

manifestly to a breach of the peace and argues a contemptuous indifference to, and a high-handed attack upon the rights of others. There is no reason why the unions cannot confine themselves to the publication of 'fair' instead of 'unfair' or 'scab' lists—a 'white' list, and not a 'black' list.

A case was brought to our attention of a contractor who employed union men and paid the union scale, and of the owners for whom he was building, who were posted up by the Trades and Labour Council of Vancouver as 'unfair,' and placarded as such on different streets in the city. It was also stated in the placard that a number of labour organizations endorsed the action of the Trades and Labour Council, but we have every reason to believe that this statement was made without the authority of several of the organizations mentioned. The placard in question is Exhibit 72a to this report. Exhibit 76, a calendar advertising the Gurney Foundry Company, of Toronto, in large type as 'unfair' was also brought to our attention. Other examples of the mode in which the 'unfair' and 'scab' list are used will be found in Exhibits 72 (b), 75, 76, 77. If the posting up of others as 'unfair' or as 'scabs' is not prohibited then, as the appetite grows by what it feeds on, other wrongs, such as boycotting and intimidation will occur with increasing frequency and boldness until the employers will be driven into combination for the purpose of retaliating in kind, and it will not be long before society gets into the explosive condition which precedes riot and civil war. We think, therefore, that the use of the union label should be recognized by law, and that it should be allowed to be incorporated bodies, but that it should be made a specific offence to use or publish the epithets 'scab' or 'unfair' in connection with the name of any person or organization.

The Boycott, Intimidation and Picketing.

We have already alluded to the boycott, intimidation and picketing. The two former are condemned by the best type of labour leaders, and indeed by all right thinking people. We may note, in addition to in-

stances already cited, a case that was especially brought to our attention. A widow who was keeping a boarding house (it being her only means of living) was waited on by three union boarders, who informed her that unless she turned away some six or eight non-union boarders they would withdraw, and on her refusal they did withdraw. The men who did this were no friends of unionism, for, as Junius would say, the man who is truly loyal to unionism will neither advise nor submit to arbitrary measures. Yet not only was this action lauded and defended by some exponents of unionism, but it was further explained to us that a 'scab' is a murderer. To such as are imbued with this spirit, which savours rather of the bigotry of the middle ages than of enlightened unionism, we would commend the words of Coriolanus:

What's the matter, you dissentious rogues,
That, rubbing the poor itch of your opinion,
Make yourselves scabs?

With regard to picketing, some evidence was given to show that this was done in the case of the railway strike, accompanied by acts of intimidation, and there is no doubt that a number of assaults on both strikers and 'scabs' took place, resulting in one case in the death of a striker, which are directly attributable to the existence of the strike. All of which demonstrates, if it needed demonstration, that a strike is a very serious disturbance of the social peace and prosperity, and is to be prevented by all means possible.

Preventive Measures by Parties.

With regard to preventive measures by the parties themselves, obviously the simplest and best way is for the contending parties to settle their differences by compromise and mutual concession, either with or without the mediation of others, both keeping in mind the fact that there may be good reason for the other's stand, and that they both owe a duty to the community which protects and sustains them, not to inflict any more damage and inconvenience upon it than is absolutely necessary. It is also too often forgotten by employees that

they have families to support, and that they have no right to plunge the community into a state of strife which a strike invariably causes unless they are forced to do so by the most compelling necessity; and by employers, especially those who are in control of exclusive franchises and natural monopolies, that they do not own their franchise or property in any absolute sense, but that they enjoy their beneficial control by the sanction and approval of the society in which they live, and that they are therefore under a special obligation to society to see to it that their management does not, by arbitrary and unreasonable conduct, become a public nuisance.

Preventive Measures by the State.

As to the best method of minimizing the danger of strikes and lock-outs by legislation, we think the most effective means will be found in compelling publicity at the earliest stage of the trouble.

Greater Publicity.

No strike or lock-out should be allowed except upon giving at least 30 days' notice, (some of the unions prescribe 3 months), where the other party is not attempting to change the terms or conditions of the employment, and the intending strikers or employers should be compelled to file a sworn statement, fully and accurately setting forth the reasons for the intended strike or lock-out in the office of the Registrar of the Supreme Court of the province, and of the Minister of Labour at Ottawa, at least 3 weeks before the day fixed for the strike or lock-out. The statement should also be served upon the opposite party, who should be required to file a sworn answer thereto within 10 days of its receipt. On the other hand, where the other party attempts to change the terms and conditions of the employment, provision could be made requiring statements to be filed either before or after the strike or lock-out takes place, according to the nature of the case. In this way the press and the public will at once become authoritatively informed by both sides of their position at the outset of

the trouble, and public opinion will at once begin to act upon the parties, and no doubt in many cases, before the day fixed for the strike or lock-out arrives, better counsels will prevail. It would also afford an opportunity for settlement by means of conciliation or arbitration before the parties came to arm's length. If a law to this effect had been in force there would have been no strike on the part of the longshoremen or teamsters or the steamshipmen's association, as the only excuse they could have given for their actions was that they were being brought in contact with so-called 'scab' freight, or, at any rate, if they did venture to put such a ground for a strike before the public they would have soon found that they had taken up an untenable position. Similarly if an employer were to order a lock-out solely on the ground that the men had joined a union not prohibited by law, we think public opinion would soon make it unmistakably appear that such a lock-out would not be justifiable.

Boards of Conciliation.

There is no doubt that the establishment of boards of conciliation will go far in the direction of avoiding strikes and lock-outs. The weight of opinion in Great Britain and in the United States, both among employers and employed, seems to be that conciliation ought to be the method invariably resorted to in the settlement of industrial disputes, and that a general scheme of compulsory arbitration would be productive of more harm than good, the chief grounds of objection being that it is a very serious interference with the freedom of contract, that it is generally a compromise which is not satisfactory to either party, being arrived at in the last resort by an umpire who may not fully appreciate the position of one or other of the parties, and that it is seldom loyally accepted and lived up to by both parties.

We would strongly recommend both employers and employed to encourage and practice the spirit of conciliation, and we think it would be a good plan, in the case of the larger industries, if both would re-