

**ANNUAL REPORT OF THE
BOARD OF
ARBITRATION STATE OF
ILLINOIS, YEAR 1916**

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VARIOUS

**ANNUAL REPORT OF THE
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ARBITRATION STATE OF
ILLINOIS, YEAR 1916**

ANNUAL REPORT

OF THE

Board of Arbitration

State of Illinois

YEAR 1916

Chicago, March 1, 1917

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LETTER OF TRANSMITTAL

CHICAGO, *March 1, 1917.*

Hon. Frank O. Lowden, Governor of Illinois.

YOUR EXCELLENCY: In compliance with the law, we have the honor to herewith submit our report for the year 1916.

Respectfully,

BOARD OF ARBITRATION, STATE OF ILLINOIS,

LEO J. WINIECKI, *Chairman;*

3142 Clybourn Av., Chicago.

HARRY M. POWELL,

Peoria.

LEWIS MCGOVERN,

Freeport.

CHAS. D. PREBLE, *Secretary.*

3810 Greenview Avenue, Chicago.

INTRODUCTION.

The year 1916 will go down in history as a most important one, especially in the industrial field will it be remembered as an exceptionally prosperous one.

Illinois, with its diversified industries has been able to share to a very great extent in all this prosperity, and there is not perhaps another year in its history that can be compared with this one in the amount of business done.

The abnormal demand for labor of all kinds and the scarcity of raw material, together with the inadequate railway facilities has made the question of a continuous operation of many of our factories a problem that was sometimes hard to solve. To meet this extraordinary condition and the demand arising from an almost unprecedented prosperity caused every facility to be brought into play, and even then the demand at times exceeded the supply in a great many cases.

This unusual condition of affairs often placed manufacturers in competition with one another in order to secure enough material and help to operate their plants to the best advantage, and labor being in such a favorable situation very soon recognized this as the opportune time to ask for a greater share of the profits.

Owing to the increased cost of living this also necessitated more money in order to maintain the same standard of living as in the past, and through organization attempts to secure the same was made.

Knowing that by the method of cooperation and through an organization of some kind they were better able to enforce their demands, labor sought in this way to secure, not only an increase of wages, but various reforms. In this they were often opposed by the individual manufacturers and associations of manufacturers, and as a consequence there was often a strike or a threat to strike to enforce their demands for an increase of wages and better working conditions or both.

Fortunately we have long since learned that strikes are costly, and the majority of those which did take place were of short duration, and with but a few exceptions a settlement was soon arrived at which seemed to be satisfactory, or if not entirely so it was such that it made the resumption of the industry a possibility.

Some of the most stubbornly fought strikes could have been settled long before they assumed an acute stage had there been a more conciliatory spirit shown, or the least disposition to settle manifested.

Our observations lead us to the conclusion that the few which did drag along and were finally settled, or where operations were resumed without a formal settlement being made; would have been better off had they accepted the conditions on which an agreement could have been reached in the first place and thus avoided a struggle which apparently did no one any good.