

Service Talks

PHILADELPHIA RAPID TRANSIT COMPANY

No. 25 EVERY EMPLOYEE A STOCKHOLDER August 31, 1922

WHAT THE CHIEF SAID

Mitten men and management in co-operation have, during ten years past, worked wonders in economic accomplishment for P. R. T. and for Philadelphia. No other city has had freedom from labor disturbances on its street cars for so long, and no other large city enjoyed uninterrupted service during the war.

Mitten men and management have benefited largely by saving their money during wartime wages. Home owners and tax-payers now, with nearly \$2,000,000 in saving fund securities and 60,000 shares of 6% P. R. T. capital stock, with a paid-in value of \$3,000,000, reposing in the pension and co-operative wage funds, we are well on our way to an industrial independence that will have been honestly earned and paid for by the sweat of our brow. 10,000 men and women, their families and believing friends—all set to go, with a settled purpose founded on a deep-set belief in the fairness of man and a determination to return to the America of our forefathers.

Mitten men and management stand for good citizenship, foursquare Americanism and proper enforcement of the laws.

Dynamiting, boycotting and the terrible financial losses from lawlessness, so frighten capital standing alone, as to suggest to some the possibility of Bolshevism overpowering Americanism.

Mitten men and management have fearlessly fought for the right and have always won, as they will at Buffalo, where they can be depended upon to supply both men and money, while those from whom greater things were expected, lie down on the job and counsel that contracts, for the sake of peace, be made with those almost self-confessed as responsible for dynamiting outrages and other offenses against humanity and the laws.

America is in the throes of acute industrial indigestion, following wartime extravagances and the influx of too many foreign malcontents. This makes for the present unrest, which calls for the loyalty and broad minded patriotism of a Washington, with the force of a Roosevelt.

America has held open the door to immigration, unchecked, until too many troublemakers from abroad have come here and combined to destroy the American government, with which, for opportunity to the ordinary man, no other government on earth can compare.

America will be saved, as heretofore, by the common sense of the common people, who need just such a crisis to bring forth the latent strength and forceful power of those obliged to struggle for a livelihood.

America is a creation of the common people, its laws are made by and for the common people, and upon the common people must America depend for the protection of its foundation principles.

Mitten men and management have kept free from politics, and must continue so to do, as politics were formerly understood, but when we recognize that the present unrest and extravagance of the younger generation can be only cured by education, and still more education, of the kind that makes for character building, we are appalled at the expenditure of untold millions for municipal art galleries and the like, while 200,000 children in Philadelphia alone are allowed to suffer for lack of educational facilities.

Wealth too often spells worthlessness, and riches the ruination of everything worth while, to expect a reborn America to emanate from the rich.

It is of just such conscientious, hard working, honest thinking men, as I know you to be, that American institutions must depend for the straightening up of the present situation, and the introduction of clean, energetic, straight thinking men into positions of public responsibility.

There are problems for us to face at the outset of the twentieth century—grave problems abroad and still graver at home; but we know that we can solve them and solve them well, provided only that we bring to the solution the qualities of head and heart which were shown by the men who, in the days of Washington, founded this government, and, in the days of Lincoln, preserved it.
—THEODORE ROOSEVELT

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LABOR PLANS WHICH ARE WORKING***

Philadelphia, the city in which our nation was born, the place which in every great national emergency since has given to the country unusual men, strong guidance and powerful inspiration, as well as material things, even now is leading the way to a happy, just and right, generally beneficial and greatly constructive solution of those problems of labor, capital and the public which at present are creating country-wide disturbance.

What T. E. Mitten has done in more than a decade with the some 10,000 Rapid Transit Company employees, and is now teaching to Buffalo, where P. R. T. men have gone in numbers as volunteer crusaders to show the striking carmen there the true meaning of real co-operation between men and management, W. W. Atterbury, as operating vice-president of the great Pennsylvania System, with its army of 200,000 employees, working upon a somewhat different plan, has accomplished in impressive way. In each case the success has rested upon recognition that human nature responds surely to fair dealing and mutual confidence.

With the still very short existence of the representative co-operative plan on the Pennsylvania System, it was not surprising that the nation-wide strike call took a considerable number of men out of the company shops. What is remarkable is that the Atterbury plan, hardly more than given effect, so strongly appealed to the intelligence and self-interests of the men that the big transportation system has come thru the strike almost unscathed, and having been able to perform without curtailment its every function to the public. There is every prospect that the closer working and better understanding which the plan enables between the managers and employees of the Pennsylvania Railroad will produce and show in the twenty times greater field proportionately fully as much by the time it has been running ten years as does the Mitten co-operative plan now with its longer application.

Labor needs to act collectively, even as does capital. The purpose of a labor union is to protect its members against injustice and to promote their interests. That also is to the greater public interest. The real proposition is what method most certainly secures to labor its rights and its dues, to capital the same, and to the public all that it is entitled to without oppression. It has come to be that the public is most abused, because it has not yet intelligently organized to protect itself or to enforce justice as between its parts. Such plans as those which Mitten and Atterbury have made effective do more for the employes than any labor unions and at less cost, while the capital in the business is protected, and the public not only safeguarded but better served. Why not apply the Philadelphia way to the situation, so that there need be no more strikes?

—Philadelphia North American, August 29, 1922.

AGREEMENT WITHOUT OUTSIDE INFLUENCE

With the approval of the Railroad Labor Board, an organization has been formed by the loyal employes and the men appointed to the places deserted by the striking shopmen of the New York, New Haven and Hartford Railroad. This new organization is called the Association of Mechanical Department Employes. The idea is to ignore all outside influence and to settle every question concerning wages and rules by mutual agreement. There is to be an adjustment board, and before it all controversies will be brought. Of course, decisions and agreements will be subject to the approval of the Railroad Labor Board.

To our way of thinking, this is the ideal method. We haven't the slightest doubt about it, for after all it means the adoption virtually of the scheme introduced by President Mitten into the affairs of the Philadelphia Rapid Transit Company.

We used to have strikes in this city. They are unknown now. We used to witness the old, old conflict between capital and labor. Conflicts never occur under the enlightened system of employer and employe coming together. There is contentment. There is harmony. We do not believe that we are exaggerating when we say that, so far as the relations between the men and the corporation are concerned, the Rapid Transit Company presents a model.

Now come the employes of the New York, New Haven and Hartford with an organization apparently based upon the Mitten plan. It calls for mutual trust, for mutual confidence. No wonder that the Railroad Labor Board indorses it. For it is not an experiment. It went through that crucible long ago, has been thoroughly tested and pronounced the nearest to perfection yet achieved.

When this plan of co-operation becomes general throughout the country—as it should become—trouble will disappear and high-priced labor agitators living off the earnings of the workers will not have so much to do.***

—Philadelphia Inquirer, August 27, 1922.

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TULLEY TALKS

Buffalo is being reclaimed from the Bolsheviks, and you P. R. T. men have made it possible. You men that came up to Buffalo and ate the bricks, and you that worked here nights and Sundays to keep things going, all have my thanks, my heartfelt thanks, for the help you gave in this emergency.

As Dr. Mitten said in one of his daily Service Talks, "You have proved that in industry there do exist principles for which men will fight." It has all been very wonderful, and while I am very busy at Buffalo just now fighting jitneys and running down dynamites, I just had to come here today and see you all. The sight of your honest and happy faces is a mighty good antidote to fortify me against the lawlessness and un-Americanism which I encounter on every hand. P. R. T. men made Mittenism victorious here in many hard fought battles, and again in Buffalo your sustaining influence will save the day.

Jitneys now continue, despite the law, and business men desert the cause and cry for peace, but prosecutions will persist, criminals be punished and terrorism terminate. In the words of Judge Hartwell at the Herrin massacre investigation, "There comes a time in the life of every man when he must show whether he is a man, or whether he can be coerced into a cringing tool of somebody else through treachery or cowardice. The time comes when he must stand up and be counted."

The experience of our Chief in Milwaukee during the strike of 1896 and after, heartens me up a great deal. When Mr. Mitten went to Milwaukee and fought the strike in 1896, the brewery wagon drivers aided the street car men to fight the company, just as the striking railroad shopmen are aiding the strikers at Buffalo. Browbeating and boycotting were so bad that the Chief could get neither board nor barber in the town. However, when he left Milwaukee in 1900, City Councils passed a resolution of endorsement and, through newspaper writers, offered franchises over every street in the town if he would only return.

We are fighting in Buffalo for the right of every man to do an honest day's work for an honest day's pay. This we believe to be an American privilege, for which we will fight to the bitter end, and when Milwaukee history repeats itself in Buffalo, and Buffalo bows to you and us, as the men and management responsible for saving Buffalo from Bolshevism, we shall all feel well repaid.

FROM ANOTHER CARMAN

Editor, The Commercial:

A little late in asking you for a small space in your valuable and fearless paper. As I return to my regular run in Philadelphia tomorrow, I wish to say that I hope by this time next week the trolley men of the city of Buffalo will be back on the job with their shoulders to the wheel, and accept the Mitten Plan. Before the year is out they will know that they have just come out of a darkened past into a bright and prosperous future. We had the same old story to tell in Philadelphia in the days of unionism—which is a man's worst enemy. Who suffers by it? Why, the ones that he loves and holds dear. Ask any or all of the trolley men of Philadelphia, and then check them up and see how many of them own their homes, with money in the bank. Men that could never save a dollar until Our Big Chief came to the rescue. He came when it was a man's job, but he was the man of the hour. And to a man the employes of the P. R. T. will follow their leader.

Winter is coming on and we all know what that means to the homes of the working men. So trolley men of Buffalo, are you ashamed to declare your rights as Americans to do as you please as long as you are within the law? Don't break the law, and you will have no trouble, except from those who have not the brains to know right from wrong.

Throw off the yoke of unlawful unionism and be a man, and when you say man that means everything that is American. Think of your loved ones at home and protect them from the ravages of a hard winter. Throw out your chest, lift your head, fear no one but Almighty God and say, "I WILL GO BACK."

Buffalo, August 25, 1922.

ELWOOD J. WHITLOCK, Allegheny Car Barn, Philadelphia.

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PHILADELPHIA RAPID TRANSIT COMPANY STATEMENT TO THE PRESS

"Cut Your Pie in Thirds, Mr. Mitten." So reads the heading of a leading morning newspaper's editorial enumerating the advantages of P. R. T. men and management under their Co-operative Plan.

"Pensions, sick benefits, \$1,000 life insurance, saving fund, co-operative wage dividend fund, every activity planned and executed on a 50-50 basis—employe and employer."

It is true that "the street railway system is by no means a 50-50 concern," and equally true that the third-party, the public, must not be overlooked.

The suggestion "Cut your pie in thirds, Mr. Mitten," is a fair one; hence we now present this bill of particulars covering happenings of the past, and in addition, encouragement to the public through promised co-operation, for the future.

P. R. T. men and management have for more than 10 years past increasingly advanced their mutual interests by co-operation of the kind that counts, by producing increased wages and other advantages for the men and established dividends for the stockholders, all of which has been accomplished through improved salesmanship of car rides and increased efficiency in operating methods.

P. R. T. today supplies to the public a street car service unequalled elsewhere. In no other city is a combined ride over surface and elevated lines given for a single 7c cash—4 tickets for 25c fare, this fare being 25% lower than the 10c—3 tickets for 25c fare charged in Pittsburgh for a distinctly inferior service.

P. R. T. has recently agreed to absorb the loss resulting from the operation of the Frankford "L" without additional fare, and is now preparing to improve its service to the public by adding trips to its Fall schedules averaging 8% for the system, as against a present showing of but 2% in added passenger traffic.

P. R. T., during the past decade, has made greater progress than any similar system elsewhere, and this is truly remarkable considering that each of the three last city administrations has pressed for the consummation of impossible plans, and persevered in attempts to punish P. R. T. by legal proceedings so destructive to its credit as to curtail its every constructive accomplishment.

P. R. T. is now in safe position—its physical condition is excellent and being well maintained—its banking connections are sound and satisfactory. P. R. T. men and management, 10,000 strong, with their families and friends, make up the multitude which has fought for P. R. T., and won over seemingly insurmountable obstacles.

P. R. T. men and management, with city's aid, can co-operatively accomplish wonders. Broad Street subway can be quickly built—downtown congestion abated by additional subways, the Parkway cleared of street cars for the Sesqui and "double-decker" motor-bus service supplied to the parks. All of these things are possible, if only the public and their representatives in city government can see the unwisdom of continued fighting and join hands in so settling matters that city and company can together strive for added transit adequate for city's needs.

August 29, 1922.

T. E. MITTEN.