

STOP!
LOOK!
LISTEN!



REMEMBER
1922



**Brotherhood of Railroad Shop
Crafts of America**
Pennsylvania System Unit No. 1
Indianapolis Local No. 30

TO PENNSYLVANIA SHOP CRAFT EMPLOYEES

Greetings!

Within the very near future you will be called upon to express, by ballot, your choice of what organization you wish to represent you in matters of wages and working conditions.

The American Federation of Labor is attempting to entice you from the security of your own organization, the Brotherhood of Railroad Shop Crafts of America, into their organization. To gain their ends they are using their usual stock in trade, deception, falsehood, half truths and false promises.

Do not be misled by their unsupported statements and promises but carefully analyze the performance and possibilities of each organization before casting your ballot.

Under the Brotherhood of Railroad Shop Crafts of America, who now hold the contract, you enjoy:

- (1) Higher wages than men on railroads affiliated with the A. F. of L.
- (2) Lower union dues.
- (3) No dues when on furlough or sick leave.
- (4) Full seniority rights.
- (5) No assessments.

Wagon so that he may continue to render his "loving services" at so much per month.

Hundreds of our shop men, some of whom are not members of our organization, have openly declared that they will never again join the Federation of Labor.

We have a few men on the Philadelphia division who admit that they have signed authorization cards for the Federation of Labor, but they also declare they will never join that organization. NOW IS THAT FAIR? TRYING TO FORCE SOMETHING UPON THEIR FELLOW WORKMEN THAT IS NOT GOOD ENOUGH FOR THEM.

In almost every line of the articles published in the "special edition" of Labor the writers stress the words "Standard Labor Organizations." What constitutes a Standard Labor Organization? Might it be that the word "standard" can be applied only to those organizations who have collected sufficient dues and assessments from their members that they are able to hand over to some labor "dictator," sums of money large enough to convince him that they are a standard labor organization and thereby be crowned with that title, or might it be that the word "standard" can be applied only to those organizations who will subject themselves to the whims of these "dictators" whose real purpose may be attributed not to representation, but to their desire to gain power in numbers for political purposes.

Do not be misled by their claims of affiliation with the Engine and Train Service Brotherhoods. The Brotherhoods are not a part of the American Federation of Labor and never have been, and negotiated their wage increases independent of the A. F. of L. units.

The A. F. of L. claims credit for such forward looking legislation as the Pension Laws, the Dismissal Wage Law and the Unemployment Compensation Law. This legislation was sponsored by the great railroad Brotherhoods who are not part of the A. F. of L.

They tell you that we are not a Standard Labor Organization, basing this accusation on the fact that we are not affiliated with them. We prefer to stand by our own Brotherhood and have positively refused to become "hooked up" with this group of "outside" labor, even though they have offered our officials inducements to "come over."

We Are One of the Brotherhoods on Our Railroad and We are Proud of It

Ask any member of the other Brotherhoods why they are not affiliated with the A. F. of L. and they will tell you they don't need them. NEITHER DO WE.

We are looking forward to affiliation with the engine and train service Brotherhoods who are the real Aristocracy of Railroad labor in the Nation.

Your officers are not receiving high salaries, as the Brotherhood was not organized for the purpose of supplying jobs to a select few, but was organized to protect the interests of the Railroad shop men.

One of the "high salaried" mouthpieces of the Federation of Labor has tried to explain how they handle grievances. In his own words he says: "If a Craft Committeeman is unable to settle a grievance with the department foreman, it then becomes a federation matter, and all crafts are behind it until it is settled, either with the general management at Philadelphia or by decision of the national railroad adjustment board." This means that if the foreman violates one of the regulations and the committeeman is unable to settle the case with the foreman, the case is then handled by outsiders who know nothing about your problems.

This is the kind of representation they are trying to sell you, and have even tried to force upon you without a vote, and it is the opinion of the Brotherhood that you will not be "hoodwinked" by the absurd articles that appear each week in the "special edition" of Labor, which are an insult to your intelligence.

Many false statements will be circulated as the vote draws near. Do not be fooled by them.

James I. McConnell, former National Secretary-Treasurer, who has been dismissed by National President W. B. Searls for activities not in the interest of our Brotherhood, advises you to join an Organization which he is now adopting, after being dismissed from the Brotherhood. He is attempting to climb upon their Band

- (6) Promotion from lower classes.
- (7) Privilege to return to lower classes in reduction in force.
- (8) Selection of all your own Representatives.
- (9) Fair industrial relations between your Representatives and Management.
- (10) Continuance of Seniority Rights, regardless of how long on furlough.

The American Federation of Labor offers you:

- (1) Lower wages. (Note Long Island Railroad contract.)
- (2) High union dues.
- (3) Constant assessments.
- (4) No promotion from lower classes.
- (5) No return to lower classes in reduction of forces.
- (6) Payment of dues while on furlough or sick leave.
- (7) Embroilment in labor disputes other than your own.
- (8) In A. F. of L. contracts you are dropped from service and roster after from one to two years on furlough.

REMEMBER it was the American Federation of Labor, with the same officials, which called the men of the shops out on the disastrous strike of 1922 and then deserted them with the resultant loss of their seniority and other privileges they had previously enjoyed.

Our Organization fully meets the requirements of the National Transportation Law, and is a Labor Organization National in Scope, and is so recognized by the Federal Government in Washington.

The Brotherhood of Railroad Shop Crafts of America is financially sound and solvent regardless of rumors and statements, to the contrary, circulated by our enemies. Our books are audited, periodically, by Shapiro & Co., nationally known certified public accountants, and may be examined at any time by interested parties.

If you will give these facts thoughtful consideration, you will be guided in voting intelligently on this very important matter.

IF YOU ARE NOT NOW A MEMBER OF THE BROTHERHOOD, JOIN TODAY, BUT WHETHER A MEMBER OR NOT, CAST YOUR BALLOT FOR THE BROTHERHOOD OF RAILROAD SHOP CRAFT OF AMERICA, AND HELP MAKE OUR ORGANIZATION THE GREATEST RAILROAD BROTHERHOOD IN AMERICA.

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