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**My Retirement is Certain:  
Speech to the 16th Convention of the B of LF,  
Cincinnati, Ohio  
(September 19, 1892)**

My retirement from the Grand Lodge is certain. I have been in office 12 years, and find the work very exacting. While I don't expect to disconnect myself with organized labor, to continue in my present position would materially interfere with my plans for the future. A life purpose of mine has been the federation of railroad employees. To unify them into one great body is my object, but I don't believe it can be done on the present lines. Now the men are organized in classes for distinct departments. Class enrollment fosters class prejudices and class selfishness, and instead of affiliating with each other, there is a tendency to hold aloof from each other. Class organization is well enough, but they should be united when the time comes for federation. With the present differences in organization and differences among the Grand Officers, federation is impracticable and impossible.

It has been my life's desire to unify railroad employees and to eliminate the aristocracy in labor, which unfortunately exists, and organize them so all will be on an equality. To this I am going to turn my attention. I have yet no plans formulated, but they will come later, after a needed rest.

These are my reasons for declining a re-election. To the firemen I have given my best years, and naturally they will always be first in my thoughts and always will have my best wishes for success in the future.