

UNUSUAL SCENE IN CONGRESS WHEN PRESIDENT WILSON DELIVERED HIS SPEECH ON THE TARIFF.



PRESIDENT WILSON DELIVERING, IN PERSON, HIS FIRST MESSAGE TO CONGRESS.

Striking a note strongly suggestive of free trade, President Wilson personally read to Congress his message recommending reduction of the tariff. He said his reason for this unusual action was to show that the President "is a person, not a mere department of government hailing Congress from some isolated island of jealous power" and is "a human being trying to co-operate with other human beings in a common service." This picture shows President Wilson delivering his speech. Behind him are seated Vice President Marshall and Speaker Clark.

PROFIT SHARING AS REMEDY FOR INDUSTRIAL WELFARE

Has Proved Successful in Many Cases — British Workmen in These Companies Never Go on Strike — Make Deposits With Firms.

Over twenty years ago that very astute and far-seeing man, the late Sir George Liversidge, chairman of the South Metropolitan Gas Company of London, adopted a strike-preventive plan, which has proved highly successful, and has also been successfully carried out by other companies both in Great Britain and in Canada. In 1889 occurred the great dock strike, and that year the company was approached by trade union officials to make various concessions to the men. These were eventually conceded, but in order to avert the danger of strikes in future, Sir George introduced a special system of profit-sharing.

The scheme adopted by this gas company provides for the payment of a percentage or bonus on all salaries or wages—one-half in cash, and the other half being invested in the ordinary stock of the company—the percentage rising and falling proportionately with the price of gas. The object of the scheme, briefly, is to induce all officers and employees to take a real interest in the work by giving them a motive for endeavoring to promote the company's prosperity, and also to give them the opportunity of becoming owners of a share in the stock of the firm. The rate of the bonus has varied from a 2 per cent. in 1892 to 9 per cent. in 1905-6, the total amount paid in the twenty-three years ending 1911 being \$2,745,485.

Other Schemes.

In all, 5,656 of the company's employees hold between them ordinary stock of the company to the nominal amount of \$1,597,450. In addition, the company holds on behalf of 5,534 of its employees deposits, accumulated bonus and other savings to the total amount of \$271,200. And the company have placed it on record that this profit-sharing system, has promoted harmonious relations between employers and employees and led to an avoidance of strikes.

It is urged in these days, when working men consider that, apart from their wages, they should share in the profits of the business which their labor helps to build up, such a profit-sharing scheme might be more generally adopted with great advantage to employers and employees. Some very interesting facts regarding other schemes are given in the recently published British Board of Trade Report on Profit-sharing.

At Port Sunlight.

Messrs. Lever Bros., of Port Sunlight have had a co-partnership scheme in operation over three years, which provides for the distribution among these workers who have been employed five years, of partnership certificates bearing a face value of 10 per cent. of the workers' annual wages. These certificates receive interest as though they were shares, but a rate 15 per cent. less—that is, if shares receive 15 per cent., certificates receive 10 per cent. This was the result of last year's working, when a dividend of \$163,000 was paid to the workers. The company hold over \$1,000,000 worth of partnership certificates, and have received a total dividend of more than \$100,000.

The rules of the company provide that an employee may be allowed to make a deposit with them of not less than a shilling and not more than \$5 of his weekly wage, the deposits carrying a fixed interest of 4 per cent. In addition a bonus is declared each year equal to half the difference between this fixed rate and the dividend payable on the shares of the company, the interest and bonus being added to the depositor's account.

The keen interest which employees take in this scheme is illustrated by the fact that the total amount they deposited with the company in 1911 was no less than \$1,597,450.

A year after the South Metropolitan started their profit-sharing scheme, Messrs. Clarke, Nicholls and Coombs, Ltd., of the Clarinco Confectionery Works, started a somewhat similar scheme for their work people. The ordinary shareholders are paid 6 per cent. on their capital, the surplus profits being divided in equal proportions between the workpeople and the shareholders. In twenty-two years the workpeople have received the sum of \$360,125. All employees who have worked one year participate in this bonus, and are paid in proportion to their wages and salaries. The bonus is paid in cash, and there is no compulsion for employees to invest any part of it in the company's stock, but every encouragement is given to them to acquire shares, and their holding is considerable.

Steadily Increasing.

Messrs. William Thompson & Sons of Huddersfield and Messrs. J. T. and J. Taylor of Batley have had co-partnership schemes in operation over twenty years. In the latter firm out of 1,500 employees 1,100 are shareholders, and up to the end of last year near \$500,000 had been apportioned to the workers as their share of the profits.

One of the latest profit-sharing schemes is that instituted by the building firm of Messrs. Furness, Withy & Co. The employees-partners become holders of special shares, called employees' shares, paying for such shares by agreeing to a deduction of 5 per cent. from their earnings until the whole amount is paid. For the 5 per cent. deduction thus invested the workman gets 5 per cent. per annum as fixed interest, whether the company divides any surplus profit or not. Interest at the rate of 5 per cent. is allowed on the shareholders' capital before any profits are declared, and after the payment of 5 per cent. and allowance made for depreciation and reserve surplus, profits are divided between the employees and the shareholders who possess individual holdings.

At the present time there are 133 profit-sharing schemes in private firms and companies in operation. These schemes involve 108,000 workpeople, and the general opinion of employees is that they produce excellent results in the direction both of developing a higher degree of efficiency on the part of employees and of bringing about more harmonious relations between employers and employees. In about three-fifths of the schemes a bonus is paid in cash, in others it is put into a provident fund, or partly paid in cash and partly put to the fund. But a more common plan is to retain all or part for investment in the capital of the firm.

Many profit-taking schemes have failed, for various reasons, but sufficient success has been achieved to show, in the opinion of experts, that further development might provide a solution of the industrial problem of today.

WALKING IS THE COMMONEST AND HEALTHIEST EXERCISE

It is the Barometer Which Records One's Physical and Mental Condition—Adds to Comfort of Feet—Take Notice, Says Billie Burke.

Walking is the commonest and most healthful of exercises, and few people realize that upon its proper execution depend not only the development and grace of the individual, but also the comfort and health of the feet, says Billie Burke.

Walking is the barometer which records one's physical and mental condition. The next time you indulge in a long stroll take particular notice of this fact. Today, in this glorious spring weather, when you, with Nature, are just bubbling over with the joy of living, you just cannot go aimlessly along, you must have a definite purpose in view, you must be sure of yourself and your steps must be fearless, alert and possess the spring which betokens accord with yourself and the world at large.

No longer the black butterflies hover about; instead, you glory in the glad warm sunshine, and as you fairly drink in the fragrance of the myriad-colored flowers waited by the gentle embracing winds, look up at the clear blue sky instead of keeping your gaze upon the ground.

After an hour's tramp in this mood there will be roses in your cheeks and the tired lines will have disappeared—and as for the little troubles which had vexed you before you had started out they will seem to have slunk away stealthily, like cowards, as if ashamed again to show their faces in the glad sunlight.

We are all prone to borrow trouble. There is a little verse which I have given conspicuous place on my desk which tells the story in a nutshell:

The troubles which make us fume and fret
Are the things that haven't happened yet.

"We can walk away from many of these imaginary tribulations and lighten somewhat the real trials of life if we but forget them and ourselves long enough to bring ourselves to an appreciation of the blessings which have been bestowed so bountifully.

We can also walk away from all such vexations which would not tend to elevate the soul nor expand the mind, for if our souls, nor our minds are not growing our friends soon see the lack of it in our faces.

It is said that men grow old from the inside out, and women from the outside in—or in other words, that men feel older than they look and women look older than they feel. Hence the first by-law of our being should be, "Keep young."

You ask, "How?"

Keep your mind occupied and keep your heart young. Let me remind you again of the little woman in gray who literally lifted herself from invalidism by her boot-strap to a varied and useful life—a sharp contrast to a teacher friend who, at forty, gave up her work as well as everything over which she had mental effort. A mutual friend said that she looked seventy-five in six months.

Love of the beautiful should be encouraged and cultivated, for whatever leads to health and strength and beauty, and whatever retains it leads also to high morals as well as happiness and success. "Reverence for the work of God as illustrated in our

The burdens that make us groan and sweat,

Cravenette
Regd

Coats—in the New Styles for Men, Women and Children

"Cravenette" (Regd) Shower-proof Coats are for everybody who wants to be dry and comfortable on wet days. They are shower-proof, yet light and porous.

"Cravenette" is not a fabric, but a process by which the cloth is made shower-proof.

Your dealer will show you the genuine "Cravenette" (Regd) Shower-proof Coats in attractive styles, and in a variety of patterns.

Or—you can obtain the genuine "Cravenette" (Regd) Shower-proof Cloth by the yard and have garments made to your individual measure.

The "Cravenette" (Regd) trademark is stamped on every yard of this cloth, and inside the collar of these shower-proof garments, as shown below.

If you cannot obtain goods, write Cravenette Co., P. O. Box 100, Montreal, P. A.

Better Health

If you want better health and extra strength you must take "Wincarnis." We know it will do you good, because thousands of people—Doctors, Nurses and customers—write to tell us of the good it has done. You will know too if you send 6 cents stamps to Coleman & Co., Wincarnis Works, Norwich, England, for a generous trial sample.

WINGARNIS

is the very best tonic you could possibly have if you suffer from Depression, "Nerves," Brain-fag, Sleeplessness, Overwork, Nervous Headache, Neuralgia, or Extreme Weakness after illness. Get a bottle to-day from any leading store, chemist, or wine merchant, and its delicious flavour and marvellous strengthening and cheering properties will delight you.

Extra Strength

Time spent using

Calvert's Tooth Powder

is time spent well.

For the cleaner the teeth are kept, of course the longer they will last and the better they will look.

YOUR DRUGGIST SELLS IT. Try 15c, 25c, 50c and 45c. Satisfaction or your money back. For a TRIAL SAMPLE send 6c stamp to H. C. CALVERT & CO., 20, Devonshire Street, Wm., London.

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Used 122 Years for Internal and External Use

Are you prepared to relieve sudden cramps and pains that may come any time?

Johnson's Anodyne Liniment responds quickly in relieving coughs, colds, bowel troubles, burns, cuts, chaps, etc.

25c and 50c everywhere

J. S. JOHNSON & CO., Boston, Mass.

Parsons' Pills Help The Liver

Kellogg's Covers Canada

Ask the average woman this question—What is the favorite cereal of Canadians?

And she will reply:

Kellogg's Toasted Corn Flakes

She is right. Trade returns prove that it is the most popular food with the people of Canada.

Kellogg's CORN FLAKES

COWAN'S PERFECTION COCOA

A MUSCLE-BUILDING FOOD

Growing youngsters work hard. They need food that is nourishing—food that satisfies the hunger and digests easily. Nothing is better for them than Cowan's Perfection Cocoa. Ground from the fresh Cocoa Beans, it has all the food value of pure Cocoa. It builds up the muscles and makes children healthy and strong. A cup of Cowan's made with half or one-third milk is a properly balanced food—one that the most delicate stomach can digest. And it is so delicious that it prevents the appetite when all other foods fail.

YOUR COCOA MAKES

Grapes Let's buy them some COWAN'S

THE COWAN COMPANY, LIMITED, TORONTO, CAN.

MA CONDEN FORE

Sixty-five Dec Hospital S—Firemen Wall.

New York, N. of patients at B includes 65 phys of internes at the ter another the fully ill last nig a chicken salad

Firemen Killed. Philadelphia, firemen were killed seriously, some injured last night. For a wall at ed the five story T. Scott. The d Costello, Henry its. The damage \$100,000.

Had Long Trip. Spokane, Wash. of their way 4,8 in the issuance ifax, N. S. going ated of Winon aged 20, a pre her brother, Jo rived at the for to their d

Belgian Strike. London, April discovered a ca fragette plot to reply to hostile

Brussels, Ap the different ce the numbers of be steadily incre

PROVINCIA

(Moneton. Judge and M the morning f Saturday eveni James Glichr of agriculture, and registered

(Newc. Miss Mary F River, is the s Thos. Foley. Miss Lizzie sister, Mrs. Joh gieville.

Mrs. W. H. P ting friends in home. Mrs. J. James spending a few ter, Mrs. John

(Dis. Miss Estella from St. John Mayor Short day from a tri real.

Capt. Fred N. Nell were pass day, he leaves Geo. H. Potter erty of Plym from St. John

(Monet. Mr. and Mrs. field, Mass., w day en route t in Repton, afte three years.

(Sack. Miss Ethel a few weeks with Miss Maxine the guest of M Harold D. B Busy East, spe of Mrs. Mrs. Elgin, have be in town.

Whitney For for the past fe what better.

(Newc. O. W. Nord Berg left here day for Lond way of Montre William Sin Nova Scotia, Y vacation with Mrs. F. S. Sin

MONCTON

Moncton, At Scott Act cas trate Steeves against the p store, and the

The Dall

The Dall