

F R E E M E N  
Y E T S L A V E S

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U N D E R

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“Abe” Lincoln’s Son

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Service and Wages

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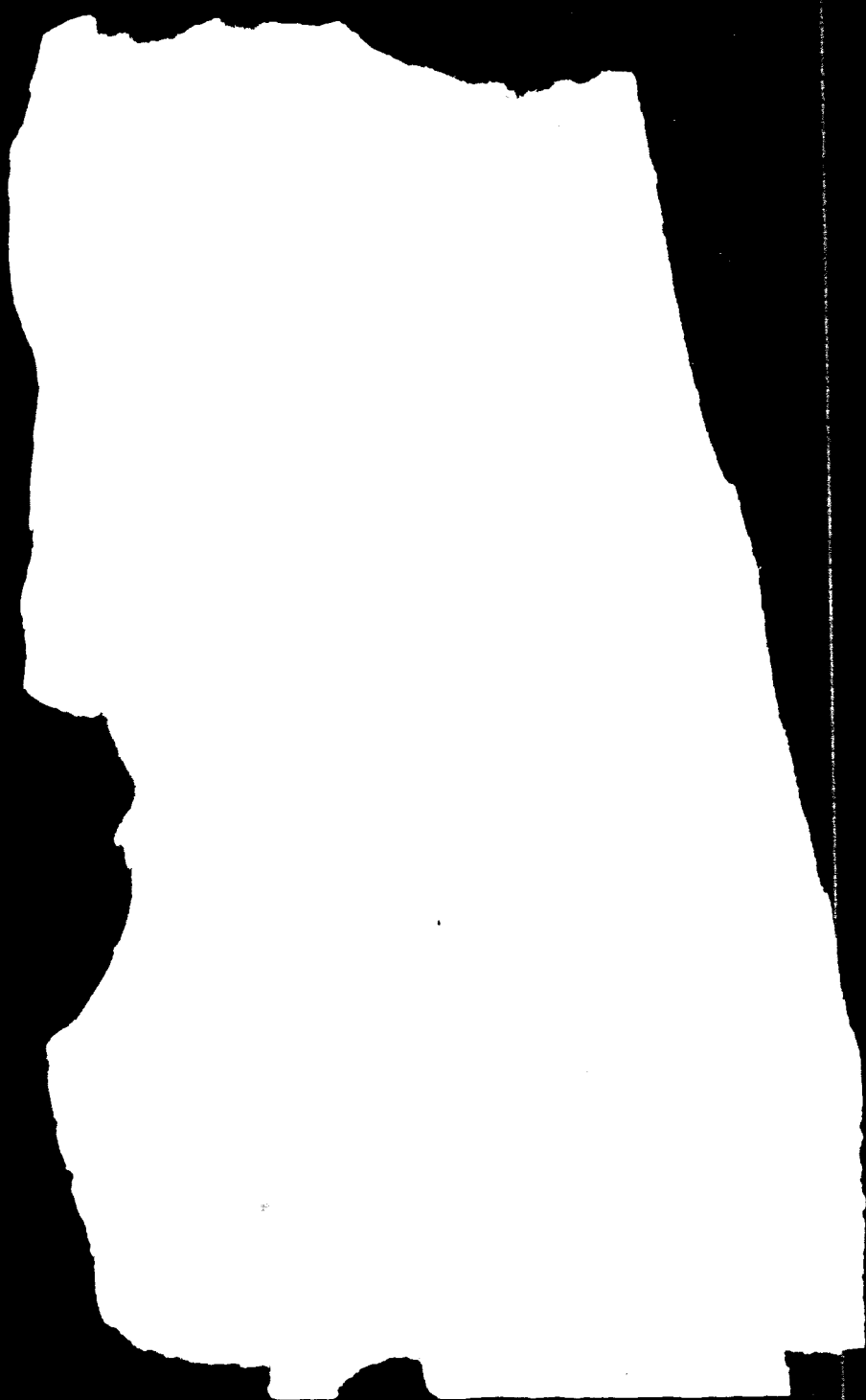
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Pullman Porters

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P R I C E  
T W E N T Y - F I V E C E N T S

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F R E E M E N  
Y E T S L A V E S

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Pullman Porters

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P R I C E  
T W E N T Y - F I V E C E N T S

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## INTRODUCTORY REMARKS.

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**I**N the Spring of 1900, the writer of this little book arrived in the city of Chicago, and soon after, entered the Pullman Company's service as sleeping car porter. I had not been in the service very long before I learned that the position of Pullman porter was not the "easy job" that it is generally thought to be, but, on the contrary, was one that called for the endurance of many real hardships. Long hours; poor pay; harsh, and in some instances, inhuman treatment, are the three ruling features of the position so far as the porter is concerned.

As a railroad man, the Pullman porter is compelled by the company that employs him, to put in just about double the time in a month than other railroad men of the same class do while, in the matter of wages, the Pullman porter draws about one-half the pay.

Colored train porters in the employ of the various railroad companies draw from fifty to sixty dollars per month salary, and in addition, have the privilege of renting pillows by which they easily pick up Board Money while enroute.

Brakemen and flagmen, get from sixty to eighty dollars per month, while the Pullman porter who puts in double the time, and does more real work in one twenty-four hours than they do in three days and get only twenty-five or thirty five dollars per month. In the performance of the duties imposed, porters have actually fainted and fallen in their cars while enroute, because of the awful strain on the constitution, occasioned by long hours of continuous service without

sleep or rest, and insufficient nourishment. As to the pay, the Pullman porter gets, twenty-five dollars per month will not board him at the rate he has to pay for his meals. As to treatment, it is becoming more and more evident every day that the Pullman Company regards the six thousand or more porters now in the service as so many slaves to be used in whatever way they can be made to bring the company the most money. Month in, and month out; year in, and year out: there is always a long list of names on the blackboard; porters who are called up to answer some charge, and it matters not how insignificant the matter may be, it is almost invariably a Long Drawn Out affair. Great importance is attached to the merest trifles, for, if the inspectors and "spotters" (special agents) would keep in favor with the company, they of course, must send in reports, even if they have to go into the wash-room and throw two or three dirty towels on the floor for an excuse to write the porter up. Some of them throw small bits of paper and other litter on the floor in some section, then send in a report saying the car was dirty, and it "goes" with those officials who try the porter when he is called up to answer to the charge upon his arrival at the home district. Some of the reports are so very inconsistent that even a schoolboy can see they are "manufactured" for effect, nevertheless, the porter must suffer the consequences for the false as well as the true. Thinking that we might be able to remedy the evils of which we felt we had just cause to complain, if we brought them to the attention of the proper officials, in September of last year an effort was made to do so. Circular letters were printed and sent to the porters of every district for the ostensible purpose of getting the matter in proper form before presentation, but it seems now, that many, and in fact, the most of our letters fell short of their destination. Furthermore, eight days after I had mailed those circular letters, I was dismissed from the company's service, and what for, we shall see hereafter.

## LETTERS.

**F**OLLOWING is an exact copy of one of the circular letters sent out at that time and which it seems were so very obnoxious to the Pullman Company :

Chicago, Ill., August, 1903.

Brother Porters :

A meeting of much importance to all Pullman porters is being arranged to be held in Chicago, in the not very distant future, and it is desired to have a representative porter from every district in the United States in attendance. You are therefore earnestly requested to send us the name and home address of a good and reliable porter in your district with whom we can correspond personally, and he will inform the rest of you as to the nature and object of the meeting.

Now please attend to this matter at once and let us hear from your district at the earliest date possible so we can perfect all arrangements and in due time you will be glad we sent you this circular letter.

Address :

Pullman Car Porter's Brotherhood,  
3434 State St., Chicago, Ill.

Note:—All Chicago porters are requested to call at the above number for full information in regard to the meeting, and it is hoped that every man in the three districts will respond to this invitation.

Signed,

The Brotherhood.

C. F. Anderson Secretary.

Following is a copy of the first letter received in reply to the circular letters sent out :

The Pullman Company,

St. Paul, Minn., Sept. 24, 1903.

Mr. C. F. Anderson,

Dear Sir:—I received your letter this morning and would ask you to explain what this meeting means, as I have never

heard of it before and would like to know what it is. I think I can send you a man from here, but before I will say anything in regards to the man I would be glad to have you answer this letter and give me all of the details of the whole thing. I will close for this time, hoping to hear from you soon. I remain,

Yours truly,

R. H. Gray, Pullman Compay,  
St. Paul, Minn.

To the above letter I sent the following reply:

Chicago, Ill., Sept. 29, '00.

Mr. R. H. Gray, Pullman Co.,

St. Paul, Minn.,

Dear Sir:—Yours of the 24th inst. to hand, and in reply thereto must say that in as much as you did not comply with our request, we must decline to give you the information you ask. If you are a porter, you could have answered our circular letter with ut this unnecessary correspondence, all of which is a waste of time, to say nothing of the expense, should all others ask the same information. Not many porters are going to the bother and expense of having their letters typewritten, but in cases where they do, we require them to at least sign their names with pen and ink, for if anyone is opening our mail who has no legal right to do so, or if anyone forges the name of another, we want to know it. Our circular letter is plain, and to the point, for it simply asks for the name and home address of a good and reliable porter in the district, and when we have satisfactory proof that we are in correspondence with the right party, the information to be furnished will be forthcoming and not before. Respectfully,

C. F. Anderson,

3434 State Street.

As we never received any more letters from St. Paul, and as we made enquiry through other porters running there and were unable to locate Mr. R. H. Gray, we are of the opinion that some one connected with the Pullman Co.'s office force



at St. Paul, opened and answered our circular letter, and, being unable to obtain the information desired, saw no need of further correspondence. We may be mistaken in our opinion however, and in case we are, Mr. R. H. Gray can speak for himself.

In addition to the St. Paul letter, we also received many other letters which we know to be from porters in different parts of the country, who, being informed that a petition was being drawn up asking the Pullman Company for a reasonable advance in wages, and that we meant to call a representative number of porters to Chicago to present it to the company officials, all expressed themselves as being heartily in favor of just such a move, and were willing to do all they could to help the matter along.

Having been dismissed from the company's service just eight days after I sent out those circular letters, and as Mr. Adams, the assistant superintendent told me it was because of a garnishee, I felt that I had not been treated right, because that action had been taken during my absence from the city, and as Mr. J. C. Yager, Assistant General Superintendent, stationed at New York City, seems to be the only man living who can reinstate a porter when once he has been discharged, I wrote that gentleman as follows :

Chicago, Ill., Oct. 5th, '03.

Mr. J. C. Yager, Asst. Gen'l. Supt., Pullman Co.,  
New York City, N. Y.

Dear Sir :

Having been so unfortunate as to lose my position with the company, and as I feel that the action taken was anything but fair, I desire, therefore, to lay before you my side of the case, feeling that if you but knew the cause of my dismissal, you would reconsider the action that was taken, and recommend my return to the service.

During the three and one-half years that I have been in the company's employ as porter, I have had a great deal of

sickness and two deaths in my family and family connections, which extra expense has put me considerably behind in money matters, and at times I have had to borrow money and pay an enormous rate of interest, in order to be able to make my payments on other bills as they came due.

For a year, I have been on line 202, one of the hardest runs out of Chicago, and ordinarily, I make the trip to San Francisco and back in ten days, but this last trip I was out twenty-one days overtime, thirty-one days in all, which was the cause of my wages being garnisheed when I got home, for a payment on some borrowed money was long overdue, hence, the firm's action. Could I have made the round-trip in the usual ten days, I would have been back in ample time to attend to my personal affairs, and thus have saved the company this unnecessary bother, but as I was detained twenty-one days overtime, I could not help it.

Therefore, in view of the fact that I have not willfully put the company to any bother, and as I have tried as best I could to do my whole duty as a man, I simply ask that my run be given back to me so I can be earning something to get out of debt, for I am really in distress. As it is within your power to reinstate me if you wish, will you not oblige me that much?

Respectfully yours,

C. F. Anderson, Porter,

Res. 3443 Dearborn St.,

Chicago, Ill.

Following is Mr. Yager's reply:

The Pullman Company,

Office of the Asst. Gen'l. Supt.,

New York City, N. Y., Oct. 14th, 1903.

Mr. C. F. Anderson,

3443 Dearborn St., Chicago, Ill.

Dear Sir:

In reply to yours of the 6th inst., I have to say that I have looked into the circumstances covering your dismissal,

and have to say that the assignment which you made of your wages had nothing to do with your dismissal. The reasons are such, however, that I cannot CONSISTENTLY favorably consider your reentering the service. Yours truly,

J. C. Yager, Asst. Gen'l. Supt.

The above letter was a revelation, for while Mr. Adams, who dismissed me from the service, told me I was discharged because of the garnishee, Mr. Yager now tells me the garnishee had nothing to do with the case. I then wrote Mr. Yager a second letter asking him to reinstate me and his second reply was as the first. "I cannot CONSISTENTLY consent to your reentering the service." In nearly all of Mr. Yager's communications he makes use of the same words: "I cannot CONSISTENTLY," etc., etc.

When I see a man so very inconsiderate that he will not so much as consent to do what he reasonably can, not even for humanity's sake, I feel like telling him that the reason he cannot "CONSISTENTLY" do a thing is because he is so very inconsistent himself, for consistency and inconsistency do not dwell in the same place at the same time.

Finding that the garnishee was not the real cause of my dismissal from the service, I then wrote Mr. Yager one; two; three; letters at different times, asking him what I was discharged for, but never a word has he answered me. I asked him to tell me plainly, without fear or favor, just why I was discharged, only to be careful that he did not say anything that he would be ashamed to see in print, so I guess he must have been ashamed to tell the truth about the matter, consequently said nothing at all.

I also wrote two letters to General Superintendent Reed, asking him the same question, why, and for what was I discharged," but never a word did HE answer me.

I then turned my attention to Mr. Robert T. Lincoln, President of the Pullman Company, to whom I wrote as follows:

Chicago, Ill., Dec. 11th, 1903.

Mr. Robert T. Lincoln, Pres. Pullman Co.,  
Pullman Building, City.

Dear Sir :

I am very, very sorry that it has become necessary for me to write you this letter, but having been shamefully ignored by the men whose duty it was to deal with me and my case, there was no other recourse left me, but to come direct to you. I understand, sir, that as PRESIDENT of the Pullman Company, you may consider what I want to talk to you about, as being a little out of your line of business, yet not necessarily so, for in Mr. George M. Pullman's day, he too held the same position that you now hold, still an employee could always go to him for redress, and not only be heard, but be justly dealt with as well, therefore, I have taken the liberty to come to you.

For about three and one-half years I was in the Pullman Company's employ as porter, and during that time, and in that capacity I endeavored to do my whole duty to the best of my ability, and yet on September 28th last, I was dismissed from the service and for what reason I have so far, been unable to learn. After being discharged, I appealed to Mr. J. C. Yager to reinstate me, telling him in one of my letters that if I had been discharged for dishonesty, immorality, or anything else that was really a detriment to the company's buisness, I would not ask any consideration whatever, but as I was NOT GUILTY, I did ask, and expect that consideration which I honestly felt was due me. But that very inconsiderate gentleman, not only refused to reinstate me, but he would not so much as CONSENT to my reentreng the service, although I told him I was really in distress on account of being thrown out of employment. I was supposed to have been dismissed from the service because of a garnishee, or rather an assignment of wages I made in favor of a money lending firm (in case I failed to pay), which rule of theirs I

had to comply with or I could not have got the money, which I was obliged to have from some source, and which act of mine the Pullman Company officials now claim is a violation of one of the company's rules, and in explaining the matter to Mr. Yager, he wrote me that the garnishee had nothing to do with my case. Finding that he, Mr. Yager would not consent to my reentering the service, I then wrote him three letters at different times, asking him why I was dismissed from the service, but never a word did he answer me in reply to my question. I also wrote General Superintendent Reed two letters, asking him the same question, why, and for what was I discharged, for, as the ORDER to discharge me came from the general office, I felt he might know, but never a word did he answer me, hence, my letter to you.

I desire that you investigate this matter, and finding out, do me the kindness to let me know just what I was discharged for. I am enclosing a circular letter like some mailed to the porters of every Pullman district throughout the country, and I would like for you to let me know if that act of mine had anything to do with my dismissal from the service. If, in your investigation, you find that I have been wrongfully treated, you, of course, know what is the proper thing to do to treat me right. If I could but see you personally for a few moments, I think I could satisfy you that my dismissal from the service was the result of malice, unless, of course it be on account of those circular letters, and if there exists no reason why I should have been discharged, I want to go to work again, for it is certainly a trying ordeal to be out of employment in a great city like Chicago, at this time of the year, with not a dollar to pay rent, buy coal and provisions for one's family, to say nothing of paying doctors and funeral expenses, contracted during the past year. Trusting I may have a satisfactory answer from you soon. I am. Very truly,

C. F. Anderson.

Res. 3443 Dearborn Street.

Four days after I wrote Mr. Lincoln, I received the following letter from C. L. Steele, the person who garnisheed my wages and was really the first cause of my being thrown out of employment :

Chicago, Dec. 15th, '03.

Mr. C. F. Anderson,  
3443 Dearborn Street,  
City.

Dear Sir :

I enclose you herewith, your letter to Mrs. Pullman. I have done all for you that I can do. You were discharged for working against the interests of the company, and if you want Mrs. Pullman to see your letter you will have to take it to her yourself.

Yours truly,

C. L. Steele.

Note :—Mrs. C. L. Steele had previously told me that as the garnishee had caused me to lose my "job," she would see that I was reinstated, even if she had to go to Mrs. Pullman personally, hence, my letter addressed to Mrs. Pullman but sent to said C. L. Steele, to be delivered by her, which letter however, was returned to me with the above explanatory note. Said C. L. Steele had previously written Mr. Yager in my behalf, and received a letter in reply from him, saying the garnishee had nothing to do with my case (which letter is now in my possession), and while the garnishee was not the real cause, the circumstances were such however, that he could not CONSISTENTLY consent to my reentering the service. Mrs. Steele received the information however, that I was discharged for "working against the company's interest." It is evident now, that the company officials interpreted the circular letters sent out to mean the formation of a porter's union, consequently could not CONSISTENTLY consent to my reentering the service.

Six days later I received the following reply from Mr. Lincoln's secretary :

The Pullman Company,  
Office of the President.

Chicago, Dec. 21st, 1903.

Mr. C. F. Anderson,  
3443 Dearborn St., Chicago, Ill.

Dear Sir:

Your letter of Dec. 11th to Mr. Lincoln was duly received but a reply to it has been delayed until the papers in the case could be sent here from our New York office and Mr. Lincoln could have an opportunity of personally examining them. This he has now done, and I write by his direction to say that the action of the operating officials was taken because of their conviction that there was such an unsatisfactory performance of the duties of the position as to require a termination of the employment, and the papers show that in this instance, as in every other case which has been presented to this office for review, the order of dismissal was not entered upon a first impression of failure to adequately meet the company's requirements, but only when the indications of failure were such that the employment could not be continued without detriment to the standard of our service. Inasmuch, as the operating officials do not feel that they can CONSISTENTLY recommend a reemployment, and as their conclusion seems to be justified by the record, it would not be practicable for Mr. Lincoln to interfere and direct a reinstatement.

Very truly yours,

Chas. S. Sweet, Secy. to President.

Mr. Lincoln, it will be noticed, did not so much as sign his name to the above letter, but the way I have been treated is only a fair sample of the way numbers of other porters have been, and are being treated right along. When it has been decided to dismiss a porter from the service for any cause whatever, the conclusion is reached almost invariably from the side of those who bring the charge, and very seldom from the side or standpoint of the porter. Mr. Lincoln's secretary

makes it appear that I was dismissed from the service because of an unsatisfactory performance of the duties of the position. What those DUTIES are, speaking from the Pullman Company's standpoint, I shall have somewhat to say hereafter.

In January 1904, I wrote President Lincoln again as follows :

Chicago, Ill., January, '04.

Mr. Robert T. Lincoln, Pres. Pullman Co.,

Pullman Building, City.

Dear Sir :

Some days ago I wrote you a letter in which I called your attention to the fact that for some reason I had been dismissed from the service, and that I desired to know the cause, and I was in hopes that I would receive a satisfactory answer from you, if nothing more. As the letter received from your secretary some days since, does not so much as bear your signature, I do not consider that you have answered my first letter at all, however, I am writing you again, for I mean to give you gentlemen every chance in the world to see that I am treated right in this matter before I shall have gone to the public with it. Your secretary intimated in his letter that it was my record ("unsatisfactory performance of the duties of the position"), that put me out of the service, and if you remember, I told you in my first letter that if I was not discharged because I sent out those circular letters, I then felt that if I could see you personally for a few moments, I could satisfy you that the aciton taken was the result of malice, and I did think you might invite me down and give me a chance to explain, but in that I was disappointed. There has been three different stories told already about my dismissal from the service, and it is evident that some one is either very much mistaken, or has told an out and out falsehood.

Assistant Superintendent Adams told me that I was discharged because of the garnishee, from another reliable source I learned that I was discharged for "working against the



company's interest." Now your SECRETARY says my record is what "put me out of business." If you remember, I sent you a printed circular letter with my name signed to it, and I asked you to let me know if it had anything to do with my discharge, but so far, you have said nothing, one way or the other in reply to the question. In fact, you have ignored me altogether, and that without cause, by not answering my first letter. As to my book RECORD, it stands nine reports, four good and five bad, and if there existed a spirit of justice and fairness in dealing with us men, the four good reports should equal and cancel four of the five bad reports, thus leaving only one report on my record, and that is not so bad when we consider what those bad reports are. One was sent in against me by a certain stoop-shouldered Pullman conductor, who reported me, virtually, for "talking back" to him, and at this writing, January, '04, that same conductor is still running on one of the "Rock Island Limited" trains, between Chicago and Denver, while I am walking the streets, and it seems now from what your secretary says, that his report helped to "put me out of business," still that very conductor is a daily violator of the company rules, which say: "Car service men SHALL NOT SMOKE while on duty." O, how unjust the Pullman Company's methods of dealing with its men, when it comes to giving them a fair and impartial hearing. The last report that came in against me was from Salt Lake City, and by items it ran about as follows:

"Porter's uniform was dusty; uniform had a button off. Porter had a parcel in locker belonging to passenger." Well, as to the first charge, I had crossed the "Great American Desert," through all of that alkali dust, four times in succession, since I had had an opportunity to have my uniform cleaned, for I was doubled back from Denver to the coast three times in succession, before I was permitted to come home, and much of the time I was forced to ride out in the vestibule of my car, because there was no vacant space inside,

and that, sir, accounts for the dusty condition of my uniform. Brushing does not take that alkali dust out of a uniform after four or five successive trips. As to the button being off, that is true, but having lost it, and as I have said, doubling three times before I got home, I had no chance to have another put on. And as to the package or baggage in locker, that too is also true. To take care of any passenger's personal belongings is, I know, against the company's rules, but sir, the Pullman Company's rule of small wages force porters to look to the traveling public for the better part of their living and there is no other way for the porter to get the passenger's contribution except the porter does him some special service. Little things for which passengers are willing to pay the porter something for doing are the very things the company objects to the porter doing. The baggage in question belonged to Lawyer C. F. Van Horn, of Philadelphia, and as the car was so full of passengers that the large amount of baggage was really in the way, and as the company also objects to baggage being placed in the aisle of the car, Mr. Van Horn really insisted on my taking care of his baggage in the manner that I did, and when I wrote him that I had been reported for taking care of his baggage, and had also been discharged, he wrote me that he had written Mr. Wager a nice letter in my behalf, telling him also that he insisted on my taking his baggage as I did, and although I called at Mr. Wager's office three times to see him in regard to the matter, I was not permitted to do so. The Pullman Company asks, and expects the porter to be obliging to passengers, and when the porter IS OBLIGING to passengers in the way they wish him to be, then the company objects.

As to those circular letters which I sent to the porters of all other districts, they were not intended to get up a union, as may be supposed, but to find, and get in touch with a representative porter in every district, and later on, have them come to Chicago, thus forming a committee, which was to

have called on the proper company officials, and ask for a reasonable advance in wages for all porters now in the service, but the action taken against me has somewhat changed our original plan, but our effort still lives. Since you appear to regard Mr. Adams and others who had a hand in discharging me as infallible and could not possibly have made a mistake, then, as your secretary has intimated, you of course, could not very well interfere or overrule the ruling of your subordinates, no matter how unfair in their dealings they may have been, consequently, I cannot hope for justice, even at the hands of the President of the Pullman Company. Sad state of affairs this, however I shall proceed with the task before me, for "truth crushed to earth shall rise again."

Very respectfully,  
C. F. Anderson,

Res. 3443 Dearborn Street.

This brings us to the main argument which we shall produce in support of the petition we mean to present.

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## ARGUMENT.

**T**O Mr. Robert T. Lincoln, President of the Pullman Company; Mr. C. A. Garcelon, General Manager; Mr. W. H. Reed, General Superintendent; and the Gentlemen, the Board of Directors; and all others whom it may concern, is this little book bearing our humble petition presented.

Gentlemen:

We, a committee of Pullman Porters, speaking through Ex-Porter C. F. Anderson, appeal to you in behalf of our brother porters and fellow laborers, and ask that you hear us in what we shall have to say, and we trust that you will not consider it beneath your dignity to do so. The 20th century degree of civilization demands that the very best results possible be obtained in all lines of lawful endeavor, and for that reason it is of the utmost importance that both employer and

employee be mutually agreed and in perfect harmony, one with the other. We have come, gentlemen, to hand you a petition by which we are asking for a reasonable advance in our wages, and in the preparation and final adoption of a set of resolutions to be found elsewhere in this document. We have carefully weighed and considered every important factor bearing on the matter, and in arriving at our conclusions, we have endeavored to be conservative in all that we ask, and for that reason, we do not believe that the Pullman Company, and those of you who represent it, can conscientiously deny us a single concession which we shall have asked. Never before, in the history of the company have we demanded, or even asked for what might be considered living wages, however, we are compelled to do so now.

From your standpoint, you may argue that what we shall ask is a pretty steep advance, and so it might seem if the company was paying good wages already, but as it is not, and never has, we simply ask the company to begin now. and that, no fair-minded person will regard as being unreasonable, especially when it is known that the company is enormously rich, and can well afford to do so. While we do not have access to the company's books and accounts, we do however, handle the receipts of cars enroute, consequently, know in a general way, something of the company's earnings. It is not an unusual thing for the car in line 202 to earn over \$400.00 one way between San Francisco and Chicago, saying nothing about the mileage paid by the railroads over which the car runs in making a trip. Fortunately, we do not have to depend upon what would be largely guesswork, in arriving at our conclusion as to whether or not, the company can afford to pay us better wages, for we have the exact figures, which speak for themselves.

In the Chicago Tribune of October 16th, 1903, we find the following :

“ Pullman report for year good. Car Company's annual

statement MAKES AN EXCELLENT SHOWING. Over 12,000,000 ride. Old directors are reelected and usual quarterly dividend voted."

"The Annual statement of the Pullman Company for the fiscal year ended July 31st, submitted to the stockholders meeting held in this city yesterday makes a MOST EXCELLENT SHOWING. The figures are as follows :"

Total revenue	- - - - -	\$23,120,713.00
Total expense of operation	- - - - -	10,389,459.00
Depreciation on cars and reserve for depreciation on all property of the company	- - - - -	2,739,313.00
Dividends declared	- - - - -	5,919,968.00
Proportion of net earnings of cars paid associated interests	- - - - -	574,251.00
	<hr/>	19,622,993.00
Net Surplus	- - - - -	3,497,719.00
Surplus brought forward	- - - - -	10,788,029.00
Surplus	- - - - -	14,275,749.00
Capital Stock	- - - - -	74,000,000.00
Net Assets	- - - - -	88,275,749.00

Such was President Lincoln's report for the fiscal year ending July 31st, 1903. We notice also that the old directors were reelected as follows, Messrs. Marshall Field, O. S. A. Sprague, Robert T. Lincoln, Norman B. Ream and Frank O. Loudon of Chicago, Henry C. Hulbert, William K. Vanderbilt, J. Pierpont Morgan, Frederick W. Vanderbilt and W. Seward Webb of New York, and Henry R. Reed of Boston. All of the above named gentlemen, it will be seen are immensely rich already, and it has been shown that the Pullman Company is in a very prosperous condition, we do not believe, gentlemen, that you can concieniously refuse us the mere pittance we shall ask. We mean to show you gentlemen that the \$25.00 per month, you pay us is insufficient to maintain even ourselves, to say nothing of providing for a family.

As the total revenue for one year was \$23,120,713, and the total expense of operation for the same period was only \$10,389,459, it will be seen from these figures that the

company's net earnings was \$12,731,254. And when it is remembered that the porter is an INDISPENSIBLE ARTICLE, or as Mr. George M. Pullman, put it, "he, the porter, is as necessary as the wheels under the car," in the successful transaction of the business, it will readily be seen how very reasonable our plea for a living wage.

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### "TIPS."

IT has always been the custom for passengers riding in Pullman cars to "tip" the porter, and in that way we have been able all along to live pretty comfortable until last year, when the cost of living more than doubled what it was the year before. As a matter of fact, what porters received in the way of "tips" prior to the last two or three years, really amounted to more than the salary paid by the company, that however, with but few exceptions, is no longer true, hence, this appeal to you for more wages. Furthermore, we hold that the Pullman Company has no legal right to depend upon the traveling public to give us the better part of our living in addition to paying for their accommodation in said Pullman Company's cars. That this has been done can be proven beyond a doubt, for there was a time when the company only paid \$20.00 per month, and on some runs only \$15.00, and there are porters in Chicago, who say they have been on runs years ago where they were paid no wages at all, depending altogether on what they got in the way of "tips" for a living. All of this, has to be sure, made the company more independent than it otherwise would be, had the company been paying LIVING WAGES all along.

Many people nowadays, speak against the custom of feeing the porter, claiming that the porter shows a disposition to slight those who do not "tip" him, we contend, however, that it cannot be proven. To begin with, the porter has certain duties to perform, such as making beds, sweeping.

dusting and the like, and he must do that work for one passenger as well as another, "tips" or no "tips." As to the porter making a bed for some one who has given him a quarter; first, it is a settled fact that some have to be first and some last, anyway, he could not make them all at once, consequently, we see no room for anyone to complain about that. The porter is required by the company to polish each passenger's shoes, and that he does for all alike, regardless of whether they pay him anything or not. The company we say, REQUIRES the porter to shine or polish everyone's shoes in the car, even the conductor's, and yet the company does not furnish the porter with either blacking or brushes, these things, the porter must buy and keep in stock with his own hard earnings, and yet the company does not allow the porter to charge for what has actually cost him something.

Speaking of "tips" in general, the porter, as a rule, "tips" more freely according to his means, than anyone else, for, to start with, it is a common thing for a porter to "tip" the assistant superintendent, or whoever may have direct charge of the men, for the PRIVILEGE of getting on some run where he can earn something over and above his regular wages, and there are porters right here in Chicago, who claim they paid Mr. John Adams, late of the Central District, this city, from five to ten dollars per month for just such privileges, while older men in the service who were entitled to these runs were "turned down" to make room for them. That is an evil which you higher officials should remedy, but you will not, simply because you are unwilling, and will not listen to the porter's side of the story. Whatever the official (be he ever so corrupt in his dealings) has to say, and puts on record against the porter, you hold as being true, and you handle and judge the porter accordingly. Again, porters must "tip" the "linen men" regularly, or be counted short, consequently, it is about as cheap to pay them as to pay for a shortage of linen, (that is not short), he MUST do one or the other.

There are exceptions, to be sure, but we are simply speaking of what is the rule. The Pullman porter must "tip" the waiter when he goes into the dining car for his meals, or be treated very shabbily, oft times having food put before him that is simply unfit to eat, still the porter must pay for what is brought to him or have trouble with the dining car conductor, which may cause him (the porter) to lose his "job." Then too, if the porter wishes to stand well with the trainmen and be considered a "good fellow," he finds it is to his advantage to carry a "bottle," or a few cigars and "treat" occasionally, otherwise he is liable to be reported for every little thing imaginable. While trainmen do not take money from the porter, what they do take costs the porter money, consequently, the result is virtually the same. Until the Pullman Company is willing and does pay the porter living wages, and at the same time make it possible for the porter to get along without paying everybody he has to deal with in the line of his work, it is useless for anyone to talk of his getting along without "tips." His living expenses are such that the Pullman porter must make \$50.00 per month or fall in debt, and many there are, who do not make it.

The average porter who takes his meals in the dining car, pays about one dollar per day for his board, and at \$25.00 per month, his board alone amounts to five dollars more than his wages. If he is a man with a family, house rent averages fifteen dollars per month and coal six to ten dollars per month, which totals up to about fifty dollars, and nothing said about the board and clothes for his family, his own two uniform suits a year, the expense of having suit cleaned and pressed for inspection every pay day, his accident insurance and many other things of minor importance, that is, if occasional sickness and death in the family may be so considered.



## WHITE PORTERS.

WE have heard some talk of late, of the possibility of the company doing away with colored porters and placing white porters in their places, and while we do not pretend to say that such a thing is utterly impossible, we do contend however, that such an act would be extremely unfair, now that the colored porter has proven beyond a doubt that he can do the work, and do it satisfactory under favorable circumstances, why turn him down for a higher priced man? That is to say nothing of the trouble he would give the company with the union, he would be sure to organize soon after being installed in his new position.

If the company can afford to pay more wages, why not pay it to the men who have been faithful all of these years when the company was not so well established as it is now? Justice and fair play are due us, and if we do not get it, it will not be because we do not deserve it.

When the Pullman Company puts white porters on its cars, a certain barrier and protection to the company's earnings will be removed, and that is one thing the company might do well to consider before making such a change. Then too, there is the protection to a certain class of passengers, which the presence of the colored porter guarantees, that would naturally be removed with the substituting of white for colored porters. We do not mean to say that white men are, or would be more immoral than colored, but that the natural barrier of RACE, is of itself a protection. The colored porter, is so to speak, like unto "the dog in the manger," and a dollar, or even half a dollar given him by a husband or father, on starting his wife or daughter away on a trip unprotected, works wonders. All the gentleman has to say is, "Porter, put this in your pocket, and look after my wife or daughter," as the case may be, and he can rest assured that the colored porter will be just as faithful to his charge as if

his very life depended on his living up to the agreement. We could, if it were really necessary, give you the names of porters who have had trouble with Pullman conductors, train conductors and tourist car agents, because he, the porter "stood in the way," and "blocked their game."

### EXPENSE—COST OF LIVING.

**W**E have already said that the cost of living for the porter, while on the road, has more than doubled in the last year and a half or two years, yet his wages remain the same, while his gross earnings, including "tips," are actually much less, and it is this condition of affairs that has forced us to ask for a raise in wages.

In order, gentlemen, that you may have a clear understanding of what we mean when we say the cost of living has advanced to more than double what it formerly was, we are going to quote you prices from bills of fare for one day on two or three roads, which is a fair sample of all the rest.

Something like a year and a half ago, the price for meals to trainmen on the Rock Island System, was twenty-five cents, and at that rate, if the porter ate three meals a day, he would only have ten cents left out of his wages, and hardly that, as twenty-five dollars per month, is only about eighty-three cents per day. Now, January, 1904, the same road has a special bill of fare for trainmen, and the very same kind of meal that we used to get for twenty-five cents, being brought to us without ordering, if ordered now, and paid for according to the price put on each article, it will cost us just one dollar and twenty cents, which, as you can see, is nearly five times more than we formerly had to pay. The price of a small steak alone is twenty-five cents now, and to order a full meal, say, breakfast, as one would have at home, it would count up as follows: Oatmeal, or other cereal, fifteen cents, small steak, twenty-five cents, potatoes, five cents, bread and butter, five

cents, coffee, five cents, total, fifty-five cents, and if fruit or griddle cakes are included, either making ten cents more, which brings the meal up to sixty-five cents, and three meals a day, at sixty-five cents, each, is one dollar and ninety-five cents, but the company is only paying us about eighty-three cents a day at \$25.00 per month, so at that rate the porter would have to get hold of one dollar and ten cents more a day than the company pays him. Suppose the porter orders the least he can, say, steak, potatoes, bread, butter and coffee, that, even amounts to forty cents, and as luncheon and dinner bills are about the same, three times forty is one dollar and twenty cents, about forty cents more than you pay us, and if we eat up all of our wages and more too, how are we to pay house rent and support our families? It is plainly evident, gentlemen, that you are depending upon the traveling public to give us the better part of our support, and we contend it is not right for you to do so, especially when you object to our doing little things for passengers that they are willing to pay us for. If we do only the things the company requires us to do, and do not do the things (special favors) which the passengers require of us, because you object, what right then have passengers to pay us anything, and if they pay us nothing, how then are we to live? These are questions which demand an answer and we trust you will not find it inconvenient to do so.

You do not have to depend upon the Rock Island road for prices of meals to us porters, for you can have some of your special agents send you a one day's bill of fare of the Rio Grande, Union Pacific, Southern Pacific, or most any other trunk line and, remembering that they charge us one-half of the regular price, you can easily figure out that our meals for a day will amount to considerably more than our wages. A small steak on the Rock Island costs the porter twenty-five cents, on the Rio Grande the cheapest steak on the bill of fare is sixty cents, which costs the porter one-half,

or thirty cents, and by the time the porter has ordered a few more things to go with it to make out a meal, it amounts to fifty or sixty cents easily. The cost of living referred to so far, only pertains to board, if we add clothes, the two uniform suits which the company seems to be trying to force us to buy (of the company's tailor), whether we need them or not, and the cost of having uniform cleaned and pressed for inspection each pay day, the cost of living to us is considerably more.

We are supposed to work by the month, yet if we do not put in full time, we do not draw full pay, consequently there is not infrequently a loss of time to be deducted from the \$25.00 per month which we are supposed to get.

While it is true that the traveling public has contributed liberally to our support in days gone by, and it is only fair to say that it has been the traveling public that has given us the better part of our living all of these years, surely a rich corporation, such as the Pullman Company is, does not wish to, and will not allow itself to go on record as saying, either by word or action, that it desires and expects said traveling public to continue to provide for us in the future as it has in the past, we repeat, surely not.

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## DUTY.

**S**INCE the Pullman Company seems to think it the porter's duty to live up to every rule and regulation prescribed for his guidance, no matter what the circumstances, we feel it is the duty of the company to be considerate enough to make only such rules as it is possible for us to live up to without a too serious violation of the laws of health.

It is a common thing for porters to be on continuous duty for 24 and 36 hours, and it frequently happens that we are on duty 48, and even 60 hours without rest, and yet we are expected to "look fresh" and be just as attentive as if we

had taken our regular rest, as an all-wise Creator intended that man, as well as the rest of His creatures, should do.

On line 202—Chicago to Oakland and San Francisco—“duty,” as the Pullman Company sees it, requires the porter leaving Chicago to stand a twenty-eight hour watch without abreak; then off from 10 p. m. to 3 a. m. the second night out (if passengers leave the smoking room in time so he can make his bed). Then he is on watch again for nineteen hours; then off for another four and a half or five hours; then on duty the rest of the way—thirty-eight hours if on time—and as much over thirty-eight hours as he happens to be late. The writer never went into Oakland on schedule time but three times in a year, and with the exception of those three times, was anywhere from thirty minutes to thirty-eight hours late. Thirty-eight hours late, added to the regular thirty-eight hours that I had already been on duty, made seventy-six hours. That certainly was bad enough, yet that was not all, for on that trip I just got in in time to bring my run out, so was on duty from Oakland back to Salt Lake City, another thirty-eight hours’ run, making, all told, 114 hours.

That, gentlemen, is the kind of duty a porter is expected by you to perform whenever occasion may require. It is enough to require such service of men in times of war, when the life of a nation is at stake, and it certainly is too much in time of peace

On line 202, Chicago to Oakland, the Pullman porter works right along with nine different train crews and three different Pullman conductors, and SOMEHOW the company provides for the conductors to sleep some every night. How do you figure it out, gentlemen, that the conductor needs rest any more than the porter, when the porter has the principal part of the work to do? Your methods in dealing with the two men are decidedly unfair, for we are human as well as they. Two years ago I (the writer) was on line 245½, a tourist car run, five days—Chicago to Los Angeles—and I

was practically on duty all the time from one end of the road to the other. True, there was an order posted to the effect that the conductor was expected to stand watch in tourist cars just the same as in standards and give the porter a chance to get some sleep, and if there was no opportunity for him to sleep at night, then provision was to be made for him to get some sleep during the day. But you "block" the porter in that by allowing every berth in the car to be sold, so that there is no place for him to sleep; yet if one of your special agents writes a porter up for being asleep on duty, even though he (the porter) may have had no rest for two or three days, you, the company, make no allowance whatever, but give him whatever number of demerit marks the rule calls for.

There is only one right way out of the difficulty, and that is to provide for porters on long runs to sleep some every night. A few hours' rest at night and a little breakfast in the morning makes the average porter a pleasant and agreeable fellow all day; but deny him either one of these essentials, or both, and he is more than apt to be just the opposite. Under favorable circumstances we can and will give passengers the service they are entitled to, while under adverse and extremely unfavorable circumstances we cannot.

In looking over the special agents' monthly reports, we are constantly reminded of the fact that the company requires better and better service, and in order that we may give it we simply ask the company to MAKE IT POSSIBLE for us to do so.

Now that nearly all Pullman cars are vestibuled on long runs where there are solid trains, we see no reason why the company cannot arrange for porters to get some rest every night as well as the conductor.

There are many other runs just as hard as line 202, but we deem the one referred to will be sufficient to convince the most exacting that the service required, in many cases, is unreasonable.

In the matter of taking meals at stations when there is no dining car in the train, the rule book says the conductor shall go first, and, returning, stand guard until the porter goes.

In cases where the train stops only ten minutes it not infrequently happens that the conductor barely has time to get a lunch and get back before the train pulls out, he often having to wait until passengers are served, and in such cases the porter would go hungry if the rules were lived up to; yet if some special agent feels like writing the porter up for leaving his car unguarded, those of you who are in a position to do so, receive the report and give the porter as many demerit marks as the offense calls for, regardless of the circumstances. It is one thing, gentlemen, to make rules to govern the porter while out on the road, but it is quite another to live up to them and keep a clear record. We find by careful observation that railroad men, as a rule, put in about two hundred, to two hundred and fifty hours a month, regular time, while the Pullman porter is required to put in about double the time other railroad men are, and for less than one-half the pay.

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### OVERTIME.

**W**HILE it is true that we are frequently robbed of the overtime that is provided for us, we however, do not ask any pay therefor, for the simple reason that when trains are late, and we are compelled to work overtime on account of it, we understand it is not the Pullman Company's fault, hence do not ask, or expect pay for said overtime, although the loss of rest to the porter on an every night run is a real hardship.

We frequently hear passengers complain of the fact that the Pullman Company never gives reduced rates as the railroads do, no matter how heavy the travel, and yet the railroad companies pay their employees a living wage. If the several railroads that employ colored porters can afford to pay

them fifty and sixty dollars per month, and allow them a chance to earn what extra they can by renting pillows, we see no reason why the Pullman Company can not afford to pay its porters more than twenty-five dollars per month. If you refuse gentlemen, to give us the small advance in wages we shall ask, after we have shown you so plainly that the wages you pay us is insufficient to maintain even ourselves, saying nothing of providing for a family, then it will be equivalent to saying you expect, and count on the traveling public to make up the deficiency. There are times when actions speak even louder than words : therefore, while you may not say so, your action in the matter will tell "which way the wind blows."

If the Pullman Company means to compel the porters to continue to look to, and depend on the traveling public for the better part of their living, then said traveling public has a right to demand better accommodations of the company, which can be done by doing away with upper berths in all Pullman cars, thus giving passengers an entire section, for, say one-third more than they would pay for a lower berth.

While we are not attempting to run the company's business, we do believe, however, that the above plan, if adopted, would prove beneficial all around. We shall not enter into a discussion of the merits and demerits of the system above referred to, yet should it become necessary for us to appeal to the public because of the company's refusal to grant us the mere pittance we ask, we shall then have somewhat to say in regard to things pertaining to the welfare of the traveling public. Let the press agitate the matter until public sentiment favors such a change, and something will have to be done.

As I, the writer said to Assistant Superintendent Yager, so I say to all of you ; it will be easier for you to settle this matter satisfactorily with the porters, than it would be to contend with the public, for the latter might insist on a reduction in Pullman fares. Seeing then, gentlemen, that our cause is



just, and what we ask reasonable and fair, we trust you will see the wisdom of granting us what we ask without further agitation. Should it become necessary for us to appeal to the public to "tip" us more liberally, our first step will be to send a copy of this little book to each of the principal newspapers throughout the country, especially in cities where there are Pullman districts, for if we must ask alms of the public, we feel that the public has a right to know why we ask them.

If we must appeal to the public, we shall endeavor to show the public (through the press) that Pullman charges are such that even the lower berths in cars could be made to pay handsomely, and if a slight advance in the price for a lower berth would give a passenger the use of the entire section, with both mattresses, and as many pillows and blankets as desired, to say nothing of the splendid ventilation from above, thus doing away with the dirty screen in the window and the over-heated lower berth at night, such a change, we believe, would be welcomed by all who are really able to ride in Pullman cars. We do not mean to antagonize the company, but as passengers have been complaining for a long time of the oven-like condition of lower berths, while it was really cold in the upper ones, we mean to show the traveling public how the evil may be overcome, should you force us to take an appeal.

Our object in getting this statement up in book form, is to have the matter in shape so we can present our case to the public in case it should become necessary for us to do so. Heretofore, petition after petition has been gotten up and sent in to some of you, and judging from results, they have been consigned to the waste basket. What we do we do openly, for hundreds of passengers have already assured us of their sympathy and support in any effort we might make to better our condition in a financial way, providing what we might ask was within the bounds of reason, and that, we think, they will admit, should we be forced (through the press) to ask their assistance. Therefore, in view of the fact that the present

scale of wages are inadequate, and do not compensate for the service required, and as the service required in many instances is such as to tax the porter's powers of endurance to the utmost; and whereas, the porter's treatment is such, that at times we feel we have just cause for complaint, we respectfully submit to you the following resolutions, and would recommend that you, the company, and the company officials, take the matter up in advisement, and give us a reply at your earliest convenience:

Since it is a fact that the cost of living to us, for meals alone, while on the road amounts to more than what you pay us, we a representative number of porters have resolved to ask you, the company: First: For a reasonable advance in our wages. Second: For shorter hours of service on long runs. Third, and last: For a fair trial, and more considerate treatment when called up to answer charges preferred against us. Therefore, as before stated, since the cost of living has greatly increased, while the wages remain the same, and the porter's gross earnings, including "tips," have correspondingly decreased, and whereas, the present scale is far below the average paid other railroad men of the same class, we respectfully ask that the wages of porters running in charge be \$45.00 per month. That the wages of porters running on limited trains be \$40.00 per month. That the wages of porters running on tourist cars be \$40.00 per month. That the wages for dead-head service, when porter is in charge be ten cents per hour. All other, regular, special, or dead-time service, \$35.00 per month.

In as much as we have not asked the company to pay us for overtime when trains are late, and whereas, the service called for by the company obliges the Pullman porter to put in nearly, if not fully double the time that other trainmen do in a month, we do ask that no porter be asked or expected to

remain on continuous duty longer than nineteen hours without a few hours off watch for sleep and rest. In addition to being humane, such a rule we believe, if adopted, will enable the porter to greatly improve the service, which under present conditions it is next to impossible for us to do.

And whereas, in some of the districts there exists a condition of affairs bordering on tyranny itself, and, whereas, in some of the districts some company officials are so very corrupt in their dealings with porters, some being held in favor because of a money consideration, while others who do not "give up the coin," are in disfavor, and have but little, if any show for redress when they have occasion to ask it, and whereas, said corrupt officials can, and do give some porters a bad book record without any just cause whatever, we simply ask that the discipline be such as to guarantee to the porter a fair and impartial hearing, regardless of what the charges may be, or who may prefer them. Produce the record if you must, then give the porter a chance to prove himself innocent if he can. To call up a porter and reprimand, or dismiss him from the service on the strength of what some one else has said, and not give the porter an opportunity to defend himself is, or would be more becoming to men of Nero's time, than it is in these times when it is claimed that men are not only civilized, but christianized as well. Leaving the matter optional, it is up to you now gentlemen, to do as you think best. We trust, however, that you will see the wisdom and justice in granting us the very reasonable request we have made.

More, we do not ask, less, we cannot accept and be satisfied.

THE COMMITTEE,

Per C. F. Anderson,  
Spokesman.

## SPECIAL—TO PRESIDENT LINCOLN.

**D**EAR SIR :—This is the third time I am writing you personally, and I hope to merit a little more consideration this time than I received on previous occasions. Formerly I wrote you concerning myself, this time I write in behalf of my fellowmen, for I have concluded to make a sacrifice of my own "job" and give up all hopes of ever returning to the service, for their sake. What I have said already, and what I shall say hereafter, will, I presume, be considered by you people, an unpardonable sin, sufficient to bar me forever from reemployment, hence the word sacrifice.

The best and most effective way to have kept me from meddling with the wage question, would have been to have kept me so busy running that I would have had no time to get around and meet the men personally, as I now have time to do. Therefore, what you may have thought was a crushing defeat, was in reality a victory, not so much for me, but rather for the men I represent.

If, like the Swiss Patriot, Arnold, of Winkleried, I must make a sacrifice for my fellows, I want it to count for something.

I am writing you personally in connection with what has already been said, because I desire to speak to you as a man, regardless of your official position, and if you will consider wisely what I shall say, it will not be a very difficult matter for you to understand our position.

In a recent publication entitled, "Abe Lincoln's Yarns and Stories," among other things I find a brief historical sketch of YOUR life, and in connection therewith, I find that with the passing of Mr. George M. Pullman, you were elected president of the Pullman Company, at a salary equaling that of the President of the United States. That sir, as everybody knows, is \$50,000.00 a year; more than \$4,000.00 a month; nearly \$1,000.00 a week and nearly \$140.00 a day. That

being true, we understand how very hard it must be for a man drawing such a princely salary, to realize how much real suffering men have to endure who work like slaves for the meager salary of \$25.00 per month. Since an All-wise Creator has made ample provision for all to be well fed, clothed and housed, by causing the earth to bring forth abundantly, and, as all can not be the president, it is the duty of those who are presidents and heads of affairs among men, to have some thought and consideration for the personal welfare of those less fortunate than themselves.

We understand, Mr. Lincoln, that of yourself, you can not give us the raise in wages we ask, still that does not excuse you from doing your duty. You may even say you are willing for the porters to have more pay, which is very good, so far as it goes, yet even that does not reach the case. What we desire you to do is to use your personal influence in the matter. If, as I have said, you cannot raise the porter's wages, you can at least RECOMMEND that a suitable raise be given them, as oil is to machinery, so are suitable wages to the laboring man. One saves the wear and tare occasioned by friction, while the other keeps down agitation, strife and contention. A suitable wage is that which soothes and satisfies while too much wages would be just as injurious as not enough. The situation that confronted your father was chattel slavery, and right manfully did he deal with it when the proper time had come. The thing that confronts you now is industrial slavery, which is even worse in some respects than was the former. If the grievous wrong and injustice done ignorant chattel slaves cost the people of this nation so much in blood and treasure to make an atonement, how, and in what will those of you who are directly responsible, atone for the wrongs done labor when the time for a settlement shall have come? Already the clans (unions) are gathering and getting ready for the fray, and what the result will be it does not take a prophet to tell. The immense quantities of

steel, brick and stone piled up in our modern store and office buildings, and the many costly mansions to be seen here, there and everywhere, except in the poor man's possession, speak more eloquently than words, and tell plainly who is getting the bulk of the wealth labor produces. The "Good Book" tells us that "the laborer is worthy of his hire," and his hire is that which satisfies, nothing more, nothing less, and is NOT what you feel disposed to give, as you seem to think. As a matter of fact, you men who are at the head of affairs have no more right to tell labor what it shall have for its portion, than labor has to tell you what you shall have for your part. The only right way is a mutual agreement between the two parties concerned. A mutual agreement is not brought about by forcing men to go against their own convictions, as is the case when the Pullman Company compels the newly employed porter to sign an agreement not to sue or ask damages of the Pullman Company, or any railroad company over which said Pullman Company's cars may be running, in case of accident. Unjust as the measure is, porters sign it for the sake of getting employment, yet, always under protest. In addition to signing away, as it were, his right to live, on taking out a car from the home district, the porter is held personally responsible for everything on the car until its return. Out of from twenty-four to thirty-two pairs of blankets, if one is short, the porter must account for it. If a pillow is short, a hand towel, or any other linen missing, the porter must account for its going, or a deflector, a screen, a stepping-box or anything else missing when the car arrives home, the porter must account for it. If any passenger loses an article, say a pocket book, an umbrella, a coat, a wrap, a package, or anything else, even though he may have dropped or left the article in the station while waiting for the train, if they do not happen to miss it until they board a Pullman car, the porter must know something of the going of the article, claimed of course, to have been lost on the car.

Many things, it is true, are lost on Pullman cars, and many things are not, even when it is claimed they are. The Pullman porter must also be a sort of "walking encyclopedia" and a bureau of information, for he must be able to tell passengers on leaving Chicago, whether or not the train will reach San Francisco on time, and vice versa, if the train will get to Chicago on time so they can catch the Lake Shore or some other limited. Enroute, he must know the name of every river, what lake every pond is, what the name or kind of tree they may not have seen before. The name and use of some large or odd looking building they may see on passing through some city or town, even though it may be the porter's first trip over that particular line.

In addition to the above constant worry, the Pullman porter must at times be on continuous duty for two, three and sometimes four days without sleep or rest, and then perhaps have some thoughtless and unsympathetic conductor constantly nagging at him to see that he, the porter, does not get a little needed rest. Then also, there is the inspectors and special agents to contend with, for they are as "hot" on the porter's trail and pursue him as eagerly for something to report, as ever a pack of hounds chased a stag, and there is hardly a day passes that some one of them does not bring some porter to bay by sending in a report about some trifle, and when the porter is called in to answer the charge, he must, on entering, pull off his hat in the presence of a lot of profane and foul-mouthed clerks, and wait outside of the railing, (like a prisoner at the bar), frequently, from one to three hours before any one has time to look after his case, meanwhile, said clerks have time, and do throw wads of paper at each other, call up some friend over the 'phone, and talk for five minutes, and in many other ways "kill time," while the porter is still waiting to transact whatever business he is there for. When the clerk or other official does GET TIME to talk to the porter, said porter is asked a lot of

questions concerning, why his uniform was dusty, (after crossing the Great American Desert)? Why there was a button off his coat? Why he wore a soft cap at night (to protect his head from the draft)? Why he wore his uniform cap in the car when he had his white coat on? Why he got out at some station and did not have his coat buttoned up all the way? Not getting enough wages by half, to live on, why he tried to earn an honest dollar by taking care of some passenger's personal belongings? Why he carried out several pieces of baggage for passengers (who had tipped him nicely) and had it on the platform of the car when the train ran into the station? Why there was too much ventilation in the car for one person, and not enough for another at the same time? Why the car was too warm for one, and not warm enough for another at the same time? These, and a thousand other things of like insignificance as compared with the real business of the position, the Pullman porter is called in to account for, and having been questioned closely, he must then write a "statement" a yard long before he can be excused. All eyes seem to be centered on the porter for the purpose of finding fault, and it seems a pity that those who try so hard to bring charges against him cannot prefer such as really amount to something.

It may be, Mr. Lincoln, that you will regard this as being a little wearisome to read, but I can assure you that it is not half so wearisome as having to pass through the ordeal as porters do. Strange it is, that everybody can see the minor defects of the porter, while the man who handles the cash fares can "steal your eyes out of your head," so to speak, and nobody sees what is going on.

A really smart conductor can rob the company even when there is a "spotter" right in the car. It looks unreasonable, still it can be done. When a porter feels that he has been unjustly dealt with, as was the case with myself last September, and he appeals to what he considers the highest



authority, as I did to you for redress, and is told, as I was, that a subordinate official's ruling "seemed" to be justifiable, and could not be altered, it is certainly a very sore disappointment. I have learned since, however, that while one man may have the name of being president, another can possess the power, from whose ruling there can be no change. It seems that the Wagner end of the business is gradually changing matters to its own liking, and the time may yet come, when the name will go where the power is. With the passing of those whose name the company bears, there is no telling what changes may then take place.

I have related my own case in order to give you a fair idea of how unjustly porters in general are dealt with, for whom there is no redress any more than there was for me. Were I drawing such a princely salary as you are, while hundreds of men associated in the same business enterprise were actually suffering for the common necessities of life, I would regard a part of my salary as "blood money," until I, at least made an effort, and did whatever I could to better their condition. In a land or country bringing forth as abundantly as ours does, there is no need of any man who puts in even half as much time as Pullman porters do, to suffer for the ordinary comforts of life, I say there is no need of it, still, those of you who take unto yourselves the "lion's share," of the wealth labor produces, compel it to be so, consequently there is sorrow and sadness in many a home where there could, and should be joy and gladness. You think it all right for you to receive \$50,000.00 a year for your time and service, while at \$25.00 per month, it would take a porter more than one hundred and fifty years to earn what you get in one. This extremely uneven distribution of the wealth, always produced by labor, is the first real cause of nine-tenths of all the misery in the world today, and you rich men are directly responsible, because, being in a position to remedy the evil, you could, but do not. What excuse will you rich men have to offer for

not doing your duty now, when the day of vengeance shall have come? The promoters of industrial slavery must eventually atone as well as the promoters of chattel slavery did. Do not imagine that matters can and will go on this way forever, for they cannot. All wrong doing must eventually come to an end. As before stated, the clans are gathering already, and getting ready for the fray, and what the outcome will be you may know, even now, by reading James, fifth chapter, first to seventh verses.

On one of my trips east last summer, while my car was on a siding at Salt Lake City, a man of your own race approached me and wanted me to give him a ride to Denver, and, on being refused, he then began to curse and otherwise bemean the rich, blaming THEM for his poverty-stricken condition. He said, among other things, if they (the great body of laboring men) ever got the army turned it would be "all off" with the rich man. I never realized the full significance of what he said until King Alexander and Queen Dragga of Servia, were put to death by the army, the very power they trusted in for safety.

Men build strong jails and thrust men into them for safe-keeping, but when men want them bad enough, the same laboring hands that build the jails, can, and do tare them down, and some of them are as substantially built as the banks where you rich men keep your immense piles of money. What I am saying here, is not incendiary talk, any more than were the words of Paul Revere, who gave the warning by shouting: "The British are coming!" Therefore, say I unto you once more, the clans are gathering, the laboring man is coming. Knowing, as I do, the power of a well organized body of men, and the serious disturbance they are capable of creating in business affairs. I have appealed to you and yours, (by way of petition), in behalf of my fellowmen, and I trust we shall be able to arrange a satisfactory settlement of the matter in question, in a manner agreeable to all concerned.

White men would organize first, then come to you and demand whatever they wanted, and you know the the rest.

We come, asking for what we want and really need, and having told you plainly what it will take to satisfy us, we now await your pleasure.      Respectfully,

C. F. Anderson.

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### TO THE PRESS.

**G**ENTLEMEN:—In our appeal to the Pullman Company for higher wages, shorter hours, and more considerate treatment, we have been forced to do so, first, because passengers do not “tip” us so liberally now as in times past, and as our gross earnings have greatly decreased, we feel the need of better wages from the company, the duty of which is to pay us for our services and not depend on the traveling public, as it has in times past. Second, while our gross earnings have decreased, our living expenses have correspondingly increased. Third, and last, We ask for better wages, shorter hours on long runs, and more considerate treatment, simply because we deserve it. We have endeavored to show and convince the company that the wages paid us now, are insufficient to support even the porter, to say nothing of his providing for a family, and that being true, we feel justified in asking for a raise. In this matter, we mean to give the company officials an opportunity to take action of their own accord and do the right thing by us because IT IS RIGHT.

Feeling that our cause is just, and what we ask reasonable and fair, we believe the press and public at large will sustain us. Deploring ~~the~~ strikes and the many inconveniences resulting therefrom, we have gone about this matter in a way that cannot possibly harm or inconvenience anyone, and for that reason we hope to merit your approval and support. If for any reason you feel that you cannot help the weak in their feeble effort to better their condition, we trust

then, that you will least refrain from helping the strong. Last summer an article appeared in the San Francisco Examiner, the Los Angeles Examiner and others of Mr. Hurst's papers, which said the Pullman porters were organizing to demand more pay, which statement did us no particular injury, but when the writer of the article said the average wages paid Pullman porters was \$56.00 per month, he dealt us a savage blow, the effects of which are felt until now. Misstatements of that sort, have a tendency to do us great injury in a financial way, for it leaves the many thousands of people who read them under the impression that we porters are well paid for our services. The fact of the matter is, the highest wages that we know of, paid to porters is \$40.00 per month, and from that down to \$25.00 per month, consequently, the average wages could not be \$56.00 per month, as claimed in the articles above referred to. A misstatement as it was, we do not think however, that it was intentional on the part of the newspaper man. So we repeat it, if you cannot help the cause of the weak, do not help the strong. If you say anything at all, tell it just like it is, and we will abide by the results.

We have chosen this way of reaching the Pullman Company officials, because letters and papers sent in heretofore dealing with the same matter have been given but little, if any notice whatever, consequently, we have found that we will have to FORCE the company to hear us.

Some two years ago, the porters of St. Louis drew up, and were signing a petition asking for more wages, and Division Superintendent Martin threatened those signing with dismissal from the service if they did not desist, so the matter was hastily dropped. Only last summer, the porters of Boston sent in a petition through their district superintendent, Mr. Stockton, asking for a raise, but as they never heard from it again it must have "died a bornin." By their refusal to give labor a fair reward in return for its service, capitalists

are really the first cause, and do create unions, while labor simply gives them birth. If individuals and corporations that employ large numbers of men, women and children would adopt the government standard of employment and wages, and work their help a reasonable number of hours in a day, paying them a reasonable wage for their work, the strife between capital and labor would soon come to an end, and strikes would be a thing of the past.

Next to government, or municipal ownership, perhaps the government or municipal standard of employment and wages would be the next best thing. What the PEOPLE who use the ballot, really want, the PEOPLE can surely get.

Thanking you, gentlemen of the press, in advance, for whatever assistance you may lend us, we are,

Very truly,

THE PORTERS.

C. F. Anderson, Representing.

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### AFTER-WORDS—TO PORTERS.

**M**Y FELLOWS :—Enough has been said already to give you a pretty good idea of what we are aiming to do, and if you have enough grit and determination to hold out and hold on, there is no reason why some good may not be accomplished. Through the medium of this little book, we shall endeavor to get in touch with the porters of every district outside of Chicago, for we need, and must have the co-operation and support of all. We desire that the porters of every district in the system get together as best they can and appoint one of their number, a "real live man," with whom we can transact all business necessary, in the execution of our plans.

As this is not the proper time and place to enter into details, you of course, will not expect it, for, being possessed of ordinary intelligence, you ought to be pretty well satisfied

already, that we really mean what we say, and be willing to lend us whatever assistance you best can. What we desire, first of all, is that you purchase one of these little books, and then help see to it that every porter in the service gets one, for that is about the only way we can get the necessary money to carry on the work we have planned to do. Then too, it will be your most reasonable service, and for some time to come, you cannot co-operate with us in any better way. If you want the engine to whistle, you must have steam in the boiler, if you want to do the work, and make time, you must keep some fuel on the fire. Enough said, for "a hint to the wise is sufficient."

This, my fellows, is no time or place for you to raise objections concerning the way we have gone about this matter, for while you might have proceeded in some other manner, you have failed to do so. I do not claim for this production any literary merit whatever, for my object was not beauty, neither perfection in literary construction, but solidity in the presentation of facts.

I have gone at this business much as the hardy pioneer goes into the woods to carve out a home, his only tools being an ax, a sort of "pull off your coat and roll up your sleeves" fashion. I have laid the foundation, and, admitting that the stones (sentences) are rough, the building proper will be what you make it.

There is urgent need for an organization that would be a positive benefit to its members in time of need, an organization broad enough to include not only Pullman porters, but Canadian Pacific men, Great Northern men, waiters, train porters and all. With a Railway Porters and Waiters Beneficial Association, well organized, all members could carry straight accident policies, and let the organization look after the sick benefit part, so those having rheumatism and other ailments that your present policies do not cover, could be taken care of, likewise, a man away from home and in distress.

Organize, and you will have a voice. Organize, and you can command a hearing. Organize, not to make or get into trouble, but to keep out of it through mutual protection and aid.

In the naming of this little book I made use of what I considered to be about the most appropriate title that could be used, and not because I desired to cast any undue reflection, or hurt the feelings of anyone. You are freemen, because it is your privilege to enjoy the right of free speech. You are slaves, if you do not exercise that right openly, boldly, (yet cautiously), that the world may know who you are, and what you stand for. You are freemen, because you have a right to, and can object to being rounded up and driven like so many dumb cattle, that have no voice to say how they shall or shall not be treated. You are slaves, if you tamely submit to every indignity and injustice without a protest. You are freemen, because by nature, you have a right to life, liberty and the pursuit of happiness, and because the thirteenth, fourteenth and fifteenth amendments to the constitution gave you a legal right to enter the fabric of the white man's government and make of yourselves all that you possibly can in common with men of every other race. You are slaves, if you do not bestir yourselves, and with all of the energy that it is possible for you to command, emancipate yourselves and your calling just as you see other men are doing. It has been said, that, "that which is not worth contending for, is not worth having," therefore, if living wages are worth having, then certainly they are worth contending for, and when I say contend, I mean, to keep everlastingly at it until you get what you are after. Mortal cowards never won a battle, and never will, but brave men gained the victory even on San Juan Hill. Mid shot and shell they stormed the height, nor faltered until they won the fight. Now that a decided effort is being made to help you to better your condition, if you do not lend a helping hand by co-operating with those already interested in your personal welfare, and at

least try to help yourselves. you certainly will not deserve the sympathy or support of either the press or traveling public in any attempt you may make hereafter. So, DON'T BE A DRONE, but come along and help us by sharing your part of the burden. In due time copies of this little book will be sent to all of the company officials, from President Lincoln and the board of directors down to, and including the several district superintendents. We want, however, to get them into the hands of porters first, so let every man do his duty in that respect, and the results will take care of themselves. Books are made to sell at twenty-five cents each, and porters sending us one dollar for four books with which to supply other porters, we will put in an extra book free. Send money by post-office money order, and address all communications to.

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