

# Service Talks

PHILADELPHIA RAPID TRANSIT COMPANY

No. 26

EVERY EMPLOYEE A STOCKHOLDER

September 9, 1922

## MEN AND MONEY

### DUNBAR'S TALK TO THE COMMITTEEMEN

The Annual Picnic of 1922 was a great success, everybody had a good time and over \$10,000 was realized as a starter for the Helping Hand Fund. This sum should be doubled during the remainder of the year, by sale of the route maps, supplied gratis by the company for sale on the cars.

The attendance this year was enormous. When the Kilties marched into the music pavilion and our 100 piece P. R. T. band, in fresh white uniforms, started up, with Sousa himself in command, they played to spellbound audience of mothers, wives and friends which filled the great auditorium, as never before.

The Chief told the women what their co-operation meant to him and how much they had done toward influencing their menfolk in the matter of wartime savings, and again enlisted their support to keep the Co-Operative Wage Dividend Fund intact, for the combined use of us all in forging forward toward greater ownership of P. R. T.

The second afternoon meeting of mothers, wives and friends in the music pavilion, was a repetition of the first day experience. Farley seemed to lead his pipers with an added air, and when it came time for our P. R. T. band to perform, they surprised us by the progress they have made, under Eckenroth's leadership.

The President's dinner was a culmination of things that went before. 250 co-operative committeemen, representing the five departments, with the employe chairman speaking for each, made a worthy showing, and such worthwhile things were said as to give new hope to all good Americans.

The Chief struck a deeper note than ever before. At the afternoon meetings there seemed to be added inspiration, with almost a religious tone evident when Rodeheaver, with Gabriel the song maker, moved the assemblage by their singing of Gospel songs. The interest evidenced in each of the day meetings reached its climax in the Chief's talk at the dinner, where the men were made to feel greater glorification in their accomplishment, while the distinguished visitors got a better understanding of the kind of Americanism for which we fight.

Reviewing our record since 1910, progress has been rapid, with such real accomplishment as to give cause for wonder as to whether there is any limit to the possibilities when men and management strive together, as here.

The Co-Operative Plan, based on a square deal, followed the unsettled conditions of the 1910 strike, brought order out of chaos, and started us on our way. This first step gave us confidence in our Chief, and gave him an abiding faith in our ability to come through.

The Chief steered the ship safely through the first ten years, during which men, management and property were rehabilitated and public confidence established. Wages since 1918 have, by agreement, been based on the average of certain designated union cities, but since the measure of co-operative service rendered by P. R. T. employes represented millions in salesmanship of rides and added millions in economies of operation, as compared to the results secured in union cities, the Chief, in our behalf, made it a condition of his remaining at the head of P. R. T. affairs that we, all of us, should be given added recognition in the form of a 10% Co-Operative Wage Dividend.

## SERVICE TALKS

### A MESSAGE TO AMERICA

In the Casino at Willow Grove last night, addressing a group of workers representing the employes of the Philadelphia Rapid Transit Company, President Mitten uttered a message so deeply freighted with meaning for America, present and future, that the merely local character of the occasion and place was forgotten, and he seemed to be speaking to the Nation.

While the occasion itself was not without its own significance, a reunion of men and management who have for ten years maintained unique relations of confidence, co-operation and good will in a world shaken with controversy, distrust and violence, the words that fell from the lips of Mr. Mitten touched the vital problems for which the world is groping for a solution. And they pointed the way toward that solution by an exhibition of results that may well command the attention of employers and employed everywhere.

Let the leaders of Labor—the Gompers and the Lewises and the Jewells—and the masters of great combinations of Capital—the Lorces and the Warriners and the Kavanaughs—ponder well what the "Mitten men and management" has meant and means to 10,000 workers and their families and to this great community which they serve, and contrast the conditions which that "Mitten men and management" has brought about here, with the distress, unemployment, warfare and deep despair which prevail in so many of the fundamental industries of the country and in so many communities.

At an hour when the whole transportation service of the Nation was suffering under the daily and hourly menace of suspension, with consequences in loss and suffering that stagger the imagination; when the industries of the country and the homes of the people are facing a winter of idleness and cold without fuel; when these appalling conditions are the direct fruit of a deep-seated distrust between capital and labor, what a contrasting picture is presented by the results of a different policy—that of the "Mitten men and management".

In industrial prosperity, when wages were high and the demand for labor exceeded the supply, the contrasts were no less startling. Where men enjoying a wartime inflated wage scale were engaged in an orgy of spending, when wasteful extravagance appeared to be the only outlet for earnings, the employes of the Philadelphia Rapid Transit Company were actuated by a totally different spirit. Instead of extravagant outlays for pianos and silk shirts, jewels and luxuries, the P. R. T. men's surplus earnings were being invested for the rainy days. And the community in which they worked and prospered reaped substantial benefits as well in an uninterrupted transit service such as no other large city enjoyed during the period of the war.

Here is what became of the wartime wages: P. R. T. men are home owners and taxpayers; they have a stake not only in the city where they live and labor, but in the company which employs them as well. They are collective owners of 60,000 shares of P. R. T. stock reposing in their beneficial and welfare funds, besides nearly two millions in saving fund securities. This is an achievement which has no parallel in American industry; and its deep significance lies in the attainment of these amazing results side by side with an era of peace and confidence as between the workers and the management of the company which employs them.

The lesson in this unique exhibit is the application of the principles of Americanism to the solution of the intricate problems arising out of industrial relations, the recognition of the right and duty of employer and employe to meet on a common ground of mutual respect and confidence, and the further recognition that their interests are identical, calling for co-operation and loyalty. The strength of the present position of the Philadelphia Rapid Transit Company lies not solely in a strong and far-seeing and liberal-minded leadership, but quite as much in the spirit which has been infused in the mass of the workers and in the consequent creation of a body of self-respecting, thinking men and women who understand that they too have a responsibility and a duty in assisting to find a sane and just solution for the problems that convulse and divide the industrial world.

It is because the "Mitten men and management" has progressed so far along the path toward that solution that the reunion at Willow Grove this week assumes an importance and a position before the Nation that should command universal attention and the grave consideration of the American people. The Mitten system is training men in clean, straightforward thinking, and it is by that means, and that means alone, that we can look for the coming of a new era of understanding, mutual confidence and mutual co-operation in all industrial endeavors.—Philadelphia Public Ledger, August 31, 1922

### SUPREME COURT OF PENNSYLVANIA JUDGES' CHAMBER

My Dear Mr. Mitten:  
I cannot refrain from expressing to you my thought that in your speech at Willow Grove you rendered a real public service.  
It is the most thoughtful, best balanced and most timely utterance which has been delivered in this time of real crisis. It ought to be pamphletted and placed before every young American so that he may realize that this is the real land of opportunity, and his business to keep it such.

Sincerely yours,  
W. I. SCHAPPER.

September 2, 1922.

## SERVICE TALKS

We all know of the fight put up by the reactionary directors; how, with the reserve money in our pension fund, we bought 10,000 shares of P. R. T. stock to vote for the Chief; of how his leadership and our work so impressed the stockholders that the opposition disappeared; and how at the stockholders' meeting the Chief's action in giving us the extra 10% on our wages for extra effort in economic accomplishment was unanimously endorsed.

"United we stand, divided we fall," is a saying significant. By it we were actuated in our response to the suggestion that the Co-Operative Wage Dividend Fund be kept intact. Each employe's share was cheerfully signed over to the men's own trustees for such use and investment as in their judgment best advanced the interests of the men and the continuation of the co-operative cause which is the cornerstone of our success.

American history was made when our men voluntarily went to Buffalo, manned the deserted cars and ran them for two whole months in the hope of saving the jobs for the misdirected strikers. Mittenism is now securely entrenched and Bolshevism beaten. P. R. T. vacationists are nearly all home now and Uncle Sam is hunting down the dynamiters. Court action and cold weather will soon cure the jitney habit—so that's that.

"Mitten men and management can be depended upon to supply both men and money," said the Chief at the Picnic Dinner, and so, with the double purpose in mind of rendering financial aid and receiving therefor the high return otherwise paid to bankers, your trustees have arranged for the present purchase from, and future resale to, International Railway trustees of \$2,000,000 par value International Railway 5% bonds for \$1,000,000.

50,000 shares of P. R. T. stock, par value \$2,500,000, have been purchased during the year by the Co-Operative Wage Dividend Fund trustees at a price which, with P. R. T. 6% dividend paid, represents 10% per annum upon the investment.

As now planned, all of the men's money in the Co-Operative Wage Dividend Fund will be kept at work by your trustees, earning high return. The first quarterly dividend check, equalling 2 3/4% of the amount of each employe's share in the Co-Operative Wage Dividend Fund, will be sent with the Co-Operative Wage Dividend certificate of ownership, which will be mailed to each employe at the earliest possible date after the close of 1922.

### GIRARD'S TALK OF THE DAY

President Mitten says he hopes to see the day when our street railways will be owned by the men who work for them. It can be done.

It is often easier for working people to get control of big business than of little business. Little business is usually in the hands of individuals or firms and cannot be readily bought.

But anybody at any minute of the day can buy a part of Mr. Mitten's company, or Judge Gary's United States Steel, or any railroad.

No man or small group of men has a mortgage on our banks. Control of very few is owned by the president and directors. A bank messenger boy can buy stock as well as the chairman of the board.

Here is a recipe for the miners: Stop assessing yourselves so much for strike benefits, but instead put your cash in a fund and buy the mines.

Anthracite strikers have lost in wages this year, by their self-inflicted idleness, far more than the Reading Company, which owns the largest coal fields, paid for them.

Had strikers of the country on April Fool Day voted to pool their wages instead of voting to quit work, by now the fund would equal the total capital stock of the New York Central and Pennsylvania Railroad. In the meantime they would have lived just as well.

But President Mitten can tell his employes that no man ever yet bought any property with a strike.

—Philadelphia Inquirer, September 1, 1922.

## SERVICE TALKS

### INTERNATIONAL RAILWAY COMPANY

To the LAW AND ORDER LEAGUE  
and  
To the MAYOR OF BUFFALO:

American laws make of America the land of greatest opportunity for the ordinary man, but American institutions cannot continue to exist unless American-made laws are respected and enforced.

Unionism cannot continue, as a part of legitimate American industry, so long as it neither recognizes the rights of property nor the right of every man to decide for himself which course of action, or employment, will afford to him and his the greatest measure of happiness and prosperity.

Unionism, of the kind that dynamited International street cars, is by us condemned—beyond the power of resurrection by arbitration or otherwise, and those so short-sighted as to lend their names to such endeavors surely misapprehend the enormity of this offense against the law and against humanity.

#### UNIONISM, AS PRACTICED—VERSUS—MITTENISM, AS PROVEN

Unionism ran rampant, dictating to men and management alike, paralyzed Buffalo by striking during the war, and destroyed millions of International property values. Buffalo carmen, misled by arrogance, are facing the coming winter with neither money nor jobs.

Mittenism—men and management—four-square for Americanism, supplied Philadelphia uninterrupted service during the war. P. R. T. men and management, co-operating for efficiency, have earned the respect of Philadelphians, saved P. R. T. from threatened receivership and rehabilitated it for its owners. P. R. T. employes saved their wartime wages, secured participation in the result of their extraordinary economic accomplishment and are today the proud possessors of nearly \$5,000,000 in saving fund securities and in the par value, 60,000 shares, of the property which they are helping to economically operate.

September 4, 1922.

T. E. MITTEN, Chairman.

### PRESIDENT HARDING'S MESSAGE TO CONGRESS AUGUST 18, 1922

"It is fundamental to our freedom that all men have unquestioned rights to lawful pursuits, to work and to live and choose their own lawful ways to happiness.

"In those strikes these rights have been denied by assault and violence, by armed lawlessness. In many communities the municipal authorities have winked at these violations, until liberty is a mockery and the law a matter of community contempt.

"It is deplorable that there are or can be American communities where even there are citizens, not to speak of public officials, who believe mob warfare is advisable to cure any situation.

"No matter what clouds may gather, no matter what storms may snow, no matter what hardships may attend or what sacrifices may be necessary, the law must and will be sustained.

"Wherefore I am resolved to use all power of the government to maintain transportation and sustain the right of men to work."

FEDERAL OFFICERS ARE AFTER THE DYNAMITERS  
AND  
INTERNATIONAL IS OFFERING \$100,000 REWARD