

Quebec Mining Corporation, Limited

(Incorporated Under the Laws of the Province of Quebec)

Public Issue of 100,000 Shares

CAPITAL

2,000,000 Shares—Par Value of \$1.00 Each.

DIRECTORS

H. ROBERT, Gentleman, of Haileybury, Ont., President.
J. D. BASTIEN, Gentleman, of Ville Marie, P.Q., Vice-President.
G. GUILLAUME, Gentleman, of North Temiskaming, P.Q., Director.
A. LEGAULT, Merchant, North Cobalt, Ont., Director.
E. MONTFORT, N.P., North Cobalt, Ont., Secretary-Treasurer.

Stevens Bougie—Superintendent.

Consulting Engineer Henry Hollands Hurst, M.E.

Manager of the Dixon Creek Mining Co., of London—Haileybury, Ont.

BANKERS

Bank of Hochelaga—Haileybury, Ont.

Address all correspondence to the Company—

HEAD OFFICE: NORTH TEMISKAMING, P.Q.

The World Cry "Silver More Silver"

Historic Summary of Quebec Mining Corporation

The Company was incorporated under the Quebec Companies' Act by Letters Patent issued under the seal of the Lieutenant-Governor of the Province of Quebec, dated November the 3rd, 1916.

The powers conferred to the Company in its Charter are very wide on all matters concerning its objects, and more particularly about acquiring and exploiting mines, metals and minerals of any kind; treat, refine or amalgamate said minerals in view of giving them a market value for profit.

Our Beginning

The first step taken by the Company was to secure the mining rights on 800 acres of Crown Land; this was accomplished by Assignment dated November 14, 1916. The property is located in the unsurveyed territory situated in the southwestern part of the Township of Guerin, County of Pontiac, Province of Quebec, originally staked by the "Montfort Syndicate." The possibilities of that mineralized section is, according to the opinion of experts, unlimited. This opinion was confirmed by the report of Henry Hollands Hurst, M.E. Copy of this report will be given free on request to any interested party on demand.

This property is located only 20 miles from the great mining centre of COBALT, and 6 miles east of the Casey Cobalt Mine, controlled by the Mining Corporation of Canada, a road dividend paying concern; the market value of its shares is now quoted at \$2.20 each.

Encouragement

The war, in full swing when we started about three years ago, is now terminated, putting an end to much trouble the mining industry experienced during that period. The Cobalt Miners' Strike is also over.

The metallic bridge built by the Federal Government at the approximate cost of \$300,000 is nearing completion. Two big dams at the foot of Des Quinze and Temiskaming Lakes are also completed.

The development of the Kee Kee rapids on the Quinze River of a capacity of 250,000 horse power, by M. J. O'Brien, is also announced while the long-expected construction of the C. P. R. through the Temiskaming section of Quebec is assured for the coming summer and officially announced in the Speech from the Throne at the opening of the present session of the Quebec House by Sir Lomer Gouin, Premier of Quebec.

Development

While all these gigantic enterprises were going on, our Company did not stay inactive; we performed a good deal of work on a number of the most promising veins, and the results have fully confirmed our Engineer's report, to the satisfaction of the Directors of the Company. Of our constructions on the property, one, the blacksmith shop, has been destroyed by fire.

A steam-plant consisting of a 35 horse power boiler with hoist, steel cable, bucket, steel car, pump, etc., is now on the property, in contemplation of a more aggressive policy, to carry on the Engineer's advice, up to the time the steam will be replaced by the electric power developed by the M. J. O'Brien Co., thus saving to us the cost of an expensive steam plant.

Fill in without delay the following application form. Remember that the amount of stock now offered is limited to 100,000 shares. Make sure that your application reach our office before the amount of stock we offer you in this special offer is over subscribed.

Put this application form when properly filled and send it with your accepted cheque to the

QUEBEC MINING CORPORATION,
North Temiskaming, P. Q.

Having first read over the prospectus of Quebec Mining Corporation, I, _____ of _____, Province of _____, P. O. Box _____, occupation _____ hereby subscribe for _____ Shares of "QUEBEC MINING CORPORATION," at par value \$1.00 fully paid and non-assessable, (35 Cents per Share) amounting in all to _____ Dollars, for which I enclose you herewith my cheque in full payment.

Please issue my Shares Certificate, and send it to my name and address.

Witness _____ Signature _____

WE ACCEPT VICTORY BONDS AT VALUE IN PAYMENT OF OUR SHARES.

COLLECTIVE BARGAINING

Labor's Proposal to Insure Greater Industrial Peace, With Questions and Answers Explaining the Principle.

By Samuel Gompers.

Collective bargaining is a principle which has been recognized by the organized employees of a trade or industry, through representatives of their own choosing, shall deal with the employer or employers in the making of wage scales and working conditions. Collective bargaining is the only practical method for adjusting relations between the management and the workers in a business way, assuring a fair deal to both sides.

Each individual joins with his fellow workman to ask collectively for better wages and conditions of employment, that he could not secure through his own efforts alone. An employer of, say, 500 men, has an unfair advantage if he deals with them as individuals. To make the employees equal in power and influence to the employers, they must be organized, and through regularly chosen representatives meet the employer on a common footing. By conceding points on each side an agreement can be finally reached that will maintain better relations, and therefore greater industrial peace.

In no other walk of life does the idea exist that a man must arbitrarily accept any offer that may be made by another. There are two sides always to an agreement. Each side ought to have equal chances to propose and insist upon what it considers a fair agreement.

Industrial peace can be secured only by the righting of wrongs suffered by the workers. If a body of workers has a grievance, it can be adjusted only through conferences with the employer or his representative. As all can not meet, the employer at one time, it is necessary for the workers to select representatives to carry out their will as expressed collectively. This right is identical with that always held by the employer, and is challenged by the law or the public.

In all spheres of activity in which employers, business men, public men and citizens generally, have any matter in which their interests are involved, they not only avail themselves of appearing by their own representatives and counsel of their own choosing, whether in litigation before the courts or in business relations, but they are guaranteed even by the constitution of our country the right to be heard by counsel. The claim of the workers in this respect is founded upon the same fundamental beneficial principle—the right of the workers to be represented by counsel (not lawyers), representatives of their own number and of their own choice.

For instance, in great industries such as the iron and steel industry, the employees have nothing to say as to their wages and working conditions. They work 12 hours a day and every two weeks, in changing from day to night work, they are compelled to remain at their tasks for 24 hours straight. This has been the practice since the industry has been organized into corporations. There have been much opposition and grumbling from the employees, but these have never reached the heads of the corporations. Or if they did, found no response.

The employees were unorganized. Collective bargaining, except for a short time years ago with a small number of highly skilled employees, was unknown. The great mass of workers had no voice in what they should receive. If a superintendent or foreman wished to change the conditions of employment, he could do so without question, as each department is expected to produce a certain amount in value. The straw bosses pinched and squeezed to do it. The only way they ever tried it was to take something away from the employees. They never considered that more efficient production could be secured only when agencies for assuring justice to employees and the best management and working conditions were established. It was this sort of industrial servitude that culminated many times in great strikes in the steel industry. It brought the strike of 1919. The head of the corporation in that industry refused to meet representatives of the employees even to hear their grievances. If collective bargaining had been in effect in that industry the 12 and 24-hour day would have disappeared years ago, and it would have been accomplished without a strike. Now the responsible head of that corporation knows so little of what the steel workers are thinking that he even asserts that they want the 12-hour day.

As the employees were employed as individuals and kept apart by racial, creed, national prejudices and other means, they could not unite to submit their grievances until they became members of trades unions. They could not understand each other, nor could they succeed in eliminating the causes that had formerly kept them in isolated and hostile groups.

Collective bargaining in industry does not imply that wage earners shall assume control of industry, or responsibility for financial management. It proposes that the employees shall have the right to organize and to deal with the employer through selected representatives as to wages and working conditions.

Among the matters that properly come within the scope of collective bargaining are wages, hours of labor, conditions and relations of employment, the sanitary conditions of the plant, safety and comfort regulations and such other factors as would add to the health, safety and comfort of the employees, resulting in the mutual advantage of both employers and employees. But there is no belief held in the trades unions that its members shall control the plant or usurp the rights of the owners.

Collective bargaining takes into consideration not only mutually advantageous conditions and standards of life and work, but also the human situation, a desideratum too long neglected.

settlement and an agreement for a period of time, and the employees' representatives are held until an agreement is reached.

Q. What advantage has such a job agreement?

A. It removes friction that always exists where employees have no voice in the making of their wages and conditions of employment. It is democracy in industry as opposed to autocracy. The employees know what they are to receive for a certain period and therefore can plan ahead in buying a home or making improvements in their standard of living.

Q. Does collective bargaining protect the employer?

A. Yes. Employees can not be discharged at the will of a "straw boss." Charges against them must be made, and after a trial, if they are found true, then the offenders can be discharged. If untrue, they retain their positions.

Q. What effect does this have on the "straw boss"?

A. It makes them more careful. They are not so arbitrary or do not seek trouble. It brings about mutually better feelings and relations.

Q. Does the fact that an employee can not be discharged without cause make him more independent and likely to create friction?

A. No. Men who are placed on their honor, which is the result of collective bargaining, feel they have an interest in the plant and make every effort to carry out their agreement. They are not nagged, browbeaten or coerced. They take an interest in their work and the result is a better output and a lower turnover.

Q. Can an unorganized employee bargain collectively?

A. Not with a certainty that they will be treated fairly. Unorganized employees are subject to influences that will hamper their efforts for fair bargaining.

Q. Why?

A. Being unorganized they cannot agree collectively to any proposition that will benefit them, as the influences referred to will divert them into accepting less than that to which they are entitled.

Q. What are these influences?

A. Men employed as individuals always have the fear that they are to be discharged or have their wages lowered whenever the employer sees fit to do it. They are not in a position to enter objections to such a course of action. Some feel that they are overlooked by the employer while others are favorites who receive all the best work. Jealousies are created and discontent is rife.

Therefore when the unorganized employees all meet together to decide what they shall ask the employer, they become cowardly for fear some other employee will report them to the employer. Those who take an active part always are the favorites of the employer and they are jealous of the others who are not.

The great majority of the employees would object if they were not afraid. The outcome of such a meeting is always a compromise. In such a case the employees are not free to express their views or to make any objection to the statements of those known as company men.

Summary.

Collective bargaining, it will be seen, makes for better citizenship. It applies those who while unorganized were timid and servile. The industries accepting collective bargaining are stabilized and call for the future with certainty instead of doubt. Raising the standard of citizenship of the workers through collective bargaining affects the community in which they live. The standard of living is improved, the children are better educated and the home is made happier by the fact that the head of the family is able to earn a sufficient wage to support those dependent upon him. This is democracy in industry.

Industry is where the employer fixes the wages and hours of employment arbitrarily. They must be accepted by the employees with question. Those who object are discharged. This creates a servile class that makes for an inferior citizenship.

The issue, then, is between collective bargaining and autocracy in industry. The good of the nation demands collective bargaining. There can be no defence for autocracy in industry.—American Federationist.

net percentage of 92.4. In the professional and business section 3,433 applications were received and 2,717 placements made, a net percentage of 77.6. Enquiries dealt with numbered 752,125.

The assistant deputy minister, Mr. E. H. Scammell, in his preface to the report points out that a branch of the department's factory is likely to be established in London for the manufacture and supply of artificial limbs and appliances to former Canadian soldiers who are located in England. The deputy minister, Mr. F. C. Robinson, is now in London dealing with the matter. Mr. Scammell also makes reference to the reciprocal arrangements which have been made with the United States Government in regard to training members of the forces of other countries now domiciled in the other. The department, Mr. Scammell points out, is also working in close co-operation with the Canadian Patriotic Fund in administering the relief fund which was provided at the last session of Parliament.

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—Cincinnati Enquirer.

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