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American Federation of Labor, and from 1905 to 1913 was the executive secretary of the Women's Trade Union League of New York. The book, however, has gained little if anything from this intimacy of contact. On the contrary, the treatment is even more general and remote than the ordinary academic handling of the same questions.

The field marked out for survey is a large one and it is not surprising to find that the author has not covered it all. The "methods and policies" discussed are almost entirely those which relate to the form of organization and to the means of enforcement. In only two of the twenty chapters—those on limitation of output and scientific management—are the policies of trade unions in regulating industry discussed and there only in the briefest and most superficial fashion. The reader will, therefore, find no information on such questions as the standard rate, the regulation of apprenticeship, or the forms of collective bargaining.

The first three chapters aim to distinguish in a general way the leading principles of the American Federation of Labor, the railroad brotherhoods and the Industrial Workers of the World. The remaining chapters discuss various means of enforcement, such, for example, as the union shop, the union label, sabotage, direct action, and legislation, or deal with more general questions, *e.g.*, the conflict between labor and the courts, and violence.

The chapters appear to have been strung together with little if any consideration of their relation to each other. The result is a collection of disconnected little essays on trade union questions rather than a book. Favorable exception should be given to one chapter, that on philanthropy and labor unions. The distinction there made between the aims of the movement for social reform and those of the labor movement is both acute and convincing. The book will be convenient for the general reader who desires a general view of some of the more important controversies which now agitate the trade union world.

GEORGE E. BARNETT.

*Railway Conductors. A Study in Organized Labor.* By EDWIN CLYDE ROBBINS. Columbia University Studies in History, Economics and Public Law, LXI, 1. (New York: Longmans, Green and Company. 1914. Pp. 183. \$1.50.)

The activities of the railway unions have been treated incidentally in cross-sectional studies of particular problems, but for

the first time a longitudinal study of the government and policies of a single railway brotherhood is presented.

The monograph is divided into three parts. Part I includes a brief and rather empirical chapter on the complicated problem of trade union government, another on jurisdictional disputes with other organizations, and a chapter on federation, which records the unsuccessful efforts to maintain alliances between railway brotherhoods.

Part II gives an interesting discussion of trade regulations and their enforcement. Recently the wages of railway employees has become a matter of public importance because the railway companies have used the increase secured by railway unions as one of their arguments for higher transportation rates. Conductors' wages have increased 35 per cent since 1897. The tendency to establish uniform wages for the same work on all railway systems is indicated and the attitude of conductors and railway officials toward further increases is presented. The Order of Railway Conductors has been a party to various controversies successfully settled by mediation or arbitration under the federal law. The weakness of voluntary arbitration revealed in these and other disputes has stimulated discussion concerning the desirability of compulsory arbitration in industries charged with a public interest; but, as the author points out, the conductors oppose compulsory arbitration, which would destroy, they think, the organization through which they have achieved success.

In establishing insurance systems for relief of members, this organization has been a pioneer among American unions. Part III describes its experiences with mutual benefits. There has been a gradual evolution from crude and faulty methods to those which conform in some degree to scientific insurance principles, though the industrial and fraternal aims of the organization prevent the attainment of full scientific precision.

Quite a few topics have been omitted, but the ones discussed are probably the most important, and the information given is presented in a clear and logical manner.

THEODORE W. GLOCKER.

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*Die Berufsvereine. I. Geschichtliche Entwicklung der Berufsorganisationen der Arbeitnehmer und Arbeitgeber aller Länder.* By W. KULEMAN. Second edition. Three volumes.