

LOOKING FOR A JOB

What A Textile Slave, For Instance, Must Do In These Times of Depression, in Order to Get and Keep a Master.

The bosses have a regular slave sorting system, a kind of test to make sure that you are the kind of slave he wants.

When a textile worker starts out to look for a job or master, he doesn't know whether he will be able to get into the mill or not. At all the gates of the larger mills they have watch dogs in the shape of human beings, whose duty it is to see that too many slaves do not enter that are looking for a job and also to see that no slaves walk off with company property.

Go in front of most any mill at starting up time and see the watch dogs at work. You will see them look over every worker that passes them. They will get it down so fine that with the hundreds that pass through the gates in the space of ten to fifteen minutes it is almost impossible for a slave looking for a job to slip by them. In times like the present, when the mills are picking up and they need more slaves, they let by those they think can do a hard day's work. If you are stopped from going in, you can wait outside till the mill starts up and then inquire at the office if they need help. It is always better to get into the mill if you can, as it gives you first chance at the boss.

After you get into the mill you'll find that you have only got by the first step of the sorting system. You will find that no matter what department you go to you are up against the system, but I believe the bosses of the weaving department have the finest sorting system in the whole mill, as it covers the time a slave comes looking for a job until he gets through or gets fired.

When the mills are slack and a lot of slaves are around, the first thing the boss does is to look over the slaves, and to those that look as though they had any fighting spirit left in them he will tell them, "Nothing going." If you are lucky enough to get through this process you are now ready for the next, which is the "third degree." You will be asked where you live, where you worked last, how long you worked there, what you got through for, etc.

If after this you have satisfied him that you have always been a good slave and haven't been mixed up in any strikes or other troubles, he will tell you that he hasn't got anything just now but if you will follow it up a few days he may be able to place you. (Following it up means to come in morning and noon times to see if he needs you.) He will keep you coming at least a week to see if you are one that sticks to it.

After a while he will tell you that he is sorry he can't give you steady work right away, but if you want to you can go on spare hand or spare work. There is a weaver out on a pair of looms and you can run them if you want to start in. Of course after losing a couple of weeks to get so far you are not going to quit now, so you will tell him all right and he will show you where the job is.

After you have been running them looms about ten minutes you will know the reason why the weaver stayed out. One of the looms you will find you can't do anything with, and the other loom, if the warp isn't all run out, it will be out in a few hours and then you'll be ready on a loom at half pay for a bad job at that. (Weavers are paid by the yard or piece.) But you can't give up now, because you'll have to go through the same thing the next place you go to so you will stick it out. You'll find you will have to wait a week or two for a warp for your empty loom and you get warped that both looms runners never getting only the pick of the work and during sample season, which lasts about six months out of twelve, you will have one of your looms on samples all the time, and those other weavers don't get any of it. Samples are about warps which average about eight yards long and in the weaving of which you lose about a quarter of your time and pay.)

Some day when you get good and mad you will go over to some of those weavers that are getting the good work and ask him how it is that he gets good work right along and you are getting stuck right along. He'll probably tell you he doesn't know, but the next morning the boss will come over to you and tell you if you don't like the way he is running the mill you can get to h—i out. After this you will take yours and say nothing.

Some morning while you are waiting for the dogs to open the gates and let you in you will notice a fellow-worker there that you had seen at some of the socialist meetings and after getting into a conversation with him you will ask him to explain this puzzle to you if he can. Here is the answer, he will give you. He has worked in this mill about eight or ten years. He is one of the few that managed to slip by. Most of the old weavers are scabs of the last strike. Some of these weavers keep the boss posted on what is going on in the mill and on the outside, too. This will explain how the boss found out you were kicking to another weaver the other day. Some others have been giving the boss presents for letting them learn to weave

(Continued On Page Four Cols. 1 and 2)

ON WITH THE FIGHT! I. W. W. GIVES BILLY SUNDAY PAIN

Sioux City Rebels Are Advised That a Bluffing Mayor Intends to Duplicate San Diego.

(Special to Solidarity) Sioux City, Iowa Jail, April 10. The smoke of battle hangs heavily over Sioux City, and judging from the boss's words and actions, it will be some time before we can again view the clear sky, free from oppression and persecution.

Since our last writing we have had three skirmishes with the thugs and gunmen who still insist that I. W. W. speakers have no right to hold street meetings with the intention of making the public aware of what is happening in their mill.

The eleven fellow workers whose arrest we reported in the last issue were duly kangarooed and received the regulation \$100 fine or thirty days. On Monday, April 6th, eight more men were run through the mill only to arrive at this end, four with \$100 or 30 days and four with \$250 or 75 days.

Today another bunch of eleven were brought up before the "honorable" and knowing that it would be a waste of breath to say anything in their behalf, they maintained a strict silence, much to the embarrassment of the "honorable." They were fined \$100 or 30 days, and Fellow Worker Harrington, being picked as leader, received the extra \$250 or \$50 and one day or 46 days in all.

This jail at the most, can accommodate between 200 and 300 men, and there are now 49 rebels inside, also several steam bands over men and government men. The detention room at the police station cannot hold more than a hundred.

The town is bankrupt and the citizens are raising a howl and will continue to do so until all of the grafters are ousted; they are charged 35 cents per day for every man or woman in the jail—this is supposed to go for food, but most of it goes into some official's pocket and is labeled graft.

The mayor of the burg declares he will fight the I. W. W. in San Diego style. He apparently forgot that since the arrival in San Diego we have learned how to use the tactics which the bosses used there to our own advantage; and that Sioux City is not in a desert country. He, the mayor, has been seen by the governor of Des Moines to arrange for assistance in the shape of yellow shirts. The mayor got an earful from the chief while he was there.

The talk about the rock piles goes merrily on, but up to the present time we have not been asked to grab on it.

Come on, you red blooded rebels, set back the master's cart. Remember our battle cry be: "Well remember San Diego. Give them an overdose of their own medicine. Come on, you kittens, get on the job and start the ball rolling. Come on, you scabs, get on the job. THE REBS IN JAIL."

HOW FRESNO WAS MADE CLEAN

"Fresno—the cleanest city in California." The Citizens' Committee that was organized last December, rented a hay barn to be used as a municipal lodging house for the unemployed. It was one story, redwood frame, built of hay, straw, alfalfa, and "crumbs." The menu: Black coffee and dry bread for breakfast; beans, or mulligan for 6 o'clock dinner, two meals daily.

The experts, to pay for their magnificent entertainment, had to work four hours daily in the hay barn of Fresno. The above was payment in full, for if a man wants work he should be willing to do anything. Sure!

Well, Fresno was made clean. After the house cleaning had been completed and the city made spick and span, these very Christian gentlemen decided to close the municipal lodging house. Why not? Had they not given bread? Jesus didn't say anything about butter.

The cleaners of Fresno were turned out of lodging house. Next day 28 of these good, deserving disemployed workers were arrested, given the ultimatum of leaving town or 10 days on the rock pile. P. A. DEAN.

FOR ARBANO AND CARBONE

New York, April 7, 1915. Solidarity: It is imperative that money be raised immediately to continue the fight against the financial resources of the two Italian boys on trial for the defence bombs in St. Patrick's Cathedral. The financial resources of the police are exhausted and the two boys, victims of a vicious police plot, engineered by a police spy, are in danger of long terms of imprisonment.

The sole witness against the boys is the police spy Emilio Polignani, who, in the guise of an unemployed workman, fraternized for months with the boys and the Italian Circle, inciting them to acts of violence, according to those interested in the score of them. In his own testimony the detective admits that it was these two boys from the moment he found them, in their youth and inexperience, susceptible to the influence of those interested in the score of them, he had prepared for those interested in the score of them.

Will you help in their defence? Send all contributions to Joseph O'Brien, secretary.

Fraternally,
CARLO TRESCA,
Chairman.

We are requested to announce that Emma Goldman will soon start on an extended tour from New York to California, stopping at Portland, Seattle, Tacoma, Washington, Pittsburgh, Cleveland, Chicago, Minneapolis, Denver, Salt Lake City, and Los Angeles. We will arrange meetings with please communicate at once with Emma Goldman, 100 West 4th St., New York City.

William Warner please communicate with J. E. Godman, Eugene, Oregon, Important.

Join the One Big Union.

ELWOOD TINPLATE WORKERS FORM I. W. W. LOCAL

Several Hundred Have Already Joined, and Bosses Are Busy Trying to Nip Organization in the Bud.

(Special to Solidarity) Elwood, Indiana, April 10. A short time ago, I. W. W. Iron, Steel and Tinplate Workers' Local No. 309 was organized and chartered in this town. It had a small beginning, but soon began to take hold like wildfire, until Elwood seemed a seething mass of rebel slaves, eager to join the One Big Union. We have been holding two meetings a week, and have invited several hundred applicants for membership, with many more expected before the first of May.

The M. & A. has also been asking for an organizer. The Socialist local here is expelling members from the ranks of the I. W. W. for joining the I. W. W.

Of course the steel company is uneasy, and making every possible effort to forestall or break up the movement. The M. & A. and the Burns Detective Agency are seeking information, and the company officers are likely to make a raid at any time.

The principal stunt of the bosses is an apparent attempt to get one union to fight another. For this purpose, the old, worn-out A. A. of I. W. W. is going to be used by the Elwood bosses, so we are informed. The A. A. as a fighting organization, was completely destroyed by the 1909 strike against the steel trust; but has since maintained a skeleton organization with the aid of the check-off in some independent tinplate mills, and other bosses have forced their men to pay dues to the officials of the A. A. This official machine, for instance, was used to break a strike at Niles, Ohio, two years ago, where the workers had all joined an independent union, and were putting up a fight in their own conditions. The men were forced out of the independent union into the A. A., and their efforts to better conditions went for naught. For this reason, the workers of Elwood and elsewhere have decided to be on the lookout for this aggregation of strikebreakers, which masquerades in the name of a union. We shall have more to say about the Elwood situation and what is in future issues of Solidarity.

A REBEL.

SOME PRISON MEMOIRS OF FRED NILES

Stockton, Cal., March 29, 1915.

William D. Haywood, Gen. Sec'y-Treas., I. W. W., Chicago, Ill.

Fellow Worker: I have been requested to write to you an account of what has happened to Fellow Worker Fred Niles of Brawley, California, who is incarcerated in San Quentin Penitentiary on a trumped-up charge of horse-stealing. Niles, in company with Fellow Workers Dodson, Stanford and Roberts, was sent up by the district court of Imperial County three years ago on a frame-up that is all too common to men of our class.

The boys were given ten, nine, eight and seven years. Niles and Roberts with eight and seven were sent to San Quentin and Dodson and Stanford went to Folsom for ten and nine.

One month after Niles arrived at San Quentin a riot took place, caused by rotten food. Niles being a new man, was not taken into the confidence of the older convicts, and did not even join in the riot. But the fact that he was an I. W. W. was enough for the kindly Christian Gentlemen who run the chanel house, and Niles was chosen as one of thirty victims, who must suffer for the sake of discipline.

Fred Niles was confined for eleven months in solitary, fed on bread and water, with one meal per week, twenty-seven nights he was tied up by the hands so that he had to stand upon his tip toes all night in his underclothes. One night the guards opened all the windows (it was in December) and that was a common custom for the guards to take the meals served to him once per week and in his sight, spit tobacco juice upon it. On the twenty-first of November, 1913, by orders of the captain of the yard (a despicable thug named Randsome Niles) and three other powerful by four guards who forced a large dose of salts and four cups of water on him and then put him in the straight jacket, which was laced up until he could hardly breathe. He was left in the jacket thirty-two hours and when taken out was a mass of blisters from his hips to his heels and was sick for 30 days. Niles has a magnificent body, and so far with all their torture they have been unable to break him down. At the end of his eleven months' solitary he was called before the Honorable Prison Board, who proceeded to take away Niles' rights with the result that he must do eight years solitary. Since that time he has been locked up five times in the dungeon from 20 to 80 days each time.

In view of this, and it is a well known fact, that Niles is absolutely innocent of anything except being a class conscious member of the I. W. W., this, I believe, you will agree with me is pretty hard lines. It is Niles' desire that you know these things, not that he hopes or thinks that we can release him, but as a matter of record in the archives of the Industrial Workers of the World.

Yours for One Big Union.
C. K. GROFF, Sec'y.
Box 524, Stockton, Cal. Local 5, M. T. W., I. W. W.

STATEMENT OF OWNERSHIP, MANAGEMENT, ETC., OF "Solidarity," published weekly at Cleveland, Ohio, for April 1, 1915.

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Sworn to and subscribed before me this 9th day of April, 1915.
CARL W. SHAEFER,
Notary Public.

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ENTERED AS SECOND-CLASS MATTER THE ACT OF MARCH 3, 1879.

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LABOR PUBLICITY

For months now the Eastern railroads have been waging a campaign of publicity against the full crew train laws. These laws require more trainmen on freight trains, particularly, than the railroads believe it profitable for them to employ. The full crew train laws have proven effective, because the trainmen's organization has made their enforcement so difficult that the railroads succeed in securing that repeal, they will, should the railroads succeed in securing that repeal, they will, at the same time discredit the trainmen's union, and thereby gain a two-fold point in the eyes of the so-called public. Hence the campaign of publicity.

In New York state, many corporate interests, including the railroads, the casualty and insurance companies, the department stores, the up-state canneries, etc., have secured the repeal of ten laws protective of labor's interests to a slight degree. The labor organizations, which secured these laws from preceding sessions, are now being asked to elect, cannot effectively oppose these repeal laws. Owing to many causes, including hard times, craft division, lack of organization, and the prevention of strikes by protocols, trade agreements and contracts, economic action against this retrogression is impossible. Labor organizations of New York state could not if they would prevent this defeat by making and enforcing their own labor laws; they are not organized according to the principles of industrial unionism and are thus placed in a losing position. How railroads, they too are going to resort to publicity in order to punish their enemies. The following, from a newspaper published in New York city, shows just how they are going to do it:

"Labor organizations in New York are preparing the railroads for a campaign of publicity which they expect to defray the public expenses of a campaign of exposition waged against the state legislators at Albany who have shown themselves unfriendly to labor. The Photo-Engravers' Union has already devoted \$1,000 to the fund, and many other organizations have declared themselves favorable to the scheme."

To the industrial unionist, represented by the I. W. W., this publicity campaign looks like an attempt to fight capital with capital. As such, it is likely to fail because, for every \$100,000 labor can command it can command \$100,000,000. If necessary, as already indicated, in the argument preceding the quotation, what labor needs in such a conflict is better organization than at present exists. With such organization in existence the repeal of laws need not be feared, for labor would only have to bid its time to regain what is thus lost. In the meanwhile, the \$100,000 could be devoted to other aid, let us hope, better expenditures.

However, the campaign of publicity to be waged by organized labor in New York state, is not without value; not only does it teach the general public about the labor movement, but also of a working class press. Labor should pay more attention to the founding and upbuilding of labor newspapers. Unions of all kinds should urge their members to buy, subscribe for, and read newspapers devoted to union and working class interests. Publicity incidents cited above—come from capitalist quarters, the other from the field of organized labor—demonstrates beyond doubt that the press is playing an important part in the conflicts between capital and labor. Under the circumstances, labor should increase and develop its own working class newspapers, throughout the country, in every respect. Labor should create and educate its own reporters, its own news associations and news service, its own editors and publishers—in a word, its own newspaper, in opposition and contradistinction to that of capital. In this it has hopes of success.

Various elements in the labor movement have already taken steps in these directions. Among them are the attempts of the I. W. W. and its press, in ten languages. These steps are not all that they should be; they are capable of great improvement. But they are steps in the right direction, and their greater efficiency is only dependent on the greater appreciation and support of the working class.

Labor's publicity will be increased a million-fold when labor builds its own million-dollar prospect of success for the objects aimed at, whether of immediate or final interest.

Markham Tips Railroad Workers

The U. S. Commission on Industrial Relations, in the course of its hearings, are contributing an occasional bit of information of value to students of the class war. This information usually comes out in the form of confessions from the leaders on both sides. For instance, here is a brief statement of a tilt between a president of a railroad and a prominent one of the railroad brotherhoods, it comes in to us in the form of a despatch from Chicago, to a New York paper:

Chicago, April 7.—A colloquy about the honesty of the man who, starting at the bottom, advances to the head of a great railroad, as compared with one who becomes the head of a great labor organization, enlivened today's session of the United States Commission on Industrial Relations.

The argument was between Charles H. Markham, president of the Illinois Central railroad, who was on the witness stand practically all day, and Austin B. Garretson, president of the Order of Railway Conductors and a member of the Commission.

The great strike of shopmen of 1911 on the Illinois Central and other so-called Harriman lines, Mr. Markham stated, really grew out of the attempt of the American Federation of Labor to organize the crafts of each railroad system, and it was opposed regardless of cost.

"The proposed organization was a serious menace," he said,

"as, if carried to logical conclusion, it would have left the railroads and industries along their lines helpless in the hands of a few men."

"The railroads are in the hands of a few men as it is," suggested Mr. Garretson.

"But they are checked by their responsibilities to the stockholders, to laws and to the public," the witness replied.

"Are you, Mr. Markham, any more honest now than when you were shoveling coal at Tucson?" Mr. Garretson asked.

"Not a bit! But my responsibilities are greater."

"When it comes to honesty, a man less honest because he chooses to rise through the labor arm of the railroad business to the presidency of a union, instead of a railroad company?"

"No essential difference hypothetically. But the history of the Knights of Labor, the American Railway Union and similar organizations has been bad."

While there are doubtless some omissions from this clipping, there appears to be nothing left out of this little colloquy that might make it more luminous. Of course we are not in the least concerned about the relative honesty of a railroad president and of a president of a railroad workers' union. That is beside the point, which is, the class war attitude suggested through this little conversation. Mr. Markham's usual, usual, seeks to obscure that attitude; by raising the irrelevant question of "honesty." The railroad official, being bold, allows the cat to slip out of the bag in plain sight of every observer. He does that in the last paragraph above, which might have been omitted. Mr. Markham's testimony with advantage to himself and especially to Mr. Garretson. As it is, the president of the Illinois Central suggests the attitude of such a corporation both toward the union officials and towards the rank and file of the railroad workers. Let us try to make this clear.

Mr. Markham, as the head of a railroad corporation, fears two possibilities: First, a possible interference with the management of his railroad, through the agency of machinations of "a few men" (union officials). Second, the greater menace of industrial solidarity, as exemplified in the history of such unions as the K. of L. and the A. R. U. Our readers may inquire with some surprise, "Where is the danger to the corporation, in that first proposition?" It is not the fact that the railroad craft union officials act as strong buffers between the companies and the workers? These same surprised readers will probably turn to the International Socialist Review for April, page 589, and proceed to quote as follows: "The corporation, in the history of the Western Railroads Wage Arbitration Board, Chicago, February, 1915." "The man speaking here is Grand Chief Stone of the Brotherhood of Locomotive Engineers."

"I also want to say, neither in the way of explanation nor excuse, that the grand officers of this organization, instead of taking the lid off, try to keep the brake on, and we are not imagining these grievances. If the men did not come to us with their grievances we would not keep them. And the men who have tried to do is to be conservative and keep the dissenation down, if possible, instead of adding to it, as no doubt you would infer from the testimony of the witness. We do not dream these things and if we simply take the brake off what is left of the union, we are left with a few radicals. If any fault has been found with the executive officers of this organization it is because they have been too conservative and have allowed the railroads to capitalize that conservatism and have not got the results that the rank and file think they should have gotten."

There is your "buffer" all right, as industrial unionists have many times before pointed out. But still the railroad companies was willing, "at any cost," to prevent the establishment of the "shop federation" in its midst. Perhaps the answer to that question of fear is this: The craft union officials are playing the role of go-betweens in the scheme of that industry. As long as their organization were weak or kept clearly defined and separate, the union officials will naturally be very modest in their personal demands upon the owners; they will very satisfactorily perform their service for the companies of "keeping the brake on" of restraining the slaves from any possible direct action of their own behalf. But when a stronger organization, the union leaders may become "chesty," try to exact more for themselves from the companies, and cause no end of trouble if their wants are not satisfied. Hence Mr. Markham's reference to leaving "the railroads and industries in the hands of a few men." In this conception, the I. C. president doesn't fear any possible domination of the rank and file—only the "janissary" or "buffer" heads of the union may menace the complete domination of the emperor upon his throne. The railroad slave will still be a slave, but he will have to serve two sets of officials with the railroad officials playing a less certain game.

Mr. Markham might have stopped here, but he allowed his imagination to stretch itself a bit more, and conjure into being another and greater menace—the possible domination of the railroad industry by the workers themselves. Union officials might all be "honest"—having a fitting sense of "responsibility" to the companies; still "keep the brake on" even in a system federation. But we have some "bad habits" to guide us along this line and must allow ourselves to take any chances. The ghosts of the Knights of Labor and of the American Railway Union still haunt us. The demonstration that a "system federation" is not likely to promote the solidarity needed, which demonstration would follow the successful operation of such an organization—might cause the railroad workers to advance to the K. of L. or A. R. U. idea of One Big Union, or still worse, to the up-to-date form of industrial union advocated by the I. W. W. So this thing must be nipped in the bud, but any system federation of railroad workers, kept in the hands of a few men, is a system federation instead of an industrial union, as they have been, for four years on the Illinois Central and other Harriman lines, and they may never learn that the S. F. is not the correct or effective form of unionism. Thus we shall still have the same old story—the danger of union officer "chestiness" and the still greater menace of industrial solidarity cornered on industrial democracy. There is the attitude of the employer, not only on the railroad, but everywhere, in all industries. This illuminating testimony of Mr. Markham explains many things in the history of the labor movement that have seemed obscure to the average slave. Will that slave now open his eyes, get wise to the game in which for so long he has been a mere pawn, and seriously consider how he may take his own affairs into his own hands? His "responsibility" is not to the railroad, but to that part of the "public" which sides with the Company; but to himself and to that part of the "public" which is known as the working class. Let him, as did his brothers of the K. of L. and the A. R. U., bring the menace of industrial solidarity to the door of the railroad stockholders. Let his slogan from now on be, "The complete control of the railroad industry by the workers themselves. ONE big union is the way."

The Los Angeles Propaganda League is badly in need of two or three good speakers. They want one who can hand out the straight stuff and dispose of the literature. The League will pay 40 per cent on all literature sold on street. The new headquarters is located at 496 Commercial St. Any speaker interested in this proposition should write without delay to Wm. Stocking, Sec'y L. A. P. L., at above address.

Constructive Program Of The I. W. W.
Quality Of Education

The basic principles of industrial union propaganda are simple and easily understood by the average slave. What is more, they are readily O. K.'ed by the said worker. But, by a perverse logic, their very simplicity and effectiveness seem to have made them things to avoid in the educational efforts of many I. W. W. agitators. "Anything but industrial unionism" would seem to better characterize the speeches and personal conversations of many of our spokesmen. This is and has been a most serious defect, interfering with the development of our constructive program.

The writer has known I. W. W. speakers, for instance, when addressed before large audiences argued to learn something in detail about the One Big Union, launch into a "God-killing" harangue, or an hour's bawl-out of police or other authorities, or something else not pertaining to the theme of the particular meeting. If their efforts were applauded, as they will always be by a certain element, these speakers were sure they had made a hit. It seems never to have occurred to them that the bulk of the audience might have gone away with a distinctly wrong impression of the I. W. W., if not actually embittered against its advocates for ever. The speaker's inability to rise to the occasion may have been the means of killing organization prospects more effectively than a swarm of detectives or stool pigeons could have done.

The same thing applies to personal conversations, wherein the wobbler's opponent is characterized as "scissorbill," "mutt," "capitalist-minded slave," etc., because he has failed to immediately grasp and acquiesce in the argument for One Big Union presented in the stupid and offensive form specified. In spite of these strictures, however, the fact remains that many thousands of workers have been caught by the very force and simplicity of the One Big Union idea, and are ready for I. W. W. organization, when the proposition shall have been put to them in proper form. As a matter of fact, there are many thousands of workers outside our ranks who quite some few years ago were in the I. W. W. ranks, and are inside and loudest in advocating it. The effect of these stupid agitational methods is to render extremely difficult the work of sound propagandists who are resolutely sticking to the theme of industrial organization.

The remedy for this state of things must of course be applied within the organization, not outside. There is evidence that it is being applied already, in many quarters. Demands for soap-boxes printed from time to time in Solidarity, specify that "strategic industrial unionism" and "no strike by any means" be wanted. But the evil still prevail to a large extent, and more discipline is needed everywhere. Speakers who do not know really what the I. W. W. aims at, should be made to find out or get off the box. Every speaker and every individual who is required to study the preamble and the Constitution of the I. W. W., and learn to interpret the principles, explain the structure, and make clear the aims and methods of the One Big Union. No matter what the subject of the lecture may be, it can always be brought around to this point, which is, that the speaker, by having made a study of these things, as to "making a hit," such a well-informed speaker, even though his delivery be halting and otherwise defective, will leave a more lasting impression on the minds of his audience, than will that of the "swallow" orator, who never touches his subject. Industrial union education is serious business; it may be rightly interspersed with humor, but must not be allowed to degenerate into clownishness. Let us learn to throw all the light we can upon the wonderful subject of industrial solidarity, but we must do so in no time, manner, or non-sensical. The quality of our education should be jealously guarded by all I. W. W. militants from now on.

Efficiency

The fatal mistake, the defective application of this deceptive, misinterpreted word, has in the past, and is at the present writing impeding the growth and advancement of the Industrial Workers of the World. In this word, we may say the completion of modern history has at last come into its own. It is a twentieth century affirmation. It is the most essential declaration this organization must adopt. It is the most necessary language for the members to perpetuate, and it is the most necessary because it is so very varied and acquainted with its significance.

To attain this it is indispensable that the organization know what it is going to do and how it is going to do it. Otherwise it will fail to make a logical argument, fail to make its purpose epigrammatic, and will consume the time and energy of its members in ineffective tactics, defective methods, admit of absolutely no excuse.

A very, very narrow channel of propaganda has been developed by the I. W. W. forces. Propaganda does not admit of random touches. It demands entire concentration. The most popular of excitement does not by any means prove that they are efficient. Generally, nothing but defective articulations of a detrimental nature emanate from his vocabulary. Mass agitation, mass education, mass organization is our cry. This is decidedly erroneous. It is an eighteenth century heirloom. It has become antiquated, fossilized, and is nothing but pure "bumcome." We must remember that today is the twentieth century; we must therefore conform our ideas within its period. This organization cannot help an organization to give a mass something it does not possess. Hence the necessity of thorough preparation. Our efforts now and in the future should be directed toward encouraging and placing our members in the most important industries, in those industries which "act" as the foundation of all the others. Once this practice becomes real, once this practice becomes our main issue, once the enlightenment of our members on the job makes place, once the organizational work is assured. We will then be placed in a position to install the much mooted efficiency system.

Just for argument's sake, let us say that the installation of an efficiency system should be something like the following: There should be established in each industry an intelligence bureau, each composed of members who have a thorough knowledge of all its external and internal affairs. It will be the duty of this bureau to compile facts and figures of and pertaining to their respective industry—a complete record of all its resources, its raw material on hand, its manufactures, its output, its job, its sales, its customer, its market, domestic and foreign, the demand placed upon its commodities, when the industry is unusually busy, or running "under full steam" such as "boom times" it should be accurately stated by the bureau if this applies in advance or behind the fact. This complete information will greatly aid prospective labor troubles which may arise. It will enable the workers to strike intelligently and effectively. This system will also eliminate the parasitical labor fakier who has so tenaciously attached himself to the workers. If it were to be installed, it would in short, he will pass into oblivion as far as this organization is concerned. EFFICIENCY also eliminates the continual "hair-splitting" arguments regarding "isms, ossifies, what-nots," etc. Efficiency has it; does not, and will hurry us more rapidly toward our goal—the complete emancipation from capitalism.

T. J. THORNE, Member

LOOKING FOR A JOB

(Continued From Page 1)
or getting a job. These presents range all the way from five dollars up. Some pay on the installment plan, five dollars down and a little each week. This will explain how the new weavers sometimes get a steady job so quick.
He will tell you how the boss fired an Italian that had paid for his job and the next day the Italian came to the office with an express wagon and asked for a pair of looms he had bought off the boss. Another weaver got fired after paying for his job, and he made it so unpleasant for the boss that he was glad to give him his job back to keep quiet. Others that have been paid for their job can do pretty much as they please, as the boss is afraid to fire them. Another scab got a bad warp into his loom by mistake and when the boss noticed it he took no (no filing) on the ticket and had the warp taken out and a good one put in. A few days after a weaver that didn't stand in got the bad job. Then among the floor hands (fixers, filling carriers, warp starters, waste pickers, etc.) a big majority are scabs or suckers. One of these have to stay at work Saturday afternoons when the mill is stopped to oil up the shafting and go around the looms and see if he can find any socialist or union papers. If he finds any that weaver stands a good chance to be looking for another master. It is not necessary for the boss to fire you if he wants to get rid of you; all he has to do is to give you work at which you cannot earn your board.

They change these methods somewhat when business picks up in the textile industry. At the present time nearly all the mills are starting up machinery that has been idle for years. In this mill they are starting up two rooms that have been closed down for at least three years. The boss knows that slaves will be scarce in a short time so he is doing everything he can to keep all the good slaves that come his way. At a time like this he cuts out the third degree business and simply asks you if you can run two looms. He will decide by your answer and appearance whether you are a good and humble slave or a kicker. If he thinks you are weak in the head and strong in the back he will put you on a job in those rooms they keep running when business is slack. If he thinks you won't stand for a bad job, he will put you on a better job on those looms they are starting up. Later, when this spell of prosperity dies out and they shut down these rooms he will get in his fine work. All those that showed any fight will be kicked out and fired and those that proved to be good slaves he will keep.

There are many other ways they have of getting rid of those that try to change these conditions, but now and then one slips by and starts a job in those rooms they keep running when business is slack. One of the best ways the boss has to get a jar that will force him to change these methods and until this is done it will be hard to get any great number of textile workers into union.

A very small per cent of textile workers have in the past, through the craft union organization, been able to give the boss the workers in those crafts a say as to who he should hire or fire in those crafts. (All the craft unions in the woolen industry never had over ten per cent of the textile workers organized at any time.) The bosses soon learned that if they were going to keep the textile slaves under their control they would have to break up these organizations, and as the bosses were not organized along craft lines, but all the bosses in one organization, it did not take them long to find a way to break up the craft unions. As soon as the boss found out they could control the workers of some craft through his sorting system, he would wait till the slack season and then he would force that craft to go on strike, and with the help of the other craft unions and the workers in the mill who were not organized, the boss was generally able to force back to work with their strike lost and their organization broken.

If there are any craft unions in the textile industry today it isn't because the boss isn't able to break their organization, but because he can use them as strike breakers in case the unorganized workers strike. The One Big Union goes to the aid of their conditions, as witnessed in the Lawrence and Little Falls strikes, where the craft union members were used as spies, special police and strike breakers.

The mill slaves are slowly waking up to the fact that as long as they let the boss sort them out, so long will they have to put up with the hundred and one things that make a textile mill a hell for the workers.

There is but one remedy for this condition and that is brief is the Industrial Organization of the Textile Workers, part of One Big Union of all the Workers of the World. Through this kind of organization you can force the boss to come to YOU! organization when he wants help. And once you have done this, you have solved the problem of the sorting system.

THE TIMBER WOLVES

It is always the best time for such a meeting. The meeting there is no opposition from the bosses. If everything has been kept secret, the organizer will be much easier. The organizer, already knowing to the gathering, will be able to discuss the matter at a distance from the several camps. A letter explaining the purpose of local should have a number of copies within striking distance of the meeting. He knows how many etc. I cannot press too strongly camps there are near enough and makes a trip over these. AS A WORKER SEEKING EMPLOYMENT. No one knows what he is in TIME IN WHICH TO EXPLAIN WHAT MUST BE DONE. THIS MEETING IS TO ORGANIZE. TO ACT—and not to talk. The organizer should talk as one of the been working quietly adhering to the idea what is to be done, the organizer calls for every one to put organization with the other camps are ready thinking on that subject, and quietly spreads the news that the workers of the other camps are going to meet at the place he has already fixed upon by coming forward organizing a union. If he gives the live ones to understand that this movement is being started by camp workers in the camps, which is literally true, every one will become impatient to be at that meeting. At each camp he does the same, without misleading his real purpose, business day. The object of keeping the matter secret until the local is formed is NOT TO ALLOW THE ENEMY TO PROFIT BY ANY KNOWLEDGE UNTIL IT IS TOO LATE. On the other hand, mystery will always draw a crowd. Only the dead-wood will remain in camp. All the live workers will be on hand to see what can be done. If this preliminary method is carefully carried out the majority of the workers will be at the appointed place to live wires from each camp will see to it that the best spirit is there. The time should be chosen so that it will not inconvenience the workers. It should not be at most time, but at such an hour that all can return to camp for a next meal. There are some who would not miss a meal for which they are charged. Sunday or some holiday

ELIZABETH GURLEY FLYNN LECTURES

Circulation Statement I. W. W. Preamble

Table with 2 columns: Category and Amount. Includes 'Previously reported loss', 'Subs received during week', 'Subs expiring this week', 'Loss for the week', and 'Total loss to date'.

IES IN A FREE-SPEECH FIGHT
But mass action on the job should be carried on somewhat differently. Instead of concentrating to defend some certain section, make another method where they are unprepared. When you get a good fight going at that point, switch it to another part of the factory. You will soon have all the papers in the country advertising the new movement. By spreading this fight, you would soon have the employers all against a heavy expense to guard all camps, that they must either give in, or go broke. This expense could not easily be loaded upon the taxpayers. It must mainly fall upon the employers. No loss is very anxious to face ruin by fighting something like this. It is entirely too much. Once you get these tactics before the workers, and they will take it up for themselves in other quarters. If the bosses do not resist, you seize job control at once; if they do resist, you spread something in other quarters, free of charge, while you are enlisting many workers in the struggle. Either way it goes, you win in fact there is nothing to lose. The only thing to be lost is honor in such a fight, you have the whole field open for organization and every worker ready to join. The member that the master cannot stand a continuous guerrilla warfare of this nature. It affects his profits directly. It is aimed directly at the pocket of the worker. He will be forced to raise wages on all sides to keep the workers from joining the movement. This will only make them more anxious to see the end of their masters. The tactics of mass action is admirably suited to the migratory life of the worker. These workers are always physically active and like to act in concert. They are generally in small quantities. Another advantage: the migratory worker is often a boy who has experienced jails. Unlike his city brother, he does not fear the police. On the other hand the forest influence has the effect of making the worker more militant. The bigger the pack, the better it acts. It is from this class that our free-speech fighters. Now the time has come when the worker is a free-man to use wolf tactics in his own land. TAKE WOLF TACTICS TO THE FOREST! Gather to gather, their howls may wake up the rest of the pack. No I write that the timber wolves may not write because I am not a wolf. Come on, you timber wolves! Under the banner of the One Big Union! Onward! You have battled for others; now assemble the multitude in your own interest. Charge like a tornado and overthrow all opposition! The struggle is in our hands! TAKE WOLF TACTICS TO THE WORLD! IS YOURS. TAKE IT!

CHICAGO

Friday, April 16th at 8 P. M. in Hod Carriers Hall, Harrison and Green Streets. Subject: "Small Families a Proletarian Necessity... Sunday, April 18th at 8 P. M. in East End Hall, Clark and Erie Streets. Subject: "Violence and the Labor Movement." Monday, April 19th at 8 P. M. in Bakers Hall, 230 Oak Street. Subject: "Solidarity—Labor's Road to Freedom." Admission to each lecture 15 and 25 cents.

KENSINGTON, ILL.

Tuesday, April 20th at 8 P. M. in Stancek's Hall, 205 East 115th Street. Subject: "The Revolutionary I. W. W. Its Aims Tactics, and History." Admission 15 and 25 cents.

KANSAS CITY

Wednesday, April 28th at 8 P. M. in Academy of Music—1221 McGee Street. Subject: "Solidarity—Labor's Road to Freedom." Admission 10 cents

pies from anticipating the move... payment made under a different title. This is a legal ouster later-an agreement dated on Sunday, the 16th of April. None of these little things should be overlooked. The best work of organizing can be done in the warmer seasons, so the first meeting can be held in the shade of the iron pounds out into shape while white-hot. A large hall is unnecessary; just a place large enough for an office, though if room for a business meeting can be had, so much the better. The work of organizing can be done in the warmer seasons, so the first meeting can be held in the shade of the iron pounds out into shape while white-hot.

Through this form of mass-action organizing, I have seen as many as 500 workers swing into one single day on the Canadian Northwest. At another time about 600 members started over a 15-mile line of camps, camping on the road one night and starting the next every camp in the two days. No one can imagine the power of mass action when applied to the job by the workers themselves. It is not the headquarters to go to, but to work, to see a line of determined workers nearly a mile long marching behind him to put out the struggles with the boss until things are in some shape. At the close of the first meeting it should be decided to hold another general meeting as quickly as possible. Each person should be urged to bring the rest of the workers to this meeting. The second gathering should place the local on a good footing. This second meeting should not be put off until enthusiasm cools. The sooner the workers meet, the better. THE ORGANIZATION IS NO LONGER A SECRET AND THE BOSSES ARE ALREADY PLANNING THEIR ATTACK.

There will always be but few members. Some camps will probably be organized. The next move is to organize this majority from different camps and concentrate it at each worker camp to force them into line. The best way to do this is for the organizer to spread the news that every one interested in the union is going to meet at the next meeting. From several camps is thus drawn a good number of workers, enough to start the first camp which is to be organized. These workers go to the other camps, which explain the necessity of organizing in all the camps. Each worker explains the necessity of organizing to all the workers. This means that there is no business to be done that these fellow join the union. At this camp the members begin to talk and urge the others into joining. It is well known that those that urge have wonderful influence in argument. Such mass meetings get busy and have the help of the workers in the camp joining. The boss is helpless, he cannot stop this form of mass action. After this camp has been equipped with membership books, the next step is to be asked to go along to the next camp. Here the same performance is repeated, etc. By this method in one day several camps can be lined up. BUT THIS MOVE SHOULD BE KEPT SECRET until it is well under way. It is best if several simultaneous movements are started on the same day so that every camp is overrun and organized in one day. If the first organization meeting is held on a Sunday, and it is possible to hold the first meeting on a Sunday, some evening, the mass action should finish the work on the second and Sunday.

"SABOTAGE", BY E. G. FLYNN

The I. W. W. Publishing Bureau is pleased to announce the addition of another new pamphlet to its growing list. "Sabotage" should be published for the first time under the name of Elizabeth Gurley Flynn. The pamphlet is just off the press and will be ready for order in a few days in small quantities as fast as they come in. All the workers in the I. W. W. Flynn meetings, should have a quantity of this work on hand to sell at the work. It is a historical account of the working class struggle, and is equally effective for general propaganda. It is a condensed and vigorous exposition of the subject, simple and direct, and will be eagerly read by every worker. It is also an attractive piece of printing, having a two-color cover design by Charles H. Johnson. It will act like a magnet to prospective purchasers. Price, single copies, 10 cents in quantities to local unions and agents by each. Order a hundred or more today.

BROOKLYN, ATTENTION!

The Brooklyn Industrial League now meets in Lithuanian Hall, 161 Grand Street, on the 2nd floor, every Tuesday evening. Members are urged to attend. As a result of the League's activity, 300 Lithuanians are holding a series of good mass meetings in the above hall; and are going to hold these workers' meetings on Wednesday, April 14, with a meeting in Columbia Hall, 244 1/2 Street, on the 2nd floor. They are organizing and pushing their work. The Lithuanian Workers. Their agitation has spurred the Lithuanian press of all classes. The Lithuanian League has grown to over 60 enrolled members. Come, join the League, it has a big field and is doing good work.

FARMERS VS. I. W. W.

The Minot, N. D., Daily Optic-Reporter of April 28 reports the following interesting item: "The Farmers' Organization for the purpose of combating the evil effects upon laboring by I. W. W. operators has been organized in the Kenmare district, who express their opposition to the entire northwestern section of the state. Under the scheme proposed, I. W. W. operators will be prosecuted for holding meetings in the above hall; and are going to hold these workers' meetings on Wednesday, April 14, with a meeting in Columbia Hall, 244 1/2 Street, on the 2nd floor. They are organizing and pushing their work. The Lithuanian Workers. Their agitation has spurred the Lithuanian press of all classes. The Lithuanian League has grown to over 60 enrolled members. Come, join the League, it has a big field and is doing good work."

E. G. FLYNN LECTURES

Rockford, Ill., April 25; St. Louis, Mo., April 27; Kansas City, Mo., April 28; St. Paul, Minn., April 29; Denver, Colo., April 30; Omaha, Neb., May 1; St. Paul, Minn., May 2; St. Paul, Minn., May 3; Los Angeles, Cal., May 8 and 9; Fresno, Cal., May 10; Stockton, Cal., May 11; San Francisco, Cal., May 12; Portland, Ore., May 13; Seattle, Wash., Tacoma, Wash., Seattle, Wash.; Vancouver, B. C.; Butte, Mont.; Butte, Mont.; The River Falls, Minn.; Minneapolis, Minn.; Madison, Wis.

NEWS AGENTS

The following is a partial list of news stands which handle Solidarity and also its most famous son, I. W. W. Literature, besides the Local Union of the cities mentioned: Radial Book Shop, 817 1/2 N. Clark St., Chicago, Ill.; Ed. Weinstein, street sales, St. Louis, Mo.; International News and Book Agency, Fourth St., San Francisco, Calif.; Book Omniorium, 1350 Filmore St., Boston, Mass.; W. S. Holly, 602 E. Fifth St., Los Angeles, Calif.; W. S. Holly, 291 Tremont St., Boston, Mass.; International Publishing Co., 1811 E. Sixth St., Cleveland, Ohio.

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