

ARE TEACHERS BENEFITED BY ORGANIZATION

(Continued From Page One)

Without the compelling force of your organization you would not have succeeded in obtaining your requests even from the most advanced educationist in the province.

We believe that this movement for a high minimum for grade teachers will spread throughout the Dominion, and a vigorous campaign is at the present time being launched by the other Western Alliances. The cities will obviously experience the results of organization first, but the small town and rural school boards will be compelled to follow suit; for, heretofore, it has been recognized that the larger school boards always were able to obtain teachers at a slightly lower initial salary than the small town and rural school boards, this being obviously due to the tendency of teachers to make some monetary sacrifice for the comforts of city residence, nearness to educational facilities, and the attractions and glamour of city life. We feel safe, therefore, in believing that the achievements of the Alliance in the cities will have immediate and far-reaching beneficial effects on the teaching profession in every corner of the province. Much space might be occupied in touching upon the active campaigns for salary increases in other parts of the Dominion; of the adoption by the other Western Teachers' Alliances of the basic \$1,200 minimum, initiated by the Alberta Teachers' Alliance; of the agitation in Winnipeg and dissatisfaction at the school board's favoring a \$1,000 minimum; of the signs of success due to united and forceful requests for economic consideration made by the teachers in the other cities of Alberta, Saskatchewan, Manitoba, and British Columbia. The experience to date unquestionably proves that the seriousness and consideration shown towards the demands of the teachers both by school boards and departments of education are directly proportional to the intensity, unity, and thoroughness of the teachers' organizations, and the conscious power developed by organized effort has resulted in a favorable reception of requests which, but for the backing of the organization, might perhaps have been treated as preposterous, if not laughed to scorn. The teachers have been able to impress the fact on the powers that be, that they are now in a position to bargain—not necessarily compelled to accept what the other party considers they ought to take.

Now that the salary question may be considered as on the way towards settlement there must be a follow-up policy. Other matters must be taken up with vigor and enthusiasm; for, important as the economic advancement of the teacher may be, it is not all-important. Self-determination of the profession must figure prominently in its future, especially in so far as teacher representation on school boards is concerned. Important advances in this direction have already been made in the Albertan cities and the idea is being taken hold of by school boards themselves.

Who, if not the teaching profession itself, should tackle the question of reform in the curriculum? But how may the profession make its voice heard without an organization? It has been suggested that the Alliance create a bureau of experts who will serve as a light and guide to our future educational policy, and whose expert information might be at the disposal of our members.

and some common policy must be developed whereby the evil may be mitigated. Here, again, an organization may help the educational system by insistently impressing upon the minds of the public that all who are at present engaged as teachers are not teachers.

The decision as to the establishment of an official organ of the Alliance will be made at the next annual general meeting, and many are of the opinion that, in the near future, the Alliance must take upon itself the obligation of running an employment bureau.

Considerable progress has been made along the line of security of tenure of the teacher's position and here probably a strong, vigorous organization may do more than a little towards bringing pressure to bear on both the department of Education and the school boards to remedy the present deplorable and intolerable state of affairs, for until this evil of insecurity is remedied it is indiscreet, to say the least, for any teacher to exercise the full privileges and duties of citizenship. And the establishment of arbitration boards, as suggested, to deal with questionable cases of dismissal, suspension, etc., would render the existence of an organization imperative.

Last, but not least. This is the age of organization and whatever advances are ahead of us will be the result of organized effort. Organized bodies will bring pressure to bear on governments and school boards on matters intimately concerning the teaching profession, and if the teachers are anxious to be taken into consideration at all it will be rendered possible only by meeting these organizations as fellow-organizations—the individual in the very nature of things will be crushed to the wall. The Alliance has been conscious of an atmosphere of good will, even of fraternity, whenever it has been able to meet any of the large organizations of the Province, notably the Alberta Federation of Labor and the Board of Directors of the U.F.A. There is an anxious call to the teachers as a body to meet, co-operate with, and even ad-

WORK COUNCILS OF I.H.C. BUY CLOTHING MADE IN ENGLAND

Fifteen thousand suits of men's clothing originally intended for sale by the British government for its demobilized soldiers were purchased at Chicago recently when representatives of the 22 work councils of the International Harvester Company met with Harvester officials. The International Harvester Company will act as business agents and bankers for the 22 councils, which have more than thirty thousand members. It will be delivered in about six weeks and will cost the individual purchaser about \$18 each. It was estimated that suits of like quality would cost about \$30 in the domestic market. The clothing was manufactured in England.

TORONTO BUILDING TRADES PROPOSE HOUSING SCHEME

Council Will Guarantee Labor If
Municipality Will Supply
Land and Material

Toronto Building Trades Council have a plan to reduce the cost of building homes, and have asked the city government to provide the necessary money. The scheme is somewhat similar to that of the building trades crafts of Manchester, England, but it does not allow for a profit.

Briefly the proposal is that the Building Trades Council, which controls the monopoly of building trades mechanics in Toronto, will guarantee the required supply of labor at normal prices if the municipality will provide the material and the land. The scheme has taken hold among the officers of the Building Trades Council, and James T. Gunn was deputed to interview a firm of architects on the proposal, which if endorsed by the city council will reduce the cost of \$4,000 dwelling to \$3,200, by eliminating the profits on labor and material. This firm of architects is composed of returned soldiers, and have volunteered their services on a salary basis.

If the municipality endorsed the scheme the Building Trades Council will guarantee to mobilize within one month a sufficient number of workmen to commence the erection of 100 dwellings. The scheme has been gone into thoroughly with housing experts, and it is estimated that the cost of supervising and designing the dwellings will not be more than \$50 per house. If the scheme is properly undertaken, it is estimated that 100 houses can be built as cheaply as 20. They will eliminate the profits on labor and material, allowing for the present productivity of labor.

Mr. Gunn believed that the building trades' union would readily agree to accept the normal rate of wages or demand nothing more than what might be determined as a cost of living increase.

In return for these guarantees from the Building Trades Council, it is stated that the Council expected that the municipality would use its influence to prevent the erection of buildings which might be termed as luxuries. Reference was made to the large number of moving picture houses, theatres and dance halls which were being erected in Toronto at the present time.

Other trades union officials have become interested in the scheme before the Toronto Council and the plan is being agitated in various cities of the province.

CLOAKMAKERS TO RAISE BIG DEFENSE FUND

\$1,000,000 To Be Raised To Meet
Aggression of N.Y.
Employers

(By the Federated Press)
New York.—A \$1,000,000 defense fund to meet the aggression of the employers' union of New York. This move follows the signs of an organized campaign on the part of the manufacturers to break down the union, following the granting of an increase to the cloakmakers by an arbitration committee.

Officials of the Manufacturers' Protective Association, according to union leaders, are attempting to establish "labor bureaus" for the employment of workers. Since almost every local of the Cloakmakers' union has its own labor bureau, this is taken as a direct attempt to sidetrack unemployed men from the union.

The reason for the large sum planned lies in the necessity of financing long and expensive strikes, officials of the union explained. A recent strike cost \$250,000, which was raised by \$5 assessments from the members' pockets.

SAN FRANCISCO BUILDING TRADES FORM PLAN TO END STRIKES

The building trades council and organized contractors at San Francisco, have signed an agreement to adjust disputes without resorting to strikes and lockouts.

view them on educational problems of the hour, and the teachers must answer the call by advancing as a unit and taking the lead.

(The above article by Mr. Barnett was written for and appeared in the April issue of "The School," an educational magazine published at Toronto.)

COAL OWNERS' PROFITS CAN MEET WAGE INCREASES

Figures Show Labor's Share In
Dollar Decreased While Oper-
ators' Increased.

President Wilson has made public the majority and minority reports of the coal commission appointed by him after the recent coal miners' strike was called off. The majority report, with a 27 per cent wage increase, almost doubles the award of Fuel Commission-ers Garfield, which was rejected by the miners.

The award includes the significant statement that the coal industry is "speculatively over developed."

The miners have insisted that coal owners' profits can absorb wage increases.

A recent report of the federal trade commission furnished ample material to back up this statement, the miners said. "In the central Pennsylvania coal field, for example, this report shows that there was an advance in the cost of the labor required to produce a ton of coal from 82 cents in 1916 to \$1.36 in 1918, or 54 cents, while the amount realized by the operator for the sale of coal advanced from \$1.36 to \$2.49, an increase of \$1.13, or more than double the increase in the cost of labor during the same period."

"According to the figures of the federal trade commission, has brought out in the exhibit, labor's share in each dollar paid by the public has actually decreased by 16 per cent since 1916, while the operator's share has more than trebled."

MAY BE CANDIDATE

London.—Miss Margaret Bondfield, the well-known labor leader in England, who was recently attached to the labor delegation to the Washington international labor congress, has been adopted as parliamentary candidate at the next election by the Northampton Labor party.

COLLECTIVE BARGAINING ON A NATIONAL SCALE

New York.—Collective bargaining will be introduced on a national scale throughout every branch of the clothing industry this year, according to the announcement of Sidney Hillman, general president of the Amalgamated Clothing Workers of America.

BRITISH PLAN TO PAY OUT-OF-WORK BENEFITS NO GOOD

J. R. Clynes, British Food Con-
troller Says Plan Won't
Solve Problem.

The British government's plan to pay out-of-work benefits was ridiculed in the house of commons by J. R. Clynes, British food controller during the war.

"In a time like this," he said, "when we are so much in arrears of work, and when there is a crying demand for a greater abundance of commodities and the needs of life, it is a pathetic thing that we are considering in this house not the question of how to turn labor to a better account, but how to provide money in order that idle labor shall be kept in being."

Reynold's Newspaper, one of Britain's leading liberal publications, declares that Clynes' statement is "a deep criticism of principles and is a challenge that has got to be answered."

"The system under which we lived before the war," says this newspaper, "and under which we shall probably live again if we let ourselves drift, is one based on the keeping down of wages and the standard of life by means of a reserve of unemployed workers, which could be larger or smaller as it suited employers. What we want is, not so much something which makes such a state of things a little less terrible, but something that will do away with it altogether. The bill is good so far as it goes; but it does not go nearly far enough. It touches, indeed, but the outer fringe of the subject which is one of the most important and fundamental with which statesmen can deal."

BUSINESS MEN SEEK ENDING OF LABOR DISPUTES

Cleveland Chamber of Commerce
Would Establish Basis For
Friendly Relations.

The Cleveland chamber of commerce recently mailed its members copies of the tentative declaration of principles establishing a basis for proper labor relations in Cleveland. A committee's report is thus submitted in order to obtain comment and suggestion from members prior to final action by the directors to make it the official pronouncement of the chamber.

The manifesto advocates collective bargaining under the form of representative negotiation, which is defined as that form of collective bargaining which provides for negotiation between an employer and duly accredited representatives of his employees regarding hours, wages, and all other matters properly affecting their relationship.

The statement advocates the setting up of machinery to develop and crystallize public opinion in accordance with the facts in industrial disputes and to effect the suspension of strikes or lockouts until the facts of the disputes have been established.

The declaration proper begins by calling for increased production as a prime factor in reducing prices and deprecating restriction of output either by workers or employers, in order to increase wages or prices.

The eight-hour day is "recognized" as having been adopted in many industries and the plan of paying extra for overtime when necessary is endorsed, though overtime work is discouraged.

William G. Lee, president of the Brotherhood of Railway Trainmen, and Warren S. Stone, grand chief of the Brotherhood of Locomotive Engineers, are among the twenty-six members who signed the report.

During the whole Lithuanian marriage ceremony it is rigid etiquette and custom for the bride to weep. If she does not the older women scold her until she does.

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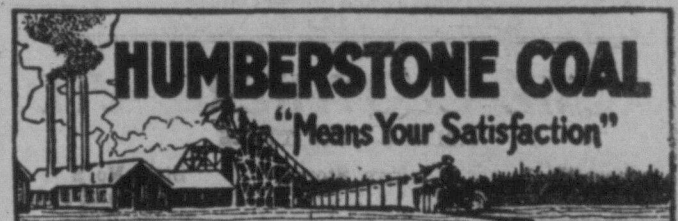
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SERVICE



YOU MAY BE THE NEXT TO MOVE

We are holding a large number of moves in congested districts. Due to prevailing conditions you may be forced to move into one of these overcrowded districts and be without the service you have enjoyed for years.

THE CITY HAS NO TELEPHONE SERVICE

If the Telephone By-law is defeated, no extensions can be made. This By-law affects not only the 800 would-be subscribers but a large percentage of the present subscribers. VOTE YES and the City will continue to grow. Vote No and we are at a standstill.

YOUR VOTE IS NEEDED, 2/3 MAJORITY NECESSARY

Don't forget to get out and Vote and get your property-owner friends to do likewise. Money by-laws require a two-third majority to carry. Imagine your plight if your Telephone Service was suspended.

Why You Should Vote Yes!

MONDAY, APRIL 12th

FOR THE

TELEPHONE BY-LAW

If you are in doubt as to whether you should vote Yes or No, consult one or two of the 800 applicants who are waiting for Telephone Service—or pay a short visit to the Office of the Department and listen to the never ending cry: "When can we expect our Telephone installed?"

DOES NOT AFFECT YOUR TAXES

The passing of this by-law will not increase your Tax Bill, in fact it will have a tendency to reduce. Why? Because good service invites Industry—Industry, more population. This in turn distributes the Tax burden.

TELEPHONES PAY ALL CHARGES

The revenue from the telephones pay all charges against money by-laws—as well as all other charges. Look back over the history of the Department and the problem is solved. Your Votes will all be "YES."

OPPORTUNITY FOR APPRECIATION

Take this opportunity of expressing your appreciation for the moderate priced service you are receiving. Don't depend on the other fellow to get out and Vote—DO IT YOURSELF.

City of Edmonton Telephone Department