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CANADA PAPER CO., Limited.

which would meet two or three times a week. These tables would be amended and changed, and increased gradually so as to include almost all the items commonly entering into estimates. All other items would be determined by the general manager.

"3. Every member must be bonded by a regular bonding company, so he can be forced to keep his obligations to the association and be prevented from evading its requirements.

"Each member's interest in the accumulated fund could be arranged as a further safeguard. Rules and regulations or by-laws can readily be devised and adjusted as experience in operation will dictate from time to time. The question of the whole trade in Baltimore acting under one organization, arranged in groups doing like kinds of work, or the formation of entirely independent organizations for each group has not yet been settled. We have the usual book and job offices: some making labels only; some doing railroad and poster printing. The former appears to suit our conditions best, and it may be advisable to work in groups under one organization, the label men would then share only in the returns from their own line, the book and the job men in return received only from them, etc. The expenses would be divided proportionately to the receipts from each group. A little more bookkeeping is all that could be required.

"The principal advantages of the plan are:

"(a). It secures absolute control for the purposes of the organization without interfering with the individuality of the printer.

"(b). It permits the printer to retain entirely the control of his own affairs and trade.

"(c). It can be set in motion easily and quickly without the necessity of raising any money.

"(d). It insures a money gain to its members.

"(e). It retains competitive methods satisfactory to consumer and printer.

"(f). The 'price cutters' will be the largest contributors to the funds.

"(g). The profits earned by special facilities or methods would remain in the pockets of the printers or go into the funds.

"(h). It would eliminate estimates made in error.

"(i). Doubtful pay could be partially controlled, resulting in smaller losses from bad debts.

"There is a certain amount of printing done annually in Baltimore by her printers. Under almost any circumstances much the greater part of it would be done by them and it would be safe to say that under a reasonable advance in prices by the trade in general in Baltimore all of it would continue to be done by them, if the advance was confined to the work for which estimates were called for. Printing is made a difficult and laborious business by a factor which at the same time constitutes one of its greatest, indeed, if not its greatest opportunity. That is the constant change taking place in the character of a large part of the orders. Herein lies the chance for the correction of rates and making of a profit, especially now when so many things are being advanced in price.

"Under this plan we are not afraid of losing a part of our business by competition of other cities, as Baltimore is known as the lowest market in the United States. But if ever we should look to the Typhoid of our neighboring cities to protect us as far as possible, and to organize on our plan as soon as we demonstrate its successful working, then we could cooperate through our general managers, and thus assume a wider control of business.

"The general rise in prices now taking place, occurring because of the nine-hour system going into effect, makes this an especially favorable opportunity for inaugurating a plan for raising our prices to a legitimate point.

"In conclusion, it must be borne in mind that the movement begun in Baltimore was concerned solely with a view of saving to her printers the loss occasioned by the competition of that portion of the trade which, either from ignorance of how to figure or from other causes, led to a large portion of work being done at much less than legitimate prices. It is not the purpose of the movement to exact exorbitant rates from customers."

After a visit from the President of the International Order, J. H. Bowman, the pressman of Montreal have reorganized their union. A meeting was held and attended by French and English representatives. Addresses were given by Messrs. J. H. Bowman, Jos. McCallum, H. Rush, L. Z. Boudreau, and others, and the organization is being put on a new basis.