

**INDUSTRIAL ARBITRATION AND
CONCILIATION: SOME CHAPTERS
FROM THE INDUSTRIAL HISTORY
OF THE PAST THIRTY YEARS**

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Industrial Arbitration and Conciliation: Some Chapters from the Industrial History of the past
Thirty Years by Josephine Shaw Lowell

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JOSEPHINE SHAW LOWELL

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SOME CHAPTERS FROM THE INDUSTRIAL HISTORY
OF THE PAST THIRTY YEARS

COMPILED BY

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G. P. PUTNAM'S SONS

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PREFACE.

My object in compiling this book is to present an account of some of the methods by which industrial peace has been sought and attained in many large industries both in Europe and in this country, and to hold up to the gratitude and respect of their fellow-employers and fellow-workmen the achievements of the men who have by these methods already brought a blessing to thousands and broken a path which all may now follow.

Actuated by the highest sense of justice and love of right, they have been so happy as to be able to put their principles into practice and to watch the successful results of their efforts, and they have from time to time published some account of what they have done. It is from their own writings that I have collected the materials I have used.

I offer them my own most earnest gratitude.

JOSEPHINE SHAW LOWELL.

March 5, 1893.

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INDUSTRIAL ARBITRATION AND CONCILIATION.

CHAPTER I.

TRADES-UNIONS AS AFFECTED BY LAW.

1800-1890.

EVERY citizen of the United States in every matter which concerns his political welfare and the political welfare of the country, recognizes himself and is recognized as being "free and independent." Freedom of assembly, freedom of debate, the habit of acting with his fellows to attain his political ends, are a second nature to every American, whether native or naturalized. Political independence and political joint action are claimed to be peculiarly American. Further than this, combination, organization, co-operation, are the watch-words of modern progress in all directions. Whatever a body of men, having a common interest, desire to attain, they combine to secure.

Such being the facts it would seem very much like opposing the inevitable to rail at Trades-Unions or to attempt to prevent the formation of labor organizations,