(Concluded from Page 3.)

decent or an improper rate of pay?

Q. Yes, but they do not work every day

A. No, but they live every day. (Laughter). Q. Oh! yes. They live every day, undoubtedly, and we are very glad they do; but the question is, who is to pay them

for living every day when they do not work every day?

A. They must earn their living in the

Industry where they are employed.

Q. Yes, but must they earn it at an intreased cost of the product with which they deal to the poor elsewhere?

A. If an industry will not pay living wages to its employes, then the industry Itself is of benefit to the country.

Q. Therefore, you say unless the an-

thracite industry can pay the wages which you designate as proper in your judgment, it ought to cease A. No; I say if it will not pay reason-nible living wages, a wage sufficient to educate children and improve citizenship,

then it should cease to exist.

Q. Do you knew what the average wages of farm laborers are in the United States? A. If he works on an ordinary farm, a laborer's pay is from \$18 to \$25 a month, and he works from eight to nlne months. He is paid his living in addition to that. I have worked or a farm.
Q. Yes; so have I. (Laughter.) But I never got the wages you indicate. (Laughter.) I only wish that rate of wages had been in force when I was working on a farm. (Laughter.) Do you know of any ordinary farm laborer who, working ten or twelve hours a day, earns \$600 a year? A. No, sir: 1 do not. Q. What do you say the average pay per month and their board amounts to? A. As far as my information goes, it varies from \$18 to \$25 a month. Q. would you be surprised to find that it was below fifteen dollors? A. It would be different from my information; contrary to my information. Q. But you have no idea that the average carnings of a farm laborer in the United States is \$600 a year? A. No, I do not think it is. Q. You say, then, as the eighth reason, that the wages of the anthracite mine workers are so low is that their children are prematurely forced into the breakers and mills instead of being supported and educated upon the earnings of their parents, Do you not know that a great many of these parents are temporary residents here? A. I understand that

Ambition of Foreigners.

Q. Do you not know that their ambition is to amass a considerable sum, to them, of money, with which to return home. Q. And in pursuance of that object they utilize the earnings of their children as much as possible? A. I do not know that they ever realize their

Q. You also asked for shorter hours of labor. You say that demand is similar to the first, and you say that the ten-hour day is detrimental to the health. life, safety and well-being of everybody em-ployed about a mine? A. The work itself is unhealthful, and the work is very difficult, and, necessarily, the ten-hour work-day is hard for people.

Q. I now ask you, for information you length of time the contract miner works the collicries of our two companies.

My recollection of the returns from the mines is not sufficiently clear at this time. Q. That is right; that is satisfac-Now, would you be surprised to learn (reading): "It is strange, but it is is good and blows well, it is seldom that miner, excepting when he has bad luck, is found in his working place after 10 o'clock in the morning?" (Laughter from the miners' representatives.) A. I do not know what you are quoting from, but that is not correct. Q. You may be sure I am not quoting from my own knowledge. A. I know that; it is well to know that in connection with contract men, that they start to work earlier than the other workmen. Q. How early would you say they start to work? A. We have records of men going to work as early as 5 o'clock in the morning and 6 o'clock in the morning, and they perform two hours' work before the ordinary work of the mine starts. They have prepared their coal, which is finally loaded, and

they go home early in the afternoon.
Q. Would you be surprised, in contradiction of that, to be told by an official authority, not on my own authority, that they reach their places of work about 7 o'clock or a little later? A. I should be surprised very much, in view of the information I obtain from the men who de the work. ask you this, because from the re-

ort of the Bureau of Mines of the state of Pennsylvania for 1890, an official docu-Pennsylvania, have been taxed to pay for compiling and publishing, (which is under the Hillside Coa) and Iron company's improvement, and is because of immediate relations to the works of that company, although the language is general, that I have used it) that I am getting this information. A. If you will permit me to say this much in connection with it; that it frequently occurs that a mine is not producing a sufficient unt of coal to distribute, to furnish each of the miners with cars. Some-times there may be only two or three cars in a day, and, of course, that only load more than that; and while his laborer is waiting for the company to de-liver the cars to him, he returns home. You will'understand that in that event he would not obtain in the whole day more than balf a day's wages. Q. But his average would be required to be brought this \$600. A. Those are exceptions that I speak of.

Not an Exception.

Q. This is not an exception. It reads: "It is seldom that a miner, excepting the seldom that a miner, excepting when he has bad luck, is found in his working place lifter 10 o'clock in the morning," and the reason is given. "For other place to take it. If you demand an very likely his home-shot has been fired long be; cre this, and he is at home, or, perhaps, somewhere else with his friends. such mines they reach their places out 7, or a little later, and for two or three hours-it may be an hour more occasionally-they 'pitch in' with all the prop or otherwise secure a seemingly bad one cent in wages. They have increased piece of roof, which may be discovered the price of coal 50 cents a ton without near the face, they go home, leaving this solicitude for the public. stick up a prop under it. But when they arrive on the next day they find that their coal has all been loaded, and must go at it, as it were, hammer and tongs again, to cut enough coal for Q. Do you not know it will terminate that day, as they cannot afford to lose a the first of January?

Mr. Darrow: Will you tell us what hat is, what the article is about? Mr. MacVenghi A report of the Bureau of Mines of the First anthracite district -that is our district-for 1820, published by the department of internal affairs of Q. And the destruction of property the state of Pennsylvania. I have been which has been incident to that cessation the state of Pennsylvania. I have been which has been incident to that cessation? teading from page 10 of that volume.

By Mr. MacVeagh: Q. So. if this official report has any basis, the contract state that shorter hours increase the in-

miners would be \$500 a year, but I am not sure of that.

Q. Well, you were testifying that these breaker boys from 12 to 16 years of age olught to earn \$1 a day? A. Yes, sir.

Messenger Boys' Wages.

Q. I asked a messenger boy from the telegraph office, who came here whether he worked eight hours a day and he said the telegraph office. I asked him what he get and he said thirteen dollars a month. Would you consider that an independ of the care improper rate of pay?

friends. Now, I am asking you, is it a fair proposition to ask this commission to compel us by their order to pay every-body at least \$600 a year, when the rule is that they go into the mine a little after 7 and generally get out a little af-ter 10; and I ask that in comparison with what other wage-earners are abl to earn in the United States?

A. Yes, but it is necessary for you to state it all—more than you read there.
Q. I wish you would state it all.

What the Report Said. A. The report says that they return the next day and start to work hard again, because they cannot afford to lose a car, and that would seem to indicate that even if they had remained at their working piace all day they would not have carned any more money in the end

than by doing as it apepars they do.

Q. Let us read a little further: Then, instead of taking time to prop or otherwise secure a seemingly bad piece of roof, which may be discovered near the face, they go home, leaving this work for the next day." Now are such men, in com-parison with the other men who have to make their living by manly labor, fairly entitled to be paid in every instance \$600 a year, in your judgment? A. I should say that if men only work three hours a day that they would not be entitled to

1000 a year.

Q. What is the price of board per month in our two preperties? A. I understand that board is usually \$18 per month. Q. So if the average farm wages were \$15 a month-and it is below that-and you added \$18 a month to it, and they worked nine or ten months, that would be, say \$33 a month, making \$330 for ten months. Is \$330 equal to \$600 do you think? A. No. sir: I do not think the conditions are at all comparable. Q. Does not the average farm-hand work at least twice as much-twice as many hours-as the average man at any of our

lours—as the average man at any of our collicries? A. No, I think not; not the average man.

Q. Of course, Mr. Mitchell, you are aware that any increase in the cost of coal, would, if possible, be unloaded upon the consumer. You have yourself recommended that course to the operators, have you not? A. I have not.

6. And, of course, you know that an-

Q. And, of course, you know that anthracite coal is a necessity to the very poor of a great portion of the eastern states and seaboard. A. Yes, sir. Q. and you are familiar with the old truth -very old and always true-that the curse of the poor is their poverty, and that a great many of those unfortunate people have to buy their coal by the exercise of the extremest possible economy and even then very narrowly escape, i they escape at all, from the bitterness o cold? A. We do not fix the rates of ccal where the poor buy it. Q. That is not at all an answer to my question: I must ask you to answer, then you may sup-plement it. A. Yes, I understand that it is very difficult for the extremely poor to purchase coal, and, in connection there with 1 would say that when the ten per cent, advance was paid to the miners upon the authority of experts amounted to five cents a ton given the miners-and that the consumers paid

Putting Expense on Cities.

Q. And you expect therefore any advance will not only be added upon the bowed back of the poor of our great cities of the eastern states, but will multiplied by the operators? A. I expecthat the operators will do that if they

O. And you are willing to be a party of that increased burden?

A. Not willing to be; we may be forced to be, but we are not willing to impose upon the consumer of coal;

nothing at all to do with it. A. No. sir.

Q. You have no public duties, no social duties, with reference to this?

A. We have no way of controlling it.

Q. No; but have you not aspirations and duties of a social and religious character with your organization? Certainly; I say we have no way of

controlling it, that the operators charge the consumers as much as they choose for the coal. We are not consulted in the matter at all. Q. No; but when you demand an ad-

vance in your wages and secure it, you know as well as you know your name the poor people who have to buy it. A. The operators must be entirely responsible for that.

Q. But you are the start, you start the

stone rolling which is to roll upon them back and break it, in some cases. I have here now a demand from Philadelphia, for the poor of that city. Fortunately the weather has moderated recently. They were panic-stricken last Saturday by the news that a cold wave was coming, fo they could not get their coal. Now you make it harder for them to get it if you add to the cost of producing, do you not It may be right to do so, I do not say the consequence of your action.

A. I should say that if an advance of

20 per cent. was paid to the miners and it the advance amounted to 20 cents a ton on coal, which is 100 per cent, more tha experts who have made calculations here tofore have said, it would increase the cost to the consumer about 20 cents a month, the poor man would be out of his earnings 20 cents more a month. H would not be out more than that because he does not use more than a ton a month do not think that 29 cents a ton ough to be added to the price to the consumer In think the operators might pay that out

Q. But supposing they have no profits? Mitchell's Quick Retort.

A. Then they might pay it out of their freight rates.
Q. Suppose their freight rates do not pay any profit, then where are they to pay it from? A. I presume they would

increase and they have no profits where are they going to place it except upon the bowed backs of the poor

A. They might put it on the bowed Q. The rich do not mind it, they are ready to agree with you to make a trust for them and a trust for you; but I am ceal for the day, and oftentimes in good not, I am asking about the other classes places accompilsh this with two or three A. I can only say that they have don Then, instead of taking time to that already without paying the miner

Q. For how long?
A. It is going into effect now.

Q. For how long?
A. I understand it is announced to for a few months

A. Probably so. I do not know. Q. That is a month and a half. Do yo know the reason given for that advance?

A. I understand to compensate the companies for the additional cost of mining coal incident to a long idleness.

A LURKING DANGER!

DANGER lurks in every ache of the back. Don't be deceived by backache. Don't mistake its meaning. Don't fail to realize the serious side of a "bad back."

The pains and aches of a "bad back" are many and varied—sharp stitches—severe twitches-acute twinges of pain-slow exhaustive aches. The back is tired, is lame and weak.

The "danger in it" comes from the kidneys, for most backache pains are but kidney ills. Backache tells of a kidney blockade. The delicate little kidney filters are clogged and warn you through the back. Go to the assistance of the kidneys when they "cry for help." Don't experiment—take

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DANGER is near at hand when the kidneys are sick. The urinary discharges tell the kidneys' condition. "A brickdust" like deposit in the urine, or when too highly colored, too frequent in passage, irregular in any way, neglect is serious.

Disorders of the kidneys and bladder call for prompt attention. The early symptoms are but forerunners of dangerous diabetes, hard to shake off-dropsy, which makes an invalid of the most vigorous constitution—Bright's disease, dread destroyer, incurable in advanced stages.

Doan's Kidney Pills act quickly—cure quickly. Don't wait until too late.

SCRANTON PROOF.

HAMPTON STREET.

Mrs. E. Davis, of \$18 Hampton street, says:

"My kidneys troubled me for three years more or less with sharp shooting pain in the small of my back, less during the day than at night, unless I lifted anything or strained my back or over-exerted myself in doing my housework. At night I turned from side to side, trying to find a comfortable position, and it kept me awake for hours. There was also a kidney weakness which was very annoying and distressing at all times I became so bad that I was confined to my bed for over a week and had to have a doctor. It was then that I saw Doan's Kidney Pills advertised and so highly recommended by Scranton testimony that I was induced to get them from Matthews Bros.' drug store. They proved to be just what I needed and helped me right away. My back was better and stronger than it had been for a long time and the kidney weakness completely disappeared."

FILMORE AVENUE.

Mr. Thomas Dailey, miner, of 121 Filmore avenue, says: "No one knows how much I suffered. I could not lift anything. My back hurt every time I stooped and often it seemed to break stooped and often it seemed to break in two. I read of a person who lives around here having been cured by taking Doan's Kidney Pills, so I got them at Matthews Bros.' drug store. The first box helped me so much I continued the treatment until I had taken six boxes in all. They fixed me up all right and did me an immense amount of good, so that I recommendamount of good, so that I recommend ed them to all whom I heard complain-ing of backache or other kidney trou-



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and efficiency of labor? A. Yes sir. Q. Have you had experience to jus-tify that? A. Yes, sir. Q. Have you no-ticed the publication in today's newspapers in New York of an additional estimate of the cost of some work there by reason of the reduction of the hours of abor from ten to eight, showing that the ncreased cost is 25 per cent.? A. I have not seen that. Q. Would you be surprised o learn that employers of labor many cases have etimated their loss at as much as 30 per cent, by reason of the reduction of the hours of labor from ten o eight? A. I do not know what the emloyers have estimated it at; I know the experience in coal mining, what effect

has had Additional Cost of Work.

Q. Do you know what the chief of the oureau of construction in the navy depart-ment officially reports as to the additional cost of work in government navy yards where the eight hours system precalls over private yards where the tenour system prevails? A. No. I do not now— Q. Would you not be surprised o learn that it is 33 per cent.? A. I would ot be surprised to learn a considerable lifference in any line of employment in the amount paid by the government and some private concern. Q. Nor 1. All the same you allude to the action of the government in reducing the hours of labor of its employes as an argument in favor of the reduction of the hours of labor in coal mining? A. Yes, sir. Q. You see that ar-gument is not valuable? A. I do not see where there is any comparison between my statement and the fact that the in

reased cost of government work. Q. As the world has gone on through these long years of stress and strife, has any industrial community in its history been efficient and successful in competing or the markets of the world upon a day of eight hours labor? A. I think the most prosperous and most highly civilized naions on earth have the shortest hours of

tion. I asked in the long course of hu-man history whether the laboring classes have ever succeeded in competing for the ommerce and business of the world on on eight hour day? I do not mean to say they may not do so in the future, I am asking only whether there is such a rec-ord or whether this is a new step we are asked to take? A. I do not know that the ight-hour day has been established for a ufficient number of years to enable me o say what its effect will be. I do know that the most prosperous industries in American are those that are operated inder the eight-hour day.

Mr. MacVeagh here read from the New York Evening Post the following excerpts from an article on the constioution of the Operative Plasterers' asociation, of New York:

The Foreman's Duty.

"The duty of the foreman is primarily to see that all men working under him are in good standing in this society'; the foreman, should be employ a nonmember ecomes immediately responsible for his initiation fee. Should he fail to report a on-member put upon a job, the same penalty applies. But the most grievances which a foreman can commit is 'in-sisting on rushing the men,' or similarly bringing about a condition of affairs that would be detrimental to the members of this society. This, if proved against him, is punishable by a fine, sus-pension, or at the second offense by degradation to the ranks. 'It shall not be illowable for members to work singleanded at any part of the trade of plas tering where two men can work to advantage. Foremen will be held strictly responsible for the violation of this rule

* * After working eight hours, member shall receive his wages if he nemands it, and if the member's demands are not complied with, he shall receive the tegular rate of wages for all work ing time he is waiting."

C. You are not familiar with this or-

ganization at all, are you?

A. I do not know anything about It. O. But do you think that eight hours that organization adds to the of the labor and enjoyment of the em-

A. I do not know anything about that organization, Q. I credit you, and sin-cerely credit you, Mr. Mitchell, with the desire you express, to establish permainent peace and friendly relations between employers and their employes. I feel you are working to that end, and I am also, although we may be pursuing different

paths. Now, a subsequent demand is as to our system of weighing coal. Do you know how we do measure the wages of the miners at our collieries? A. I understand you weigh the coal. Q. Is any further demand upon us in respect to that? A. Yes, we ask that you pay for a legal ton of coal. Q. Don't we do that. A No. sir. Q. What do we pay for it. A. Your ton is, I understand, from 2740 nounds to 3190 pounds-I will not be sure of the exact figures-it is one of those special tons.

A Legal Ton of Coal.

Q. Let us clear up this obscurity in It. which appeared to me in your language this morning, or perhaps resulted from my inability to understand what you What do you mean by a legal a legal ton of what? A. Coal. Q. Do we not pay every man for every 2240 pounds of coal we can sell-merchantable coal? A. You possibly pay for some 2249 pounds, but there are some you do not ray for. Q. Some of the merchantable coal. A. Yes, sir: some of marketable

coal. A. Yes, sir; some of marketable coal. Q. Marketable and merchantable, you know, are two different things. If we are selling coal below what it costs to preduce it, we are substantially giving our capital, and if we average such wages as we think you will cover when you have the entire tabulation of our collieries before you, ought we also to pay for producing coal which we sell at a loss? A. You ought to pay the miner for every pound of coal that he mines that is marketable.

Q. Your next demand is that we should make an agreement with you, represent-ing the United Mine Workers of America; and I wish to ask you if you have pre-pared a proposed form of agreement which you ask this commission to com-pel us to execute? A. No, I have simply suggested in my opening address to the gommission a form that I thought would be practicable and acceptable to all the interests in this field. Q. That was a form for settlement of disputes. A. Yes, sir. which you ask this commission to com-

Q. But that did not go into any detail, You say: "An agreement between the United Mine Workers of America and the anthracite coal companies, of the wages which shall be paid and the confitions of employment which shall tain, together with satisfactory methods for the adjustment of grievances." Now your proposal was wholly limited to the adjustment of grievances? A. No. sir: I had suggested that the wages which the commission should award would become part of the agreement, and then that rovision should be made for the adprovision should be made for the ad-justment of any grievances during the ife of the agreement, on general mat-

Q. Would you kindly have sketched out a form of agreement, for instance, that you would wish the gentlemen that I represent to sign with you? A. I would opening statement, which I think will over the matter very fully

A Long Question. Q. You think it does. I read it, t did not seem to me to be such a proesition as we could intelligently uss. I will read it again, and if it is, I will be glad to say so. Now, your rea-sons in support of that demand that we should make an agreement with you are, first, that they should not be compelled to make or sign individual agreements, but should have the right to form such organizations and choose such agents and officers as they desire, to act collectively instead of individually whenever they deem that their best interests are subserved thereby. As to that, I am in cordial agreement with you. As I stated in the beginning, I have not the slightest nesire to interfere with the right of any employes to form an association and to be represented by such of their number

and by such outside assistants as they see proper to secure—yourself, or any-Lody else—to assist them in the adjustnent of any grievances of which they complain. Your second reason is that agreements between employers and employes through workingmen's organiza-tions, and the ordinary method of regulating production and wages in the and to the preservation of friendly relations between employer and employer and your fourth is: Experience shows that the trade agreement is the only ef-fective method by which it is possible to regulate questions arising between employer and employed in large indus-tries, and that a trade agreement is the only possible way to establish the rela-tions between employers and the wage-workers in the anthracite field on a just ind permanent basis, and as far as posible to do away with any causes for the recurrence of such difficulties as those present authracite coal commission have been called in to settle. No. there is nothing in that Mr. Mitchell, distinctdeclaring that we must be parties to a partnership with the United Mine Workers of America, and I wish to ask you whether that is one of the demands you make upon us? A. Yes.

The Chairman: What is one of the de Mr. MacVeagh: That we should enter into a definite agreement with the United Mine Workers of America, and not enter into such trade agreements a are sketched in these reasons.

A. There are four demands, four issue in the strike. One of them is that an agreement be made, that the wages and conditions of employment be incorporated an agreement between the organizatio and the operators. You stated in your exwith the bituminous coal operators had worked successfully and harmoniously.

Q. And that the operation of them furnished the best possible reasons why the owners of the two companies we represent should be asked to enter into a like agree ment? A. Yes. sir.

Ment? A. Kes, sir.

Q. You further stated that the only difficulties that had arisen under those agreements was as to the legal construction of some of their phrases, and that they had been settled amicably between the parties? A. There has been very little difference- Q. And what there was was confined to the construction of the landifferences

There has been differences between the miners and the operators locally on rare occasions on account of other matters, but they have always been adusted amicably. Q. And those were rare occasions, as you say? A. Yes, sir. Q. And were slight matters? A. Very few

serious differences.
Q. Not going at all to the effective working of the mines, or the discipline o hem? A. I think that the discipline in the mines hase been very satisfactory in the soft coal fields.

Q. In what states have these agreements been most successfully carried out, in your judgment? A. Well, I think that they have been more successful, becaus they have been more complete, in the tates of Iowa, Illinois, Indiana and Ohio. think there they have been more com

Q. Would you be surprised to learn that the bituminous operators or a considerable number of them reported that as a result of these agreements, so far from any improvement being noticeable in concontrary, in many mines there has been a considerable increase in the proportion of fine coal (waste). We have reports from nearly all the larger operators in he mine scale districts of the state and he burden of their testimony is that there in keeping with the spirit of the times; and your third is: Unions of workingmen tend to the better discipline of the times call. Things have grown was a that there is no improvement in the methods of minimum, and consequetly no decrease in the proportion of time coal and no improvement whatever in the quality of the lump tren and to the improvement of the coal. Things have grown was a first there men and to the improvement of their better." Would you be surprised at such physical, moral and mental condition, a statement at that from one of the best a statement at that from one of the best states, one of the states you have named as the best. Would you be surprised to

learn that a considerable body of the bituminous coal operators in the state of Illinois made that statement? A. No. I would not be surprised that hey made the statement, for I can ex plain the conditions under which the

Q. I wish you would?

A. I understand that they were about f enter a convention with the miners is which they were going to ask for change in their prices, and were preparing an ar gument in favor of a change in condition of work. However, the very statement they make is not sustained by the offi-cial reports of the mine inspection but reau of Illinois. In fact the contrary is true, showing that there has been a very lecided improvement.

Q. But we have discarded the reports of he mine inspection bureau. Your friends a the rear of the room laughed and eered at it? A. They were men that worked more than three hours, Mr. Mac-Yeagh. Q. Mine inspection bureau reports in

Illinois are very good; mine inspection reports in Pennsylvania are worthless Now would you be surprised to learn that these operators declare: "In the shooting there is still the same tendency be ver-shoot the coal that prevailed under our previous agreements. You need no be reminded that the operators complain had of this excessive use of powder at our usly, several state conventions, and in all o our joint meetings that have taken place since the interstate movement was inaug-urated. In many instances the reports to this office show clearly that large consumers of coal have complained as never before of the inferior quality of coal produced in the state of Illinois.

Q. Would you be surprised to learn that their communissioner said, "I have myself their comminissioner said, "I have higher visited every scale district in the state, and while there is less friction than formerly prevailed between the coal operators and coal miners, and while I am satisfied that the relations between the employer and employe are more cordial than ever before, still I had that everywhere the complaint is made that the quality of the organization. Would you be surprised to find that the same conditions e of the agreement? A. No. I ployer and employe are more cordial than that at times there has been ever before, still I find that everywhere the so of opinion as the the complaint is made that the quality of coal produced under the mine run sys- lilinois as that letter describes;

tem has steadily deteriorated. At the coal produced under the mine run sys tem the coal operators of the state were assured that the mine run system would make better miners, which would result n a better quality of coal being produced sincerely regret to say that this promse has not been fulfilled as the results onclusively prove; for no one can dispute the fact, whether on the side of the operators or miners, that the quality or roal produced at the time the mine-run system was adopted became bad and has gradually but surely grown worse from year to year. It is due to the officials of the state organization"—and I want to give you the good side as well as the bad "and I believe also due the officers of the local unions generally to say that on honest effort has been made to correct the abuses of which the operators complain and I have not the slightest desire in the form of question I put to question cour perfect good faith and the good aith of the gentlemen associated with ou-"that an honest effort has been made to correct the abuses of which the operators complain, but as yet they have been powerless to produce the desired hange, and their efforts, besides being vain, have tended to make them unpopular with a few men at every mining camp whose chief mission in life, it seems, is to give trouble. This state of affairs eems to me most deplorable, and dis-ouraging in the extreme, for the reason that mine labor is nowhere else so well organized as in the state of Illinois." That is true, isn't it? A. It is as we'll organized there as elsewhere, Q. And as well paid? A. Their wages compare favorably with other states.

Q. Now, Mr. Mitchell, frankly, considering that as the experience of the bitum-ous operators in the favorable state of Illinois, which you select as one of the favorable states, do you still ask this even mission to compet us to enter into an agreement with your organization? A. I think that possibly in order for the con mission to know the conditions to 10 ois it would be advisable to invite the perators who make that statement to

Q "Should you ask me, as I have been requently asked, why do we not dis-harge such offenders"—this is the operaors asking the question of you. Mr. chell, and as the representative of the owners of these two inconsiderable prop-erties. I ask it—"why do we not dis-charge such offenders. I will reply that it is well nigh impossible to discharge a miner in Illinois mines without laying the mine fille hi which the offender has en employed. To discharge a member f your union for any cause gives ofease, even when his offense is admitted. which the miners very generally This being the case, your organization must find the remody for our trouble, the owners of the mines themselves being powerless to act." Is that true, or not?

A I think by referring to the Illinois agreement you will find that whatever objections they had were overcome by in-serting in the agreement the right to hire and dismiss the men. Q Under the hire and dismiss the men. Q Under the limitations which Mr. Willcox explained this morning. A. Yes, sir. Q. Well, that is one of the things I wish you would offer to put in this agreement, and see what privileges you propose to afford us. We will be very thankful for small favors. I have been reading-Mr. Dar-row requested me to state-from a letter exist today in the bitumino