

# Ability Not Seniority.

AN APPEAL FOR THOSE WHO KNOW.

Editor Evening Telegram.

Dear Sir.—There are many people who hold to the view that bone-arm seniority should be the only basis on which an employer should promote his employees. (By "bone-arm" seniority I mean unqualified seniority.) This view is very strong amongst the senior members of the Trade Union. For my part, I have always opposed this view, even when I held senior rights, for I recognized long ago that seniority is no guarantee of efficiency, and efficiency is the thing that counts as far as the employer is concerned.

In any business where seniority is the sole standard on which employees are promoted to higher positions, you will always find an inferior class of men, and the reason for this inferiority can be easily explained. The men know that, no matter what their qualifications are, they will be advanced to a higher position solely on their seniority, and for this reason they do not try to better fit themselves for their immediate jobs nor for the positions they are looking forward to, and when they find themselves in their new positions, they are about as well fitted for them as the writer would be if he found himself sitting in the chair of an observatory trying to get the temperature of some distant star.

Seniority is unfair both to employer and employee. The employer should have the right to select the best men, because the success of his business depends upon the skill manifested by his employees, and since all the employees cannot perform their duties as well, in the interest of his business, he is bound to select those for more exacting positions, who are capable of rendering the best and the most skillful service. But in a good many cases, the employer is prevented from doing this because of pressure from the Trade Unions.

Seniority is unfair to the employees because it destroys all ambition and all incentive; he knows that it is of no use to fit himself for a higher position in the hope of joining that position by his superior ability; his chance of gaining that position rests entirely on his seniority, so why make an effort? And no effort is made to add to his store of knowledge if he has any. The principle of seniority is alright if it is not carried so far as to impair the business concern. It is proper to choose a senior man for a higher job provided he is qualified for that job; if it is found that a younger man is better qualified for the job than the older man, the employer should select that man in spite of any protest that may come from the Trade Union.

On some railroads, this seniority doctrine has become so wolfishly fierce that the employers are forced to allow their systems to deteriorate under the baneful influence. One large road in America allowed this vicious practice to hold sway until one of its senior engineers caused a train wreck on account of his incompetence, after which, seniority was abolished and men were promoted on their merits, which is the only business like way, and which is in accordance with the need of the times—and he that holds to the antiquated way, will surely come out at the small end of the horn.

We hear a lot about experience, and a great many think that experience is synonymous with knowledge. A man may have twenty years experience; that is, he may have worked at a job for twenty years, but he may not have gained as much knowledge in twenty years as another man who may have worked only two years at a similar job. I could, if I wish, cite concrete examples to prove this right here in our own country. Experience, as it is understood by many, is not a guarantee of efficiency, and he who thinks it is will have his mind disabused of this erroneous belief if he will investigate for himself. Another evil given rise to by seniority is the unreasonable consciousness that a senior man will ask of his employer. The senior man thinks, that because he has worked for his employer for a number of years, he should be given privileges, which, if granted, would send his employees into the hands of the insolvent courts. The fact that business is carried on on a profit basis and not on the basis of sympathy, appears to be quite unknown to those that think the world can be run on the basis of seniority.

If seniority is to be the guiding principle, why should a man exert himself? No possible amount of exertion will enable a man to outstrip his fellows in the race of life. The path in which they are all running is a single track affair, with no passing tracks. It is eminently fitted to kill ambition and destroy incentive and render a man a negative and passive creature without a desire to progress.

But, as we are committed to the absolute rule of the majority, why criticize the dictum of the majority which has decreed this seniority rule upon us, with all of its detrimental and demoralizing effects. Let us hope that in the near future there will be a change in the spirit of the dreams of those who control those things, and that there will be a wedge driven in that will make for the betterment of

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the morals, the efficiency and the ambitions of the rank and file who follow so blindly the leaders who have elected themselves into position of authority.

The good men of the rank and file are cribbed by the rulers under which they are permitted to work and live however much they may chafe and fret. But we live in the days of a majority sway, and woe betide the man who raises his voice in protest.

A writer of this subject says: "If I speak with the tongues of men and of angels, but have not seniority, I am become sounding brass, or a clanging cymbal. And if I have the gift of prophecy, and know all mysteries and all knowledge; and if I have all faith, so as to remove mountains, but have not seniority, I am nothing. And if I bestow all my goods to feed the poor, and if I give my body to be burned, but have not seniority, it profiteth me nothing. Seniority causeth me to suffer long and is unkind; seniority enerveth much; seniority boasteth much unto itself and is much puffed up; it doth behave itself unseemly, it continually seeketh for its own, it is easily provoked, it taketh not account of evil; it rejoiceth in unrighteousness, but rejoiceth not in truth;

bearth nothing, believeth all things, beareth nothing, believeth all things, Seniority never faileth; but whether there be prophecies for a brilliant career, they shall be done away; whether there be tongues, they shall never cease; whether there be knowledge, it shall be done away. For we know in part, and we prophesy in part; but when the seniority is come that which ought to be shall be done away. When I was a child, I spake as a child, now that I am become a man, I have put away childish things and childish ambitions. For now we see in a mirror darkly, but then face to face; now I am permitted to know only in part and to do only in part; but then I thought I knew fully, even as I also was fully known. But now abideth faith, hope, seniority, these three; and the greatest of these is seniority."

Yours truly,  
W. L. BUTLER  
Shoal Harbor.

(Note.—We merely observe in relation to the above that notwithstanding our caption our esteemed correspondent possibly has a grouse—a most serious malady at the beginning of the New Year.—Editor Telegram.)

# KNOWLING'S PRE-STOCK TAKING SALE!

During the next ten days previous to our annual stock taking we have decided to give our customers

## Special Reductions FOR SPOT CASH.

No Charging.

No Approbation.

<b>Men's Wool Gloves</b> Khaki shade; good strong texture, only 50c. pair Regular price 80c.	<b>Children's Black Wool Stocking Bargain</b> Of superior finish; sizes 5, 5½, 6, 6½, 7, 7½, 8. Prices 52c., 55c., 57c., 60c., 63c., 65c., 67c. Reg. value 75c. to 1.00.	<b>Women's Twelve Dollar Kid Boots</b> Black and Brown, Louis, Cuban & Military Heels; 8, 9 and 10 inches high. A BARGAIN 6.00
<b>Men's Sweater Coat Bargain</b> In Grey and Tan. 1.25 and 1.50 Reg. value 2.00 to 2.50.	<b>Children's Fleece Lined Underwear</b> Extra heavy quality, velvet finish; White; all sizes, 20 to 28 inches. 60c. up, 5c. size Reg. 85c. up, 5c. size.	<b>Women's Black Wool Stocking Bargain</b> Sizes 8½ to 9½. 75c. These Hosiery are made of good soft wool.
<b>Boys' 12 inch High Boots</b> Sizes 1 to 5. Regular 9.60. Now 6.60	<b>Children's Bloomers.</b> Heavyweight Jaeger, fleece lined, 55c., 60c., 65c., 70c., 75c. Regular prices were 75c., 80c., 85c., 90c., 95c. To fit ages 3 to 8.	<b>Girls' 9 inch Button Boots</b> Kid and Box Calf; sizes 11 to 2. Regular 6.00. Now 3.90 Size 6 to 10, 3.50

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## Kinsmen's Crew Arrive.

A TRYING EXPERIENCE.

Captain Picco and crew of the ill-fated schooner Kinsman arrived in the city by yesterday's express after a trying experience. The Kinsmen it will be remembered was abandoned near the Azores on Dec. 4th after a brave fight by the captain and crew to save the vessel. Loaded at Battle Harbor on Nov. 19th with about 5000 qts. fish the Kinsman set sail for Gibraltar. A good run was made off the coast, and for the first five or six days out fine weather was met. However when about 800 miles S.E. of Belle Isle the vessel ran into a N.W. storm. For two days the gale raged with mountainous seas sweeping the decks. The vessel laboured heavily and the crew were obliged to work continuously at the pumps to keep her free. When the weather cleared on the 28th the vessel was headed for the Azores, the nearest port. On Dec. 1st the S.S. Guild Rosa was passed and from this side the crew of the Kinsman were in for further troubles and were in the train wreck on Friday last. Captain Picco having his forehead badly cut. All were pleased when home was reached. The captain and crew speak well of the kindness received on the S.S. Gillanes and also on the train,

where Sir Patrick McGrath treated them with every consideration.

## Acknowledgments.

The Superintendent of the Methodist Orphanage desires to thank the kind friends for the following donations:—44 boxes of handkerchiefs, a friend per S. Milley; a barrel of apples from Mrs. O. S. Goochie; 1 box of biscuits from each of the following:—C. P. Eagen, G. T. Kearney, J. D. Ryan, J. P. Cash, Mrs. A. D. Kelly, Mrs. A. Goochie; 1 cake from each of the following:—Mrs. S. J. Tucker, Miss Jean Way, Mrs. T. Curran, Mrs. E. P. Knight, Mrs. W. P. Goochie; confectionery from the Star Candy Co.; F. B. Wood & Co.; A. T. Wood; R. Cross; Olive and Graham Snelgrove; G. S. Doyle; 1 box of soap, Standard Manufacturing Co.; 15 pounds of tea, Meacham & Co.; 1 chicken, 1 goose, Killbride Summer Girls; 2 geese, Royal Stores; 1 goose, L. Diamond; 1 goose, Bishop & Sons; roast of beef, J. A. W. McNeilly; box of raisins, Mrs. Charles

Ayre; box of dates, Mrs. Eric Ayre; 5 dozen drinks, J. R. Bennett; 2 pairs of wool blankets, Mrs. M. Drover; case of oranges, F. McNamara; 5 gallons of milk, H. Macpherson; 1 leg of mutton, Margaret and Jean White; 1 keg of duftane, A. Friend; 1 sack of parsnips, Burt & Lawrence; 1 case of tinned fruit, Soper & Moore; 1 case tinned fruit, H. J. Brownrigg; 1 barrel of flour and 5 pounds of sugar, Mrs. Hustin's class (Muriel Miller, Ida LeDrew, Carrie Adey, Dorothy Rowe, Belle Reid, Christabel King, Sylvia Jones, memory of Nellie Howell); 20 pounds of Landis sugar, Mrs. B. Bowering; 10 pounds of Landis sugar, Mrs. G. Hustin; 1 dozen brooms, A. A. Parsons; 4 bags turnips and potatoes, John King, Klondyke Farm; 1-2 bag of bread, Mrs. Wm. Noseworthy; books, Dr. Fenwick; ham, J. P. Cash; Xmas crackers and decorations, Ellis & Co.; tinned apricots, Mrs. Reg. Dowden; grapes, apples, nuts, candy, cocoa, biscuits, rolled oats, rice, caramels, kisses, dolls, toys from Mrs. Conliss, Dorothy Vay, E. Bryant, P. O'Mara, H. Macpherson, H. N. Burt, B. Tilley and M. Hickie; also the Misses E. and J. Herder for their help given toward the Xmas

## Week of Prayer.

SECOND SERVICE AT GEORGE ST. CHURCH; HEARTY SINGING AND SILENT PRAYER.

(I. C. M.)

There was a depth of solemnity at last night's service which seemed to penetrate the entire congregation, and which left an abiding feeling of deeper things at the close. This depth of feeling did not come from anything of an external character, nor did it come from anything particular that was said, but it came as an impression, as at intervals the congregation bowed in silent prayer. From the very first of the service this was experienced and all present felt the better for it. The Pastor of the Church, the Rev. R. E. Fairbairn, conducted the service, and it was the devoted spirit which he manifested that brought the service to such a desirable place. Besides this there was a very choice selection of hymns, and they were sung to tunes which the people knew, and which they all could sing—and did sing. Some congregations seem to have lost the desire for whole-souled singing which was so prominent in public worship; but the congregation at George Street Church last night caught up the song and everybody had a part.

The special topic for the evening was "Our Own Church and its Neighbourhood," and the speaker was the Rev. W. B. Bugden of Wesley Church. The address treated upon the Church in a local sense, and showed the place a Church should fill in its own particular locality. The membership of the Church may not be perfect, nor its service be all that could be hoped for; but the best ideals of life and character were found therein. The Church in all ages stood for the best. But it was quite possible for the influence of a Church to be lost, and this is sometimes caused by lack of unity among the members and by local jealousies between different sects. Sectarianism and Christianity were very different, but sometimes the former was taken for the latter, and smallness of soul followed as a result.

The Church may get in a wrong place, and miss her high calling; at such times it may be that like one of the Churches spoken of in the Apocalypse, its candle may be put out. There was room for and need of more unity among our city Churches. We lose much because of our isolation, and much better work could be done if there were closer fellowship. The Church not only had a local influence, but it also had a worldwide influence. What influence therefore was the united Church exerting upon the Washington Conference now about closing? The world's destiny almost seemed to depend upon that Conference. Was the Church at one with its prayer for that great assemblage? Was there sufficient of the spirit of Pentecost being manifested in our Churches? The Apostles waited ten days for the baptism of fire, and then they were instrumental in establishing the Church through Europe and Asia.

The service was indeed a good one, and was closed by prayer and benediction by the Rev. Dr. Curtis. Tonight the service will be held at the Kirk, and a large congregation is expected to attend, and for this the ushers will be in readiness to accommodate all who come.

## Shipwrights' Annual Meeting.

The annual meeting of the Shipwrights' Union was held last night. The Treasurer's and Secretary's reports were read and adopted and the election of officers was held which resulted as follows:—  
Pres.—J. Boone, re-elected.  
Sec.—W. Doran, re-elected.  
Treas.—Thos. Nicholl, elected.  
1st Vice Pres.—A. Noseworthy, elected.  
2nd Vice Pres.—J. Butler, elected.  
A committee of ten was then appointed with Mr. James Peddie as senior committeeman.

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**ARRANGING CONCERT.**—For the Grand Concert arranged to take place in the Methodist College Hall on Thanksgiving Day, Jan. 23rd next, the St. John's Octette are now busy preparing the numbers. The programme as outlined will include some very catchy selections.

Tree, and the kind friends who sent cakes, etc.

The Hon. Secretary, Church of England Orphanage, beg to acknowledge with thanks the following further subscriptions to the Christmas Fund:—A. J. Harvey, Esq., \$10.00; St. Andrew's Sunday School, \$5.00; Mrs. Charles Blackburn, Liverpool, \$1. sterling.

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Quaint

Although New York practically all the who take part in observations have the numerous that strange superstitions associated with this many of these b monies and belief apicious by their old-world sort of traditions of their fathers are still t the inhabitants.

For instance, a districts—mostly the Border towns of the old-time "d may now be seen unless they have parts—are unfamiliar play of the festi- nacted by guises- ably half-a-daze- who every night before the old went from house to play. In Glasgo- note, guising, or d- ate sort—good a- Why this is so has Western Metropol- by the way.

The characters of dressed in any s- tume procurable, n- generally of the m- metal. Occasion- were secured, ha- the pride of the weapons. For v- are truly terr- opened by one of the living himself, i- bucker style of Galashan, Galashan Galashan is m- Sword and pistol. I hope to win b- Dr. which are d- "The game, s- Is not within y- I'll cut you down- In less than f- Then ensued a f- which the tw- with as much as permitted. One- cut down, and l- called for to t- That individ- like with his l- was speedily n- nounced him-

The very best of The "dead man" was making, and recovery as a pl- the effect— "Once I was B- Blessed be the alive." Followed a song by company," and