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THE EMPLOYER AND DISABLED SOLDIER

Initial Patience is Needed With Re-Educated Men

Positive Aspect of Employer's Duty is to Find for Disabled, But Re-Educated, Man a Constructive Job Which He Can Hold on Basis of Competency

(Canadian Finance.)

The vocational secretary of the Invalid Soldiers' Commission (department of soldiers' civil re-establishment) recently visited Washington at the request of the secretary of state transmitted to Ottawa through the British embassy. The purpose of his visit was to give evidence as to methods adopted in Canada, before the joint senate and house committee considering a bill to provide for the vocational rehabilitation and return to civil employment of disabled persons discharged from the military or naval forces of the United States. His visit to Washington followed upon a Canadian tour undertaken by members of the United States federal board for vocational education.

In many respects this Washington bill aims to establish the work of vocational rehabilitation for soldiers and sailors of the United States very closely on the lines followed in Canada.

Real Needs of the Crippled Soldier.

The American Red Cross is inaugurating a campaign to promote general intelligence regarding the real needs of the crippled soldier—a work that is being done to some extent in Canada through the bulletins of the department of soldiers' re-establishment. Douglas C. McMurrie, director of the Red Cross Institute for Disabled Men, New York, re-



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cently issued a straight-from-the-shoulder appeal to United States employers—an appeal even more immediately applicable to employers in Canada in view of the considerable number of returned men who have already completed their re-educational training.

"The positive aspect of the employer's duty," says Mr. McMurrie, "is to find for the disabled man a constructive job which he can hold on the basis of competency alone. In such a job he can be self-respecting, be happy, and look forward to a future. This is the definite

patriotic duty. It is not so easy of execution as telling a superintendent to take care of four men, but there is infinitely more satisfaction to the employer in the results, and infinitely greater advantage to the employee. And it is entirely practical, men in dealing with seriously disabled men.

Efficiency is Fully Possible.

"A cripple is only debared by his disability from performing certain operations. In the operations which he can perform, the disabled man will be just as efficient as his non-handicapped colleague, or more so. In the multiplicity of modern industrial processes it is entirely possible to find jobs not requiring the operations from which any given type of cripples are debarred. For such jobs as they can fill the cripple should be given preference.

"Thousands of cripples are now holding important jobs in the industrial world. But they are men of exceptional character and initiative and have, in general, made their way in spite of employers rather than because of them. Too many employers are ready to give the cripple a job, but not willing to expend the thought necessary to place him in a suitable job. This attitude has helped to make many cripples dependent. With our new responsibilities to the men disabled in fighting for us, the point of view must be changed.

Utilizing Otherwise Unproductive Labor.

"This, then, constitutes the charge of patriotic duty upon the employer: To study the jobs under his jurisdiction, to determine what ones might be satisfactorily held by cripples. To give the cripples preference for these jobs. To consider thoughtfully the applications of disabled men for employment, bearing in mind the importance of utilizing to as great an extent as possible labor which would otherwise be unproductive. To do the returned soldier the honor of offering him real employment, rather than proffering him the ignominy of a charity job. If the employer will do this, it will be a great factor in making the complete elimination of the dependent cripple a real and inspiring possibility."

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Two Actual Experiences.

In recently addressing the factory staff of one of the largest Canadian industrial concerns, a vocational officer of the Invalid Soldiers' Commission pointed out that hasty reprimanding by foremen of returned men has sometimes been the real cause of their apparent failure to make good. "A returned soldier who has been gassed or shell-shocked, if he is not taken the right way, is likely to shake like a leaf, get excited, etc., and no good can be made of him." It was urged that all heads of departments and others having returned soldiers under their direction "use tolerance and human kindness toward them, not only because they deserve it, but also, because by so doing they will become good employees." This vocational officer, himself a returned man, told his hearers that on the morning his duties began, he could not stay over an hour at his desk—he was "so shaky and nervous."

Mention has already been made in these columns of a returned soldier who, after a few hours' trial at a job in a Winnipeg factory, told the manager that he would have to give up—so acutely was his nervous system affected by the noise of machinery. The manager had good sense—plus a good heart. He urged the man to keep the job—but to knock off at any hour he felt like it, for a week or so. The result was a full-time capable operative within less than a fortnight.

Heard in a Restaurant.

First Man—Guess I'll have some of that beef stew. I see the proprietor eating it, so it must be good.

Second Man—Leave it alone. He's a tightwad and eats only what he can't sell.

Must Think Film Foolish.

She—I'm sorry I can't marry you. I had no idea you wanted me to.

He—Well, what do you suppose I've been letting your father beat me at golf all this time for?

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well begins the day.

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KING COLE TEA

MUTT AND JEFF—YES, WE ALL HAVE A LITTLE TROUBLE WITH THE CENSOR (COPYRIGHT, 1918, BY H. C. FISHER, TRADE MARK REGISTERED IN CANADA.) BY "BUD" FISHER

THAT'S STRANGE! IN THIS NOTE MOTHER SAYS SHE DIDN'T RECEIVE ANY LETTER FROM ME LAST WEEK. SHE SAYS SHE'S WORRIED AND THINKS I MUST BE ILL. BUT MOTHER, I DID WRITE!

LET ME THINK! WHAT DID I WRITE ABOUT IN THAT LETTER? OH, YES! I SAID OUR AIRMEN WERE GOING TO RAID COLOGNE EVERY NIGHT WEEK AFTER NEXT. I'VE SINCE LEARNED THAT WE MUST NOT GIVE ANY MILITARY INFORMATION IN OUR LETTERS OR THEY WILL BE CENSORED. NOW I KNOW WHY MOTHER DIDN'T GET THAT LETTER!

GIVE DOROTHY MY REGARDS, JEFF!

I'M WRITING TO MY MOTHER, MUTT. I'M EXPLAINING TO HER WHY SHE FAILED TO HEAR FROM ME LAST WEEK. I GAVE OUT SOME MILITARY INFORMATION, SO I'M RE-WRITING HER!

MILITARY INFORMATION? YOU SURE, THE CENSOR STOPPED YOUR LETTER, OF COURSE!

HERE'S WHAT I'VE WRITTEN! "Dear Mother: The reason you didn't get my letter last week was because I wrote you some military information, and we mustn't do that."

I said our airmen were going to raid Cologne every night week after next. Mother I shouldn't have mentioned that at all. Now—