

Civic Federation

AND ITS PROPOSED INDUSTRIAL BUREAU

Senator Marcus A. Hanna

In his introduction Senator Hanna extolled the technical educational systems of this country, saying :

The greatest possible advantage for business is obtained by a combination of science and technical education. After all the college education there is something more to learn. This training is a fine foundation, but it is not available without sterling integrity, for that is the best of the fundamental equipments. My first test of men is their character—without strength in that, even if they are bright and efficient, they go. With these things in my heart I have come to this city. My mission is to promote the Civic Federation.

Its object is to bring together the best minds of the country to discuss industrial questions. It is necessary for the employer, from the standpoint of his higher intelligence and greater experience, to meet his employees more than half way. The underlying principles of the proposed Industrial Bureau of the Civic Federation are opposed to anything un-American. They are opposed to drastic measures on the one hand, as they are opposed to Socialism on the other, both being un-American. They seek to advance, not the interests of labor, but the interests of capital and labor.

In undertaking the work of the Civic Federation the difficulties presented by the necessity of overcoming the prejudices of one class and of bringing the other to believe that they could treat with capital on equal terms, seemed almost insurmountable. Yet, whenever the men engaged from motives of pure patriotism in this work have attempted to bring employer and employes together, they have never failed.

We look to young men of energy and education for growth and reform. It is not to be expected that the large alien element coming daily to our shores, wholly unused to liberty as we know it, can be easily assimilated. It is for the men of education to study carefully the conditions under which these men live and the influences leading them to action. It is necessary for the employer, from his standpoint of greater experience and higher intelligence, to make use of his advantages, or, as I like to say, meet his men more than half way. I try to practice what I preach. In thirty years I have not had a strike, and I have never found a time when my men were not ready to meet me half way if I approached them in the right spirit.