POOR DOCUMENT

MC 2035

WORKERS' CONTROL BROUGHT RESULTS TO THIS COMPANY

Cotton Mill Paid Half Million Economy Dividends

Under Leitch Plan — Industrial Democracy Brought More Harmonious Relations Between Workers and Owners.

(Financial Post.)

Various modifications of the Leitch plan of industrial democracy for manufacturing plants have been described in these columns. But any such system, however idealistic it may be in theory, cannot last for long if it does not provide results—results that are noted not only in increased output, but in improved conditions for the worker and a breaking down of the artificial barrier between owner and worker in the enterprise. It is valuable then to note how the Leitch plan has worked out in various kinds of factories.

In the southern United States there is a large cotton mill that has tried the Leitch plan of industrial democracy, with its cabinet, senate and house of representatives. The plan has been so successful in making possible an increased distribution of profits to workers that in the past year $450,000 has been paid to the workers in economy dividends while executives of the company state that there has been a decided gain in the harmonious operations of the plants.

The cash return from the lavish investment of time and experience that has been necessary may to come be the most striking index of the complete success of the new policy. It was understood at the time of organization that the economies made under the new plan, the saving in waste and the increase in production should be the basis of additional compensation for the workers, and it was not long before material results began to be seen from the renewed zeal and application on the part of the personnel prompted by the thought that they were integral parts of a great corporation. From the beginning, there was a straining to obtain results and an esprit-de-corps which has resulted in the disbursement to the employes of a total of $450,000 in economy dividends. These have been made over four week periods.

More Harmony in Plant.

The cash result of industrial democrary is perhaps of secondary importance to what the policy has achieved among the rank and file of the workers. When the president was asked: "What are the direct results of one year of industrial democracy, physical and moral?" his reply was: "More harmonious relations, better mutual understanding, more and better production, increased returns to the operatives and better men and women." The outstanding feature of the year, he said, was the fine spirit of co-operation which in these difficult times has shown such remarkable results. If industrial democracy has produced this single result, excluding even the large pecuniary reward, the experiment would have been considered more than worth while.

In order to promote a higher standard of technical efficiency a course of study was arranged and 150 overseers, second hands and members of the office force took the course which included diligent application to literature and bi-weekly lectures from an expert sent to Schoolfield by a New York business college. The president of the mill was one of the students. The terms of tuition were half of the expense paid by the student and the other half by the mill corporation. Those who showed a degree of proficiency at the end of the course winning a diploma were refunded by the corporation their half of the tuition expense. Another course is now in progress was 300 employes enrolled.

"Greater efficiency in production is apparent on every hand, since this wins greater financial reward to those employed at the mills. There is a constant striving to do better and a greater disposition on the part of men and women, who have learned by experience to impart their knowledge to beginners or the less adept. Under the old system this was noticeably lacking and the feeling of automatic work for stated wages has given way completely to a new conception of individualism and the feeling that each employe is a factor in the mill.

No Abuse of Power.

The personnel of the two governing bodies has proved conservative and there has been no factionalism and an utter lack of political by-play which might largely destroy the fundamental purpose of the Leitch theory. There has been no abuse of the large powers invested in the cabinet and the laws on the mill statute books have carried strictly on their merits. Entire confidence has been reposed in the various committees, and there has been apparent a spirit of fair play and a rigid adherence to the five fundamentals. The president states he has noticed, time and again, no rancor on the part of proponents of a certain measure which has been defeated and a willingness to abide by the results of the vote. Questions of wages and others entailing the large expenditure of money have been handled with the utmost frankness. This has proven one of the many factors to bring about harmony and there has been on arbitrary application of the cabinet's power, neither has there been any forcing of legislation. The constitution provides that all legislation must originate with the house or the senate. Frequently suggestions have been made by the president of the cabinet in the form of a written message or by the appearance in person.

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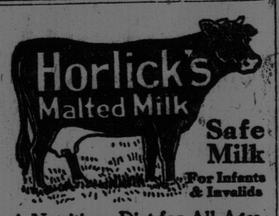

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MUCH MONEY SPENT FOR AUTOMOBILES

(Bank of Commerce Circular.)

When the war broke out, the number of automobiles in use in Canada was 67,415, but today the number is 400,000, and the value of those registered is $600,000,000. Although the price of cars and of gasoline has increased during the current year, their use for pleasure, as well as for business purposes, has steadily increased. For the manufacture of automobiles and the assembling of parts $54,000,000 is invested in Canadian plants, which employ 15,000 hands receiving annual wages of $15,000,000. Sales of cars exceed $100,000,000 annually.

A large portion of the material used in the production of a Canadian car is imported. For parts alone the annual bill is $12,000,000, while the requirements of automobile manufacture entail an increased importation of glass, rubber, iron and steel. The growing use of automotive vehicles accounts in great measure also for the steady increase in imports of petroleum products. For the twelve months ending 30th June last, 514,897,000 gallons of oil were imported, as compared with 433,018,000 gallons for the preceding twelve months. The cost of this year's imports of oil in its finished and crude forms is estimated at $85,000,000.

This, however, does not represent the whole cost of maintaining cars. During the current year a large amount of capital has been invested in garages, public and private. The former are now as numerous as were once village blacksmith shops, which they have in many cases absorbed, and serve to a very large extent the users of pleasure cars. They also give employment to a large number of highly paid workmen. While expenditures on these accounts may to some extent facilitate production and trade, the physical volume of t er has not materially change tinued expenditure of labor a tal on so large a scale without ta results in exportable products wi aid in bringing about more satisf conditions. Declines in prices o sential food, clothing and house-l ing materials cannot be looked f long as a disproportionate amour capital and labor is expended on taining activities that do not pro the necessities of life.

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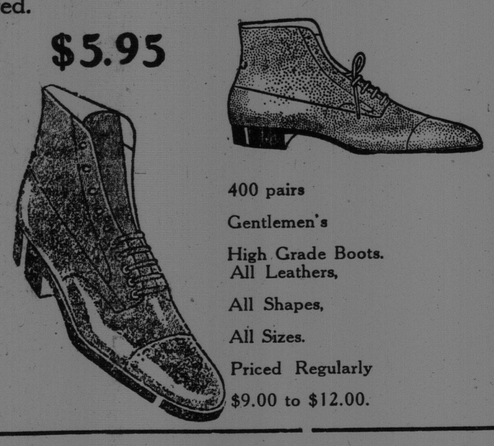

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