A Plan for Avoiding Strikes

The series of small strikes which has taken place recently may lead to a large national decision. Many of these strikes have occurred in the "defense" industries. Severely and abruptly, they have been spontaneous and un-authorized. Rather few have been concerned with wages and hours; though the Vultee strike is a wage-scale situation, the Crucible Steel strike at Syracuse was not; the Nantahala Dam stoppage in North Carolina was the result of a dispute between Southern workers and Northern skilled men "imported" for special work to the disapproval of the natives; the repeated alarums in the case of Bethlehem's shipyards are due to the question of union recognition; the public senses a need that something be done. The recent Gallup poll revealed that 60 per cent of those sampled in 1916 had no connection with pay scales. Yet each struck production.

And each strike, in the current mood of determination, stimulates a demand for "action" in order to "keep production flowing." Yet there is no field in which thought should be more fully checked with danger. The public senses a need that something be done. The recent Gallup poll revealed that 60 per cent of those sampled in 1916 had no connection with pay scales. Yet each struck production.

railway knew it was not giving up the right to strike when it consented to "waiting periods" under this act, just as most unions understand that they are not giving up the right to strike when they consent to suspend it for a stated term of a contract with an employer. We need a device for mutual understanding and agreement among these interests conceived in the voluntary spirit, and nation-wide in scope.

We would suggest that the President appoint a special three-man board of mediation to complement the United States Conciliation Service, the board-members to be persons of outstanding standing possessing general confidence. Starting at once, a drive should be undertaken by the A. F. of L., by the C. I. O., the National Association of Manufacturers and the United States Chamber of Commerce to write an additional clause into all existing labor contracts, particularly those in defense trades, providing that disputes which resist ordinary settlement be submitted to the new board.

Such clauses voluntarily written into labor contracts would provide that workers remain at their jobs while the board sought a settlement plan. Workers and employers would agree, in case the board's settlement were not acceptable, to wait thirty days, or some similar period before a steppe, while a factual study of the situation was made.

If consent to this procedure were voluntarily added, without new laws, to existing contracts and made a part of new union contracts, we would eliminate all hasty strikes, and reduce the total of all strikes, maintaining production for defense. This would be accomplished without eliminating or even questioning the right of a strike, of a strike, of a strike, of a strike, of a strike, of a strike, of a strike.

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We need the continued support of all strikes, maintaining production for defense. This would be accomplished without eliminating or even questioning the right of a strike, of a strike, of a strike, of a strike, of a strike, of a strike, of a strike.