

BANK OF MONTREAL

Established 1817

Capital Paid Up	- - - - -	\$ 16,000,000.00
Reserve Fund	- - - - -	16,000,000.00
Undivided Profits	- - - - -	1,293,952.00
Total Assets	- - - - -	302,980,554.00

BOARD OF DIRECTORS:

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Bankers in Canada and London, England, for the Government of the Dominion of Canada.

Branches established throughout Canada and Newfoundland; also in London, England, New York, Chicago, and Spokane.

Savings Department at all Canadian Branches. Deposits from \$1. upwards received and interest allowed at current rates.

A GENERAL BANKING BUSINESS TRANSACTED

Coal Mining in Pictou County, N.S.

The Strike at the Albion Mines Ended

(Special Correspondence).

In fulfilment of promise, reported in our issue of the 2nd inst., the management of the Acadia Coal Mines had the following announcement posted up on their premises:

Stellarton, N.S., April 22nd, 1916.

To the Employees of the Acadia Coal Company, Limited.

In accordance with the promise made you in the Notice under date of the 14th instant, we are pleased to advise you that our Board of Directors have authorized us to notify our Employees that there will be a general advance.

First: On all day labor, of 6 per cent, with a minimum advance of 10c per day on all workmen employed by the company itself.

Second: Of 6 per cent on all cutting, yardage and consideration rates.

These advances shall apply to all our employees on and after the 16th instant.

ACADIA COAL COMPANY, LIMITED,

(Signed by) HECTOR PRUDHOMME, Vice-President and General Manager.

On the following Monday morning the men held a meeting, and, after discussion, decided not to accept the offer. Consequently, the strike continued, with the result that Mr. C. C. Dane, of the Federation of Labor, arrived on the scene, and at once assumed the leadership. But, though favored by the important fact that the justice of the employees' claim to an increase of pay was not in dispute, yet Mr. Dane's task, despite his tact, had been rendered doubly difficult by the unwarranted "butting in" of the newspaper man, who had allowed his ambition to smother his discretion. On the Wednesday ((April 26), another meeting was held, and at which the citizens had been invited to attend, but only the Mayor and four business men accepted. The miners, however, were in full force. In the discussion the attempt was made to justify the ceasing of work without notifying the company—and thereby not acting in good faith with either the company or the public—on the ground that some of the boys had not received the answer promised them on some specified date, but as regarded the miners' resolution at a previous meeting, Mr. Dane considered it an arbitrary decision to make the presenting of their demands the final interview with the management. He condemned such proceedings as not being in keeping with the best sentiments and traditions of labor; he advocated the "open door" by the rescinding of this motion and recommending a business-like application from the Men's Committee for interviews whenever considered necessary. Accordingly a deputation, including Mr. Dane, waited upon the management, being cour-

teously received by the General Manager, who answered the inquiries put to him by declaring that in their notices as posted the company notified its workmen the amount of the increase it was at present prepared to grant, and from that position it positively would not recede.

The deputation retired and reported to their meeting, which adjourned to the next morning. In the meantime, the Hon. R. M. McGregor, M.P.P., and Mr. Alex. McGregor, (the Conservative candidate for the next Dominion Parliament), wrote advising and offering their good offices if they could be of any assistance.

The next important phase, however, was the arrival on the scene of Mr. Compton, the Fair Wage Officer of the Dominion Government. But all efforts at settlement having failed at the frequent interviews during the week-end with the men and on Sunday with the employers, the men decided to ask for a Conciliation Board. The management agreed to the appointment, and to abide by the decision. On this understanding the men resumed work on Monday (5th), at the old rates. Thus has ended a strike which should never have happened, and would not, had Mr. Dane or Mr. Compton been appealed to in the first instance. Both these gentlemen are loud in their praises of the excellent conduct and spirit of the men throughout, as well as the very courteous way in which they were always received by Mr. Prudhomme and Mr. Gray. Over 1,000 employees are affected.

A Board of Conciliation under the Lemieux Act has been applied for, and will hold its first meeting about the 22nd or 23rd inst.

The company has appointed Mr. W. H. Chase, of Wolfville, who filled a similar office for it on a previous occasion, and the men have chosen Mr. R.

HOW THE RAILROAD DOLLAR IS SPENT.

22 classes of railway labor earned an average of over \$1,000 in year ended June 30, 1915, as shown by annual returns of Bureau of Railway News and Statistics. Average for all employees was \$825, by a wide margin the largest ever attained. Total compensation to labor in 1915 was over \$265,000,000 more than in 1909, although at end of June 1915, there were over 22,000 fewer employees on pay roll than in 1909.

Excepting only "general officers \$3,000 per annum and upwards" and "division officers \$3,000 per annum and upwards," the highest annual earnings in 68 classes are among the trainmen groups now united in a demand for 100 hours' pay for eight hours' work, with time and one-half thereafter, which would mean 25 per cent additional pay per hour straight time and 87½ per cent additional after the eighth hour. The averages for the trainmen are:

Av. pay per year.

Engineers, road passenger	2,041
Engineers, road freight	1,792
Engineers, yard	1,464
Firemen, road passenger	1,229
Firemen, road freight	1,087
Firemen, yard	878
Conductors, road passenger	1,766
Conductors, road freight	1,537
Conductors, yard	1,303
Brakemen, yard	1,127
Brakemen and flagmen, road freight	994
Brakemen and flagmen, road passenger	978
Other road trainmen	825

Against the incomes of some of these aristocrats of the labor world, "general officers below \$3,000 per annum" average only \$1,574; "division officers below \$3,000 per annum," \$1,690; "train despatchers and directors," \$1,529; "general foremen M. E. Dept.," \$1,521; "foremen M. W. Dept.," \$1,075; "yard masters," \$1,528 and "station masters and assistants," \$1,323. The highest group of general officers and division officers alone, with \$6,099 and \$3,667 respectively, exceed the trainmen. In 20 years engineers' pay has risen from \$3.61 to \$5.24 per day, or over 45 per cent; firemen's from \$2.03 to \$3.22, or over 58 per cent; conductors' from \$3.04 to \$4.47, or over 47 per cent; and other trainmen's from \$1.89 to \$3.09, or over 63 per cent.

The effect is shown in the almost unbroken growth in portion of railway revenues consumed by wages. The rise in ratio of wages to expenses is not so marked, since other expenses as well as wages have made rapid strides. Both ratios show a decline in 1915 because of drastic reduction in employment. In 15 years, of dollar revenues and expenses the sum going to wages has grown thus:

	Of each \$1 revenue	Of each \$1 revenue
1915 for wages	43.20c	61.33c
1914 for wages	45.09c	62.37c
1910 for wages	41.82c	62.75c
1905 for wages	40.34c	60.40c
1901 for wages	38.39c	59.27c

Wage ratio in 1915 fell because of the reduction in forces due to business depression.

Not since 1908 have there been fewer reported in railway employ than the 1,506,433 in June, 1915. In June, 1909, there were 1,528,808 and in June, 1913,

H. Murray, of Halifax. These two gentlemen will agree upon a third, to be appointed by the Government. Mr. Gray will be the company's spokesman, and Mr. Dane will act for the men.

The strike had lasted a little over a fortnight, and already the coal famine was reaching an acute stage, much inconvenience to householders and manufacturing plants being experienced. 1,864,303. The average number for 1915 was 1,542,208.



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E. C. GREEN, Manager

136 St. James Street