

as much with no more labor than under the former scale.

These workers were members of the Knights of Labor, the Amalgamated Association never having received them up to that time. They refused to accept the scale, and after a strike of about a month they returned to work as individuals, each skilled worker having signed an individual contract. The year following new scales were made for the Homestead mills, the seat of the present trouble. Here the powerful Amalgamated Association was strongly entrenched. Conferences were held between its leaders and the firm, and those days were foreboding and full of suspense. Mr. Frick was not then in control of these mills, otherwise the negotiations then so eagerly watched might have terminated differently. The men refused the new scale, which was a three years' sliding contract, and were locked out. Deputy Sheriffs were sent to the mills to protect new men who were coming in, and a sanguinary conflict was imminent, when the former employes reconsidered their refusal and were reinstated as union men. The next year, 1890, the Allegheny Bessemer Steel company's plant at Duquesne, two miles above Braddock on the Monongahela River, was bought by Carnegie Bros. & Co., and here a new scale was made, and the firm won the strike against it.

Last year occurred the great coke strikes in the Connellsville region in which a dozen men lost their lives. Organized labor was defeated at terrible cost. The strikers lost half a million in wages, lost their homes, because, as Mr. Frick said, their leaders made nonsensical and arbitrary demands.

Now comes Homestead. The scales made in 1889 for three years expired Thursday night, June 30. The employes, who are paid on the basis of tonnage—that is, workers who are paid a certain sum for each ton finished, were given new sliding scales. These new scales govern certain of the eleven different mills which comprise the Homestead plant, occupying 360 acres of ground. The scale just expired was based on the selling price of billets. The minimum was fixed at \$25, and if billets sold for less money there was no reduction below the \$25 basis. On the other hand, if the price was above that figure, wages increased to correspond. For instance, if billets sold at \$30 a ton—and they have sold at \$33.75—the workers were paid 20 per cent more than if the price was \$25.

The new scales contemplate reducing the basis to \$23, a reduction, provided billets sell that low, of about 8½ per cent. But there are other reductions. For example, comparing the wages paid last month with what would be paid in July, under the new scales, the heaviest reduction, according to a member of the firm, would be 22 per cent. The men have claimed 40 per cent. But comparing the wages which would be paid in July of this year with July of 1889, when the old scale went into effect, the result would be in favor of the new scale, according to the same member of the firm quoted above. The reason is that, while the new scale gives less money per ton, improved machinery admits of a greater tonnage.

When the new scales were given to the men they were told that if they were to be accepted the reply must be made on or before June 24. Several conferences were held previous to that date between representatives of the men and the firm. The men objected to a lower base than \$25, and the firm conceded \$1, and came from \$23 to \$24. The men would not agree to this, and there were a few other objections. The conferences resulted in nothing, and the two sides parted, the one never to meet the firm again as representatives of union workers of the Homestead Mills.

Homestead stands on the south bank of the Monongahela River at a point opposite the eastern boundary of the corporate limits of this city, but is eight miles from the Union station by railroad. The plant is the greatest structural, plate, and armor plate mills in the world. It could not be duplicated for less than \$8,000,000 or \$10,000,000. Nearly \$2,000,000 has been spent in improvements in the last year. Here are employed 3,800 men. The borough of Homestead of nearly 10,000 people is almost entirely populated by workers in these mills and their families. Anxiety is seen in every face. The workers know that the Amalgamated Association is prepared to dump a fortune of \$150,000 or \$200,000 into the fight if necessary, but the wives and mothers and some of the men cannot see victory even then when that sum is pitted against \$25,000,000 of capital, not a dollar of which is water. The men have all sworn to stand loyal to their cause, but the poor women are not so sure that the little homes but partially paid for are to be theirs in fee simple. The men see reduction, reduction until to fight for their homes and principle becomes their religion. The feeling is intense, but as a class they are stoics and therefore only occasionally does one of them give voice to his feelings as he sees about the mills preparations for conflict.

"It may seem strange," said F. T. F. Lovejoy, Secretary and Treasurer of the company, "that only 256 of the 3,800 men employed in the Homestead Mills are directly concerned in or affected by the new scales, but it is a fact. The wages of only that number are changed; the remainder are to receive the same wages as at present. But so strong is the loyalty of the men to their organization that nearly all the employes have decided to fight for the 256."

"When you were making the new scales did you think of the political effect it would have and of the capital Democrats and free-traders might make of it?" he was asked.

"Not in the slightest," replied Mr. Lovejoy. "We made the scales to suit trade and mechanical conditions and gave no thought to political cause or effect nor the tariff."

As for the iron mills throughout the districts in question the future cannot be so clearly outlined. The manufacturers have demanded a reduction and are this year almost a unit in their demands, a condition that has not existed for years. The Youngstown and Mahoning Valley (Ohio) manufacturers have refused to sign the Amalgamated Association scales, and none of the Pittsburgh manufacturers have signed the iron scales except two, which have special products governed by special wage scales. It is clearly evident that the manufacturers intend to stand out for a reduction. They have asked for a reduction of \$1 per ton for puddling and offer \$1.50. They also demand reductions of rollers and other finishers.

AGAINST THE UNION MEN.

H. C. Frick Is Fighting the Amalgamated Association.

PITTSBURG, Pa., July 2.—[Special.]—The trouble between the iron manufacturers and the Amalgamated association has been gathering for years. Since 1886 iron manufacturers have objected to the wage scales promulgated by the great and powerful Amalgamated association, and which have been accepted with protests which interpreted means "We would give you battle if you were not so strong and did not number in your organization nearly all the skilled workers of the country, and if you had not a mint of money to put against us."

But there came a man of courage, whose will was strong as the steel he makes, and whose sagacity is so acute as to carry to success any undertaking he decides upon. He has millions of wealth at his command. Henry Clay Frick, Chairman of the Carnegie Steel company, the new corporation which is a consolidation of all the Carnegie interests, and whose corporate existence began Friday, is the man. He is young—42 years of age, is five feet six inches in height, has clear, dark blue eyes, and wears a full, short, sandy beard. He is stocky in build, weighs about 165 pounds, and has a constitution like the armor-plate made in his Homestead mills.

Twenty years ago this man had less money than any one of a hundred people who work in his mills. He was born in Westmoreland County near a place now called Bradford, in the heart of the famous Connellsville coke region. He knows what it is to work for a living. Many a sack of grain has he carried from a wagon into his grandfather's grist mill. He began to make coke in a few ovens about 1871. He was shrewd and far-seeing, a better business-man some say than his partner, Andrew Carnegie. He prospered, and in a few years was the coke king of the Connellsville region. In 1882, realizing how much coke meant to the manufacture of iron, Andrew Carnegie bought an interest in Mr. Frick's business, and about five years ago Mr. Frick became Chairman of Carnegie Bros. & Co., and is today in control of the vast Carnegie interests. His net profits it is admitted are \$2,000,000 per year, and \$3,000,000 are probably nearer correct.

It was shortly before Mr. Frick assumed the Chairmanship of Carnegie Bros. & Co. that a strike occurred in the coke region, and he considered he was so badly treated by the leaders of the labor organization there, that their policy was so dictatorial, unreasonable, and unbusiness like, their demands unjust, and the depredations of the strikers so uncalled for that he vowed then to ignore organized labor in all his industries as rapidly as possible. Circumstances were such, however, that he was forced to abide his time. In 1888 it came. By the introduction of new machinery in the big rail mills at Braddock which revolutionized the process of rail making he promulgated a wage scale, which was a reduction of earnings per ton, but the tonnage was increased, consequently the men could earn nearly or quite