

Workmen's Representatives.

Labor has a special claim for representation in the directorate as wages form the predominant item in the cost of production and the conditions of the industry are necessarily hazardous. The other directors would benefit greatly by having actual workers on the Board with a close knowledge of conditions, and the workmen would have a definite voice in the conduct of the industry.

Minimum or Standard Wages.

The minimum or standard wages for mine workers should be considered and settled together with the general wages of the country. Whichever machinery may be set up by the Minister of Labor for this purpose should be utilized.

Committee For Settling Rates and Wages.

Special rates and wages should be settled for the area of each District Board. The basis should be the agreements at present in force which have been arrived at after years of experience. Conciliation Boards on similar lines to those now existing shall deal with special wages and disputes.

Payment by Results.

The wages of all workpeople and employees should be guaranteed by minimum or standard rates. An equitable system of payment on increased output and efficiency should be arranged and made applicable as far as possible, to all manual workers in addition to the system of piece-work rates at present in force.

Associated Undertakings.

Where a colliery undertaking is attached to other industrial undertakings, such as iron, steel-works, by-product ovens, etc., the value of the colliery undertaking should be separated and included in the holding of the District Coal Board. The colliery should then be leased back to the original owners, who would have the right to raise and use all coal necessary for their own purposes, but they should have no powers to sell coal as such except through the District Coal Board.

Pit Committees.

At each colliery a pit committee should be set up with the manager as chairman and representatives of each main class of workmen employed in or about the mine. The pit committees should meet at definite intervals and would be competent to discuss and make proposals on:—

- (a) Safety of the mine;
- (b) Conditions of working; **3**
- (c) Improvement in methods;
- (d) Comfort and well-being of the workers while in the mine or colliery premises;
- (e) Any disputes that may arise other than wages disputes.

Wages would not be discussed at pit committee meetings.

Multiple Shifts.

The general extension of multiple shifts, as the most ready means of increasing output, reducing costs, and improving wages to the workpeople as a whole, should be immediately considered by a joint committee of the Government, owners, and miners.

Coal Traffic.

The question of the economy of coal traffic and private ownership of wagons should be dealt with by the Minister of Ways and Communications in conjunction with the Minister of Mines. The interests of the consumer must be safeguarded, and the consumer must be given free choice of fuel to ensure proper economy in its utilization.

Publicity.

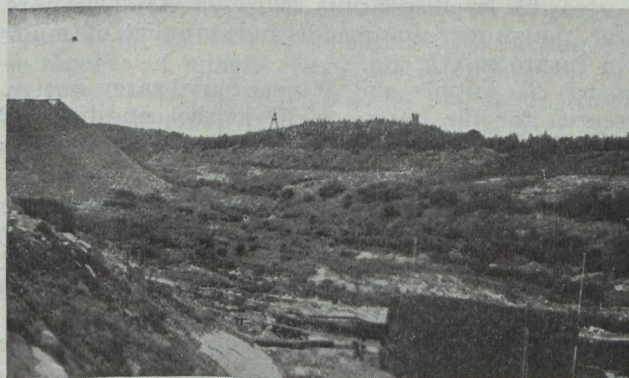
It is essential that there should be complete publicity as to the operations and financial results of the coal industry. The Ministry of Mines should be expressly charged with the duty of publishing, not less than once a year, figures showing the cost of getting coal in each of the districts of the country, and the proportion chargeable to materials, wages, general expenses, interest, profits, and other general items.

SUB-AQUEOUS PROSPECTING.

In an interview with the Victoria "Daily Times," Mr. Vaughan M. Lavery, of Le Pas, Man., recently returned from overseas service in a tunnelling unit, suggested that in course of time prospecting in Northern Manitoba would be done with the aid of diving equipment. The country is of the "rocky lake" type, and in many instances the rock exposure which is being following by prospectors disappears under the waters of a lake.

Apropos of Mr. Lavery's suggestion, readers of the "Journal" may be interested in the accompanying photograph of the bottom of the Kerr Lake, snapped by Mr. R. E. Hore a month ago. Fine crops of oats and potatoes were growing on the ancient mud bottom, which has dried out in fine laminations that in section looks not unlike the so-called "paper shales."

An interesting feature of the lake bottom is the glaciated silver-bearing rocks, showing the glacial marks in a surprisingly preserved condition. In some



The Bottom of Kerr Lake.

instances the native silver had been "plated" on the surface of the rocks by the weight and slow movement of the overlying glacial mass.

Mr. Lavery's future prospector will probably be able, in his sub-aqueous geological investigations, to dispense with the old-fashioned diving-apparatus that requires an air-pump and a breathing-tube communicating with the surface of the water, and will be equipped with the self-contained compressed-oxygen diving-helmet, and be thus enabled to "fossick around" at will in shallow lakes.

Incidentally, Mr. Lavery considers that in ten years time the Northern Manitoba district may be the richest mining area in North America.

See our exhibit at the Fifth National Exposition of Chemical Industries Coliseum and First Regiment Armory, Chicago, week of September 22.