THE PRINCIPLES OF THE ROCKEFELLER LABOR CREED

Putting Fair Play to Work in New Partnership —For Health, Efficiency and Spiritual Development

By John D. Rockefeller, Jr.

Organization has its danger. Organized capital sometimes conducts itself in an unworthy manner, contrary to law and in disregard of the interest both of labor and the public. Such organizations cannot be too strongly condemned or too vigorously dealt with. Although they are the exception, such publicity is generally given to their unsocial acts that all organizations of capital, however rightly managed or broadly beneficent, are thereby brought under suspicion.

Likewise it sometimes happens that organizations of labor are conducted without just regard for the rights of the employer or the public and methods and practices adopted which, because unworthy or unlawful, are deserving of public censure. Such organizations of labor bring discredit and suspicion upon other organizations which are legitimate and useful, just as is the case with improper organizations of capital, and they should be similarly dealt with.

We should not, however, allow the occasional failure in the working of the principle of the organization of labor to prejudice us against the principle itself, for the principle is fundamentally sound. In the further development of the organization of labor and of large business, the public interest as well as the interest of labor and capital alike will be best advanced by whatever stimulates every man to do the best work of which he is capable.

While labor unions have secured for labor in general many advantages in hours, wages and standards of working conditions, a large proportion of the workers of the country are outside of these organizations and are to that extent not in a position to bargain collectively. Therefore an adequate plan of representation for labor must be more comprehensive and all inclusive than the labor union as now organized.

On the employers' side, representation has been developed through the establishment of trade organizations, the purpose of which is to discuss matters of common interest and to act, in so far as is legally permissable and to the common advantage, along lines that are generally similar. It will be a nice problem to determine just how labor organizations and employers' associations can work together, but certain it is that some method should be worked out which will profit to the fullest extent by the experience, the strength and the leadership of these groups.

Wouldn't It Help Industry?

Might not the parties to industry subscribe to an industrial creed somewhat as follows:

1. I believe that labor and capital are partners, not enemies; that their interests are common interests, not opposed, and that neither can attain the fullest measure of prosperity at the expense of the other, but only in association with the other.

2. I believe that the community is an essential party to industry, and that it should have adequate representation with the other parties.

3. I believe that the purpose of industry is quite as much to advance social well-being as material well-being, and that in the pursuit of that purpose the interests of the community should be carefully considered, the well-being of the employees as respects living and working conditions should be fully guarded; management should be adequately recognized and capital should be justly compensated, and that failure in any of these particulars means loss to all four.

4. I believe that every man is entitled to an opportunity to earn a living, to fair wages, to reasonable hours of work and proper working conditions, to a decent home, to the opportunity to play, to learn, to worship and to love, as well as to toil, and that the responsibility rests as heavily upon industry as upon government or society, to see that these conditions and opportunities prevail.

5. I believe that industry, efficiency and initiative, wherever found, should be encouraged and adequately rewarded and that indolence, indifference and restriction on production should be discountenanced.

6. I believe that the provision of adequate means for uncovering grievances and promptly adjusting them, is of fundamental importance to the successful conduct of industry.

7. I believe that the most potent measure in bringing about industrial harmony and prosperity is adequate representation of the parties in interest; that existing forms of representation should be carefully studied and availed of in so far as they may be found to have merit and are adaptable to the peculiar conditions in the various industries.

8. I believe that the most effective structure of representation is that which is built from the bottom up, which includes all employees, and, starting with the election of representatives in each industrial plant, the formation of joint works committees, of joint district councils and annual joint conferences of all the parties in interest in a single industrial corporation, can be extended to include all plants in the same industry, all industries in a community, in a nation and in the various nations.

9. I believe that the application of right principles never fails to bring right relations; that the letter killeth and the spirit maketh alive; that forms are wholly secondary, while attitude and spirit are all important, and that only as the parties in industry are animated by the spirit of fair play, justice to all, and brotherhood, will any plans which they may mutually work out succeed.

10. I believe that that man renders the greatest social service who so co-operates in the organization of industry as to afford to the largest number of men the greatest opportunity for self-development and the enjoyment by every man of those benefits which his own work adds to the wealth of civilization.

In the days when kings and queens reigned over their subjects, the gratification of the desires of those in high places was regarded as of supreme moment, but in these days the selfish pursuit of personal ends at the expense of the group can and will no longer be tolerated.

Men are rapidly coming to see that human life is of infinitely greater value than material wealth, that the health, happiness and well-being of the individual, however humble, is not to be sacrificed to the selfish aggrandizement of the more fortunate or more powerful.

The Man Behind the Wage

Modern thought is placing less emphasis on material considerations. It is recognizing that the basis of national progress, whether industrial or social, is the health, efficiency and spiritual development of the people. Never has there been a more profound belief in human life than today. Whether men work with brain or brawn, they are human beings, with the same cravings, the same aspirations, the same hatreds, the same capacity for suffering and for enjoyment.

As the leaders of industry face this period of reconstruction, what will their attitude be? Will it be that of the standpatters, who take no account of the extraordinary changes which have come over the face of the civilized world and have taken place in the minds of men, who say: "What has been and is must continue to be—with our flag nailed to the mast we will fight it out along the old lines or go down with the ship," who attempt stubbornly to resist the inevitable and, arming themselves to the teeth, invite open warfare with other parties in industry, the certain outcome of which will be financial loss, inconvenience and suffering to all, the development of bitterness and hatred, and in the end the bringing about through legislation, if not by force of conditions, far more drastic and radical than could now be amicably arrived at through mutual concession in friendly conferences?

Or will it be an attitude, in which I myself profoundly believe, which takes cognizance of the inherent right and justice of the principles underlying the new order, which recognizes that mighty changes are inevitable, many of them desirable, which, not waiting until forced to adopt new methods, takes the lead in calling together the parties in interest for a round-table conference to be held in a spirit of justice, fair play and brotherhood? Thus they can work out some plan for co-operation which will insure to all those concerned adequate representation, an opportunity to earn a fair wage under proper working and living conditions, with such restrictions as to hours as shall leave time not alone for food and sleep, but also for recreation and the development of the higher things of life.

Mr. Flint Gives His Impressions

Editor Ontario:—

Roscoe Searles received a cheque for $2,500 for being the fastest driver of an auto in last Sunday's race. He has entered for a similar race to be run in March. Easy money, but great risks run. One car overturned three times.

This is one of the most delightful cities I have experienced. Everything seems to be here; every want can be gratified.

There are six millions of cars in use in the United States, one car for each eighteen inhabitants.

Years ago, May Yohe, who was then styled "the girl with the foghorn voice", who could take a higher note than any vocalist, sang in Belleville, and then went to England and was much admired by the late king. She married Lord Hope, who presented her with a $3,000 dress and the finest set of diamonds in England, known as the Hope diamonds. She left her husband for an army officer in America, called Strong. Leaving Strong, she married Captain Smuts, an English army officer. They sailed for Africa, where Smuts expected to join the army but was turned down for physical reasons. This left them very poor. At Yokohama he failed again, and they were reduced to poverty. Her husband got employment at $3 a day in Seattle, but became ill and lost his berth. May got employment as a scrub-woman. She scrubbed floors from midnight until seven the next morning. They have started a little chicken ranch, bought by small instalments, where they now live, saving every dollar to pay for this little property. Truth has been said to be more surprising than fiction.

It has been always said that no great opera star achieved success without years of untiring labor. Probably this may be true, but there are notable exceptions. The newest star in the Metropolitan Opera House is Rosa Ponselle, the daughter of a man who kept a cafe in Meriden, Connecticut. There were two sisters. Their father refused them a piano, and they sang together in a Sunday school. One of the two ran away and began to sing in a cabaret. The sister came there, and sang several hymns. The owner of the cabaret listened. He said: "Sing me more hymns." She sang "Abide With Me" and "Home Sweet Home." He said: "I will give you $15 a week." They sang, the one at Walock's and the other at Larber's restaurant, Broadway. She says: "I used to sit at my window and watch Geraldine Farrar and Caruso enter the opera house. I used to think that I had a job—as far as I would ever get towards the Metropolitan." The sisters went into vaudeville and sang of our times a day. "A friend took us to William Thurner. This man persuaded Campaneni to give Galli-Curci a chance with the Chicago Opera Company. I studied under him, and one day he said: 'Before six months have passed I can place you at the Metropolitan.' One day I was, at Thurner's, presented to Caruso. He was affable to me, a poor unknown. He heard me sing. He said: 'I will speak to Gatti-Cassorra about you'. I was summoned to appear, to have my voice tested. They asked me to come back in two weeks. The next time, I sang four times. I was so nervous that I fainted. Then came the night of my debut. I sang with Caruso. I was so nervous I said, 'I will sing tonight, but never again.' Now I am under contract and have sung seven times, and will continue under contract. I was very fat. I had to get rid of forty-two pounds. I did it, by foregoing pastry and chocolates." Her father and mother are Hateans. She says: "I only practiced five months, yet I sing with Caruso."

I give this lengthy quotation in order that some of our young girls who have voices, should cultivate them assiduously. Caruso was a butcher's boy, who used to deliver meat at kitchens. Lena Cavaleri was a singer in a cabaret. Nordica sold gloves in a Boston shop. Margaret Romaine was a Mormon's daughter, who sang in London streets to attract people to listen to her father, a Mormon missionary. The great Anna Case was a blacksmith's daughter, who used to borrow quarters to pay for musical instruction in a New Jersey village. What has been done by so many others may be done by a Belleville girl.

I have discovered a new attraction here that proved most alluring. I found at Exposition Park two very large public buildings, filled with most wonderful collections of fruits, vegetables birds, animals, curios collected from all parts of the world, hundreds of weapons used by the Spaniards when they came into this country. I was with two gentlemen from Oshawa. They said they never before saw such immense fruits and vegetables. I dare not attempt to describe them. Apples of a size unequalled in my experience, which had been preserved for ten years and had not lost their ruddy beauty. It appears that water and a preparation of malehyde will do this work. Potatoes, ten inches long and large girth; tomatoes, the size of a good-sizer hat crown—everything in fact. They have English pheasants, and a great variety of flowers, etc. There is one Chinese rose there for which Morgan offered $25,000 and was refused; its price is $34,000. There was a Chinese robe, which was the duplicate of the robe of an emperor of the Ming Dynasty; $20,000 would not purchase it. There were splendid paintings, beautiful rock work. One room is modelled after the great vaulted capital in Washington. Bales of cotton of beautiful texture were exhibited. No other country ever produced the gold and copper extracted from California mines. Here were paintings showing the gold producers at work. One of the most wonderful things was a profile map of the whole state. Every mountain was here, in raised metal, every valley, beach, railway, etc.

This state is of immense size. A portion of it, and that not the best portion, is larger than the whole group of New England States.

This city has 12,000 Japanese, the country 15,000. I heard at the Temple Church speeches from a Japanese, a Mexican, an Italian, a negro (a relative of Booker T. Washington) and a Hebrew song. There were many jokes by the pastor, who in two Sunday services raised nearly $3,000 in subscriptions. He said a lady Red Cross worker broke one of her legs and was in a hospital, the leg being in a splint. She said to a friend how much she regretted being laid up from active work, but the friend said, "Oh, never mind that—you see you are knitting all the time."

J. J. B. Flint.

Find it Doesn't Pay to Even Mine Gold

Halifax, Feb. 14.—It does not always pay to find gold in Nova Scotia. It certainly does not when it costs more than $20 an ounce to get the metal. Gold mining in Nova Scotia has got down to a point with increasing prices for everything and higher wages for labor where the seach for gold even when it is found is generally speaking an unprofitable proceeding.

Profits have been disappearing in Nova Scotia and 2,300 ounces of gold was all that Nova Scotia mines produced in the year 1917, worth at $20 an ounce $46,000. In 1918 not more than 1,300 ounces of gold were produced in Nova Scotia worth $26,000.

An interesting and practical comment of this was the fact that a brick of gold was brought to the city today worth $3,000 and taken from 60 tons of ore. This is equivalent to two and a half ounces of gold or $50 per ton. The gold was deposited by E. M. Smith, mined at Montague, on part of the areas known as the old Simon Kay property. It was the crushing for December but represents also a couple of months' previous work in the mine.

Darkest Hour Comes Just Before Dawn

New York, Feb. 14.—With liquor stocks decreasing in volume and leaping in price, the demand for whiskeys, gins and brandies has jumped about four fold in New York city during the past few days. Even in its "wettest" days, New York has never seen such a volume of business in liquor as at the present time according to the head of one of the biggest retail liquor houses in the city.

The demand is so great because people are stocking up their cellars in anticipation of the day when the nation will be bone dry, and because these purchasers are placing their orders before the new tax, double the present rate, provided for in the new federal revenue bill goes into effect.

When a town ceases to grow it commences to die, and the more the people try to kill off each other in their business and good name, the more rapidly will utter ruin come to all. Stand together for the advancement of every citizen. If a man shows ability to prosper do not push him back with jealousy or weigh him down with cold indifference.

WILSON WORRIES GERMANY

Written for The Ontario by

Chas. M. Bice, Lawyer, Denver, Colorado.

It is the opinion of Mr. Bice that Germany will stand watching. She still labors under the delusion that the war ended in a draw and that she is on an equal footing with other nations in peace negotiations. She therefore hears with chagrin that President Wilson holds out no hope for a return of the German colonies.

The German press does not like President Wilson's recent League of Nations speech, and it is much disturbed over the prospect that German colonies will not be restored.

Precisely what the president meant in the paragraph the Berlin newspaper consider sinister we do not know. They interpret it as a declaration that Germany cannot be treated as an equal among equals, but "as a nation to be watched by overseers." We question if this was the president's thought, but we indorse the view it expresses. For some time to come Germany must be watched. The German leaders are making it clear whenever they speak that vigilance is still necessary. Germany has not learned her lesson. She has no comprehension of how she is regarded by the rest of the world. She thought that all she had to do was to change her costume from the imperial livery to civilian garb and she would find immediate acceptance with a hand of welcome from the nations she had outraged.

Her indignant surprise over the discovery that her colonies are not to be handed back to her with the blessing of the Peace Conference is

She seems to think President Wilproof of her illusionment.

he does not compel the other nations to agree to this surrender of the helpless Pacific islanders and Africanders, then he is either perfidious or an impotent rhetorician.

Of course, President Wilson is under no obligation to support such an absurd and cruel proposal. He is discharging his full duty and keeping faith with all that he has ever said when he leads the fight to secure for the conquered colonies the rights and opportunities they could never have had under German rule.

A disillusioning is coming for Germany, sooner or later she will realize that she has lost character in the eyes of the world, and that no loss is more difficult to recoup.

We shall see what the constituent German Assembly does. Its voice will express the spirit of Germany, and we shall look eagerly for some evidence that it is a better spirit. Thus far we have heard only the old arrogance, the old assumption of superiority. At first there was an inclination to admit that Germany had made a serious mistake in losing the war; and there seems to be an inclination to assert that the war was not lost, that the armies were undefeated and that Germany has a right to be considered an equal in a drawn contest. If this attitude persists, Germany will exclude herself utterly from the society of nations.

We find the name of no King in the Peace Congress. We hear of no monarchs in Paris. Even the brave and gallant Albert of Belgium has subsided into shadows, while plain citizens speak for the Belgian people.

When Lloyd George wanted a mandate to represent Great Britain at the conference he did not go to Buckingham Palace—he went to the people. He did not even consult the House of Lords. Indeed, part of the program, indorsed by the people, proposes the abolition of an hereditary second chamber.

So far as we can observe, the chief function of the Kings at this great crisis in the world appears to be the entertaining of Mr. Wilson. As factors in the world's reconstruction they seem to be without influence. The Congress is pre-eminently democratic, and the German "high ups" will have nothing to say, or do but to submit to the inevitable.

Finding Place for Returned Soldiers

Editor Ontario,—

The members of the local branch of the Great War Veterans' Association feel it necessary to stimulate greater interest and action on the part of the citizens of this district in the work of repatriation and re-construction. If the City of Belleville and Hastings County desire to co-operate with the rest of the Province and the Dominion in endeavoring to solve the many problems that are facing us, it is necessary to organize quickly and efficiently.

The G.W.V.A. have made arrangements for a representative of the repatriation and employment committee of the cabinet to come to Belleville on Monday next, February 17th, to address the citizens on this important matter. The interest that the citizens are taking in this matter will be judged by the attendance on Monday night. Let us show to the representative from Ottawa that we are not only willing to hear and discuss the problems that now confront the Dominion, but also that we are willing to do our part in solving these problems.

Belleville and Hastings County have a proud record, having given over three thousand of her best to the Canadian army; these men faced a duty and responsibility and they have proven equal to that task by action. A duty and a responsibility now faces every citizen of Canada, the re-establishing of these warriors in the civil life. Will the citizens prove equal to the task?

Let us organize now a Big Brother's Association composed of three thousand citizens of this county, and each member accept the responsibility for the re-establishment of one returned warrior.

The meeting on Monday night is your meeting, come and let us have your suggestions and co-operation. A special invitation is extended to all the Patriotic Associations, Fraternal Societies, Ministerial Association, Board of Trade, Board of Education, City Council and County Council and the ladies.

Allow me, Sir, to congratulate the press on the great part you are taking from day to day in placing before the people of Canada the importance of action at this critical time. Canadians never had a greater opportunity to serve Canada than at the present time.

Yours very truly,

RICHARD D. PONTON,

President G.W.V.A.

More Police Wanted

Editor Ontario,—

Was pleased to read "Taxpayer's" letter in your issue of last evening, but think there is a fault in not having a sufficient number of policemen. There are at present bunches of low characters congregating in houses in different parts of the city, at "supposed dances." At all of them booze is plentiful, the consequence is there is trouble in whatever neighborhood they find some place to get into.

Respectable private citizens do not enjoy picking up their evening paper and finding in a prominent place, "Police called" to their street or neighborhood, which is the case when complaints are sent in, and at present many are suffering in silence in the above matter. An extra policeman who can give attention to this growing evil will be a benefactor to many respectable citizens in respectable localities. His salary would be money well spent.

—Citizen

The Happy Man

The happiest man in the world is the common, every-day chap, who makes his own living, pays his own bills and has the respect of his neighbors. He saves a little money as he goes along, but doesn't try to get a corner on his local output, and he is not a slave to ambition or society. He never expects to wear out his trousers in Parliament and when he glides out of bed in the morning he never waists any time trying to pick out the right tint of socks, suspender and necktie that will blend with the general effect.

He only wears a high collar when he feels like it, and when his pet corn begins to jump he jerks out his knife and cuts a four-inch gash in the side of his shoe and nothing is said about it in the local paper. He never has to set up at night to poultice his conscience. He believes in the doctrine of live and let live. When he encounters one of the needy he doesn't stutter with his pocketbook. The plain plug of a man is happy because he is satisfied and he doesn't spend half of his time yearning for something which his salary will not permit him to buy. Give us more plain men and the world will be better.

"That's a peach he's with," said a skater on the Charles, "but I guess they're married."

"What makes you think so?"

"I just heard him asking her if she was ever going to learn to put on her own skates."

Convenant of League of Nations

PARIS, Feb. 14 —The covenant of the League of Nations says "Any war or threat of war, whether immediately affecting any of the high contracting parties or not is hereby declared a matter of concern to the League and the high contracting parties reserve the right to take any action that may be deemed wise and effectual to safeguard the peace of nations. It is hereby also declared and agreed to be the friendly right of each of the contracting parties to draw attention of the body of delegates or of the executive council to any circumstances affecting international intercourse which threatens to disturb the international peace or good understanding between nations upon which peace depends. The high contracting powers agree that should disputes arise between them, which cannot be adjusted by ordinary processes of diplomacy, they will in no case resort to war without previously submitting questions and matters involved either to arbitration or to an enquiry by the executive council and until three months after the award by the arbitrators of recommendation by executive council, and that they will not even then resort to war as against a member of the league which complies with award of arbitrators or recommendation of the executive council.

All mothers can put away anxiety regarding their suffering children when they have Mother Graves' Worm Exterminator to give relief. Its effects are sure and lasting.

MASSASSAGA

Miss Olga Ackerman is spending a few days with her sister-in-law, Mrs. C. L. Ackerman, Rednersville.

Mr. and Mrs. H. Snider took dinner at Mr J. Halladay's on Wednesday.

A large number from here attended the sale at Mahlon Eckhart's on Wednesday.

Mrs H. Huff was a caller at Mrs. G. F. Lent's on Wednesday afternoon

Mr. and Mrs. C. Osborne, from Melrose, spent last week at their cousin's, Mr. W. Osborne.

Mr. and Mrs. J. Ellis, Rose Hall, visited at Mr. J. Halladay's during the past week.

Mr. and Mrs. J. E. Robinson were at Mrs. J. Gay's, Centre, for dinner on Wednesday.

The Orangemen spent an enjoyable day at Allisonville on Tuesday.

Mr. and Mrs. Jno. Weese and family visited his sister, Mrs. J. Gay, Gilead, on Sunday.

Mrs. I. Nightingale (nee Miss Dora Valleau), Hoosier, Sask., has a baby girl.

Mr. G. F. Lent purchased a horse at the sale on Wednesday.

Rev. C. J. Gall took dinner at J. G. Simonds' on Sunday.

Mr. and Mrs. Hough visited at the latter's sister's, Miss L. Juby's, last week.

Mr. and Mrs. J. H. Snider spent Sunday at Mr. H. Adams', Rednersville.

Mr. and Mrs. J. Kotchepaw, Fish Lake, have been visiting at Mr. A. W. Anderson's this past week.

The Mission Band will hold their annual bazaar at the home of Mrs. W. T. Osborne on Friday evening, the 21st.

Mr. and Mrs. Geo. Ackerman took tea at Mr. J. Pigden's on Wednesday

A large number have been attending the evangelistic services at Rednersville.

Mr. J. Broad and sister visited at Mr. B. Adams' on Sunday.

Miss M. Pigden spent a few days last week at her cousin's, Mr. Burris', across the bay.

Miss G. Rayfield spent the week-end at her aunt's, Mrs. W. F. Osborne.

Mr. C. Ackerman has gone down to Bath to help move his brother who recently purchased the farm belonging to Mr. C. Sprung, Mountain View

Mr. and Mrs. P. B. Hamilton spent Monday with Mr. and Mrs. S. Johnson.

Mr. R. De Long is at his mother's, Mrs. Wm. Wallbridge, now.

Mrs. W. Osborne was a caller at Jno. Howell's recently.

Mr. and Mrs. M. Brummel spent Sunday at Mr. B. Salisbury's, Crofton.

Mr. D. Valleau was up to Toronto for a few days last week.

Mr. Osborne met with an accident while returning from the sale. His car skidded on the ice and took to the ditch, smashing one of the wheels, but fortunately no one was injured.

To Men Who Live Inactive Lives.—Exercise in the open air is the best tonic for the stomach and system generally; but there are those who are compelled to follow sedentary occupations and the inactivity tends to restore the healthy action of the digestive organs and sickness follows. Parmelee's Vegetable Pills regulate the stomach and liver and restore healthy action. It is wise to have a packet of the pills always on hand.