THE SCRANTON TRIBUNE-MONDAY, NOVEMBER 17, 1902.

SECOND SESSION **OF THE COMMISSION**

(Continued from Page 1.)

In that respect.

referred to the committee on scale. The thracite mines a boy must be 14 years of the convention, all the resolutions you have read that appear to be adopted, were reconsidered and referred to the executive boards of the three districts, In-so-far is they directed the calling out of any men.

Q. Have you resolution No. 357 Yes, sit,

Q. (Reading). "Whereas, the district provention of No. 1 decided to insist upon forcing all men in and around the mines to become members of the union, and that we be authorized to refuse to work with non-union men; and, whereas, two members of a card committee at the steps they have-what has been done i Nottingham colliery have been disthe legislature of the state of Pennsyl varila. Q. So far as you are aware, no ef charged for examining cards; therefore, be it resolved, that we insist upon the fort has been made to change this law $\Lambda,\, l$ might say that l would be in a con reinstatement of those members to their former positions, and if the company re-fuse, that a general strike be ordered at all collieries of the company. Signed-T. attending sessions of the legislature. D. Nicholls, The committee concurs in the above resolution. Moved that we concur in the report of the committee, Motion carried." Is that right?" A. That is correct.

Darrow's Suggestion.

Mr. Darrow May I ask the witness just to look at the back of the book there? There were some of these matters that were reconsidered, and 1 am not sure myself what they were Willcox: We will come to that, Mr. Darrow: Just as you please, thought I would mention it. We will come to that. Willcox: Mr. Darrow: Just as you please Willcox: Q. Have you resolution MIT

A. Yes. sir.

Q. (Reading). "Whereas, it is a well fathers carning good wages? A. As to that I do not know. Q. You do not know about that? A. No. I do not know about known fact that in many sections of the anthracite region there is a system of contract in vogue which is, and has been, the part as to their fathers earning good wages. (Laughter). Q. Good wages as very obnoxious and vicious in its fulfiliment, loasmuch that in many cases one man employs from four to twenty laborwages go-average wages? A. No. the fact of the matter is that my information ers, and in some cases the contractor selm enters or comes near the work for are very few of the breaker boys work ing whose fathers are earning average wages? A. I do not know. I presume one or two weeks at a time, and this in Itself is not the cause or principle advo-cated by the U. M. W. of A.: therefore, there are quite a number of the boys working whose fathers are earning the av be it resolved, that any member of the organization who shall contract for such work as will necessitate the employment erage wages paid in the anthracite mine-Q. Yes? rue. Q. Do you know whether those boy of more than two laborers, excepting such contracts as shaft sinking, slope sinking or tunnel driving, shall be excan carn more anywhere else? A. Do vo nean by securing employment anywhere else in the anthracite field. Q. Yes? A. pelled from the U. M. W. of A.; and we, the members of the U. M. W. of A., abdo not suppose there is employment i colutely refuse to work with any man to expelled from the union; and be it fur-ther resolved, that we condemn the emut off this source of income from them this source of income to those dependent upon them? A. I should say that unless the wages of their parents are made sufficient, that it would be a hardployment of laborers in chutes and headings, or monkeys and breasts, as is now practiced in some parts of the anthrahip to cut off the carnings of their chil cite region, and we recommend the abolition of such employment. The committee dren concurs in the above resolution, . Moved we concur in the report of the committee Motion carried." Is that correct. A. Yes

Q. Now, you have said, that after hav ing adopted all these resolutions, they were all reconsidered. A. I am speaking entirely from memory in saying so: that in the closing of the convention a motion was made to refer all the matters of that kind to executive boards. I will try to find it in a minute. I wish to get attention to it later on.

A Magizine Offered.

Mr. Willcox: I want to offer the American Federationist for September Mr. Darrow: Do you mean the whole

Mr. Willcox: I think we might as well offer the whole magazine. Mr. Darrow: I do not think we want

to object to anything.

motion to refer was carried. Q. Was of age to work inside and 12 years to there any action by the committee on scale on the subject? A. In the closing bituminous region of Pennsylvania the minimum age for both outside and inside work is 12 years.

Employment of Boys.

what age? A. Fourteen, Q. You think fourteen would be the proper age? A. No

boys who are supporting their mothers or sisters or relatives who are dependent

on them? A. Yez, sir, it is true, Q. Is it not also the fact that there are a great many breaker boys at work who have

A. Yes, I understand that

Q. And would it be a hardship to

Proper Age for Work.

By Mr. Wilcox: Q. Mr. Mitchell, have the mine workers ever taken any action with ryference to modifying this statute

as to employment of boys in the an-thracite mines? A. They have made a part of their declarations of purposes the enactment of laws prohibiting the em-ployment of boys until they are fourteen years of age. Q. They have not done any-thing but that? A. I do not know what

A Fall in Wages.

Q. As I understand, there was in the bituminous region an average fall as low as 50 cents a day. Is not that so? A. I dition to know very little about what our legislative committees were doing at We have several other witnesses who are very familiary with what they have done Q. Would you advocate changing this law so as to raise the age at which boys should be employed? A. Yes, sir. Q. To ent, of the employes out of the min-I do not think it would be the proper age, but I think it should be the minimum age at which boys are employed under the present conditions. Q. That is on the breakers" A. Yes, sir. Q. is it not a fact that there are a great many breaker 1898, have been the increases in bituminous region? A. Since 1898? of the strike of 1887. Q. Were those in the districts which are organized, or were they general? A. They were in the s entirely to the contrary. Q. That there

> very generally. ference to the income of different classes of workingmen, from the scales of wages made by their organizations, and cales provalling in the communities. Q. And do you intend to produce those data

\$1.01 Per Work Day. Q. What are the wages of the authra-cite workers with which you make the Q. But I say, you would not advocate he introduction of such machinery, and comparison? Will you state them? A. The wages of the anthracite mine worka that way the cutting off of employment from these boys? A. I should say I person ally should advocate cutting off employ ers, using Mr. Baer's published state ments as a basis, are a little less than \$1.01 for each day in the year. He says ment from those little boys, Q. Boys unde what age, do you say? A. Personally, that the income of his employes-that his employes receive \$1.89 a day for each work day, and I used his statements in clieve that they ought to be in school principles of our organization are that they should remain in school until they my calculations. Q. That is, you apply his statements to the whole region? A his statements to the whole region? A. Yes, sir, Q. And then do you divide the Q. Now, Mr. Mitchell, coming back to

where I was, has there been any do-mand for recognition of the United Mine Workers, as your demands have been heretofore presented? A. Yes, sir, Well, now, take your telegram of the 8th of May to the presidents of the coal com paules; there was no demand for recogition of the union, was there? A. The

A. It is coal, some of it coming from the washeries; coal of all characters. Q. I am referring to fresh mined coal now? A. Yes, Q. That is what your demand refers to fresh mined coal, is it not? A. Not necessarily. If that coal is marketed that goes to the culm piles, the miners should be paid for it. He should be paid for any part of the coal that the com-panles market. cle in Collier's Weekly that for more than twenty-five years the coal mine workers of Pennscivania had chafed un-der the most intolerable and inhumane conditions of employment; and I think you have stated that on other occasions. What period did you refer to? A. I mean the period running back twenty-five years

from now, Q. From now or from 1907 A. From the beginning of the strike of A. From the beginning of the strike of 1992. The strike of 1990 improved the con-ditions of employment somewhat. Q. What knowledge have you of any reducpaples market. Merchantable Coal.

Q. If a man mines coal and sends out a tion of wages ever having been made in the anthracite region in all that time. A. mr of coal that has to be put through the breaker in order to produce met-chantable coal, does it not? A. Yes, sir, Q. And therefore the ton which the com-panies sell and ship is merchantable coal, while the substance which the miner have a very general knowledge of reductions having been made by increas-ing the size of the cars the men were

compelled to load; requiring more top-ping; increasing the size of the ton; cutsends out contains a large amount of imting off of pay for dead work; allowances, purities, or a considerable amount of imand so forth. Q. Your knowledge is gen-eral and founded on what people have told you? A. Necessarily, it was the repurifies, and therefore it has to be put through the breaker? A. Yes, sir, Q. So that they are really two different sub-stances, are they not? A. Yes, it is true that the foreign substance that is sent sult of reports made to me. Q. But you do not know of any general reduction in the rates of wages in the anthracite reout with the miners' coal should not b gion in that time, do you? A. I do not know of any general reduction: no, sir; paid for. We do not ask that, and we propose to reduce the general price of any more than as I have informed you

mining so as to compensate the company for it. But the coal that is sent to the nim piles, and that is afterwards marketed through the process of washing, the miner should be compensated for that. Q. is there any sent to the culm

do not know that that is so. Q. Did you not so state before the industrial commission. A. I might say, for your information, that at the time of my testimony before the national industrial commission. I was speaking on information then in my possession that I presumed to be correct. A reference to the coal reports of the same year indicated that I had included in my calculations thirty per who were not directly engaged in mining oal, and necessarily that my testimony would indicate that wages were forty-tw per cent, lower than they really were at that time; and since that time there have been further increases of some sixty er cent. Q. Now, what have been the increases in the anthracite wages? A. There has been an increase of ten per ent, generally speaking, Q. What, since th Q. Yes. A. There was an increase of eighteen per cent, in the spring of 1898, and an increase of twenty-one one-hundredths per cent, in the spring of 1990 There was also an increase of eleven per cent paid in the fall of 1997-at the close

districts where we are organized. Q. You to not speak about the industry generally-- or do you? A. Very generally, be-cause we are organized in the industry Q. I notice that you stated in Collier's Weekly that the earnings of the anthracite workers are less than those of any other class of working men in the United States. Now, upon what comparison do you have that statement? A. Re-

A. Yes. sit

total amount earned by the total num-ber of employes? A. I simply took his statement of wages and applied it to all the men. I assumed that it was a fair average-a fair criterion-as to what they were earning in all the other companies' mines. I believe that to be true, because that company pays as high a rate of wages as paid by other com-panies. Q. Do you know that? A. I age cardings are \$1.01 per day, and you

pose it would be impracticable. Q. You suppose it would be impracticable? A. Otherwise, it would have been done some time ago. Q. That is you only rea-son for your answer, is it? A. Well, I do not know anything about it. The Right to Hire. in the hands of the company, where they Reading from the working agreement usually give each man or set of men the petween the Illinois Coal Operators' assame number of cars. Q. Well, this paper regarding the Haziesociation and the United Mine Work-

ers, Mr. Willcox sought to show that the right of the employer to hire and discharge was surrounded with such limitations imposed by the union that the right was practically nullified. After referring to Mr. Mitcheil's dec-

laration that the bituminous operators

the practicability of it; in fact, I sup

generally were well satisfied with their

ontract arrangements with the United Mine Workers, Mr. Willcox read from Operators' commissioner, Herman Justi,

in which he declared the commission had refused to accede to the request of the mine workers to give testimony, by ask for an increase in wages, although I had refused to accede to the request of the mine workers to give testimony, by means of written answers to questions propounded by the union regarding their views of the mine workers' union to what it meant. The resulution was simply intended to prevent some men who

the contrary from that which the union would have them state. By Mr. Willcox:

Q. You have testified in regard to the number of accidents occurring in the mine. Do you know what proportion o those accidents has been due to negligence on the part of the unfortunate people suffering them? A. I do not know

any of them were. Q. Do you not know that that the mine inspectors' reports specify a great many of them as having be aused by negligence of the parties who suffered the accidents? A. I do not know that that is true; I have not been able to see that in the inspectors' reports. distributed Q. You testified that you about a million and a half dollars of re-lief?

> Q. Do you know that when the mines re running the wages are over a million lollars a week?

Q. You understand it, don't you, like a good many other things you have testiied to-you have heard it?

ment. Q. Can you give the names of any nor nion men who were relieved? A. I cannot give you their names myself, but I resume our district officers can supply

Q. Now you testined that no strike way called on account of refusal to work with non-union men; you mean no general strike, I suppose? A, I do not know of strikes being called at all by the

organization for refusal to work with non-union men. Q. But you know of strikes having taken place on that precise ground, don't you? A. I have heard that strikes have taken place of that character. Q. Do you know of the strike at the Maltby mines? A. Yes, sir, I have heard of it. Q. Was not that for that reason? A. That among other reasons

I understand. Q. And that lasted twelve months? A. Yes, sir, Wouldn't Express Opinion.

In response to a question as to his position regarding members of labor mions being members of the National guard, Mr. Mitchell declined to say

whether or not he sympathized with various resolutions that were passed by labor unions calling on union men to refrain from joining the guard, saying he would not want to criticize resolutions without knowing their exact lan-

guage. On the general proposition, he said, he believed members of labor unions should exercise the same rights and privileges as every one else in that respect

With this, Mr. Willcox concluded his examination, and the witness was turned over to Hon. Wayne MacVeagh, ennsylvania Coal company and the Hillside Coal and Iron company. While this cross-examination proceeded, E. B. Thomas, chairman of the Erie board of directors, and W. A. May, general manager of the Erie's coal department, sat near at hand, J. C. Brownell, of New York, and Major Everett Warren, of Scranon, who are also counsel for the Pennsylvania and Hillside companies, fre quently suggested questions that Mr MacVeagh should put to the witness. The cross-examination continued during the last twenty minutes of the

Witness: It will help matters possibly, if I explain how they those scales. We have a delegate make done convention, in which representatives at-tend from every local union, which means every mine. They then select a scale committee, who are to formulate the demands. Each delegate can appear before that committee and tell them exactly what he thinks would be necessary at the mine he represents, so that the ommittee have information direct from the employes of the company.

After considerable questioning Mr MacVeagh succeeded in getting Mr. Mitchell to admit he did not know, just then, what wages the Erle company paid its employees.

The First Demand,

Q. Now, I say, as to the first demand, as to the increase of wages, whatever you an interview with the Illinois Coal are not prepared to ask for an increase Operators' commissioner, Herman Justi, of those wages, because you do not know may be prepared to do this afternoon, you

> have not got the tables of the present earnings here. (Laughter).

Q. Well, I quite admit you can be prepared to ask for them, but are you pre pared seriously to ask other responsible gentlemen to grant them? A. Well, I can only say that I have not

the statistics here to submit at this time Q. And therefore at present you are not prepared to substantiate that demand?

A. I do not say that I am not prepared except that I am not prepared to state the figures as to the Hillside and Pennsylvania Coal companies

Q. And therefore at present you are not prepared to substantiate your demand? A. Well, I should say simply that 1 am thue not prepared to submit the evidence to substantiate it, that is all,

The remainder of the morning session was taken up in an examination of the witness regarding his claims that mining conditions are substantially similar in the anthracite and bituminous regions. Mr. Mitchell admitted that the demand for bituminous is growing more rapidly than that for anthracite, but denied that bituminous mines worked more steadily than anthracite mines.

At the opening of the afternoon session, Mr. Mitchell made the following correction to his testimony of the morn ing, regarding the disposition of the resolutions of the Shamokin convention:

The Witness: "Moved the four resolutions calling strikes at different collieries on April 1st be referred to the three dis-trict executive boards. Motion carried." These were the resolutions which had formally adopted, authorizing strikes. By Mr. McVeaght

Q. Before I leave that question of the bituminous market and the anthracite market, I would like to ask whether are aware of the fact that substantially there is no market for anthracite coal for manufacturing purposes except the refuse sizes, and that the whole market, the exclusive market for anthracite coal of a profitable kind is for domestic purposes, or largely so? A. I understand from the statements of Mr. Baer that 40 per cent. of the coal is sold for steam and manu-

facturing purposes. Q: And that, you know, is, as he has stated, of the sizes below the domestic sizes? A. He so stated; yes, sir.

Comparison of Wages.

Q. You assumed to compare the wages we are paying in our two companies with the wages of bituminous miners in this state. 1 wish you would effete to the commission what the average earnings per unnum are of the men employed in a repesentative bituminous mine in Pennsylvania? A. I have tables prepared and in course of preparation on that subject; but they are not yet completed. I have here the wages paid the various classes of workmen under the companies operated by the Erie-

Q. Operated by what? A. By the Pennsylvania and the Hillside nanies O But v

con that statement made. Q. Do not out, or your committees, know it? A. you, or your committees know $[t_1^*]$ A. No, sir; we do not. Q. If it is sixty mil-lion dollars this is a demand of twelve million dollars to be added to the cost of production, is it not? A. Yes, sir, on of production, is it not? A. Yes, sir, on that calculation, that is true. That true. That yould be about twelve or thirteen cents a

ton. Q. You say you will furnish to the commission and to us, a statement of these demands, worked out with refer edge to some of the collieries? A. We propose to ask Mr. Nicholls to testify permitted to do so. Upon that very phase of it, as he is thoroughly familiar with the subject, and he would probably be able to ex-

plain is much better than I can myself. Q. Now, you spoke of the average pay per day upon which you are basing you e-timony and your views as \$1.61. A. No. simply said that on a calculation, taking the statement made by Mr. Baer, it A. Yes, sir

amounted to \$1.01 a day for 365 days in the year. Q. It is upon that you are that is correct or not. It may not be a

high as that, or it may be more. I have xamined the earnings of the anthracite nine workers-all classes of them-and find they are insufficient, Q. To what enough to load one car in the same time, that I shall not be permitted to do it? point do you expect to bring them up, it these demands are granted? A. At what

A Twenty Per Cent. Increase.

Q. To what point do you expect to pring them up? A. We ask to have them brought up twenty per cent. Q. If the wages average only \$1.01 now, do you locan that \$1.21 would strike you as oper? A. I do not think that the miners have asked for enough. I suppose if they had known that the matter was going to be submitted to a board of atheration, they would have asked to

have the wages fixed up right when they are doing it. (Laughter.) Q. Well, I suppose that we will all agree that that would have been likely.

say there is a d By Mr. Willcox: Q. Do you know it is Now, I want to know up the fact that the miners do not stay in where the coal is being loaded? A. They to what roint you expect to bring the wages in order to make them what would be considered sufficient? A. You do go out somewhat earlier in the even must remember that I took Mr. Baer's ing at times. Q. Do you know enough statement: quoted it, and then analyzed It. Q. Yes. A. That it is his statement about i: practically to know that they almost always do, and leave the laborer that I am treating with in my articles that I simply analyzed the statemen to load the coal after they are gone? A. do not know that that is always true. statement The fact of the matter is, a very given out by the president of the Philanumber of anthracite miners work partdelphia and Reading Coal and Iron com pany, and analyzed it. It amounts to ners-do it voluntarily-and they do have the contract and labor system that is very largely followed in this region \$1.01 per day, at 365 days in the year, se that the average income of the miners ! \$368, and that is insufficient. right here. In other places, the contract miner goes into the mine earlier in th Q. Your computation includes Sunday dso, does it not? A. Yes, sir: I explained morning than the laborer, and leaves him at night, after he has fired all of his that. My statement itself is fully explanatory of all that, Q. The 365 days include Sandays, shots, protecting his place by props and everything like that that is necessary Q. He does not wait to look out for his laborer's safety, does he? A. He has ourse (Laughter). And holidays (Laugh er.) Now, how much do you think that the average pay ought to come up to? A already done it by leaving the place I think it ought to come up to \$600 a year for each adult employed in the anthra mre before he goes home. Q. I thought you stated the law ennsylvania required him to stay there cite mines. I think that every boy unde sixteen years of age ought to have not less than \$1 a day for eight hours work. o look out for the laborer's safety, while e was loading the coal. You may with draw that statement if you do not mean it, of course, A. I do not wish to with-áraw it, but 1 wish to reiterate it. I Q. And 355 days? A. No. sir. For each day that the min

ton convention of August 27, 1960, which 1 showed to you, giving their resolution, provided that no miner shall have at any time more than one breast, gangway or working place, and shall not get more than an equal share of cars to work? A

About Extra Work.

Yes, sir.

Q. Now, suppose that a miner were able to work more than one breast or gangway in his eight or ten hours, as the case might be, you would be opposed to that, would you not? A. Yes, sir.

Q. And if one man could do more work than another, by reason of greater in-dustry, or greater capacity, you would be opposed to that, would you not? A.I. should say that it would be necessary to xplain the scale you are reading, and piles now? A. I understand there is, Q. were more favored than others by the 'o any extent? A. I am not sure to ompanies from getting all the coal they what extent. Q. To a very small extent, is it not. A. I do not know. could load and employing extra labor to do it for them, while some other man not

Q. Well, have you computed the re-G. Well, have you computed the re-sult of these demands with reference to the operation of any particular colliery; all day without getting his share of coal Q. 1 do not think you have answered my question exactly? A. I should be op-A. Personally, I have not. Our commit-tres from this district or the district posed to it; yes; for the reasons I have where we hope to have it applied, and just stated.

where we believe it is practicable, have made calculations, and of course will be Q. Suppose it was not a matter of favoritism. Suppose these reasons did not exist; you would be opposed to one miner the to explain that better than I can myself. Q. Well, the result of the twen-ty per cent. demand would be, of course, getting the chance to do more work than another? A. I should be opposed to his getting the chance to do more work than an audition of twenty per cent, to the wage cost, the labor cost of the coal, (2. Do you know that the wages that are paid now in the region here are about sixty million dollars? A. I have and I do not oppose a man's performing all the work he can, expending all the energy he pleases, within a certain num another if it were taking part of the work ber of hours. We do believe, however, i

a greater amount of work than another man, to load more cars, this resolution would seem to be opposed to that? A. I should think not. If he were strong and able to load more cars than another within a given number of hours, he would The resolution prevents somebody else from loading then

for him. That is to say, it would pre-vent him from hiring several laborers, if he wanted to, and carrying on his contract work as rapidly as he could.

A. It would prevent him from hiring large number of laborers to work for him, Q. Yes, although he is a contract work-

Judge Gray Inquires.

The Chairman: Does that mean that if can in eight hours blast out and throw down enough coal to load ten cars, and you can blast out and thrown down only

Mr. Mitchell: No. it does not mean that. It would not place any restriction upon the amount of work you would de under those conditions in ten hours at ail. It would simply provide that you

would do it in ten hours. The Chairman: Exactly, If I had blasted out and threw down enough coal to employ two, if means that I should not be allowed to employ the third laborer.

Mr. Mitchell: Yes, that you should not e allowed to employ the third laborer, because they could not load your coal in one place; when they do that it would he necessary for you to have more than one breast, and necessarily you could not comply with the law of Pennsylvania

in looking out for the safety of your laborers. You can only take care of the safety of your laborer, and comply with the law by being with him and working

A. Yes, sir,

A. Well, I do not know that. Possibly-

A. Yes, sir, I have heard that state

eir names.

view of the immense load of documentary testimony that we are likely to you had better point out what of that magazine you wish to call parts the attention of the commission to. My is simply in regard to the volume of testimony. We do not want to have to weigh this testimony, actually, on either side, (Laughter).

Q. On vesterday there was some refer matter of picketing, I understand that the operations of the pick. ets are directed by the locals? A. Yes Q. In the different vicinities where the pickets act? A. They may be dibe directed by mass meetings of mine

Q. I want to read the statement made by Mr. Gompers, president of the Ameri-can Federation of Labor, at the Chicago Trust conference, in September, 1899, It is as follows: "It has been said that or ganized labor is a trust, and I want to say in connection with this that to our minds that is an absolute misnomer. Or-ganized labor throws its doors to all who work for wages, and asks them to rome in and share the benefits. We try prevent, by all means within ou power, any one from leaving or going outside the union. You cannot break into a trust, and for this reason I want to say that any legislation prope this conference, or by any legislature, or by congress, which does not eliminate or by any legislature, or specially exempt organized labor from the operations of the law, will meet the unquestioned opposition of all the labor forces of our country." Does that ex-press your views? A. Mr. Gompers is there expressing his own views. they are entirely independent of any views I have. If you care to have an of any expression of my opinion on the subje of trusts, I will be very glad to give it.

Missed the Point.

Q. No. 1 think you missed the point, Whether in any legislation in regard to trusts, organized labor must be excepte or the legislation will be opposed. A. A. 1 should say that the United Mine Worker of America would very strenuously op nose any legislation that would den them the right to organize. thet present form, or any other lawful form, It would not look with favor upon any haw that would legislate them out

(Laughter). I suppose that is natural: we would all agree on that. I notice that would all agree on that. I notice that you use quite frequently the expression, "living wages." A. Well, I would regard a living wage for a coal miner, the amount necessary to give the coal miner or coal mine worker a living wage, to be not less than \$600 a year, Q. And would that apply to the country generally. A. think not; it would depend ver argely upon people's environment. I presume a person living at one point might require a little more than another, but think in the mining regions it would re-oulre \$600 to purchase the actual necessities and permit the mine workers to edu-

ats their children. By the Chairman: Will you allow me to ask, merely for my own information, precisely what you mean by saying such wage as among other things would the miners to educate their chil do you mean to permit them to avail themselves of the public schools a mend a portion of their income direct. ly for education. A. I just mean a wage that would permit them to send their children to the public schools and give them a good common school education,

Such a wage would not put the nee c opon them of employing their labor to increase their income; do you mean Yes, siz.

By Mr. Willcox: Q. Right there, as the commission has asked it, is it your view that there should be no employ-ment of labor under a certain age? A. Fersonally, I do not believe that any child should work until it has obtained reasonably satisfactory education, and in no event until it has obtained 14 years

Here it was brought out from the law books and the witness that in the an-

telegram itself does not say there is demand for recognition of the union, b telegram is sent by the unior and the union is speaking through those who are negotiating with the railway presidents. Q. Yes, but there is a statement there of three de nands which the union makes, and recognition is not one of them is it? A. No e this particular telegram; but it would necessary to say, Mr. Willcox, tha this telegram was sent just before strike was to be inaugurated, and referred to demands made prior to tha

Q. It does not seen to contain any such reference in the body of the telegram? A. The letters that were directed to the railway presidents in last March or during

February, asked them to meet in venr. nce with the mine workers for the pur pose of adjusting wage differences and making agreements, and this telegram is sent in reference to our failure to agre Q. Yes, but the demands are stated the telegram? A. Part of the demands are, Q. Mr. Mitchell, I call your attention to the article which you wrote, pub lished in Collier's Weekly, September 6 1902, entitled "The Voice of Labor." Tha seems to contain this statement: We make no formal demand for recognition of the union." You published that state ment, didn't you? A. Yes, but the article goes on to say: "We merely argue that if in agreement could be reached between mployers and employes which would be binding on both for a certain period of time, say three or four years, it would do away with local strikes." And so on. So it provides for an agreement. Q. But it says also that there is no formal demand for recognition of th union, does it not? A. It is true that that

statement appears there, but the explanations of it must go along with Q. What is the explanation? A. 1 might say that a considerable number of people were under the impression that the strike was simply for recognition of the union:

and recognition of the union was not by my means the important issue strike, or the paramount issue, I might say, or had better say

The Specific Demand.

Q. Now, in this report of the depart 'nt of labs on page 1150, the statement contained that "The specific demands, as given to me in writing. by Mr. John Mitchell, the presi-

lent of the United Mine Workers of America, were as follows: "1. That there shall be an increase of o per cent, to the miners who are paid by he ton-that is, for men performing con-

ract work. These men involve about 4 er cent of all the miners. "2. A reduction of 20 per cent, in the time of per diam employes. The mines are operated about 30 days per year, 10 hours per day. This demand, If granted, would result in reducing the day to 8 hours (29 per cent.), so that the mines hours (29 per cent.), so that the miner would be operated 240 days at about the

same pay; hence an equivalent of 20 per cent, increase in the earnings, no increase in the rates of per diem employes being demanded. That 2.240 pounds shall constitute the on on which payment is based for all oal mined where the miners are paid by weight. This would apply in any district where weighing of coal would be prac cable, and to those miners who are paid the quantity and not those paid by the

day These constitute the specific demands the coal infine employes, and there is a disagreement as to the substance of mande

Q. That is correct, is it not? A. Yes Q. Then the report further states

being rejected, the tly offered to accept These demands incre subsequently offered to accept as-half-that-that is to say-19 per cent paid in that manner, and 19 per cent. crease in the working day. That is correct, is it not? A. The miners did not offer to accept

that amount. Their representatives in the conference with the railway presi-dents proposed that in order to avert a trilled that that he concerned to avert a dents proposed that in order to avert a strike, that that is recommended Q. I notice that you state in this arti-

know by comparison of the tables of carnings that the Reading company's wages are up to the average. Q. As I say again, when you get at this matter, total number of men you make the employed, irrespective of whether they worked every day, or whether, as one of the members of the industrial commission suggested to you, some of them have died, or what? A. Well, I say that simply took the statement of Mr. Baer yes, certainly, I divided it among the 365 days in the year. Q. And you regard the yearly earnings as the proper criter-lon? A. Certainly, Q. And not the daily earnings? A. Certainly, I regard the annual earnings of a man as the only fair basis, as he has to cat 365 days in the

Q. Now, let me ask you, in reference to demands, what they amount to The first demand is for a horizontal advance on all contract work, an advance of twenty per cent., as I understand it. irrespective of present earnings? A. Yes, Q. And the second is for an increase. In the case of all day work, of twenty per cent. irrespective of present earn-lags" A. Yes, sir, Q. Now, the third is weighing and paying for coal by the ton

of 2.240 pounds, at a minimum of sixty cents per ton. That is it, isn't it? A. Yes, sfr. Q. Now, is this included in the tirst demand, or is it merely a different method of demand. The twenty per cent. would be added to the present prices, under the present methods, and the methoos would be changed, and the reduction made to the sixty cents as a minimum price per ton. Q. Then it is not a demand that the contract work shall be further increased and the miners shall be said at the rate which you suggest.

net for merchantable coal, but the sub-stance which they send out of the mines. A. The demand is for sixty cents a

for run of mine coal. I presume that verybody is familiar-Run of Mine Coal.

Q. When you say "run of mine coal" you mean coal before it is cleared of its impurities by being put through the

impurities by being put through the breakers? A. It is before it passes through the breaker? Q. Before it passes through the breaker? A. Yes, sir,

Q. Then would not that really mean a emand for a very considerable addition to the amount payable for contract work over and above the twenty per cent. A. I am not aware that it would, although have not-I will say that the matter as been very carefully calculated by the boy slate pickers. athracite mine workers themselves, and

am not entirely sure as to what the inference would be; but on what information I had. I presume that sixty cents ton was not a high price to pay the than \$1.01 a day? miners for mining anthracite coal. It is

A. I do not know Q. Well, if the wages are \$55, don't

the same price that is paid for mining bituminous coal. Q. You regard it really, therefore, us a branch of the first de-mand. A. It is, Q. Not as a demand for something in addition? A. I do not understand that it is asking for more than an increase of twenty per cent. Q. Well, suppose it should turn out that it were had made that calculation by dividing to that extent, you would be inclined to what I understood to be the total amoun withdraw it. Is that the idea? A. That paid in wages-1 forget now just how withdraw it. Is that the idea? A. That hepends entirely on how your calcula-ions were made. If the companies have during recent years forced men to put on more topping, and have increased the son between the wages in the anthracite size of their car arbitrarily, of course field and the bituminous field or regions the increase in the wages of the miners. You say that the wages are 40 to 50 per should not be calculated upon the basis of the additional coal they have been A. Yes, sh. Q. Wh of the additional coal they have been compaciled to load. Their increase ought refer to? A. I refer to the bitumin

to be inventy per cent, upon the wages regions of Pennsylvania, Ohio, Indiana paid for the established ton and the Jowa, fillnois, Kansas, Missouri, Arkan sas Indian Territory, Michiganstandard car-not the part finit has been Q. Does not your organization in some Q. That standard, you think, ought to respects restrict the quantity of work? he readjusted, so as to bring it to twen-he readjusted, and forty pounds. A. I ization has increased the intensity of ty-two hundred and forty pounds. A. I think that whatever was the standard car, the standard weight, should be used

as a basis of the advance in wages. Q. Now, one of your arguments which you as in your demands is that when they companies laid and sell coal, or rather, when they ship and sell coal, or rather, by a ton of twenty-two hundred and forty pounds. Q. Well, that is mer-chantable coal is it not? A. Yes, sir, Q. That is coal which has gone through the hours? A. We would not allow them to volume the would be the second that the second the sec

vorks, the boy should teceive, for eight nours' work, not less than \$1 a day; that s, boys under sixteen years of age-you breaker boys. I mean Q. Do you think that all day laborers

ught to have \$600 a year? A, I think that all heads of familie right to have \$200 a year.

Q. You make a distinction between ands of families and those who are not

married? A, I would ask that for all adult em

Q. All the laborers of every kind, you think ought to have \$600 a year? A. I think that should be the minimum

wage of all men working. Q. Now you have your ideas as to Mr Baer's statement not being high enough low enough, or whatever it is? speaking from my general information

Slate Picker's Wages.

the subject. Commissioner Watkins: Would you A. I do not know about it. The state-ment itself is susceptible of several interorganization permit a miner to engage three laborers if he could employ them pretations. For instance, Mr. Baer say with safety and load ten cars, say that the lowest wage paid is boy state Mr. Mitchell: No. The organization i opposed to miners employing more than pickers, at \$5 cents a day. That would appear to be an incorrect statement one laborer. The anthracite miners fine though I have no doubt that Mr. Baer that the other system introduced in thi field has done them a great deal of harm. I might say that this matter i can explain it satisfactorily. We know that they do not pay \$5 cents a day for boy slate pickers. We do know that some

entirely local to the anthracite field, an boys receive that, but they receive much regulated by the anthracite mine worker less than that also. Q. Then you think the average is less themselves. It is no well defined polic of the United Mine Workers of America

t is simply a regulation that the miner the anthracite field find in necessar to protect themselves against favoriti-m you think your statement that the aver-age wages were less than \$200 was not aland against the one man going out and hiring a lot of laborers and bringing them in and having them work for him. together correct? A. My first public state ment was made upon information from other sources. It was not upon Mr. he being unable to protect them properi against the daugers of mining.

Has Worked in Mines.

his laborers? You have

By Mr. Willcox: Q. I think this ques-ion and answer before the industria commission perhaps expresses your and rule on that subject. It is on page 4 I read it yesterday; Q. volume 12 33 you think it is hoggish for a man make a compariwant to get along in the world? A. I he does it at the expense of somebod field and the bituminous field or regions. else. Working long hours on the part (man necessarily means that er man may have to work bituminous regio other man U8 do you hours." You remember that? A. call that. Thopinion now. That, in effect, expresses m Missouri, Arkan-Q. What would you think of disco

tinuing contract work and the operators hiring all the men by the day? A. I am ot able to answer what the effect be in this field. Q. You have not co-A. 50, that increased the intensity of work Q. I mean the work of each indi-virual? A. No. sir. Q. Suppose a man It would do away with all questions docking and weighing would it not? should desire to improve his circum-stances by working additional hours for Well, that would follow, I presume Then, if it would enforce efficiency among them it would be extremely simple, because the friction that I speak of would disappear? A. I do not know enoug about how practicable it would be in th enough

anthracite field. Q. Suppose that were done, what would you consider proper day wages for a O But suppose he wanted to produce | miner? A. I do not know enough about

It will be resumed this morning. By Mr. MacVeagh: Q. Mr. Mitchell, issume you heard the statement made commission that Major Warren, Mr. Brownell and I represent the Pennsylvi nia Coal company and the Hillside Coa Coal and from company?

morning session and all the afternoon

A. Yes, sir

Q. Now, it is with reference to those two companies that I particularly wish to cross-examine you; and in order that there shall be no misunderstanding between you and me, I do not want you t imagine for a moment that I am opposed poke of a man in the first instance who to the proper organization of working was working more than one breast, and men for the advancement of their condiaccessarily if he were loading coal and tion and the protection of their interests had several different laborers working, especially when employes of a consider he must be blasting coal during the day corporation. I able corporation. I not only firmly be-lieve in their right, but I think in very and he could not protect his laborers. was a different thing than his staying many instances it is their interest; and I do not want you to suppose for a there until after quitting time at night setting all his props and protecting his moment that the gentlemen whom I rep and then going home. Thos resent think they are infallible, or that would be entirely different conditions.

they have managed these two properties in the best possible manner. They are quite aware that they may have been Q. How do you know he could not pr guilty of derelictions of duty toward the people in their employ, and, if so, they believe you wish to assist the commission not worke In the mines, have you? A. Yes, sir, Q In anthracite mines? A. No. sir. Q That is merely your argument? A. I an in learning the truth about those dere-lictions, so that the commission can reach just conclusions. Now, what wish you to do is to state in your own way and order to the commission wherein you think the owners of the Pennsyl Coal company and the Hillsid Coal and Iron company have failed In

their duties to their employes.

Not Familiar with Conditions.

A. Why, 1 am not familiar, of course, with the local conditions under each sep-arate company. I think that the Hillside ompany and the other company represented or owned by the Pennsylvania. Coal company have been in about the same position that other companies have; have failed to pay wages sufficiently high; that they have failed to establish conditions of employment that

treatment of the men, as organized men, has not been for the best. Q. If you had not personal knowledge

ufficient to enable you to formulate these demands for changes in our relations to our employes, who did formuate them? The representatives of the various and companies, among them representa

tives from the mines operated by this Q. Who were they, as to the two comwe represent?

A. I am not familiar with their names Anybody may answer the question

Q. Mr. Nicholls will probably be able to, may have represented them him-Mr. Nicholls, who is the district IF- MF resident in this particular section Q. Mr. Mitchell, I wish you would fully assure me that if I ask you any question which can be better answered by somehour else, you will promptly appeal to answer. My only object is to get at the facts for the commission Mr. Darrow: Mr. Nicholis and Mr. Col-

Mr.

Mr. Mr. MacVeagh.Covering the district in which these two collieries are located; Mr. Darrow: Yes.

rate wages paid by any bituminous mine in Pennsylvania? A. I have not the tables with me, because they are not con pleted. I know, however, in a general way, the difference in the wages paid. Q Then what do you say they are? A. They are practically 50 per cent, greater in the bituminous fields for the same classes f workmen.

Q. Then your sixth reason is: "The annual earnings of the mine workers are in-sufficient to maintain the American standard of living? A. Yes, sir,

Q. Now, what percentage of the miners our two collieries are American born? . I do not know.

Q. What percentage of them do believe wish to maintain what we call the American studard of living? A. I believe dl of them do. Q. What is the basis of that belief? of the workers at the Hillide Coal and Iron company, and the employes of the Pennsylvania Coal company? A. I have no special information as to any difference in the standard, or

the desire for a standard of living in thos ompanies, as compared with the minworkers generally.

Q. (Reading) "Seventh. You say the acceased cost of living has made it impossible to maintain a fair standard of ving upon the basis of present wages. nd has not only prevented the mine workers from securing any benefit from creased prosperity, but has made ondition poorer on account of it." A. Yes, sir. Q. Did you formulate that reason? A Q. That was after you had se-Yes, sir. cored an advance of 10 per cent, in 1900? A. Yes, sh

Fair Standard of Living.

Q. And now what would you define to be a fair standard of living for the workmen employed about these two collieries? A. I should say that an income of six hundred dollars a year would permit them to live in a manner conformable to American standards. Q. What do you believe to have been the earning capacity of the foreign element who have come to these mines from other lands? A. Their earning capacity in their own countries? Q Yes? A. I do not know. Q. Would you be surprised to learn that it was than a bundred dollars per annum? A Well, it is possible that a man on a hun

red dollars less would earn a hundred dollars less in the country that he come to; it is also true- Q.You mean a hun-dred dollars less, but that the average wages for such class of labor as these emigrants perform in and about the mines does not net them in the country from which they come over a hundred dollars a year? A. No. sir: 1 do not know that, No. Q. The anthracite mine.workers...as I understand, represent in all, about 147 000 people? Have you ever calculated were fair; that they have a wrong sys- what percentage that is to the wage earntem of measuring the earnings of the ers of America, the men who are miners, and that their opposition to the their living by manual labor? We Would you be surprised to learn that it is only about 8 per cent.? A. I do not know that I would be particularly surprised. Q. Then have you ascertained what proportion the people who have heretofore b maintaining what they regarded as a fair standard of American living, which they have earned by their manual labor, have

een earning in America per annum? A have never made any calculation. Q. So that you are absolutely incont setent to inform this commission-why we should be required to pay our employes page a year, except your sentimental opin-

a that a man ought to have \$600,a year? Q. Now, as to the general wage earners, to you wish the commission to understand that the average carnings are \$600 a year for American horn and American enjoying American schools, and their families enloying American instruction and privileges? A. Nos I have not said that the average is \$600 for all men who work for wages. I do not know what it is. I do know that the men who work under exactly the same conditions, by substantially the same conditions,

and in the same industries, earn conside ably more wages than they do in the anbracite fields.

Q. Do they earn \$500 a year? A. I do not think the average of the bituminous [Continued on Page 5.]