

lations assists in informing employes, and in some cases employers, regarding the many benefits derived from the observance of the safety codes and provisions of the labor laws of Pennsylvania.

In fact, the Bureau seeks to prevent industrial unrest from misunderstandings between employers and employes, if there be any possible way for such misunderstandings or grievances to be adjusted.

ARBITRATION NOT COMPULSORY

The law providing for mediation and arbitration of industrial disputes does not give authority for compulsory arbitration in any controversy. This feature of the law has the apparent approval of both the employers and employes. It is the desire of the Department of Labor and Industry to prove to both employer and employe that it is to the interest of both groups to meet the controversy as fair-minded men, and to consider all factors of the dispute. The Bureau endeavors to secure a settlement that will allow the employes to return to their work feeling that the settlement is just, thereby encouraging a mental attitude that will tend to greater efficiency in their work.

In attempting to adjust an industrial dispute, this Bureau recognizes the policy which must be followed if any successful results are to be expected. When a condition of industrial warfare exists in an industry and the leaders of the employes and the employing management have in consequence reached a point in their relationships where a crisis is imminent, experience and tact in adjusting labor disputes are required to get the contending parties together.

The representatives of the Bureau are under strict orders to maintain at all times a position of impartiality and to act in a way to prove the Bureau of Industrial Relations to be of benefit to the industries of the Commonwealth.

Information received by the Director or the Mediators of the Bureau is considered confidential and the work of the Bureau is constantly under the direct supervision of the Secretary of Labor and Industry, whose attention is always directed to any serious industrial difficulty in which the Bureau is endeavoring to be of conciliatory service.

PROMPT ACTION MAY PREVENT STRIKES

The entire field staff of the other Bureaus of the Department are supplied with forms for the reporting of controversies and disputes in industry which may be adjusted by the representatives of this Bureau. It is desired that the Bureau receive the information of a labor dispute before the controversy has reached the stage of strike or lock-out, so that disputes may be adjusted with less loss and less trouble to both employer and employe.

The Bureau also cooperates and acts jointly with the Division of Conciliation of the Federal Department of Labor, which maintains a number of Commissioners of Conciliation in Pennsylvania, to assist in the settlement of labor disputes. Many times strikes or other labor controversies extend beyond the limits of the State and the cooperative working agreement between this Bureau and the Federal Department of Labor, which operates in all States, results in the dispute being adjusted without the State mediators being handicapped by State limitations.