

enough to do so, that complete printed stenographic reports of all A. F. of L. conventions are furnished free to anyone who asks for them while the conventions are in session. Later they are printed in bound volumes and may be secured for 25 or 50 cents a volume.

Another agency has just finished selling hundreds of employers a "chart of A. F. of L. membership and an authentic graph of its affiliates". The same chart and graph are distributed free by the A. F. of L.

I know of one large employer who paid \$10,000 a year for a weekly copy of the minutes of the local Central Labor Union. He was just another big sap—the minutes were published in full each week by the local labor paper. He could have subscribed for it at \$1 a year and secured the same information that was costing him \$10,000. Or, if he wished, he could have attended each meeting. The organization had a visitors' gallery and no attendants were ever questioned.

Frequently, spies are planted in an industrial establishment without the employer's knowledge. Their job is to stir up trouble so that the employer will have to hire the spy agency, or, if the undercover man promotes a strike, the agencies furnish high-priced "guards" and "scabs". Most spy agencies also operate strike-breaking bureaus.

The whole system of "Company Union" would collapse overnight if it were not for spies who keep things going. Invariably, it is paid stool pigeons who get them started in the shops and paid stool pigeons are the ones who hold down the strategic offices.

For instance, the leading light in one of the largest "Company Unions" still left on the rail-

roads has been in the employ of a labor stool pigeon detective agency for years. He was an undercover man in the Machinists' Union for years previous to the 1922 strike. During the early stages of that controversy he was assigned to promote discord among the strikers. Later on he tried to lead a stampede back to work. His next job was to be the "rank and file man" in the formation of a "Company Union".

His case is typical of many. The "brains" of the Atlantic Coast Line's "Company Union" came there during a strike from an eastern detective agency. He is a thief as well as a spy. Any "Company Union" can furnish such characters among its "leaders".

There is not space in this article to go into details as to the activities of these spies. They do everything from furnishing routine reports of union meetings to plotting frame-ups and murders of union officials.

One agency specializes in circulating false rumors about labor leaders. One of its letters to an employer gave him the positive guarantee that the agency would wreck the local union by stirring up discord among its members.

"I have finally succeeded in getting — and — (the president and secretary of a local union) fighting with each other and the members are beginning to take sides", reads a report from one spy to his agency.

"Last night I called up Mrs. — and told her that her husband was at a roadhouse with Miss —", said a woman spy's report. The husband and Miss — were attending the union meeting of which they were both local officials. The lying telephone call was only one of the dirty methods used by this spy.

AGREEMENTS

New York City

AGREEMENT ENTERED INTO BETWEEN THE R. HOE & CO., INC., and the INTERNATIONAL ASSOCIATION OF MACHINISTS, DISTRICT NO. 15.

In order that harmonious relations may be brought about, the following agreement is hereby entered into between the R. Hoe & Co., Inc., 910 East 138th Street (at East River) and the International Association of Machinists, District No. 15:

1. There shall be no discrimination against any member because of his acting as an officer or committeeman, or any other activities in the interest of the Union.

2. Beginning May 14, 1936, and until January 1, 1937, the minimum rates of pay shall be as follows:

	Per hour
Tool and Die Makers.....	\$1.00
Machinists (a)95
Machinists (b)90
Specialists85

3. Specialists may be employed for such milling and drilling work as is now performed by Special-

ists in the R. Hoe & Co., Inc., factory and on such other work as is mutually agreed upon.

4. Apprentices—One (1) apprentice may be employed for every ten (10) journeymen machinists working at the time of the employment of such apprentice. In case of reduction of force, a ratio of not more than one (1) apprentice to every five (5) journeymen machinists working shall be maintained, but no new apprentices shall be employed until the ratio of ten (10) journeymen machinists is re-established.

5. Machinists apprenticeship shall be composed of four (4) periods each consisting of 2,000 actual working hours and no apprentice shall be eligible for transfer to the succeeding period until he has actually worked 2,000 hours in each preceding period in the employ of the R. Hoe & Co., Inc.

6. Apprentice rates of pay for the period from May 14, 1936, to January 1, 1937, shall be as follows:

	Cents
	per hour
During the first period.....	35
During the second period.....	40
During the third period.....	50
During the fourth period.....	60

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