, Star Printing Co., Metcalf, Newton & Huston, Record, Republican, Laurence Press Co., and H. Bennett. To Mr. Miller of the Gazette, we stated at the beginning that their endorsement was wanted. Not that it would in any way affect their own men or hours, but as moral support to help reach the other shops. He looked upon the matter as interference with book and job employers, and refused to sign. (We understand that afterwards he appeared at the conference of proprietors and did some interfering to his own satisfaction, if not to ours.)

"The Star proprietor agreed to come in provided the rest did.

"Mr. Scott Metcalf was next approached, advocated a clause in favor of the piece men, signed willingly and wished us success and good luck. Mr. Huston did likewise, and assured us of his hearty support."
"Mr. Sherman stated that he could not accommodate us without a conference with the other proprietors, and has since stated that it would incur a loss to him of $400.00 a year which he could not bear at the present condition of prices for work.

"Mr. Cole, of The Republican, stated that 9½ hours was satisfactory to him, gave us a promise to sign when Mr. McMillan returned, and slipped around the question very neatly.

"Mr. Charles A. Laurance, the easy man, as we naturally supposed, came next, read the petition and promised nothing.

"Mr. Bennett signed next, and expressed himself as heartily in sympathy with the movement.

"In other words, we secured the three shops that believed in organizations in twenty minutes, and wasted four hours on the other five.

"It is a clear case of unorganization, and we would recommend that the international be informed, and that six months or a year's time be asked for to carry out our obligations. Without a thoroughly organized town, as stated in our first report, we can do nothing. How to accomplish this we leave to you.

"We would suggest that a committee be appointed, to stand for the ensuing year, to work with the business men in regard to using the label on their printing, and to organize if possible a trades labor assembly in this city.

"We would recommend that no radical measures be resorted to, and that all work be done by a committee, and everything be conducted quietly and in a businesslike manner.

"As for calling out the men in open shops the suggestion is foolish, as is one asking for the reduction from our friends who signed the request."
"With these few explanations, we ask for our honorable discharge."

Signed.
R. G. Stewart
L. H. Dawley
A. M. Varner
W. T. Sands
W. P. Keogle."

The committee's report was adopted, and systematic plans were at once advanced for "unionizing" the city. This work continued for several months. Every printer in Cedar Rapids was reported upon as to his likelihood of joining the local. Results, however, were unsatisfactory and a request was sent to the international for an organizer. This officer arrived in the following July and an open meeting both of union and non-union printers was held. The next month the local instructed its scale committee to ask the proprietors for a flat nine hour day, and pay at the rate of 25 cents per hour, with piece work in proportion. This would have meant an increase in wages of approximately $1.50 per week, in addition to shortening the time of work one hour per day. For several weeks the committee urged upon the proprietors the adoption of this scale, but no settlement could be secured. In the meantime

(28) MS. Minutes, June 11, 1899.
(29) MS. Minutes, July 9, 1899.
(30) MS. Minutes, August 13, 1899.
a strong union sentiment was developing in the local, and in October
the scale committee was reinstructed to demand recognition of the union
and a nine hour work day, and to leave optional the matter of a rise
in the scale of wages. At this same meeting it was reported
that the proprietors, with one exception, were willing to attend a
joint conference for the purpose of discussing the situation.
Apparently this meeting was unsuccessful, for a month later
the committee again reported no agreement reached. After an
exciting session, the committee was instructed to report the situation
to international headquarters and to ask that body for assistance in
case a local strike was necessary to secure the nine hour day.

At a special meeting a week later the matter of publishing the names
of the non-union printers in the city was discussed. A telegram
was read from an organizer of the international to the effect that he
was on his way to Cedar Rapids. It was then decided to leave all
matters pertaining to the settlement to the judgment of the shorter
work day committee and the organizer. This official arrived, and,
after conference, the proprietors finally agreed to recognize the

(31) MS. Minutes, October 8, 1899.
(32) MS. Minutes November 19, 1899.
(33) The situation at this time in Cedar Rapids was typical, of what it
was the country over. The president of the international wrote
in August, 1899:

"We have determined that nine hours shall be the maximum
number which any member of our organization shall work per day.
We believe that work beyond this number is detrimental to the
mental and physical health of the worker.

"It is a fact that every town complained of by employers as
having an advantage in the matter of wage scale is poorly organ­
ized, and the Typographical Union in those places has met with
determined opposition on the part of the employers. *** and if
the International Typographical Union is guaranteed from the
attacks by locals of United Typothetae, we will succeed in the
next six months in making a great step forward in the interest
of what is termed by our employers wage equalization." United
States Industrial Commission Reports 17, p. 95.

(34) MS. Minutes, November 19, 1899.
(35) MS. Minutes, November 26, 1899.
union and grant the nine hour work day. The only further reference to the matter is in the minutes of the following meeting when bills for service on the shorter work day committee were allowed, and the committee tendered a rising vote of thanks. (36)

Having secured recognition of the union, the local was placed in a position to bargain advantageously with employers, and before long it was determined to appoint a committee to revise the existing scale of prices and office regulations. By May, 1901, the task of revision had been completed, (37) and the committee was ordered to have the scale set up on the linotype machine and copies distributed among the members at the next meeting, at which time the union would resolve itself into a committee of the whole and consider the schedule section by section. Three men were also appointed to learn how "the new scale was regarded by the proprietors", and to report at the next meeting what concessions in their opinion would have to be made in order to secure the adoption of the new regulations. No immediate action was taken and no further reference is found in the minutes until the following November, when a special

(36) MS. Minutes, December 10, 1899.

(37) MS. Minutes, May 5, 1901.
meeting was called, "for the purpose of making some changes in certain sections of the wage scale, to conform to the requests of the employing printers, and also to settle on the length of time for which the new scale should remain in force". It was decided that the contracts should be made for a period of three years and the committee was authorized to enter into such agreements with employers. The local also voted to hold a "jollification" as soon as the several contracts had been signed.

The union had, indeed, secured concessions of value. The rate of pay on morning newspapers under the new scale was raised from 30 to 35 cents per 1,000 ems. The rate on evening and weekly papers was increased from 25 to 33 1/3 cents per 1,000 ems. Book composition was advanced from 25 to 30 cents per 1,000 ems. The minimum wage of journeymen was now $13.50 for a week of 54 hours, instead of $12.00 for a week of 60 hours as was the case under the old scale. Foremen in offices also received proportionate increases. For work on Sunday and legal holidays, including May 30th, July 4th, Labor Day, Thanksgiving, and December 25th, a special rate

(38) MS. Minutes, November 20, 1901.

(39) Office Regulation and Scale of Prices of Cedar Rapids Typographical Union No. 192, in effect November 21, 1900.

(40) While considered on a ten hour scale, the local printers in reality worked but 59 hours per week under the scale of 1899.
of 32½ cents per hour for time work, and 35 cents per 1,000 ems for piece work was secured. A separate set of regulations governing the pay and work of linotype operators formed part of the new scale. These regulations provided for an eight hour day with a minimum wage of $18.00 on morning papers, and $16.00 for evening papers. The adoption of this schedule marks the close of the second period in the history of the local.

The important feature of this period was not the increase in wages that had been secured, but the fact that the printers had "unionized" the city, and with the local labor market once under its control, it was a comparatively easy matter for the union to compel the employers to bargain with it rather than with individual printers.

THIRD Except for a general strengthening of the organization, conditions in the local during the next three years remained practically unchanged. Forces were at work outside of Cedar Rapids, however, that were bringing about a new period in the life of the union. In 1902 at its annual convention, (41)

the international appointed a committee to devise ways and means of putting into effect an eight hour work day. (42) The united typothetae, the employers association, came out in pronounced opposition to the plan, and in order to strengthen its position, it began to establish locals throughout the country. In the spring of 1904 enough of the employing printers in Cedar Rapids had joined the national typothetae to warrant the establishment of a branch in Cedar Rapids. The founding of this local marks the beginning of the last period in the history of the Cedar Rapids typographical. From now on the union was to deal not with individual employers, or even with temporary organizations of proprietors, but with a definite association, which, in turn, was controlled by a central organization, in much the same manner as the local typographical is controlled by the international.

The printers at once met the situation by the appointment of a committee to draw up a new scale of wages and present to the local typothetae. (43) After three months of work the committee, at a special meeting, reported a proposed schedule. Aside from the fact that a general increase in wages was asked, it presented little difference from the one then in force. The work day was to

(42) An eight hour day had been in effect in newspaper offices for several years. The proposed change applied only to jobbing and printing establishments.

(43) This scale was to go into effect in the following November. It will be recalled that the schedule adopted in 1901 was to expire in November, 1904,
continue nine hours, and the contract was to be signed for a period of three years. A provision was added, however, that "in case of an agreement between the I. T. U. and National Typothetae for an eight hour day, or in case of the arbitrary appointment by the I. T. U. of a time when the eight hour day shall go into effect, the scale on all contracts shall terminate at that time". A copy of the proposed scale was mailed to international headquarters for approval and that body advised the local not to sign a scale for a period beyond January 1, 1906. With revision to conform to this suggestion, the schedule was presented to the typothetae. That body promptly rejected it. For the next six weeks little progress was made by either side. In October, the situation growing somewhat acute, the printers asked the international for assistance. A deputy organizer was at once sent to Cedar Rapids. After investigating the situation and communicating with the international, this official announced to the local that the proposed schedule was entirely reasonable, and that the international stood ready to render assistance. Thus reassured, the local scale committee hung doggedly to
its demands. It was not until November 23d, just three days before the old scale expired, that the employers finally agreed to sign the new schedule.

In addition to securing a direct increase in wages from 35 to 37 cents per 1,000 ems for morning papers, and from 33 1/3 to 35 cents per 1,000 ems for weekly and evening papers, the printers were granted a graduated advance for book composition, and for compositors who worked by the week. (44) The changes in detail are given in Appendix "C", entitled Wages and Hours of Labor.

Thus being made secure by a definite contract, the local rested on its oars to watch events in the country at large. Relations between the international and the united hypothetae, concerning an eight hour work day, were daily becoming more strained. The climax was reached in the following summer when the international declared unequivocally for an eight hour work day, and set January 1st, 1906, as the time at which the new work day must go into effect. The announcement of this action

(44) Office Regulations and Scale of Prices, November 26, 1904.
caused intense excitement among printers all over the country, and within a short time strikes had been called in the larger cities.

It is interesting to note that during this period of pronounced unrest little mention of the eight hour movement is found in the minutes of the local. As late as September the correspondent of the typographical in writing in The Tribune, the local labor paper, said, "Locally the situation is unchanged. Contracts are in effect for all offices in the city which will not expire until January 1st. The contracts will be held sacred by both parties. The printing trades never have and never will violate a contract. The utmost good feeling prevails, and it is the earnest desire that the local situation may be brought to a peaceful settlement without financial loss or strained relations."

A scale committee, however, had been appointed early in the summer. A new schedule was drawn up which provided for an eight hour work day, and in addition, sought an increase in wages. After a list of the proposed changes had been presented to the employers, there was much haggling between the representatives of the locals.
The employers were opposed both to a decrease in hours and to an increase in wages. After bickering until the very day the old scale expired, and threatening each other with all sorts of trouble, the committees finally agreed to compromise. The eight hour day was granted, and the printers accepted a direct reduction in wages with a provision for a graduated increase. The new contracts were signed for three years. Thus without the loss of a single day, the local had secured the greatest victory in the history of the printers. During the following June, in the industrial parade held in Cedar Rapids, in connection with a semi-centennial celebration of the city, the typographical carried a large banner upon which was printed the words,

\begin{center}
\textit{Work 8 Hours Home Rest}
\end{center}

The last scale to be put into effect was in January, 1909. During the summer of 1908 a committee from the typographical prepared an exhaustive schedule, which a committee from the employers promptly

\begin{footnote}
Office Regulations and Scale of Prices, January 1, 1906.
\end{footnote}
refused to accept. Higgling and bickering continued throughout the fall months. Late in December the representatives from the proprietors notified the scale committee that they positively would not sign the proposed agreement. The typographical replied by setting January 4th next, at 7 A. M., as the last date upon which the new scale must go into effect. At a meeting called on January 3d the scale committee reported to the typographical that an agreement had been reached. (46) The report of the committee was at once adopted and the secretary of the union was ordered to draw a check with which to purchase a box of cigars. (47)

The new scale provided for gradual increase in wages in all departments. The highest point was to be reached in 1912, at which time, if the scale proved satisfactory to both employers and employes, it was to continue in force until January, 1914.

While a few of the members of the typographical wished to ask for a new scale in 1912, the great majority were favorable to continuing the present scale to 1914, and there is little likelihood of a change before that time.

In glancing over the history of the union's struggle for

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(46) As a matter of fact no written agreement regarding this scale had ever been signed by either the men or the proprietors, but both have kept the contract inviolate.

(47) MS. Minutes, January 9, 1909.

(48) See table, Appendix "C", entitled, Wages and Hours of Labor.

(49) The local did not even appoint a scale committee. The matter was discussed only informally.
wages and hours of labor it is seen that those who have controlled the policies of the organization during the thirty-one years of its existence, have been, on the whole, conservative. There have been but three strikes, all of which occurred during the first three years; yet the length of the work day has been shortened 20\%, while wages have been increased on the average of nearly 50\%. Just how much of the credit for this improvement is due to the local and how much is due to the international would be difficult to determine, but without doubt, the apparent fairness which has characterized the actions of the local, especially, in the last two periods of its history, have been potent factors in securing the results. The writer, however, does not wish to imply that all the improvements in the typographical have been due to the efforts of the printers. Much is the result of a changed attitude on the part of employers, and much is due to the general improvement of industrial conditions in the country as a whole.

The Union Label

Next in importance to the struggle for wages and hours of
labor are the campaigns conducted by the local on behalf of the union label. In the early years of the organization little is found concerning this feature of unionism, but of late, as its importance has become more clearly recognized, much time and energy have been expended in promoting the use of the label, until today this work is carried on with persistency and effectiveness.

There is, of course, a basic idea which underlies the union label. Each trade organization is struggling to secure industrial advantages, such as shorter hours, increased wages, and improved sanitary conditions. When the employer unionizes his establishment he agrees to provide such of these benefits as the union at that time may stipulate. In return for this concession the unions feel that there should be some way for the public to identify the employer who is conforming to union standards, and in an effort to make such identification easy the union label has been devised. The use of the label the union offers the proprietor; for example, if the employer be
in the printing business, he is permitted to have the union imprint appear upon printing done in his office. Thus it is seen that the philosophy of the label rests upon two ideas; first, that the union is the proper body to determine what shall constitute favorable conditions of work for the laborer; and, second, that the public in a broad, humanitarian way is so desirous of having the employer fulfill these conditions that it will put the stamp of approval upon each proprietor who uses the insignia of the union upon the goods he sends out from his establishment.

In Cedar Rapids the typographical has sought to advance the use of the union label by two well defined means. On the one hand, it has conducted vigorous campaigns in support of the allied printing trades label, which, as was noted in a preceding chapter, is the insignia used jointly by the several unions in the printing industry, when the use of individual labels by each union would be impractical. On the other hand, the local has made an effort to support union labels in general, no matter
in what realm of industry such labels may be.

The support given by the printers to the allied printing trades label, in turn, may be considered under two heads, for a part of it is national in scope, and a part is entirely local. The national phase can well be explained by illustration. A few years ago trouble occurred on one of the large New York dailies. The office was declared unfair by the unions and the use of the allied label withdrawn from it. Immediately upon receiving word of the difficulty the Cedar Rapids local set about to secure the name of every subscriber of the New York paper who lived in Cedar Rapids. A list having been obtained, these persons were asked to write to the proprietors of the paper and state that, as subscribers, they were heartily in accord with the position taken by the union.

In 1905 and 1906, when the international had declared the publishers of The Saturday Evening Post, The Ladies' Home Journal and The Woman's Home Companion to be unfair, and the use of the label had been withdrawn from their establishments, the local published the following statements in The Tribune, a labor paper.
"Again we desire to call the attention of the allied membership to the fact that the Crowley Publishing Company, of Springfield, Ohio, publishers of The Woman's Home Companion, is still fighting the allied trades by means of injunction, etc. Any members of the three crafts or their wives who will in any way encourage or patronize the publication are traitors to the craft and their own pocket books. A portion of your 50¢ assessment, ladies and gentlemen, is being used each week to fight this unfair firm. Does it pay to furnish both sides with the sinews of war? Eliminate the sentimental and look at it in the light of a business proposition.

"Do not buy
Saturday Evening Post
Ladies Home Journal
They are unfair. We can hit these publications quick hard and often
And help cut the 10 per cent.
'Do it NOW'!"

The real effectiveness of the means thus employed by the local to assist sister unions in establishing the use of the label is gained only when it is recalled that other locals scattered throughout the whole country were also aiding in a similar manner. By the combined efforts of all these branches a powerful influence was brought to bear upon the employers.

In the summer of 1894 the typographical conducted the first local campaign on its own behalf. It will be recalled

(52) MS. Minutes, June 5, 1894.
that at this time Cedar Rapids was an "open" city and the label was not in use. The secretary of the union was instructed to order five labels from the international (53) and there was some talk of conducting an aggressive campaign. The attempt, however, appears to have been sporadic, and it was not until a year later that a regular label committee was appointed, (54) and an appropriation made for its use. (55) For the next few years label committees were kept at work interviewing proprietors and urging upon them the need of unionizing their shops so as to secure the use of the label. The committees also waited upon business men and pointed out to them the advantages of having the union label appear on their printing. (56) The co-operation of the other labor unions in the city was solicited and each was urged to have the union label appear upon all its printing. (57) Thus by well directed efforts the union gradually brought about a demand for the label.

The year 1898 is the first date on which a shop in the city was granted the use of the label, (58) yet by 1900 the demand had so increased that the secretary was instructed to

(53) The international sells labels to the local at a price ten per cent. higher than actual cost.

(54) MS. Minutes, March 5, 1895.

(55) MS. Minutes, April 2, 1895.

(56) MS. Minutes, May 3, 1897.

(57) MS. Minutes, January 3, 1898.

(58) MS. Minutes, August 1, 1898.
order a new supply and a committee was appointed to draft a set of rules to govern the granting of the label. (60) To familiarize the public with its insignia, the label was placed in local newspapers at regular advertising rates. The city council was petitioned to have the label appear on municipal printing, (61) and in the fall of this year, the union inaugurated the most far-reaching label campaign that has been conducted during its history. The circumstances surrounding the inauguration of this campaign are interesting. The international, in the year 1900, was engaged in a struggle against non-union establishments which published school books. In the fall of that year the central body communicated with the local in regard to the situation in Cedar Rapids. After learning the facts it advised the local printers to undertake a campaign for free texts. The typographical referred the project to its label committee for thorough consideration. That committee reported in favor of initiating a campaign and its report was accepted. (63)

The agitation was commenced in December. At that time popular interest in the subject of free texts was sluggish, while, to make

(60) MS. Minutes, March 4, 1900.
(61) MS. Minutes, April 1, 1900.
(62) MS. Minutes, September 2, 1900.
(63) MS. Minutes, December 2, 1900.
the situation still more difficult, the daily papers of the city were not favorable to the plan. The union began the work, however, with characteristic vigor. A committee was appointed to interview the president of the board of education. A call was issued for volunteers to circulate petitions in the various wards of the city, and every union in the city was urged to give its support to the campaign. Soon the entire municipality was aroused on the subject. As the discussion increased the typographical appointed a special committee which had power to do whatever in its judgment was necessary to promote the free text idea. The members of this committee were assured that all bills incurred by members while in the performance of work would be promptly paid by the local. The union's efforts were crowned with success, for at the spring election a measure which provided for free text books was passed.

Scarcely were the ballots counted before the local called a special meeting for the purpose of appointing a committee to draft and present a memorial to the board of education, in which that body was to favor the purchase of text books that bore the

(64) MS. Minutes, December 2, 1900.
(65) MS. Minutes, March 3, 1901.
(66) MS. Minutes, March 3, 1901.
(67) MS. Minutes, March 10, 1901.
imprint of the union label. The board agreed to do this, whenever practical.

Within the last few years, since the general adoption of the union label has been secured, the union has gradually shifted its energies to the enforcement of union regulations in the various printing offices of the city. The label has now become so thoroughly established that no proprietor would view lightly a threat to have its use withdrawn from his shop. Thus it is seen how by ceaseless effort the local has gradually transformed the label from a thing of little consequence into an effective engine for the strict maintenance of union standards.

The union has done more, however, than merely establish its own label in Cedar Rapids. It has taken decided steps in the direction of supporting union labels in general. A favorite method of accomplishing such work is to bring pressure to bear directly upon those who handle goods that do not bear the union label. Instances are not a few in the minutes of the local where committees have been appointed to call on the owners of clothing stores, on
shoe dealers, and on proprietors of cigar stands to protest against the sale of non-union goods. (68) In 1907 the local passed a resolution wherein the owner of the building in which the union held its meetings was requested to remove the signs from about the exterior of the structure, and replace them with ones which bore the union label. (69)

Sometimes a general appeal had been made to the public to use labeled goods, as was the case in 1909. In the spring of that year (70) it was learned that a large non-union mail order house which gives premiums with soap orders, was planning an extensive advertising campaign in Cedar Rapids. Some of the local trade organizations were considerably distressed by this news, especially the retail grocers' association. The desirability of circumventing the plan was admitted by all, but there was a question as to who should do the work. For fear of popular disapproval, the grocers did not care to come out in pronounced opposition to the invading company. The upshot of the matter was that the printers voluntarily conducted a vigorous campaign against the mail order house. While this work was carried on, ostensibly on behalf of the union label

(68) MS. Minutes, September 9, 1897; July 7, 1899; September 3, 1905; March 4, 1907.

(69) MS. Minutes, March 4, 1902.

(70) MS. Minutes, April 4, 1909.
in general, in reality it was performed primarily for the grocers, and it is interesting to note in the minutes of the local that the retail grocers' association paid the expenses incident to the campaign.

The most drastic action that the local has seen fit to take on behalf of the union label has been legislation which affects its own members only. Naturally, it is to be supposed that union men would prefer to purchase union made goods, but, for many years representatives to the city federation would report back to the typographical the complaint that union men were not staunch supporters of union-made products. They did not always demand the union label, it was said. Partly to disarm criticism of this kind so far as printers were concerned, and partly to put the practice of calling for union labeled goods upon a sound business-like basis, the local in 1909 adopted what is known as the label order of business. Under this plan the secretary at each meeting of the local calls upon members who patronize union establishments to rise. The label order of business, as it is

called, is a comprehensive one, and runs, in part, as follows:

"All members whose clothing bears the Union Label will please rise.

"All members who purchase only Union Made Cigars and Tobacco will please rise.

"All members who patronize only Union Restaurants, Union Barber Shops, Union Saloons and Union Markets will please rise.

"All members whose hats bear the Union Label will please rise.

"All members whose shirts and collars bear the Union Label will please rise.

"All members who employ Union Plumbers, Carpenters, Painters, Sheet Metal Workers, Leather Workers, etc., will please rise.

"All members who use only Union Made Brooms in your homes will please rise."

Both dignity and force are given to these stipulations by a section in the by-laws of the constitution which provides that any member who knowingly purchases non-union made goods or who patronizes a non-union establishment shall be fined to the amount of $2.00.

Political Activities.

To give a detailed, accurate account of the political

(73) Section 8, Article VII, By-Laws, 1912.
activities of the local typographical is practically impossible. Many of its most important happenings in the field of politics have never been made a matter of record, and a knowledge of them has been gained only through personal conservation with members of the union. It would scarcely be permissible, however, to include in a thesis of this kind, events that are based merely on hearsay evidence. Consequently, the activities here set forth have been confined to those of which record has been found, either in the minutes of the local or in the current newspapers of the time.

The fact that for a number of years after its inception the union was small and ineffective prevented it from exerting political influence. But while the local, as such, did not engage in political activities, some of its most enthusiastic supporters did. As was noted in a preceding section, the typographical was organized at a time when the spirit of unionism, as manifested in the Knights of Labor, ran high. Some of the men who were active in both organizations were small publishers, each of whom had his own little sphere of political influence. Many of the co-operative
movements of the eighties, which were semi-political in nature, received support from the pens of these editors. The "New Era", a paper published in Cedar Rapids in early days in the interest of the Knights of Labor, gained local political prestige. Its editor was a loyal member of the typographical. In 1887 there convened in Cedar Rapids the first county convention of the United Labor Party, to be held west of the Mississippi river. Among those prominent at this gathering were members of the printers' union.

There is no evidence, however, that the local, as such, took an interest in the movement. In March, 1889, the printers appointed a committee to draft and forward resolutions to the secretary of the international typographical in which the selection of a union man as public printer was urged, but it is more than likely that the incentive for this action came from the central body itself.

The first instance of political agitation (and activity) within the union occurred late in the fall of 1893, when the name of Mr. Merchant, business manager of The Cedar Rapids Republican was suggested in connection with the office of state binder. It will

(74) Cedar Rapids Daily Republican, September 13, 1887.
(75) MS. Minutes, March 2, 1889.
(76) MS. Minutes, December 10, 1893.
(77) MS. Mr. Merchant had already held this office at an earlier date.
be recalled that it was because of the strong opposition of Mr. Merchant as business manager, that the local had lost control of The Republican during the eighties. The printers had not forgotten this, and as soon as they learned that Mr. Merchant might be a candidate, the union met and took steps to oppose him. (78) At first it was voted to have circulars printed and spread broadcast, in which Mr. Merchant was to be denounced as hostile to organized labor. Later this action was rescinded and a committee was appointed to go to Vinton, a town some forty miles distant, and enlist the support of the union men of that city. Mr. Merchant did not become a candidate, but there is no evidence to show that the opposition of the local influenced his decision in any way.

Since 1894 the political activities of the typographical have been more pronounced. They fall into two rather distinct (79) groups. On the one hand, the local has worked in conjunction with other unions to bring about results particularly desired by organized labor. On the other hand, it has exerted influence by throwing its support to certain men and issues. In the first named group are matters related to a multitude of subjects. For instance

(78) MS. Minutes, December 10, 1893.

(79) These groups are, of course, more or less arbitrarily made.
in 1894 at the suggestion of the Des Moines typographical, a Mr. C'Blenis was endorsed for Labor Commissioner. At the suggestion of the international, in 1897, the local drew up and sent to the Iowa congressman for the 5th district, a memorial that urged government control of the postal telegraph. From a political standpoint the text of this resolution is the most radical of any of which record is found in the minutes. It reads:

"Whereas, Cedar Rapids Typographical Union No. 192 has heretofore unanimously adopted resolutions favoring government control of the telegraph, and being still heartily in favor of such ownership and control, and believing that such a policy would result in great benefit to the masses of the people by destroying a gigantic monopoly, and bringing the telegraph within the reach of all: therefore,

Resolved, that Congressman Hayes of the second Iowa District, member of the house postoffice Committee, be earnestly requested to give his aid in securing such legislation, and in the interest as we believe, of a large majority of his constituents, we respectfully ask him to use his influence and vote to secure the favorable recommendation of House Bill 4478, now before the committee of which he is a member, which bill this union heartily and unanimously endorses.

"Resolved, that the Secretary be instructed to forward a copy of this preamble and resolution to Congressman Hayes at once under seal of this union."

Two years later, at the request of the Tri-City machinists,
a petition was signed asking for the removal of the commandant at the federal arsenal in Rock Island. Early in 1900, on recommendation of The State Federation of Labor, the local took action against a proposed state garnishment law. Later in 1904, the union opposed the establishment of a print shop in the state reform school at Eldora. When the state board of control took up the question of having the printing under its jurisdiction done at the Anamosa prison, the union appointed a committee to call on a member of the board who lived in Cedar Rapids to inform him of the opposition of the typographical to any such plan.

There is no evidence, however, to show that in any of these instances the local has exerted an influence of importance, nor should it be concluded that such activities are peculiar to the Cedar Rapids typographical; rather the point to be emphasized is that the union is but a thread in a network of organization by means of which union labor seeks to accomplish its objects. The ramifications of the local extend into every phase of industrial life. No measure unfavorable to unionism has been too insignificant to be spurned by

(83) MS. Minutes, February 4, 1900.
(84) MS. January 3, 1904.
it, and no opposition has been so great as to daunt its courage. It is by adding a little here and a little there, as has been illustrated by the preceding examples, that there is formed that great mass of resolutions which goes to make up the bulk of the political activities of trade unions today, and to this work the Cedar Rapids printers have made many contributions.

In local politics the influence of the union has been more direct. Sometimes the printers favor a candidate because he is known to be favorable to union labor. In the contest for judgeship of the superior court in 1900, for example, the typographical endorsed the following communication:

"Dear Sir and Brother:

It has come to our notice that Mr. Giberson, one of the candidates for Superior Judge, is entirely antagonistic to organized labor. Within the past year Judge Giberson turned down a gentlemanly request from the plasterers' union and had two houses built by scab labor. It is your duty to support a man who will lend us a helping hand in time of need.

"Mr Rothrock, the other candidate, can and will assist union labor at all times. Please see that members are notified as soon as possible.

Yours in Union."

(85) MS. Minutes November 2, 1900.
In recent years the political efforts of the typographical have been closely associated with those of the local federation of labor. A candidate is generally endorsed on the ground that he is a union sympathizer. While local politicians are always eager to secure the support of the printers, no evidence has been found to indicate that the typographical has entered into political bargains of questionable character, although it is more than likely that if any such bargains were agreed upon, they would not be made a matter of record.

In general it may be said that the political actions of the union bear striking resemblance to those of an individual. It has endorsed men and policies that were favorable to it, and vigorously opposed those that were unfavorable.

Educational and Social Benefits.

Strictly speaking the constitution of the typographical makes no provision for either educational or social advancement of its members, but there can be no doubt that membership in the organization results in stimulating both the intellectual and the
social natures of those who attend its meetings. This is true for a number of reasons. In the first place, the every day work of the union is in itself of educational value. After all, the union is only a form of government for those who compose it, and the comparison is not far fetched that likens the activities of the trade organization to those of a governmental assembly. It is primarily a congress wherein its members have free and full discussion of problems that vitally affect their welfare, and the minutes of the typographical bear witness to the fact that the printers have used this privilege on many occasions. The conduct of business sessions gives schooling in methods of parliamentary procedure, and teaches the decorum of public assemblies. The close relationship which the local maintains with trade unions the country over tends to make its members peculiarly sensitive to all labor movements of importance, while the varied political activities of the union, which have already been set forth, leave no doubt as to the distinct intellectual advantages that the organization possesses.

But the local has gone even farther and has taken positive
steps toward the acquiring of knowledge. One of the first appropriations ever made by the printers was to help defray the expenses of a Mr. Trevalick, who was to give a public lecture in Cedar Rapids. The limited finances of the union during the eighties and early nineties, however, prevented many expenditures of this nature, so the union resorted to the plan of designating members to prepare and read papers on subjects of especial interest to printers. In these occasions such topics as "The Welfare of Printers," and "The Progress of Unionism", were discussed. Thus members were both kept informed and encouraged as to the advancement of the craft in general.

As the organization entered upon a more stable period there was a return to the plan of giving financial aid. Today such support is usually given in conjunction with like assistance from other unions in the city. On occasions of carnivals, industrial expositions and labor days, the union has used its influence and money to have labor leaders of national repute brought to Cedar Rapids. By this means the members come in touch with those who shape the labor policies, and the public is made acquainted with the principles of unionism.

(86) MS. Minutes, May 1, 1882. - The money was donated on condition that the address be given on an evening when the printers could conveniently attend.
Of late years the local has subscribed for printers' magazines which have been placed on the tables of the public library. It has contributed liberally for the library in the printers national home and, on the whole, may be said to have manifested an intelligent interest in educational affairs.

Activities of a purely social nature in the local, are of comparatively recent origin. To be sure the work of assisting in times of sickness and death, and the very meetings themselves, have a social aspect. It is true, also, that the union has shown a congeniality toward other trade organizations in the city by purchasing tickets to their "balls", and by attending their benefit performances, and entertainments of similar nature; but the purely social, among the printers themselves, has been a growth of recent years. The appointment of refreshment committees to provide diversion at the regular meetings is indicative of a growing social spirit. It seems but natural that such a spirit should begin to manifest itself for the union is now on a stable basis, its energies are no longer entirely expended in a struggle for existence, and its members have more time for recreation. Probably the greatest incentive which

(87) MS. Minutes, February 7, 1909.

(88) MS. Minutes, January 6, 1907; July 7, 1907; August 4, 1907; January 5, 1908; January 3, 1909.
could be given to the social side of the union at this time would be the organization of an auxiliary, composed of the mothers, wives, and daughters of union printers. The plan has been discussed a number of times, but there is no assurance or prospect that such an organization will be formed in the near future.

Benevolent Features.

In addition to the basic ideas of increasing wages, improving hours of labor, and giving staunch support to the union label, there are to be found in the typographical organizations certain benevolent features. These include the care of members who are temporarily incapacitated, the support of a national home for aged and infirm union printers, the maintenance of a national mortuary benefit for relatives of deceased printers, and assistance given to deserving needy in general.

As early as 1881, the year in which the local secured its charter, the idea was not yet prevalent that the international union should perform benevolent activities and, consequently, the central organization at that time made no provision for work of this character.

Put the last thirty years have witnessed numerous changes. Today the international has control of the mortuary benefit. It has charge of the national printers' home. The maintenance for both home and mortuary fund are secured by direct assessment levied by the central body. The locals have nothing to do with the amount of the assessments, except as each member has a right to express his sentiment by means of the initiative and referendum.

Although the constitution of the international in 1881 contained no mention of benevolent features, the laws which the Cedar Rapids union drafted at that time were very specific in regard to the matter. "To relieve the deserving needy and to provide for the decent burial of deceased members" was given as one of the five objects for the accomplishment of which the union was created. Article eight of the by-laws provided that in case of the death of any member a meeting should be called for the purpose of making suitable funeral arrangements. If circumstances made it advisable the union was to defray the expense of burial. Article nine of the by-laws contained three additional stipulations. Section one

(90) Section 5, Article II, Constitution, 1882.
(91) Ibid., Article VIII.
(92) Ibid., Article IX.
specifically denied to the local the right to give aid to non-union printers. Section two provided that upon a two-thirds vote sick or distressed union printers in good standing, their widows and orphans were to be given financial assistance. Section three stated that in case of extreme destitution aid to the extent of $5.00 could be given to any individual, when it was evident that the distress had not been caused by the applicant's imprudent conduct. These provisions are substantially in force today, except that the tendency in the local is to limit its activities to assistance in time of temporary disability, and to donate to deserving persons, while the parent organization has taken over the work of caring for the permanently infirm, and makes provision in case of death. It should not be concluded, however, that the local is not always willing to assist in every way in case of the death of one of its members. It is true, also, that admission to the national printers' home is gained upon recommendation of the local.

To be organized effectively to meet cases of temporary incapacity with the least possible delay, the local maintains a relief
relief committee, whose duty it is to investigate any misfortune
that may overtake a member of the union, and, if aid is needed, the
matter is reported to the executive committee at once. Members in
distress are loaned money, without interest, and with the understand­
ing that it may be paid back in small amounts. Not infrequently
the union pays the hospital and doctor bills of members, and it is
common practice to remit all local dues during the time of sickness.

It is the donations made to persons not members of the local,
however, that form the larger part of its benevolent activities. Such
donations began within a month after the union was organized (94) and
they have continued in constantly increasing numbers down to the
present time. Today requests come from far and near. Many are from
sources not even connected with union labor. It is only upon the
broad ground of sympathy for any one in distress that the union finds
justification in responding to them. From the mill workers of
Minneapolis, the coal miners of Pennsylvania, the sweated industries
of New York City, and street car strikers in Texas come appeals for aid.
Perhaps fire has destroyed the belongings of a widow, or some charitable

(93) MS. Minutes, January 7, 1900; August 6, 1905; September 6, 1908.
(94) MS. Minutes, February 4, 1882.
organization is in need of funds. To all such requests the union contributes with apparent good cheer, until the secretary is constrained to note in his record merely the fact that "the customary five dollars" was voted. It is in this phase of the local's life - one which is seldom emphasized by the printers themselves, - that a test of true unionism is seen.

It was planned to give in tabular form the amounts used by the local for benevolent purposes, but the increasing practice in the last few years to allow the executive committee to decide upon matters of donations has made it impossible to secure the data. The reports of the executive committees are not extant. To summarize the benevolent activities of the typographical, it may be said that in case of death and in instances of permanent disability, the tendency is to shift the burden to the international and assess the printers as a whole therefor. In cases of temporary incapacity and in general giving the responsibility rests upon the local.

Membership Restrictions.

Thus far the local has been studied in the light of accomplishments, - its persistent efforts to improve conditions of
labor, its support of unionism, its political activities, its education and social benefits, and its spirit of fraternalism as manifested in practical benevolence. A study of the union, however, would not be complete without a consideration of the restrictions which it places upon those who join, for therein lies the key to much of its effective work.

There are two ways in which the local has provided membership restrictions. It has instituted a well defined system of apprenticeship, and it stipulates certain additional qualifications which the applicant must fulfill before he is eligible to active participation in the meetings of the union.

The apprenticeship system of the printers has always been left in the hands of the locals, although during the past few years the international has made strong recommendations and definite provisions as to how subordinate unions shall conduct their systems. The constitution adopted by the local in 1882 stipulated that one of the objects of the organization was to "influence the apprenticeship system in the direction of intelligence, competency and skill in the

(95) Barnett, 169.
(96) Sections 52 to 62 of The General Laws of The International, 1912.
interest of employers and employees". Strangely enough, however, no specific provisions relative to apprenticeship are found in either the constitution or the minutes of that period. But it is evident that printers had more or less well defined notions in regard to what they considered adequate apprenticeship, for as early as November, 1882, a certain Mr. Peak was refused admission into the local "for not having worked at the business a sufficient length of time".\(^{(98)}\) The customary term of apprenticeship in Cedar Rapids during this period was four years.

It was not until the revision of the constitution and the adoption of office regulations and a scale of prices in 1895 that detailed rules governing terms of apprenticeship were drawn up.\(^{(99)}\) These regulations provided that the term of apprenticeship was to be a minimum of four years. Newspaper offices were to be allowed apprentices at the rate of one for every seven compositors or fraction thereof, provided that no office be allowed more than three. In jobbing offices the rate was one beginner for every five journeymen employed, or two for every eight, with a maximum of three for each office.

\(^{(97)}\) Section three of Article II, Constitution, 1882.

\(^{(98)}\) MS. Minutes, November 5, 1882.

\(^{(99)}\) Section 2, Office Regulations and Scale of Prices, 1895.
The union also recommended that the apprentices sign a written agreement to remain with one employer for the full term of service, and that a change of employment be permitted only upon written permission from the proprietor first engaging the apprentice. (100)

In 1904 the regulations were revised to read that employers be allowed one apprentice for every five compositors or fraction thereof, with a maximum number for each office of three. While four years is the term of service which the apprentice must fulfill, emphasis has been placed on competency rather than length of employment. In a number of instances, when apprentices have applied for membership, the local has voted that the applicant be requested to continue to work at the trade for periods ranging from six months to one year, or "until he becomes more competent".

After the requirements of apprenticeship have been met, there are additional restrictions imposed before the applicant is eligible for membership. The constitution provides that any man or woman voted into the union shall be a practical printer, a machine operator, or a machine tender. The applicant must be competent, and

(100) Section 1, Office regulations, 1904.
(101) MS. Minutes, March 6, 1904; January 3, 1907; May 7, 1911.
(102) MS. Minutes, Article II, Constitution, 1912.
must be of good character. It will be noticed that this is more or less of a blanket restriction; that is, it is used to cover the rejection of a candidate who, for reasons which the union may not care to state, is refused admission. As a matter of fact, so far as the records show, rejected applicants have practically always been debarred on the grounds of incompetency.

The original constitution provides (103) that "applicants coming from a city where at the time of their departure there existed a union, shall not be permitted to work by this union unless they shall be able to furnish at least one witness who shall be a member in good standing, to testify to their having been members of some sister union, in which case their permit must be signed by the financial secretary". The present constitution does not incorporate this provision, but in reality, it still holds true. "Ratted" or expelled members from any typographical union are barred from membership by the local, although within the last few years the international has urged that each branch organization show generosity in admitting such persons. When the applicant has run the gauntlet of the restriction just enumerated, he must receive three-fourths of all votes cast in

(103) Section 7, Article I, By-Laws, 1882.
the ballot on his name. In case of rejection his application
cannot be considered again within a period of six months.

After being duly elected the applicant must pay an initiation fee.
In the case of the local this charge has never been excessive. In
the original constitution the amount was fixed at two dollars.
Today it is ten dollars.

The final restriction placed in the way of the applicant
before he becomes a member in good standing is taking the oath of
allegiance to the union. The pledge, as found in the original
constitution, requires of the member secrecy, loyalty, obedience,
and a willingness to assist brother members in time of need. In
late years the requirements have been made more severe through the
adoption by the local of the same pledge as is used by the inter-
national. This oath evoked considerable comment, especially
that part which reads: "my fidelity to the union and my duty to the
members thereof shall in no sense be interfered with by any allegiance
that I may now or hereafter owe to any other organization, social,
political, or religious, secret or otherwise". The international
now has a clause preceding the pledge which stipulates that the oath

(104) Section 5, Article IV, By-Laws, 1912.
(105) Section 6, Article IV, By-Laws, 1912.
(106) Section 2, Article I, By-Laws, 1882.
(107) Section 1, Article IV, By-Laws, 1912.
(108) Section 5, Article I, By-Laws, 1882.
(109) Section 7, Article III, By-Laws, 1912.
applies only to the printing business. But the local has no such stipulation.

After the applicant has been formally admitted into the local the organization aims to regulate his conduct as a member. His support, both moral and financial, to all measures undertaken by the union has already been secured through the administering of the pledge. Certain of these requirements have already been noted under the section devoted to the union label, and benevolent features. An additional one which means much is the stipulation that each member shall bear his proportionate share of financial obligations. These obligations consist of dues and assessments that are levied by both the international and local. At times the expenses are exceedingly heavy. Thus during the struggle for the eight hour day in 1906 members of the local paid ten per cent. of their weekly earnings into the strike fund.

With a membership of seventy-five, the local paid into the international treasury in dues and assessments during the month of June, in that year, the sum of four hundred and sixty-three dollars;
and in October following, three hundred and fifty-six dollars was so paid. These sums were exclusive of levies for local purposes.

In addition to the levies and assessments the union has a well established system of fines. By this means it forces all members to maintain an interest in union matters. It is customary, for example, if an important meeting is to be held, to pass a motion levying a special fine - sometimes as high as two dollars - upon all who are absent from the proposed meeting. Still another practice is to place monthly dues at figures ranging from a dollar and a quarter to a dollar and a half, with a provision that a rebate of one dollar will be given for attendance at the meetings of the union during the current month. (112) Chairmen of chapels, who fail to report the condition of the chapel at each regular meeting, may be fined from two to ten dollars for each offense. (113) Any member appearing upon the floor of any meeting in an intoxicated condition shall be fined in a sum not to exceed five dollars and ejected from the room. (114) Profane or insulting language is punishable by fine. (115) Thus the provisions go through a long list of punishable offenses.

Undoubtedly the most powerful weapon which the local has with which to regulate the conduct of its members is the right to

(111) The Tribune, July 6, 1906.
(112) MS. Minutes, November 1, 1908; August 1, 1909.
(113) Section 6, Article VIII, By-Laws, 1912.
(114) Section 4, Article X, By-Laws, 1912.
(115) Ibid., Section 5.
"rat" or expel members. The constitution provides that, "Any printer applying for the situation of any other printer for a less rate of wages than that printer is receiving shall be deemed a "rat", and, if convicted, shall be expelled." (116) The full force of such a provision is gained when it is recalled that a member "rated" by one union is not eligible to join any other union, and it is required by the constitution that as soon as the local "rats" a member, the name of the member shall be published in the journal of the international, and every union notified that the person has been discharged. With such a provision hanging over their heads, members will hesitate a long time before taking steps that would make them liable for non-union conduct.

Finally, in order to insure complete obedience, the local has a provision whereby none of its members can leave the jurisdiction of the union and be admitted to a local in another jurisdiction without a traveling card. This traveling card is a certificate given by the Cedar Rapids union at the time the printer withdraws, and it is a guarantee that the holder is a member in good standing of the Cedar

(116) Section 82, Article X, By-Laws, 1912.
Rapids typographical. Hedged about by such machinery as has just been described, it is small wonder that the local is able to command both the respect and obedience of its members.

(117) Section 1, Article V, By-Laws, 1912.
Chapter 3.
The Bookbinders in Cedar Rapids.

1. Formation and Growth.

In the foregoing chapter the organization and activities of the typographical union have been considered in detail. To describe as minutely the growth and development of the bookbinders and the pressmen would necessarily involve a needless amount of repetition. For example, the locals of both bookbinders and pressmen were formed as branches of national organizations. Both sustain the same relationship to other trades organizations as do the printers. Each is connected fundamentally with its parent organization. Each is a member of the local allied trades council. Each is associated with the local federation of labor, and through it is connected with the state and national federations. Although differing in minor details, the mortuary benefits and similar funds of all three unions are much the same. Their jurisdictional, political, social, benevolent features have many things in common. Consequently, it has been thought best in the present and succeeding chapters to give
special emphasis only to those phases of the bookbinders and the pressmen that are characteristic of the locals.

Many of the vicissitudes which beset the typographical in the early days of its organization in Cedar Rapids had disappeared at the time the bookbinders and the pressmen formed branches. Trades unionism in general had grown at a tremendous rate, and by 1899, the year the locals were formed, trades organizations were in the midst of a period of epoch making development. Hostility to unionism in Cedar Rapids was gradually decreasing. Branches in many industries had been established and the local federation of labor had been organized. It was a peculiarly favorable time for both the pressmen and the bookbinders to form local associations.

It is probable that the greatest incentive to establish organizations came from the local printers. It will be recalled that the years 1898 and 1899 were ones of great activity among the typothetas, the employers' association. The shorter working day committee from the printers, when reporting on its failure to secure the 9 hour day in November, 1898, had reported the situation as "a clear case of unorganization," and the printers immediately set out to

(1) MS. Minutes Typographical Union, November 19, 1898.
The bookbinders were first to gather in temporary organization, on August 6, 1899. Temporary officers were elected and a committee was appointed to secure a list of the men who were willing to organize a union. At a second meeting held on October 23d, following, the membership committee reported a list of ten members who were willing to form a union, with promise of membership by two others in case organization was established. Application was made to the international bookbinders union for establishment of a local in Cedar Rapids, and on November 16th a charter was issued which created what has since been known as Bookbinders Local Union No. 84 of the International Brotherhood of Bookbinders. In the following January the first regular meeting was held. At that gathering permanent officers were elected and a constitution and by-laws were adopted. During the following March a permanent place of meeting was provided. Unfortunately the original constitution is not extant, but it is probable that it was modeled closely upon the one used by the international at that time. The regulations, as governing laws for a local, proved unwieldy and by the following spring (March, 1901) a committee had been

(2) MS. Minutes Bookbinders Local No. 84 of the International Brotherhood of Bookbinders. August 6, 1899.

(3) MS. Minutes October 23, 1899.

(4) The names of these ten men are: Charles Wellman, R. H. Buckman, E. L. Brackett, Charles Pickthall, John Smythe, H. S. Keffer, C. C. Ayers, F. H. Snyder, F. V. Smith, and Frenk Hruska.

(5) MS. Minutes January 7, 1900.

(6) A copy of the charter can be found in Appendix "A", entitled "Charters of Local Unions".

(7) MS. Minutes March 24, 1900.
appointed to revise the constitution and by-laws, with special emphasis upon the fact that the committee was to condense and make as practical as possible the regulations. Although meetings were held regularly the local grew but slowly during the first two years of its existence. According to the Secretary's records attendance during this period never exceeded ten members, while the average was but six. It is probable, however, that this is an instance in which the official records do not show the actual number present, for it is more than likely that members coming in late were not counted as being in attendance. The votes on many measures which were taken during this period showed this to be the case. It is certain, however, that the organization was far from being a vigorous one.

The greatest impetus to membership came in the summer of 1902 when the charter of a local women's bookbinders was rescinded, and its members were permitted to join No. 84. At the present time (1912) the active membership is 46, 23 of whom are men, and 23 women.

**Difficulties of organization**

In studying the efforts of the bookbinders to secure an effective union, the fact is constantly emphasized that there are certain

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(8) MS. Minutes, March 4, 1901.

(9) MS. Minutes July 7, 1902.
features inherent in the modern business of bookbinding which make the trade an especially difficult one to organize. Four of these characteristics deserve special consideration. These features are not, of course, peculiar to Cedar Rapids, but they have had much to do with shaping the policy of the local. In the first place, the diversity of work done in the bindery has increased until today real bookbinders form but a small per cent. of the total number employed in the bindery, yet for the purpose of effective organization, it is necessary that all employes in the trade be included in the union; and today the international organization has provided that in addition to regular binders (for both printed and blank paper) the union shall include the following workers, all of whom are in some capacity employed in the bindery department: paper rulers, paper cutters, edge-gilders, marblers, folding machine operators, and bindery women. The very heterogeneity of such an organization increases materially problems of administration and management.

In the second place, the rapid introduction of machinery has made it possible for the employer to take practically unskilled and inexperienced labor and within a few days develop reasonably competent

(10) Section 1, Book of Laws of the International Brotherhood of Bookbinders, Amended November, 1910.
machine operators. This is especially true of much work as wire-stitching, leather and cloth sewing, and the like. It does not apply to book binding proper.

A third difficulty incident to organizing bookbinders, and in some respects the most important one, is the entering on a large scale of girls and women into the bindery. This has followed naturally the introduction of machinery which it is possible for girls and women to operate.

The plan of those who organized No. 84 was to confine the union exclusively to men and boy apprentices. In order to secure benefits of organization for women employees, a local known as No. 100 Bindery Women of America was organized. The union, however, did not prove successful, the fact that girls often entered the bindery for periods of but two or three months had a demoralizing effect on the membership of the organization. The women, too, proved less stable than the men. The majority of them did not look forward to bindery work as a career. Consequently, they were unwilling to make present sacrifices for the sake of future gains. Petty jealousies broke out, and after the organ-
ization had been continued in a haphazard manner for a year or so, the charter of the union was returned, and the constitution and by-laws of No. 84 was amended so as to admit women members. A number of girls subsequently joined No. 84 but it is probable that they have been a hindrance rather than a help. Their numbers are small and constantly changing, and in many respects they have not shown the stamina which is so essential in the conduct of a successful union. They do not look with favor upon assessments, and they are not always strict observers of union principles. On one occasion, when the local was threatened with a strike into which the girls did not wish to enter, the secretary was actually ordered to write to the international and take up the matter of reorganizing No. 84 so that its membership should be confined exclusively to men. At the present time, although half the membership is made up of women and girls, it is very unusual to have any one except men in attendance.

A fourth feature which makes organization among the bookbinders difficult is the apprenticeship problem. Even in bookbinding proper much of the work, from the standpoint of the employer, can be done largely by boys. Hence the question of apprentices and even

(11) MS. Minutes June 20, 1902.

(12) MS. Minutes January 6, 1908.

(13) MS. Minutes February 3, 1908.
"sub-apprentices" has become one of importance. This problem, however, is so inextricably bound up with the question of wages and hours of work that it will be considered more in detail under that chapter. It is sufficient to say that it occupies a far more important position in the study of organization of bookbinders than it does in either the typographical or the pressmen.

Wages and Hours of Labor.

Previous to the formation of the local in 1899 there was no uniform wage schedule for the employees engaged in the bindery work in Cedar Rapids. Each employer paid what competition demanded. The work day was 10 hours, although as has already been seen the typographical had taken important steps toward securing the 9 hour work day. Doubtless uniformity in wages was one of the things that those who formed the union hoped to accomplish for at the first regular meeting of the union it was "moved and seconded that a committee of two be appointed to submit a scale of wages at the next regular meeting." The motion passed, and a month later the committee reported the results of its labor. According to the schedule which it drew up shop fore-

(14) MS. Minutes January 7, 1900.

(15) MS. Minutes February 5, 1900.
men were to receive $18 per week; first class finishers, forwarders, and rulers, $15; second class finishers, forwarders, and rulers, $12; third class half bound and magazine forwarders, $9. No mention concerning hours of labor, apprentices or the exclusive appointment of union workmen was made. The schedule as presented by the committee was adopted by the local and no further mention is found concerning it. It is more than likely, however, that the employers acquiesced. It is doubtful, however, if the scale as adopted in 1900 did much more than systematize the then existing wages.

In November, 1900, at the same time the employers conceded the 9 hour day to the typographical, they voluntarily gave the same reduction in hours to both the bookbinders and the pressmen. In the following March a committee from the local was instructed to draw up a new scale of wages. In this schedule the union inserted a section to the effect that over time should be paid at the rate of a price and one-fourth. Work on Sundays, and holiday, including New Year's Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas, was to be paid at the rate of a price and one-half. In the following November the

(16) MS. Minutes March 4, 1901.

(17) MS. Minutes May 2, 1901.
committee reported that it had presented the scale to the employers, but little seems to have been done until a year later when a new schedule was adopted. Although the consolidation with the bindery women had already taken place, the schedule related exclusively to journeymen and apprentices. The scale was to remain in force two years. The only change in salaries related to second class rulers, finishers and forwarders, who were to receive a minimum weekly wage of $12, - an increase of $3 over the wages provided in the schedule of 1900. The work day was to be 9 hours. Overtime was to be paid at the rate of a price and one-fourth and employment on holidays at the rate of a price and one-half. The following provisions relative to apprenticeship were inserted.

"Section 1. No bookbindery shall have more than one apprenticeship to every three journeymen or majority fraction thereof. They shall not be less than fifteen years of age, and be obliged to remain in the bindery in which they commenced their apprenticeship for the period of five years (unless said bindery should become dissolved), in which case he will be entitled to finish his trade in another bindery under instructions.

"Section 2. The scale of wages for boy apprentices shall be as follows:

<table>
<thead>
<tr>
<th>Year</th>
<th>Per Week</th>
</tr>
</thead>
<tbody>
<tr>
<td>First</td>
<td>$2.50</td>
</tr>
<tr>
<td>Second</td>
<td>$3.50</td>
</tr>
</tbody>
</table>
Third year per week $5.50
Fourth year per week 7.50
Fifth year per week 9.00.” (19)

There was one firm, however, the Lefebure Ledger Company, which refused to accede to the union’s demands. The local tried various methods of approaching this company, but nothing satisfactory could be arranged, and matters drifted along with the Lefebure Company operating a non-union shop.

Early in the spring of 1904 a wage committee set to work to draw up a new schedule of wages and hours. This committee gave a tentative report in April, which, it will be recalled, was the same month that the employers of Cedar Rapids formally organized a local branch of the Typothetae, and that agitation for an 8 hour work day was in the air. Nothing further concerning the schedule appears in the records until the following fall, but an interesting side light on the 8 hour day situation is found when at its May meeting the following resolution was adopted:

"Moved and carried that our delegate to the International Brotherhood of Bookbinders Convention at St. Paul be instructed to

(19) MS. Minutes November 24, 1902.
(20) MS. Minutes November 24, 1902; June 26, 1903.
(21) This is the same company which at present employs non-union printers.
(22) MS. Minutes April 29, 1904.
(23) MS. Minutes May 27, 1904.
lay before the eight hour committee at the proper time the following resolution:

"Whereas, experience having proved that the eight hour work day, when in effect, has been of the utmost benefits to all wage workers, in regard to the moral, physical and educational well being and believing we should devote our best endeavors in trying to bring this question to a successful conclusion, therefore be it resolved by the International Brotherhood of Bookbinders in convention assembled that our president be and is hereby instructed to enter into a joint agreement with the proper officers of the Allied Printing Trades that a date may be mutually agreed upon whereby the eight hour work day shall be in effect in all local unions under the jurisdiction of said allied trades, provided that said date shall not be later than January 1, 1908."

(24) In October a special meeting was called to consider the wage schedule. At this time the committee on wages presented four propositions to the union. The first related to the shop foreman. The union went on record in favor of increasing the wages of shop foremen to $20 per week and "that this union have jurisdiction over a foreman who does not work at the bench". The second proposition related to the salary of first class workmen, which was fixed at $18 per week. Proposition number three was concerned with overtime. The union decided that the rate of a price and one-fourth should remain in force. The fourth proposition referred to non-union men. After considerable discussion, it was

(24) MS. Minutes October 24, 1904.
finally agreed that non-union men employed in union shops "shall make application for membership ***before the next regular meeting***." (25)

At the regular meeting of the union held four days later the local decided that the term of an apprentice should begin at the time he made application for membership into the local. The scale committees from the union and the typothetae held several meetings. Finally at a (26) special session called for that purpose the schedule with a few alterations was adopted.

The new scale was signed for a term of two years. While it lasted very little of importance occurred. A regulation was passed, which imposed a fine upon apprentices who failed to attend meetings. The union also agreed that boys (sub apprentices) working in shops should "be allowed to make tablets, check books, leather tabs, trim pamphlets, and cut corners". (28)

In September a committee was appointed a draw up a new schedule. In this scale the eight hour question was largely involved. All over the country the printers, the bookbinders and the pressmen adjoined to secure the eight hour day, but as the issue narrowed down

(25) MS. Minutes October 28, 1904.
(26) MS. Minutes November 4, 1904.
(27) MS. Minutes February 24, 1905.
(28) MS. Minutes June 4, 1906.
(29) MS. Minutes September 10, 1906.
to one of striking, the three unions gradually drifted apart, and the
printers alone insisted upon the eight hour day. The typographical
was eliminated in the local field when it obtained the eight hour
day in 1906. This left the bookbinders and pressmen working on a
wage hour schedule. The matter came to a crisis between the book-
binders and pressmen in November, when at a special meeting two
propositions were presented to the local. As read by the Secretary
these were "First, that we get the eight-hour day, when the pressmen
and bookbinders decide on a date. Second, that we work eight and
one-half hours from January 1, 1907, to January 1, 1908, and eight
hours per day after January 1, 1908." The second proposition was the
offer made by the local employers, and it was the one which was
accepted.

By agreeing to postpone the demand for the eight hour day
until January, 1908, the local was able to secure an advantageous
schedule. In many respects it was the most comprehensive that the
union had yet obtained. It stipulated the wages of both men and women,
and regulated in detail the apprenticeship system for both boys and
girls. The employers agreed to hire none but members of the local,

(30) MS. Minutes November 15, 1906)
provided that the latter should be able to furnish the necessary workmen. On the other hand, the local agreed to make no further demand for increased wages, shorter hours, or to engage in any sympathetic strike during the life of the union. An arbitration clause was inserted which read:

"Should either party to this agreement feel there has been any violation of same, they shall endeavor to adjust the difficulty. Failing to do so, said questions shall be referred to three disinterested parties for settlement, each party to this agreement to select one, the third to be chosen by the other two first selected, whose findings shall be accepted by the parties hereto."

The life of the new contract was to be from November 25, 1906, to January 1, 1910. The wages paid were as follows:

<table>
<thead>
<tr>
<th>Description</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>First class rulers, finishers or forwarders, per week</td>
<td>$17.50</td>
</tr>
<tr>
<td>Second class rulers, finishers or forwarders, per week</td>
<td>15.00</td>
</tr>
<tr>
<td>Apprentices</td>
<td></td>
</tr>
<tr>
<td>1st year, per week</td>
<td>$5.50</td>
</tr>
<tr>
<td>2nd year, per week</td>
<td>7.50</td>
</tr>
<tr>
<td>3rd year, per week</td>
<td>9.50</td>
</tr>
<tr>
<td>4th year, per week</td>
<td>11.50</td>
</tr>
<tr>
<td>5th year, per week</td>
<td>13.50</td>
</tr>
</tbody>
</table>
Women

General workers, per week. .................. $6.00

Women Apprentices

The term of apprenticeship for women shall be eighteen months. Rates of wages for women shall be as follows:

First six months, per week 3.00
Second six months, per week 3.75
Third six months, per week 4.50

At the end of their apprenticeship they shall receive the scale. In cases where women apprentices show exceptional ability, the foreman may recommend their admittance to full membership after their first six months apprenticeship, when they shall receive the regular scale."

The employers, with the exception of the Lefebure Ledger Company, signed the agreement. Matters drifted along with the latter firm running an open shop until the following fall, when a special meeting of the union was called, "on account of the overflow of apprentices at the (31) Lefebure Ledger Company". After an exhaustive discussion it was voted that the president and secretary be a committee to interview the manager of the company in regard to signing the schedule. For a while it looked as though an agreement had been reached, but gradually conditions once more grew unsatisfactory. The local communicated with

(31) MS. Minutes, September 12, 1907.
international headquarters, explaining the situation and asking for assistance in case of a strike. Threats and counter-threats were made, and in December, 1908, the men employed at the Ledger Company were called out. The union accused the firm of bad faith. There was considerable talk of raising a fund for the purpose of contesting the case in court. Nothing came of the matter, however; the company refused to unionize the shop, and the strike continued throughout the winter.

Strike benefits were paid as follows: married men, $12 per week, single men, $9, an apprentice $6. For the most part, the burden of the strike was borne by the international.

Guerrilla warfare was waged against the shop during the summer, and the only matter worthy of note happened late in the spring. It appears that one of the men called out secured a position in one of the city parks at $12 per week. At the end of the first month of work he asked the local to pay him the difference between what his regular salary had been previous to the strike and the amount he was receiving at his new work. This the union refused to do, on the ground that the $12 per week received from the city was equivalent to the $12 strike

(32) MS. Minutes December 3, 1908.
benefit fund which the man would have received were he out of employment. The upshot of the matter was—that the employee returned to his old position with the Ledger Company, with the result that the union expelled him "for flagrant display of non-unionism", and imposed a fine of $100 and all back dues and assessments should he ever again make application for membership in the local.

The last schedule drawn up by the union was in the fall of 1909, and was to take the place of the one which expired January 1, 1910. There was much higgling between the committees from the employers and the journeymen, but a schedule was finally agreed upon, and at a meeting called on January 3, 1910, was formally adopted by the union. As had been true of practically every schedule, both the employers and the employees had to make concessions. The schedule, which does not expire until January 1, 1914, is as follows:

"Scale of Wages.

"Compensation for journeymen shall be at the minimum rate of $17.00 from Jan. 1st, 1910, to Jan. 1st, 1911, and $18.00 from Jan. 1st, 1911, to Jan. 1st, 1912.

(33) MS. Minutes June 7, 1909.

(34) MS. Minutes October 4, 1909; November 1, 1909; December 29, 1909; January 3, 1910.

(35) Scale of Prices accepted 1910.
"Apprentices"

"All male apprentices shall be obliged to serve four (4) years from the time they are sworn in to this local. "Compensation for apprentices shall be as follows:

- 1st year per week $5.50
- 2nd year per week 8.00
- 3rd year per week 11.00
- 4th year per week 14.00.

"At the end of the fourth year they shall receive the regular scale.

"One apprentice allowed for every three journeymen or majority fraction thereof.

"Boy apprentices to remain in the same bindery during their entire apprenticeship.

"Women workers"

"Compensation for women workers shall be at the minimum rate of $7.00 from Jan. 1st, 1910, to Jan. 1st, 1911, and $8.00 from Jan. 1st, 1911, to Jan. 1st, 1912.

"Women Apprentices"

"The term of apprenticeship for women shall be two years. Compensation for women apprentices shall be as follows:

- 1st six months per week $3.50
- 2nd six months per week 4.50
- 3d six months per week 5.50
- 4th six months per week 6.50.

"At the end of their apprenticeship they shall receive the regular scale."
"In cases where women apprentices show exceptional ability the foreman may recommend their admission to full membership, when they shall receive the regular scale.

"One woman apprentice is allowed to every three journeymen or majority fraction thereof.

"This agreement to run from Jan. 1st, 1910, to Jan. 1st, 1912.

General Rules

"Bench work of any kind shall be done by journeymen or apprentices only.

All foremen engaging in work on the bench shall be a member in good standing in local Union No. 84.

Six days shall constitute a week's work.

Eight consecutive hours shall constitute a day's work, (exclusive of a reasonable time for lunch) the hours to be between 7 A.M. and 6 P.M.

Overtime, Memorial Day, July 4th, Thanksgiving and Christmas shall be paid at the rate of time and one third.

Labor Day and Sunday shall be paid at the rate of double time.

Employers agree to employ none but members in good standing of the I. B. of B.

Local Union No. 84 agree to make no further demands for increased wages, or shorter hours, during the life of this contract.

The president of the Local Union No. 84, or his representative may enter the binderies when necessary on business connected with the local union.

Should either party to this agreement feel that there has been any violation of same, they shall endeavor to adjust the difficulty.

LOCAL UNION NO. 84 I. B. of B."
Very little else of importance has transpired. Repeated attempts have been made to get the Lefebure Company to unionize their bindery but to no avail. The difficulty, however, seems to be one of details, for the company claims to be favorable to union labor, and in fact has an agreement with the local pressmen union. Its wage schedule for bookbinders is as high as that paid by employers of union labor. It permits union men to work in its bindery, but does not officially recognize the local.

Additional features of unionism.

The remaining features of unionism that are found in studying the history of the local bookbinders are so similar in character to those already set forth in the chapter on the typographical union that to outline them in detail would be repetition. The jurisdiction of the union has included neighboring towns. A number of "out of town" members have belonged to the union, and in 1906 the local succeeded in unionizing a large print shop in Anamosa. In this work, however, the

(36) MS. Minutes November 7, 1910.
(37) Scale of Wages and Hours adopted 1906.
bookbinders were assisted by the typographical and the pressmen, as the jurisdiction of all three locals included the city.

Although the bookbinders have not given the emphasis to the union label that has been true of the typographical, yet there has always been a pronounced sentiment in favor of the label. A reflection of this sentiment is seen in a resolution passed in 1902 which levied a fine of $3 against any member of the local who was found buying anything from an unfair store.

In the records of the local there are but three references found to political activities. One related to the movement on the part of the allied trades council to have the union label appear on all municipal printing. On this occasion the bookbinders voted to attend the next meeting of the city council and lend such influence as they could to the proposition.

The second reference was instructions to the secretary to write to the congressman from the 5th district and ask him to support the national irrigation bill, which asked for an appropriation of $200,000 rather than the bill which called for an appropriation

(38) MS. Minutes December 1, 1902.
of but $100,000. Just why the local was interested in this measure is not made clear. The year following (1903) the now celebrated Miller case in the Federal Bindery Department at Washington, D.C. came before the public. The local bookbinders not only took action themselves but they secured the support of the local federation of labor, as will be seen in the following resolution:

"Cedar Rapids, Iowa. Sept. 23, 1903.

To the Cedar Rapids Federation of Labor (Greeting) Local Union No. 84 I. B. of L. to which was referred a communication of Aug. 24th from the Central Labor Union of Washington, D.C. Have carefully considered same and in reply thereto respectfully request the endorsement of your organization to the following resolution:

"Whereas: President Roosevelt has in many of his public speeches insisted that the important qualification of American citizenship should be common decency and honesty.

"And whereas, W. A. Miller for some years a member of the Bookbinders Union of Washington, D.C. and at present a foreman in the Government Bindery has proven himself dishonest and a traitor to the Bookbinders Union of which he was a member and to which he had taken an obligation to uphold.

"Therefore be it resolved

By Local Union No. 84 I. B. of B. in regular meeting assembled that President Roosevelt be and is hereby requested to rescind his order to Secretary Cortelyou of July 13, 1903, and that for the purification of the Government bindery and for the efficiency of the service W. A. Miller be removed from the position he now holds.

(39) MS. Minutes May 5, 1902.

(40) MS. Minutes September 23, 1903.
The bookbinders have made no special attempts to emphasize educational features in their union, although the same educational benefits from organization apply to them as in the case of the printers. On the other hand, social activities seem to have been given considerable attention. Probably the idea has been to interest the women workers. Lunches and banquets were held with some regularity during the first few years after the union was organized. The plan of having special entertainments at quarterly meetings was also emphasized for a time, but of late, it is said, that these social activities have been on the wane. The local has, of course, participated in labor day parades, carnivals, etc.

The benevolent features are closely allied to those already explained in the chapter on the printers. The international union pays a death benefit and appeals to help have found ready response from the local. For example, in 1901 each member was

(41) MS. Minutes October 6, 1902; Dec. 1, 1902; Jan. 9, 1903; Jan. 27, 1905.
assessed $1 for the benefit of the local shop men's strike on the P. C. R. & N. Railroad. The next year the bookmen answered an appeal for help from the coal miners of Pennsylvania by sending $10. The year following the local waiters union was given $5. The same year the secretary was authorized to assist to the extent of $1 needy strangers of the craft.

The Baltimore Fire sufferers in 1904 were remembered to the extent of $10, and the next year when the local binders, paper hangers, and sheet metal workers struck, the bookbinders appropriated $25 for their use. The San Francisco disaster of 1906 resulted in a special assessment on each member, all males $1, females 25¢. In all cases of local sickness and disability the union has been quick to render assistance.

Membership restrictions have been enforced. The apprenticeship system has been followed with consistency. Members have been fined for non-attendance at meetings, and at times those too far in arrears have been restrained from working until back payments were made. In a word, it may be said that those activities necessary

(42) MS. Minutes April 1, 1901.
(43) MS. Minutes October 6, 1902.
(44) MS. Minutes January 9, 1903.
(45) MS. Minutes May 29, 1903.
(46) MS. Minutes February 26, 1904.
(47) MS. Minutes May 16, 1905.
(48) MS. Minutes May 7, 1906.
(49) MS. Minutes November 4, 1907.
to the successful operation of a union have been watched with care by the local.
Chapter 4.

The Pressmen in Cedar Rapids.

On August 14, 1899, just eight days after the bookbinders held their initial gathering "the pressmen, assistants and feeders met at the office of T. S. Metcalf for the purpose of taking action toward organizing a pressmen and assistants' union." Although last in point of time to take steps to effect organization the pressmen showed a remarkable degree of strength from the beginning. Twenty-three members responded to the first call. Temporary officers were elected. The secretary was instructed to write to headquarters of the international printing pressmen and assistants' union and ask for a charter. A committee was also appointed to procure a hall in which to hold future meetings. After levying an assessment of thirty cents on each member to meet current expenses, the gathering adjourned. By the last of September the charter had been secured, and a meeting for the purpose of forming a regular organization was held.

(1) MS. Minutes, Local pressmen and assistants' union No. 194, August 14, 1899.
This, it will be recalled was nearly two months previous to the

time when the Bookbinders formed permanent organization. Permanent

officers were elected, working cards were ordered printed, the

secretary was instructed to begin keeping permanent records, and

an explanation of union rules and methods of conduct was made.

A third meeting took place in November, at which time a committee

was named to draft a constitution and by-laws. A committee was

also detailed to classify the members and report the classification
to the international officers. Such a classification was highly
desirable, for, as is true in the case of the bookbinders, not all

the members of the local are journeymen pressmen. Of the twenty-

three who gathered at the first meeting, only seven were regular

pressmen, six were assistant pressmen, and ten were feeders. In

order to make the expense of joining the union commensurate with

the importance of the position held, the local at its November

meeting adopted a graduated scale of initiation fees. Feeders were
to be charged $2, assistant pressmen $3.50 and pressmen $5.

During the twelve years the pressmen have been organized in

(2) MS. Minutes September 30, 1899.

(3) MS. Minutes November 6, 1899.

(4) A copy of the union's charter can be found in Appendix "A"

entitled, Charters of Local Unions.
In the first twelve months, from November, 1899, to November, 1900, ten members were voted into the organization. There were no rejections. During the second year nine applications were presented, one of which was afterwards withdrawn as the applicant wished to leave the city. The remaining eight were favorably received. In the two succeeding years twenty-seven applicants applied for admission. Of these twenty-five were voted into membership. The reasons given for the two rejections were: in one case, the charge that applicant was a "boozer and gambler".

During the next four years, 1904 - 1908, thirty-nine names were presented, of which thirty-five were acted upon favorably. Of the four rejections, three were voluntary withdrawals, and one (5) was a rejection on account of incompetency. The present membership is sixty-six. It is seen from the foregoing that the pressmen in Cedar Rapids have far from a closed union.

The jurisdiction of the local has at times included a number of cities outside of Cedar Rapids - Anamosa, Clinton, Dubuque, and Waterloo - some of which are a hundred miles distant, and are

(5) Secretary's records, 1899-1908.
larger in size than Cedar Rapids. On one occasion the secretary of the local was instructed to write to a number of towns in the state which had locals, stating that No. 104 was to send a delegate to the international convention and asking if the neighboring unions desired proxy representation. This could be secured, so the secretary assured them, upon payment of a small sum to the Cedar Rapids local. The minutes do not record whether this novel way of financing delegates proved successful.

Although a committee on constitution and by-laws was appointed in November, 1900, it did not report the result of its labors until the following spring. When the committee reported, however, it presented a document that showed the result of much painstaking and, in a sense, original work. The laws drawn up by the local covered twenty-six pages of script. The constitution was divided into a preamble, a constitution proper and by-laws, and rules of order.

The preamble is worthy of special notice. Although somewhat indefinite, it shows that the journeymen were looking forward to

(6) MS. Minutes April 29, 1901.
(7) MS. Minutes April 9, 1900.
a time when the craft would be united industrially and socially, and all would be "under the constraint of wholesome duty." It follows:

"To cherish, protect and promulgate our interests and rights as workingmen; to cultivate the social ties existing between members of the craft; to abolish injurious privileges, and bring all under the constraint of wholesome duty - the undersigned Printing Pressmen and Assistants of Cedar Rapids, in associated brotherhood, do enact, declare and establish the following constitution as our constitution and future rules of government."

A fairly accurate idea of the aims of the union, and the means by which these purposes were to be accomplished, can be gained from a study of the constitution. According to this document the objects of the organization were: first, to bring about and maintain the highest quality of workmanship; second, to influence the apprentice system for the benefit of both employer and employee; third, to provide for the proper burial of deceased members.

The apprentice system was clearly defined in the constitution. It stipulated that "no person shall be admitted to membership as journeymen who shall not have worked at least five (5) years at the printing business (as an apprentice) running cylinder or

(8) Preamble, Constitution of Local Pressmen and Assistants Union No. 184. Adopted April 9, 1900.

(9) Sections 1, 2, 3, Article II. Constitution, 1900.
It was further provided that assistants and feeders who should come to Cedar Rapids from cities where unions were established, but who had no traveling cards from such unions, could not be admitted to the local without sanction of the unions from which they came, provided they were eligible for membership at the time of their departure. In case of rejection further action on candidate's application, is suspended for one month, after which time the application may be voted upon a second time. Should the vote again be unfavorable the applicant is forced to cease work within the jurisdiction of the union. Dues were fixed at 50¢ per month for journeymen and 45¢ for feeders and assistants.

In case a member refuses to strike when ordered to do so, the constitution provides that "he shall be expelled". The executive committee has full power over all "unfair offices". It is the duty of those who compose this committee to obtain for the union the privilege of arbitration in case of dispute. No strike can be called without a two-thirds vote of all members in good standing. In case of a general strike the approval of four-

(10) Section 2, Article III, Constitution 1900.
(11) Section 9 Ibid.
(12) Section 12, Ibid.
(13) Section 1, Article IV. Ibid.
(14) Section 1, Article V. Constitution 1900.
(15) Section 4, Ibid.
fifths of all members in good standing is required. The vote must be by secret ballot. The laws further provided that "no member of this union shall set or start any press or presses nor render any assistance in adjusting or starting any press or presses in non-union offices without consent of the executive committee". Members of the local are also strictly prohibited from permitting any one outside of the union, except regular apprentices, to make forms ready for them, or to do any other work which a pressman would ordinarily perform.

Elaborate provisions are also made for the punishment of conduct "unbecoming a union man". For example, intoxication or absence from work is punishable by three methods; by fine, by suspension, or by expulsion. The severity of the fine depends upon the gravity of the case.

Two results followed the adoption of this unusually comprehensive constitution. In the first place, the local was committed to definite union policies. This gave the organization strength and purpose from the very beginning. In the second

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(16) Section 1, Article XV. Constitution 1900.
(17) Section 9, Article XV. Constitution 1900.
(18) Section 2, Article V. Constitution, 1900.
(19) Sections 12-14 Ibid.
place, the very complexity of the document materially increased the problems of administration. To secure the enforcement of all its elaborate provisions would have required executive ability of a high order. On occasions, when rigid observance of union rules would have resulted unfavorably, the local has tactfully ignored violations.

Wages and hours of labor

It seems odd that, although the constitution covered 26 pages of script and recorded minutely many minor matters, not one word appears relative to wages or hours of work. For over a year and one-half after the union was organized no mention of either wages or hours is found in the records, except one suggestion, in February, 1900, that a scale committee be appointed. The proposition, however, was voted down. Wages and hours of labor remained as they had previous to the time of organization. The scale varied in the different shops. In the fall of 1900 the employers voluntarily gave the pressmen a 9 hour work day.

(20) MS. Minutes February 5, 1900.
In March, 1901, the first scale committee was appointed. This body reported its work in April, but upon vote of the union it was decided to defer action for one month. This postponement was made in order that each class of work might be still more thoroughly investigated. The pay of pressmen is regulated according to the kind of press which the employe operates. There are four kinds in common use. These are: the so-called pony press, the platen or Gordon press, the Cylinder press, and the Webb press. The wages of pressmen vary in accordance with the kind of machine which the workman operates. At a special meeting held in May the report of the scale committee was taken up, schedule by schedule. As finally adopted by the union it read:

"Webb pressmen, night $25.00 per week
Webb pressmen, day 23.00 per week
Cylinder pressmen
printing 1 press 15.00 per week
printing 2 presses 18.00 per week
printing 3 presses 20.00 per week
Assistant pressmen 12.00 per week.
Platen pressmen
operating 3 or more presses 12.00 per week
feeders 7.50 per week.
Cylinder feeding 9.00 per week."

(21) MS. Minutes March 13, 1901.
(22) April 4, 1901.
(23) MS. Minutes May 27, 1901.
Fifty-four hours was to constitute a week's work. Overtime was to be paid at the rate of a price and one-fourth. Work on Sundays and legal holidays was to be paid at the rate of a price and one-half. (24)

At the June meeting the schedule was still further revised by the addition of provisions for assistant Webb pressmen and helpers, which read:

"Assistant Webb pressmen - night $17.00 per week
Assistant Webb pressmen - day 15.00 per week
Helpers - night 11.00 per week
helpers - day 9.00 per week."

The secretary was ordered to have the proposed scale "printed in proper form" and to submit it to the employers. The master printers were unfavorable to the proposed changes (25) and on August 9th the union held a special meeting for the purpose of considering revisions in the scale. At this gathering it was the prevailing sentiment that the schedule previously adopted were too high. Accordingly, changes were made as follows:

(24) MS. Minutes June 3, 1901.
(25) MS. Minutes August 9, 1901.
### Webb pressmen and assistants

<table>
<thead>
<tr>
<th>Job Role</th>
<th>Pay Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pressmen, night work</td>
<td>$18.00 per week</td>
</tr>
<tr>
<td>Pressmen, day</td>
<td>$16.00 per week</td>
</tr>
<tr>
<td>Assistant, night</td>
<td>$15.00 per week</td>
</tr>
<tr>
<td>Assistant, day</td>
<td>$12.00 per week</td>
</tr>
<tr>
<td>Helpers, night</td>
<td>$10.00 per week</td>
</tr>
<tr>
<td>Helpers, day</td>
<td>$8.00 per week</td>
</tr>
</tbody>
</table>

### Cylinder pressmen, assistants, and feeders

<table>
<thead>
<tr>
<th>Job Role</th>
<th>Pay Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pressmen running 1 cylinder</td>
<td>$15.00 per week</td>
</tr>
<tr>
<td>Pressmen running 2 or more cylinders</td>
<td>$17.00 per week</td>
</tr>
<tr>
<td>Assistants</td>
<td>$12.00 per week</td>
</tr>
<tr>
<td>Feeders</td>
<td>$9.00 per week</td>
</tr>
</tbody>
</table>

In addition the following provisions were adopted:

Pay for overtime was to remain the same. Every office was to be allowed one apprentice to every five or less union men employed in the press room.

No cylinder pressman was to be allowed to feed press, unless it was impossible for him to secure union feeders.

No employe in the press room was to be required to make corrections in forms.

(26)

At a special meeting held in November the secretary reported that he had been called before a meeting of the employing printers and told that he could notify the pressmen’s union and that they (the employers) "could not and would not accept..."
the scale as drafted and presented by the local." He also read a counter schedule, which had been handed to him by the master printers, and which they had agreed to sign in event it proved satisfactory to the local. After considerable discussion the modified scale was accepted by the union upon condition that the contract be signed for a period of three years. The schedule as accepted is not extant. The employers, however, granted some substantial increases. At the meeting held in the following January the secretary reported, among the communications received during the past month, that a letter had come from President Higgins, of the international, in which the local was commended for the very efficient manner in which it had handled its scale. The president concluded by saying that if more of the locals throughout the country would show the same good judgment, the international would be better off at the end of the year.

During the next three years very little of importance concerning wages and hours of labor transpired. As the time drew near for a new scale, however, increased activities were apparent. Members were advised to work at regular rates on
January 1st, and "not to hold out for legal holidays" because such action was inadvisable with a new schedule soon to be signed. At the March meeting, 1904, a new scale committee was appointed with instructions to confer with scale committees from the local bookbinders and printers unions, and to ascertain the changes in schedules that were contemplated by these unions. It was further suggested that, if possible, a joint schedule for the three locals be drawn up. At the May meeting the committee reported that it had been unable to arrange for a joint schedule with the other two unions. The committee was, accordingly, instructed to draw up a new schedule and report at the next meeting. The committee prepared an elaborate scale, and presented it to the local in June. This scale was as follows:

<table>
<thead>
<tr>
<th></th>
<th>$18.00 per week.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cylinder pressmen</td>
<td></td>
</tr>
<tr>
<td>assistant pressmen</td>
<td>12.00 per week.</td>
</tr>
<tr>
<td>feeders</td>
<td>10.00 per week.</td>
</tr>
<tr>
<td>Platen pressmen</td>
<td>12.00 per week.</td>
</tr>
<tr>
<td>feeders</td>
<td>8.00  per week.</td>
</tr>
<tr>
<td>Webb pressmen</td>
<td>18.00 per week.</td>
</tr>
<tr>
<td>assistant pressmen (night)</td>
<td>16.00 per week.</td>
</tr>
<tr>
<td>assistant pressmen (day)</td>
<td>13.00 per week.</td>
</tr>
</tbody>
</table>

(27) MS. Minutes January 4, 1904.
(28) MS. Minutes March 7, 1904.
(29) MS. May 2, 1904.
(30) MS. Minutes June 15, 1904.
"Fifty-four hours to constitute a week's work and all overtime shall be paid for at the rate of time and one-fourth, Sunday and holiday time one and one-half. The recognized legal holidays to be January 1st, May 30, July 4, Labor Day, Thanksgiving Day, and Christmas.

"Apprentices on Flaten and flatbed presses shall receive $3.00 per week with an increase of 50¢ per week every six months following until eligible to membership in the Union as feeders. Each office shall be entitled to one apprentice for every four or less union employees in the press room."

The report of the committee was considered, schedule by schedule. It was finally amended to read:

<table>
<thead>
<tr>
<th>Position</th>
<th>Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cylinder pressmen</td>
<td>$17.00</td>
</tr>
<tr>
<td>assistant pressmen</td>
<td>13.50</td>
</tr>
<tr>
<td>Cylinder feeders</td>
<td>10.00</td>
</tr>
<tr>
<td>Flaten pressmen</td>
<td>12.00</td>
</tr>
<tr>
<td>Flaten feeders</td>
<td>8.00</td>
</tr>
<tr>
<td>Webb pressmen in 8 p. machine</td>
<td>20.00</td>
</tr>
<tr>
<td>Webb pressmen, more than 8 p. machine</td>
<td>23.00</td>
</tr>
<tr>
<td>Webb (night) assistant</td>
<td>16.00</td>
</tr>
<tr>
<td>Webb (day) assistant</td>
<td>13.50</td>
</tr>
</tbody>
</table>

"Number of hours per week overtime and rate for holidays and Sundays as reported by the committee. Concurred in legal holidays to be: Decoration day, July 4, Labor Day, Thanksgiving Christmas."
"Apprentices, each office shall be entitled to one apprentice to every four or less union employees in the press room.

"Apprentices may work for two years subject to the will of the employer regarding wages, at the end of the two years shall receive $4.50 per week, at the end of the next year he shall receive $6 per week, and at the end of each succeeding six months shall receive an increase of $2.00 per week until they receive the scale."

Nothing further is found in the records until the following October when the scale committee reported that they had gone over part of the scale with the employers and that the remainder would be reported upon at the next meeting. In November the scale committee reported that the local hypothetiae had presented the following counter scale for consideration by the local:

- Night Webb assistant reduced from $20 to $15 per week
- Day Webb assistant
- Cylinder pressmen
- assistants
- feeders
- Pony pressmen
- Platen

"After considerable discussion it was voted to make no concessions in the scale as originally adopted. The master printers,

(32) MS. Minutes November 15, 1904.
however, would not concede the scale as first adopted. A second counter scale was prepared by the committee from the hypothætae. On November 15th a special meeting of the union was called for the purpose of "taking action on the proposed scale as handed the committee by the employers as an ultimatum". On motion it was finally decided that the scale as last presented by the employers be accepted. This schedule was in the nature of a compromise. Its chief provisions were:

"Pressmen having charge of 3 cylinder press $16.
Pressmen having charge of pony cylinders 13.

Making the scale read:

Webb pressmen on 8 p. press 18.
Webb pressmen on more than 8 p. press 20.
Webb night assistant 15.
Webb day assistant 12.
Pressmen having charge of 3 cylinder presses 16.
Pressmen having charge of 2 cylinder presses 15.
Pressmen having charge of pony cylinders 13.
Assistants 12.
Feeders 9.
Platen pressmen 10.
" feeders 8.

The period from 1904 to 1907 was occupied chiefly with

(33) MS. Minutes November 15, 1904.
a discussion of hours of labor. It will be recalled that the typographical in 1906 secured the 8 hour work day. In March, 1907, the scale committee from the pressmen made an exhaustive report in which two propositions were submitted to the union.

Proposition number one read:

"We the undersigned employing printers agree to observe the following scale of wages and office regulations of Printing Pressmen and Assistants Union No. 104.

"In consideration of the signing of this agreement by the employing printers, the P. P. and A. U. of Cedar Rapids, Iowa, stands pledged to maintain unchanged during the life of this contract the following scale of wages, to enter into effect May 1st, 1907, and to continue until January 1st, 1912."

Scale of wages and rules.

"Webb pressmen and assistants
Pressmen on 8 page press shall receive $18. per week
pressmen on more than 8 p. press " 20. per week
assistants, night work 15. per week
assistants, day work 12. per week."

"Cylinder pressmen, assistants and feeders.
Pressmen having charge of 3 presses shall receive $16. per week
pressmen having charge of 2 presses shall receive 15. per week
assistant pressmen 12. per week
journeymen feeders 9. per week."

"Platen pressmen and feeders
Platen pressmen shall receive 10. per week

(34) MS. Minutes March 4, 1907.
Platen feeders shall receive $8 per week.

Apprentices

"Each office shall be entitled to one apprentice to every four or less journeymen in the press room. Apprentices may work for two years subject to the will of the employer. At the end of 2 years he shall receive $4.50 per week; at the end of the next year shall receive $6.00 per week; and at the end of each succeeding six months shall receive an increase of $2.00 per week until they receive the scale.

Overtime and hours

"Forty-eight hours shall constitute a week's work and all overtime shall be at the rate of time and one-fourth. Sundays and legal holidays at rate of time and one-half.

Legal Holidays

"The holidays recognized by this union are Decoration Day, Fourth of July, Labor Day, Thanksgiving and Christmas."

Proposition number two read the same as proposition number one except that 54 hours was to constitute a week's work, and the scale was to be increased 10%.

After considerable discussion the union finally decided to present proposition number one to the employers. This was
accordingly done. The employers responded by presenting a counter scale which was considered at a special meeting called in April. The proposal from the employers read:

"At a meeting held yesterday evening, which was attended by representatives from the Laurance Press Company, Republican Printing Company, T. S. Metcalf, L. A. Brewer, Wingert, Leefers and Wingert, Interstate Press, the Optimus, The Record Printing Company, and the Star Printing Company, a committee composed of Charles A. Laurance and E. A. Sherman was appointed to present the following proposition to you in response to your request for the installation of the eight hour day May 1st, 1907.

"The proposition decided upon at this meeting was a contract for five years at the present scale of wages to be signed, with the following conditions: The 9 hour day to remain in force until January 1st, 1908, the 8 hour day to begin January 1st, 1908, and to continue until May 1st, 1912. A clause preventing sympathetic strikes, the same as that now in the contract with the bookbinders union to be inserted. In all other respects the contract to be the same as that which your committee has presented for the consideration of the employers.

Very respectfully

Charles A. Laurance

E. A. Sherman

Committee."

To the offer from the employers the union replied by submitting two new propositions, both of which were in the

(35) MS. Minutes April 19, 1907.
nature of compromises. One provided that from May 1st, 1907, to January 1st, 1908, the members of the local should work 8½ hours per day; after January 1, 1908, the 8 hour day was to be in full force and effect. The contract was to continue until May 1, 1912, without any clause relative to sympathetic strikes inserted, but that the 8 hour day should begin May 1, 1907, and continue until May 1, 1912. The employers finally agreed to proposition number one. At a meeting held in May the scale committee reported that they had "signed up" every employer in the city.

Conditions locally remained unchanged during the summer and fall, but was not true throughout the country as a whole. The secretary reported receipt of a communication from the international which stated that November 12 had been set as the time at which the 8 hour day should go into effect in all offices in the country. Locals were ordered to begin collecting strike assessments November 4th. A formal demand for the 8 hour day was to be made to the employers at once. Since the Cedar Rapids

(36) MS. Minutes May 6, 1907.
(37) MS. Minutes November 4, 1907.
union had already signed a contract to secure the 8 hour day, to go into effect January 1, 1908, it did not feel justified in making the new demand, and action upon the instructions from the international "was indefinitely postponed." During the next month many communications were exchanged between the local and the international. President Perry of the parent organization insisted that the local make an immediate demand for the 8 hour day. The local, on the other hand, maintained that it intended to fulfill the contract it had already signed with the local employers. The Cedar Rapids Union furthermore refused to pay its strike assessments. At the February meeting communication was read from the international secretary in which notice was served that the local must either pay its assessments or be suspended. After much discussion it was finally agreed to notify the international that Number 104 would pay its assessments "as fast as possible." This proved acceptable to the parent organization and affairs were adjudicated satisfactorily. The present contract expires in May of this year (1912). Both the union and employers have already set scale committees to work

(38) MS. Minutes February 3, 1908.
upon new schedules and as a result propositions and counter propositions are now being made by both parties.

**Additional Features of Unionism**

The general activities of the local, which are second in importance to the struggle for wages and hours of labor, are much the same as the activities already explained in the chapters which describe the printers and the bookbinders. The pressmen have always given enthusiastic support to the label. In 1911 a label order of business, similar to the one already explained in the chapter on the typographical, was adopted. There are many ways in which the local demonstrates its loyalty to the cause of unionism. For instance, in 1903, charges were brought against a member because it was claimed that this man, as a member of the music committee of the local military company, had agreed to the hiring of a non-union orchestra for one of the military dances. After considerable investigation, however, the charges could not be sustained. In 1904 an organization in Cedar Rapids planned to give an entertainment at which a non-union orchestra

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(39) MS. Minutes March 5, 1900; June 4, 1900; May 5, 1902.
(40) MS. Minutes January 2, 1911.
(41) MS. Minutes November 2, 1903.
was to be hired. Upon learning of these plans the pressmen immediately passed a resolution requesting one of their members who was to take part in the program to refuse to sing, if non-union musicians were present. At another time a motion was before the local to fine any member 50¢ who patronized any firm that sold fish, oysters, or canned goods on Sunday. In 1905, when relations between the typographical and the employers were strained, the pressmen voted that in case the local printers struck, the pressmen would aid them financially.

Many restrictive features of the pressmen have already been noted in considering the provisions of its constitution. In addition to these stipulations, the local has on different occasions imposed special penalties. For instance, after voting to participate in the labor day celebration in 1903, it was decided to impose a special fine of $1.50 on any member who failed to take part in the Labor Day parade, and an additional fine of $5 on any member known to be under the influence of liquor on that day. On one occasion, when a member because of intoxication

(42) MS. Minutes December 5, 1902.
(43) MS. Minutes November 21, 1905.
(44) MS. Minutes August 3, 1903.
did not report for work, his case was made the subject of a special investigation and trial by the local, with the result that the member finally pled guilty. A fine of $25 was imposed.

Very little is found in the records concerning social activities. In 1908 the secretary recorded that the local had decided to give a dance, but the object of the entertainment appears to have been to raise money to pay the expenses of a local delegate to the international convention. In 1910 the secretary again reported that $13 net had been realized on a dance. In no instance is there record which shows that the local manifested an interest of a purely social nature.

The political activities of the local have been practically nil. Only on one occasion, in 1906, is record found where the local has taken action on a political matter. On this occasion a circular relating to the amendment to the general printing bill which was then before Congress was received from a sister union. On motion the secretary was instructed to draft resolutions

(45) MS. Minutes May 4, 1903.
(46) MS. Minutes December 7, 1908.
(47) MS. Minutes February 7, 1910.
(48) MS. Minutes May 7, 1906.
favoring the measure and forward the same to the chairman of the committee on printing.

The benevolent activities of the pressmen have followed along the same line as have those of the printers and the bookbinders. Strangers in need of assistance are scarcely ever turned away penniless, as is well illustrated by an incident which occurred in 1905, when it was "moved and seconded that an order for $1 be drawn on the treasurer for the purchase of board and lodging for two tourists who were in waiting". Appeals for help have been received from many different quarters. As typical of such requests, it may be noted that at the May meeting, in 1906, the secretary read six separate communications in all of which financial assistance was asked. Many additional instances could be cited, but all that seems necessary is to add that the pressmen have shown the same generous spirit in their contributions as has characterized the typographical and the bookbinders.

(49) MS. Minutes December 5, 1905.

(50) MS. Minutes May 7, 1906.
It will be recalled that in the chapter which dealt with
the rise of national organizations of employes in the printing
industry reference was made to the fact that the early '90's
was a period of intense rivalry between the typographical, the
bookbinders, and the pressmen. This estrangement was but
partially bridged by the formation of the allied trades council,
the work of which in connection with the use of the allied trades
label has already been explained; and to this day feeling exists
between the three national organizations. Present sentiment was
well illustrated during the recent pressmen and stereotypers' strike in Chicago (May, 1912). When pressure was brought
to bear upon the Chicago typographical union to declare for a
sympathetic strike, President Lynch of the national organization
of printers went to Chicago and used his influence as president
to restrain the local. One of his chief arguments was that
during the struggle for the 8 hour day in 1906 the pressmen and
the bookbinders had virtually deserted the typographical at a
critical time, and had left the printers to conduct their struggle
alone. Under such circumstances, said the president, the pressmen now have no just grounds for insisting that the typographical should go out on a strike in sympathy with them.

It is but natural that this sentiment should be reflected in the locals and such has been true in Cedar Rapids. The three unions in some ways are much like a family group. They have their prejudices. The typographical as the older and stronger organization numerically has taken the lead in most union activities. The printers are inclined to look askance at the bookbinders. "Too many women and apprentices to effect strong organization" is the customary remark made by printers when asked to give an opinion concerning the bookbinders' union. In much the same way a member of the typographical will shrug his shoulders when questioned concerning the pressmen; and, if he talks at all, which is unusual, he will probably say that the pressmen have too many boys in their organization. As one official of the local typographical expressed it, "It takes married men, who have families and own homes, to give stability and conservatism to a union. Such members are not anxious to demonstrate the power of their union. They don't want
trouble with employers, if they can avoid it. Trouble may mean a strike, and a strike may mean no pay. Men who have families to support will not consider lightly a situation of that kind."

On the other hand, the bookbinders and the pressmen are inclined to regard the typographical as being over-insistent upon the observance of its prerogatives - in a word, of being somewhat overbearing. It is more than likely that there is justice in the charges made both pro and con.

If it can be said that the three locals have their family prejudices, it must also be added that they have family ties. If some common end is sought, as, for instance, the establishment of the allied trades label, the unions work together in harmony. Inter-action between them on the whole has been agreeable, and it is probable that in most cases, unless restrained by their parent organizations, the three unions would unite to face a common danger.

Members of the locals seem to be impressed with the fact that specialization in the printing industry has gone forward
at such an unparalleled rate as to threaten the equilibrium of the various organizations. When asked if they would look with favor upon an industrial union in the printing business to replace the rapidly multiplying trades organizations, a surprisingly large number have replied in the affirmative. It is probable, however, that the difficulties incident to operating such an organization have not been thought out clearly by them.
As was true in the early years of the journeymen printers, the first associations among the employers started as local organizations. These gradually developed strength and multiplied until the way was paved for national combination. Today the proprietors have a number of strong organizations such as The American Newspaper Publishers' Association, and The Printers' League of North America; but attention here will be given to only two such organizations, the United Typothetae of America, and the Ben Franklin Club of America, although the latter can not, as yet, be called a powerful association. These two organizations have been selected for study, first, because in them are typified the vital experiences of American master printers in their efforts to organize, and, second, because these two associations are the only ones that have
directly affected the printing situation in Cedar Rapids.

There is a popular belief that associations of employers in the printing trades, as represented by The United Typothetae of America, are modern phenomena, but this is not true. Combinations of master printers have existed since the days of medieval gilds. The term typothetae is itself very old. Originally it came from the Greek, and signified type placers. As early as 1470, Emperor Frederick III of Germany applied the word to the master printers of his country, and to associations that bore the name typothetae he gave a coat of arms.

The first organization of employing printers in the United States which adopted the name typothetae, was a local formed by the New York employers in 1862. By 1887 similar associations had been established in other cities; and in Chicago a central body, known as The United Typothetae of America was formed. This central organization has, in turn, taken up the work of establishing locals until today branches of the typothetae are found in nearly every American city of importance.

Two main causes led to the formation of the central body. The growing power of unions among employes was making evident to the

(1) Proceedings of the Twenty-fifth Annual convention of the United Typothetae of America, 95.

(2) Ibid, 95.
to the master printers the need of an effective organization to resist the combined demands of the workmen. An association was desirable also from the standpoint of improving conditions in the printing business. Competition in the printing business was each year becoming more and more keen with the result that the relationship between master printers was often strained. This rivalry, together with the fact that few employers conducted their shops on a businesslike basis, resulted in much work being done below actual cost. It is a common belief that during the last quarter of the 19th century the annual income of many proprietors was less than the wages earned by many competent journeymen. Certain far sighted employers saw that by effective organization among master printers the proprietors could present a united front to labor, and at the same time the very fact that the association existed would tend to lessen the fierceness of competition among employers. With this double purpose in view the association was pushed with vigor.

For many years the activities of the typothetae were directed primarily against the efforts made by trade unions in the

(3) United Typothetae of America. Pamphlet entitled, "What is the United Typothetae of America? Why it was organized." 1119, p.2.

(4) Proceedings, Twenty-fifth Annual Convention, 92.
printing industry to secure advances in wages. Especially was this true in the case of the typographical. The officials of the employers' association reasoned that since the cost of labor is the largest single item in the conduct of a printing shop, to keep this item as low as possible would mean the greatest possible saving to the proprietor. Consequently, it worked with zeal to prevent any increase in wages. Such a policy was, of course, diametrically opposed to the purpose of the typographical union, and it was not long before the two organizations came into conflict. The growing hostility between them reached a climax in 1904, when the printers, through their national organization, declared for an eight hour work day. In the struggle which followed the workmen were successful. The typothetae, however, even after this struggle was over, still maintained a pronounced "anti-union" attitude. In a series of stipulations called a "declaration of Policy of the United Typothetae of America", the national executive (5) committee in 1908 maintained that:

"I. The United Typothetae of America maintains the right of every member to conduct an "open" office, employing whomsoever such member may choose, with due regard to existing contracts.

"II. The United Typothetae of America maintains the right of its members to employ whomsoever they see fit in the management

(5) Proceedings, Twenty-fifth Annual Convention, 281-282.
"IV. The United Typothetae of America aims to secure uniform action of its members and of the local Typothetae upon subjects of common interest, and invites united and uniform action to resist any unwarranted or unjustifiable encroachments of labor organizations upon the rights of employers.

"VII. The United Typothetae of America deprecates the use of the Union Label, and requests local Typothetae to urge their membership to refuse the use of said union label."

Forces were at work, however, that were to bring about a change in the policies of the typothetae. For a number of years there had been a growing belief on the part of many members that their interests could best be subserved by maintaining more conciliatory relations with union labor. These proprietors believed that the energies of the typothetae should be directed along the line of devising scientific methods in the printing business rather than in opposing organized labor. This belief was particularly strong in the middle west and west, and has resulted in recent years in a modification of the national constitution in the direction of a more friendly attitude toward employes and in the promulgation of a plan of scientific shop management known as the "cost system".
But before these changes were all realized, a large number of employers withdrew their membership from the typothetae. This was especially true of the small proprietors, many of whom believed that the parent organization was operated in the interest of the large employers of the country. In many cities local organizations known as Franklin clubs, were formed. These clubs not only sought more harmonious relations with workmen than was possible in the typothetae, but they also worked earnestly to cultivate a more cordial feeling between local employers. The organizations were popular from the beginning. They had the good will of the workmen, and to their number were added many employers who for one reason or another had never joined the typothetae. In many cities the proprietors, while maintaining individual membership in national typothetae, devoted their local energies to the Franklin club and the new societies grew with such rapidity as to menace the stability of the older organization.

The typothetae, however, through its operation of the "cost system", maintained a grip on many employers who would doubtless have otherwise been associated only with the Franklin clubs. Gradually it became evident that much expense and duplication of effort could
be avoided, if the Franklin clubs and the typothetae would consolidate. At the annual convention in 1911 representatives of the Franklin club and the typothetae were present, and the propositions came up for consideration. One was to revise the constitution of the typothetae so as to make it acceptable to members of the Franklin clubs. The other proposal was that the Franklin clubs were to become locals of the typothetae. The national constitution was revised accordingly, but the consolidation of locals was not effected, and in December following approximately one hundred printers, representing one thousand members of various Franklin clubs, met in Chicago and organized the Bank Franklin Club of America. The constitution they adopted was almost identical with the revised rules of the national typothetae. In March, 1912, the executive committee met in Indianapolis and set June 20, 21, and 22, as the dates for holding the first annual convention of the Ben Franklin club of America. This gathering will take place at Cleveland. The formation of this organization has taken place altogether too recently to judge what its effect will be.

The changes made in the constitution of the United Typothetae

(6) Ben Franklin Messenger, (Minneapolis), December, 1911, pp. 27-28.

(7) Ben Franklin Monthly (Chicago), March, 1912, p. 1.
of America in 1911 are worthy of note. Each local is permitted to settle its own labor controversies independently of the central organization. It can hire either union or non-union men. The parent body on the other hand is to devote its energies to the installation of the "cost system". Since these changes were made the relationship between the locals of the typothetae and the branches of the typographical has been more friendly than ever before.

(8) Proceedings, Twenty-fifth Annual Convention, 287-296.
Chapter 6.

Employers' Associations in Cedar Rapids.

Just as the rise of powerful trade unions among the workmen made it advisable for the master printers to form strong national-wide associations, so the growth of active locals among the journeymen, the pressmen, and the bookbinders in Cedar Rapids, made it desirable for local employers to seek the benefits of organization. Note has already been made of the fact that when the typographical launched its campaign for a nine hour work day in 1899, the employers banded together temporarily for the purpose of opposition. The installation of locals by the pressmen and the bookbinders, in 1899, and the concessions made to the typographical when the scale of 1901 was signed, gave added emphasis to the necessity of having an association among the employers that would present a united front to the demands of the workmen.

Doubtless the greatest impetus given to the idea was due to the movement on the part of the printers for an eight hour work day. Rumblings of this coming contest were heard frequently after 1900, and both employers and employes knew that it was but a

(1) MS. Minutes, (Typographical) December 10, 1899.

(2) See copies of charts, Appendix "A", entitled "Charters of Local Unions."
question of time when the struggle would begin. Consequently both
began to prepare for it.

In the hope of obtaining the benefits that arise from
national organization, four of the employing printers of Cedar Rapids,
in the fall of 1903, while attending the World's Fair at St. Louis,
took out active membership in the United Typothetae of America. This
action stimulated interest on the part of the other master printers in
Cedar Rapids and, by the following spring, the remaining influential
shops had also joined the national organization. By April a local
had been formed which included the following firms: The Evening
Gazette, T. S. Metcalf, Cedar Rapids Printing Company, Hjønden og
Hjemmet, The Tribune, John A. Holtman, and Iowa Post. (3) Officers
were elected and meetings held with considerable regularity. The
local was known as a Board of Trade, which was the common term by
which the locals of the typothetae were known at that time. No
charter was secured, and the association was not much more than a
loose federation, each member of which paid his dues to the parent
organization. The chief requirement for admission was that the
employer be a member in good standing of The United Typothetae of

(3) Office Regulations and Scale of Prices, 1904, p. 14.
(4) Proceedings, Twenty-fifth Annual Convention, 25.
America.

During the struggle for the eight hour work day the local paid large assessments to the central organization, and did what it could to present a united front to the local typographical. It will be recalled, however, that the contest in Cedar Rapids was of comparatively short duration. There was no strike and a new scale which conceded the eight hour work day was signed on the very day that the old schedule expired. There were several reasons why the local employers conceded the demands. A majority of the master printers were on very friendly terms with their workmen and did not wish to have this relationship broken. The journeymen were thoroughly organized, and had the support of the international typographical. On the other hand, while the national typothetae was levying assessments upon members of the Cedar Rapids local, it was devoting its efforts mainly to assisting employers in the larger cities. This attitude on the part of the parent organization was doubtless a disappointment to the local employers, but it was not the most provoking experience that they were to encounter on the part of members of the typothetae.
As the situation in the larger cities grew more acute, master printers were sorely pressed for workmen. At last they hit upon the scheme of sending out agents to the smaller cities, where, by the offer of higher wages, they hoped to secure the services of many of the so-called country printers. In spite of the fact that the contest in Cedar Rapids had been settled, one of these agents came to Cedar Rapids printers with an alluring offer of positions in Minneapolis. Not only did members of the typographical refuse to be "bought off", but they promptly notified the employers of the presence of the agent, and the master printers ordered him to leave the city at once. So incensed were the local employers to think that members of sister unions would thus attempt to take workmen away from Cedar Rapids that, one by one, they stopped paying dues into the national treasury, and gradually the local fell to pieces.

For several years matters drifted along without anything further being attempted in the direction of organization. When the wage schedule of 1906 - the most comprehensive and enduring that the local printers have had - was drawn up, the employers gathered for conference, but no permanent organization was effected. As a matter
of fact, the wage scale, as finally adopted, was not signed by either employers or employees. It exists today merely as a "gentleman's agreement", but there has not been the slightest inclination on the part of either master printers or workmen to violate its provisions.

Although it was not necessary for the employers to have an association in order to negotiate satisfactorily with the workmen, changing conditions in business in Cedar Rapids were making such an organization highly desirable from the standpoint of the master printers themselves. The increase in wages, and decrease in the hours of work, in response to the demands of the local unions, were year by year adding to the expense of operating the shops. Moreover, the price of paper, the cost of printing materials, machinery and the like were advancing in harmony with the general prosperity of the country. The cost of printing was increased accordingly, but there was little corresponding advance in the prices which employers received for their work. Master printers still conducted their business in a more or less haphazard manner. Competition was keen and profits were meagre. It is doubtful if any employer knew with accuracy what
his profits were for a given year. Often the rivalry between shops resulted in bitter feeling.

The master printers finally sought to remedy the condition by organization, and in 1910 formed what has since been called the Franklin club. This association, however, was little more than a "gentlemen's agreement". There was no formal organization. The members met at lunch now and then, and talked about business matters of mutual interest. The whole purpose of the club was to replace the feeling of rivalry with one of co-operation, and in this respect it was successful. It prepared the way for a more formal organization.

As the employers gradually became better acquainted it was evident to all of them that their methods of conducting business were far from scientific and often resulted disastrously for the employer. The "cost system", as advocated by the United Typothetae was making a strong impression throughout the country. The local master printers became interested and with the object in view of securing the key to the "cost system" the employers in 1910 began to correspond with the United Typothetae relative to membership in the national organization.

The changes which had been taking place in the national
organization during the past few years, made it possible for the local employers to join on comparatively satisfactory terms. The hostile attitude toward organized labor was fast disappearing, and greater freedom was being granted to the locals in dealing with their workmen. The emphasis of the central organization was placed on a scientific management rather than opposition to organized labor, and it was the scientific conduct of business that the proprietors wished to secure.

As a result of the correspondence conducted by employers, in November of that year a representative of the typothetae came to Cedar Rapids, and during his stay five master printers joined the typothetae. The parent organization agreed to install the cost system, provided a local branch of the typothetae was established in Cedar Rapids. The plan was to have members of the Franklin club take out memberships in the national typothetae. During the following February a cost expert from the typothetae was sent to Cedar Rapids to explain the system. He secured nine additional members and established the system in eleven shops. The following month the local Franklin club was officially recognized as a branch of the

(5) Proceedings, Twenty-fifth annual convention, 25.
(6) Ibid.
United Typothetae.

The name Franklin Club was still retained after the local became a branch of the typothetae. The most noteworthy change was that a permanent organization was effected and a constitution was adopted. This constitution was based largely upon that of the Typothetae. A Code of Ethics, embodied in a preamble and twenty-seven sections, was borrowed bodily from the parent organization. The spirit of the code may be gained from reading the preamble, which is as follows:

"Recognizing the fact that in the conduct of our business no individual or concern in any community can act regardless of his neighbors and competitors and that while the spirit of competition has been so deeply imbedded in the human breast and so keenly sharpened by the methods of everyday life as to cause it to enter into and influence every transaction, but at the same time believing there are methods of competition which are clean, honorable, and legitimate, whereby we can compete without wronging others and without demoralizing the business in which we are engaged, the United Typothetae of America adopts the following rules, and recommends them to the employing printers of the country".

The constitution, proper, however, is much simpler than the one used by the national. It is, in fact, not much more than those provisions necessary to maintain a permanent organization.

(7) Proceedings, Twenty-fifth annual convention, 25.
(8) Constitution of The Franklin Club, 3.
(9) Ibid, 14-19.
Provision is made for weekly meetings, but these for the most part consist of luncheons at which matters of interest are discussed. The constitution does not make any provision compelling the united action of its members in dealing with workmen, and as a matter of fact, while the employers confer in regard to matters, they act individually.

"Active members must be employing printers or their authorized representatives in the city of Cedar Rapids or within fifty miles thereof."

The provision relative to monthly dues of the organization is of interest. Instead of being based on a flat rate per member, the due depends upon the size of the employers' establishment. Thus section two stipulated that, "The monthly dues shall be $1.00 per month for plants operating more than one cylinder press; 75 cents per month for plants operating one cylinder press; 50 cents per month for plants operating platen presses only; and 25 cents per month for each associate member."

The few records of the Franklin Club appear to have been kept in a haphazard manner, and nothing is extant at present which would give any idea of the character of the meetings.

(10) Associate members may be engravers, photo-engravers, or electrotypers.

(11) The former secretary of the club recently moved to California, and any records which the organization may have had previous to that time were destroyed.
of importance, however, have confronted the Cedar Rapids employers since the new organization was founded other than those connected with installing the "cost system", and it is more than likely that the majority of the meetings have been concerned largely with this phase of work.

The principle behind the "cost system" is simply that no piece of work shall be done below cost. To the reader this may sound like a very rudimentary precept, but it does not seem at all out of place. Under the old system of estimating what a certain piece of work would cost it happened very frequently that many jobs were taken below actual cost, while on many others an abnormal profit was made. The "cost system" seeks to make each piece of work pay its own way. This in the printing business is really no small task. On each bid the employer must compute the proportionate cost of the job in the composing room, the bindery, and the office. The overhead expenses, money invested in stock, wear and tear on machinery, and finally, a reasonable profit for the employer must all be considered. It is seen at a glance that, while the system is more or less complex, it is scientific throughout.
The installation of the "cost system" and the organization of the Franklin Club as a branch of the typothetae are both well set forth in the report of the local's secretary, given at the annual convention of the United Typothetae in the fall of 1911. The report in part follows:

"Nine of our offices have been operating under the standard cost system for the past few months, and the following will show you the difference in figuring now and in years past.

"Instead of selling job composition at a price of about 75 cents per hour, we now find our actual cost to be about $1.11, one or two offices running as high as $1.21 per hour. Our cylinder press work, instead of being sold at a price of from 75 cents to $1.00 per hour, is now selling at a price of $1.00 to $1.70 per hour, the lower price, of course, being on the ponies and the higher price on the larger size presses. Other prices have been increased in proportion as costs have been found, and the general prices of work in Cedar Rapids have been advanced to meet the increased costs as found by this system.

"Our members meet every Tuesday noon for lunch, and we have been very frank with the public in general, in telling them that we are studying our costs and pooling our interests to find such costs. With the exception of a few chronic kickers, we have had little trouble with our customers, and have found that they never jewed us down because they were not willing to pay a fair price, but because they had learned through many years' experience that printers did not know their own costs. Many of our customers willingly paid the difference in price as soon as they were sure that we actually had some kind of a system accurate enough to discover the cost of manufacture. All of the printers here who have installed the International Cost System have made many times its cost within the first few weeks after install-

ation, and we believe it is teaching the printer of Cedar Rapids to be a better business man, a better salesman, and a better printer.

"In this connection I wish to say that we lately found out what it was to have a strong national organization backing us in our endeavor. Three of our members lately refused to pay their just share of installation and other expenses connected with the local organization, feeling secure in their membership in the national organization, and thought we could not force them to pay. We immediately communicated Secretary Heath, of Philadelphia, and asked his opinion of the matter, and he informed us that under no circumstances could these members remain in the national organization unless they paid their just share of expenses in the local club. We used this whip effectively, with the result that the above-mentioned members "came across", and are now bearing their just share of the burden in Cedar Rapids. We are certainly all boosters for the Typothetæ, and we know of its great benefit to any local organization.

"The net result of the new movement in Cedar Rapids is a better feeling among the printers, an increased confidence among the customers as to our ability in handling our business, and, most of all, increased confidence on the part of the bankers, on whom we rely for financial aid."
APPENDIX A

Charters of Local Unions

International Typographical Union Charter.

To All to Whom these Presents shall Come:

Know ye, That the International Typographical Union of North America, established for the purpose of effecting a thorough organization among Members of the Craft, and composed of Delegates from Typographical Unions in different sections of the Country, and which Assemblies Annually in General Convention, doth, upon proper application grant unto C. M. Hopkins, L. C. Hay, George S. Bradley, L. P. Kramer, Harry Ingalls, J. H. Enos, J. D. Canap, and to their successors, This Charter, for the establishment and future maintenance of a Typographical Union in Cedar Rapids to be known as the Cedar Rapids Typographical Union No. 192 of Cedar Rapids, Iowa.

Now, the Conditions of this Charter are such, That said Union shall be subordinate to and comply with all the requirements
of the Constitution of the International Typographical Union;
That it shall not, at any time, fail to be represented at the
Annual Sessions, and shall, for all time, be guided and con­
trolled by the enactments passed at such Sessions of the Inter­
National Typographical Union.

So long as the said Union adheres to the above conditions,
this Charter to remain in Full Force; but upon infraction thereof,
the International Typographical Union may revoke said Charter, when
all privileges secured thereby shall be annulled.

In Witness whereof, we have hereto set our hands and
affixed the Seal of the International Typographical Union, this
Twenty-sixth day of December, 1881.

William H. Trayes
Secretary and Treasurer.

George Clark
President.
International Printing Pressmen
and Assistants' Union of North America.

Charter.

To All Whom it May Concern, Greeting:

The International Printing Pressmen and Assistants' Union
of North America hereby grants this charter to J. E. Mickel,
John Holtman, S. S. Snouffer, J. W. Kolar, L. F. Metcalf,
Chas. Lee, W. Krenek, and their successors for the purpose of
forming and maintaining a Printing Pressmen's and Ass'ts' Union
in Cedar Rapids to be known as the Cedar Rapids Printing Press-
men's and Ass'ts' Union, No. 104, of this International
Union, and the conditions of this charter are such that said
Union, its Officers and Members, shall faithfully maintain the
Constitution and Laws of this International Printing Pressmen
and Assistants' Union, failing in which this charter may,
after due notice, be revoked.

Given under the seal of the International Printing Pressmen
and Assistants' Union of North America this twenty-first day of
September, 1899.

Wm. J. Webb,
Secretary-Treasurer.

James H. Bowman
President.
To Whom it May Concern,

Greetings:

This charter issued by the authority of the Executive Council of the International Brotherhood of Bookbinders does grant to the herein named organization and to their successors, power to establish and hold a Local Union of International Brotherhood, to be located at Cedar Rapids in the State of Iowa and to be known and hailed as Bookbinders Local Union No. 84 of the International Brotherhood of Bookbinders.

This charter grants to said Local Union all powers delegated by the Constitution. The conditions of this charter are such that it may be retained so long as Ten Members in good standing desire and so long as this Local Union promptly pays its dues and is not reclaimed by the Executive Council of the International Brotherhood.

In Witness whereof we have hereunto set our hands and the seal of this International Brotherhood of Bookbinders the Sixteenth day of November in the year One thousand and eight hundred and Ninety-nine.

Stephen O'Shea, 
Secy.

Chas. F. Weiman, 
President.
APPENDIX B

Scale of Prices 1881.

(Reproduced from mutilated record in possession of Cedar Rapids Typographical Union 192.)

Composition on morning newspapers (per 1,000 ems, 30 cents.)
Composition on weekly newspapers (per 1,000 ems, 25 cents.)
Composition on book work per (1,000 ems.)
25 cents; where book spacing (g is required)
30 cents per 1,000 ems.

Week work in book or job room (m not less than $12 per week.

All type of a larger body (dy than pica)
shall be measured as pica (ca work)
Tables of four or more (columns of)
figures, or words and figures (ures, ex-
cepting matter known as county

city tax lists) with or without (cut leaders)
to be paid for at double (the rate of)
plain composition. Tables (set in three)
columns of figures or words (rk)

t matter set in third-stick (k shall be)
charged price and a half (f)

X Amended May 22 '83 "Composition on"
newspapers other than morning (rning)
28 cents per 1,000 ems.

X Amended May 22, '83; "Composition (ition on)
book work per 1,000 ems, 28 (cents: where)
book spacing is required, (33 1/3 cents)
APPENDIX C

Proclamation of 1884.

Cedar Rapids Republican, July 10, 1884.

"To members of the International Typographical Union and other trade unions, and the public generally:

Cedar Rapids, Iowa, July 7, 1884.

The greatest danger which confronts organized labor is the insideous attacks of the monopolistic press. Right or wrong the press is a power in the country. It can be wielded, and has been wielded with terrible effect against the interests and welfare of the workingmen. It can create a healthy or an unhealthy public opinion. To-day a large portion of the press of the country is engaged in a warfare against Trade Unions.

In the city of Cedar Rapids the Cedar Rapids Republican, Evening Gazette and Nelson's Railway Pocket Guide of Iowa, have openly and at various times declared themselves against organized labor. They have, by their unfair acts, managed their offices so that no union men can honorably be employed there.
The following is a list of the men who, by their actions in a late strike against a reduction of wages and for principle, on the Cedar Rapids Republican and the Evening Gazette, and who were members of the Cedar Rapids Typographical Union, No. 192, are branded as

Rats

(Names not printed in paper)

The following are the names of the printers (?) picked up in Cedar Rapids and adjoining towns without principle or price for their labor, who are declared unfair men by this Union:

(Names not printed in paper)

In Union there is strength, and this grand principle need only to be understood, hourly lived up to, to make all classes of workingmen invincible so long as they are just and fair in their demands. Let us, then, fellow Trade Unionists, wage a relentless war against these enemies of Organized Labor and cease not in our efforts until they have been made to feel the force of power which they have so openly and grossly insulted.
Sister Unions are requested to caution members against coming to this city for work, otherwise we are happy to meet them.

Yours fraternally,

Board of Directors

Cedar Rapids Typographical Union.
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