

which reference is made by the company, has displaced men that were necessary before the introduction of such machinery, and in this manner repays the cost of the investment. The output of a mill is always considered when arranging scales, and if increase of output without increase of labor to the workmen is brought about by improvements, there is every opportunity offered by the workmen to arrive through conference at an equitable rate; but when the employer refuses to engage in discussion with the employe on the matter, all hope of a just settlement is lost.

An attempt is made to lead the public into the belief that the number of men affected by the reduction are few. Here again it becomes necessary to impress on the public mind the fact that there are three distinct propositions contained in the dispute, namely, a reduction in the minimum, another reduction on the proportionate rate of pay, (thus making a double reduction,) and that the scale shall terminate Dec. 31, 1893, instead of June 30, 1894. It must be understood that while all these propositions do not affect the whole of the Homestead workmen, few of the 3,500 employes of that place escape without being affected by one or more of its provisions.

What does not affect the one does affect the other, and it might be said that instead of the company's proposed altering the condition of employment of 325 men the change is general, and the whole are involved.

It is stated by the company with much force that it is not their desire to reduce their workmen below others. The cost of production to the Carnegie Company at Homestead is decidedly in favor of the company as compared with mills of that character. It can now be shown that they cannot establish a complaint in that direction.

In arranging scales of wages to govern iron and steel workers there are innumerable things which must receive attention if justice is to prevail. The intricacies referred to are such as to render liable erroneous views to be drawn by those not familiar with the trade from their discussion in the public press. There can be no legitimate reason why the Carnegie Company should deny to their Homestead workmen a conference, where the things of which they complain could be analyzed, and, if found unjust, made right.

The men make no fairer proposition than this, for the simple reason that none fairer is possible. If argument and honest reasoning were substituted for the reserve and coldness of manner as seen in the company's present attitude, there could be reason to expect an end of this deplorable state of affairs. Does it not seem strange that the Carnegie Company looks with distrust upon the organization of its Homestead employes, while several of its large mills have for several years encouraged the organization of the men, and at this moment they are getting along satisfactorily together? Surely it will not be charged that the men of Homestead are less intelligent or less entitled to those rights which are the principles of organized labor, and which are inseparable from their citizenship.

There are none who regret the lamentable occurrences of the past few days more than those whom the Carnegie Company charge with having been instrumental in bringing them about. We are willing to allow the public to judge, after the evidence is all in, whether these charges are true. We feel that the impressions formed from the erroneous statements given out relative to our conduct will be removed by impartial investigation in due time. Until then we prefer to forget our recent sad experience.

THE WORKMEN'S SIDE OF IT.

AN ANSWER TO THE STATEMENT MADE BY THE CARNEGIE FIRM.

HOMESTEAD, Penn., July 9.—The following statement was given out to-night by the Homestead iron and steel workers:

HOMESTEAD EMPLOYEES' ANSWER TO THE CARNEGIE COMPANY.

The differences existing between the Carnegie Company and their employes at Homestead have drawn from Mr. H. C. Frick a statement of the points in dispute which makes necessary a reply in order that wrong impressions of the conditions may not be received by the public.

It is asserted that the employes combined with others of their trade, forming the Amalgamated Association, with absolute control over the Homestead works. This charge can only be supported to the satisfaction of those who deny the right of the employe to enter objection to any conditions offered by the employer. The workmen at Homestead, or at any other of the hundreds of mills organized into the Amalgamated Association, have no desire to dictate the wages they shall receive, but they see no good reason why they should not exercise the privilege of engaging with their employer in the controversy through which the rate of compensation for their labor is fixed.

The workmen are now, as they always have been, prepared to meet the representatives of the company and discuss the provisions contained in the scale submitted by them. If the conferences already held have failed to bring about a settlement it cannot be said that this was the fault of the workmen.

The scale under which the men at Homestead were working was arranged in July of 1889. The rate of wages was fixed according to the selling price of 4x4 Bessemer steel billets, the wages advancing and declining with the selling price of that article. It was provided that the minimum should be \$25.

Complaint is made that no minimum should have been insisted upon. It is the experience of the iron and steel workers that some prevention is necessary to protect themselves from being reduced to an extremely low rate of pay, by the acceptance by manufacturers of sales below current rates. As the workmen do not sell the product, there must be a point where reduction in wages by reason of low-figured sales shall cease.

It is alleged that labor organizations are injurious alike to the toilers and those by whom they are employed, in substantiation of which it is represented by the firm that there is no organization among their employes at the Braddock nor the Duquesne Steel Works, that the men there are satisfied, that they get good wages, and that no strike has occurred at those works since the institution of that management.

It may be said that the satisfaction of which Mr. Frick speaks as existing at the above works is forced rather than voluntary, as may be proved by the many efforts of the men in these mills to organize themselves in secrecy. Knowledge of such intentions coming to the ears of the company would be, and was, followed by discharge. The wages enjoyed by the men at Braddock and Duquesne are the direct result of the rate of compensation sustained by the organized iron and steel workers. While they are not organized in these mills, the rate of pay for the class of work done by them, fixed by their organized fellow-tradesmen, determines the pay that can command their services.

It is the custom of the employers of non-union men in the iron and steel trade to pay the rates provided by the Amalgamated scale in order to secure the services of men of that trade. It is found, however, to be invariably the case that while these employers pay the rates provided by the Amalgamated Association, the men are required to accept conditions which are tantamount to a reduced rate, although not appearing on the face. We have reason to believe that the non-union plants of Braddock and Duquesne can be proved to be no exception to this rule.

The introduction of improved machinery, to