

THE HIGH COSTS AND PROFITEERING CAUSE OF UNREST

Labor Is Justified in Resentment Against Conditions, and Most Demands Are Favored in Majority Report, But "Radical" Methods of Securing Redress Are Condemned.

MUST UNIFY PROVINCIAL AND DOMINION LEGISLATION TO IMPROVE RELATIONS BETWEEN EMPLOYER AND EMPLOYEE

Recommendations Include 8-Hour Day, 44-Hour Week, Minimum Wage, Fulllest Liberty of Speech and Press, Bureau to Promote Industrial Councils, Collective Bargaining, State Insurance Against Unemployment, Etc.

[Canadian Press Dispatch.]

Ottawa, July 1.—Sir Robert Borden in the House of Commons this morning tabled the majority and minority reports of the commission on industrial relations. The majority report, which is signed by Judge Mathers, Carl Hordan, Chas. H. Harrison, Tom Moore and John W. Bruce, recommends:—

Legislation for a maximum work day of eight hours, with weekly rest of not less than 24 hours.

Minimum wage, especially for women, girls and unskilled labor.

Government action to relieve unemployment through public works.

To help the building of workers' homes.

To restore fullest liberty of speech and press.

To establish a bureau for promoting industrial councils to improve relations between employers and workers.

Immediate inquiry by experts is suggested, with a view to early legislation as to the system of proportional representation in parliamentary elections.

State insurance against unemployment, sickness, invalidity, and old age.

Collective bargaining.

Payment of a living wage.

Right of workers to organize.

Recognition of unions.

Steps towards establishment of joint plant and industry councils.

To the poorest worker's child extension of opportunity to reach highest educational institutions.

That the commission's findings be put into effect in all work controlled by the Government where the interests of democratic management can be applied.

That the report and evidence be printed for general distribution.

That if the Dominion Parliament has not power to legislate, as proposed by the commission, a conference of provincial and other representatives of industrial governments, also representative of labor men and employers, be called on such points, and also to unify provincial and Dominion legislation bearing on relations between employers and employees.

That the commission be authorized to consider and make suggestions for securing permanent improvement in relations between employers and employees. It was deemed necessary to investigate the prevailing unrest which the commission has already largely to upheavals in Europe and a general disturbance, owing to the war, giving rise to a desire on part to workers generally to reach quickly an objective which would require a long period.

Many employers, the report states, agree with the workers' demand for an ultimate change in the basis of industry, but they do not agree with workers as to methods. Workers also differ among themselves as to the nature of their wage, while between these the more moderate—as the commission believes, the majority—would welcome co-operation and industrial peace until gradually a system would be evolved by which workers would receive a more adequate share of what their labor produces.

A Gradual Process.

The commission holds that as we can see only a little way ahead, all changes should be made step by step, each step being based on experience as it is gained, but the general direction should be determined towards health, happiness and prosperity of workers and the community.

Workers are diligently studying economic questions, and while some of the literature they read may be unsound, or lack of mental training, some workers may prevent their thorough understanding of it, the commission is convinced that the good sense and sound judgment of the majority enables them to discriminate and hence extreme doctrines have been accepted only by a minority.

Unrest was found to be greatest where there was most unemployment, which was found in several large urban centres, though there is little in smaller towns and rural districts. The number of discharged soldiers and munition workers released.

Kitchener Is Booming.

In some manufacturing centres, such as Kitchener, Ontario, there was an actual scarcity of labor. Returned soldiers have, to a large extent, been reabsorbed into civil life, generally in their old positions. The scarcity of farm help is very pronounced.

At one point the commission learned that the local government employment office has 1,500 calls from farms, but though 1,000 men on his list were seeking work, none were willing to go to the land, because of isolation, hard and long hours, seasonal employment, bringing wages insufficient to tide over the slack season. Many farmers claim that they cannot compete with the high wages paid by manufacturers.

The commission believes that if the unemployed of the cities, who understand farming methods could be induced to go to the farms, the existing unemployment problem would be largely solved.

Advise State Insurance.

The commission recommends state social insurance for those unable to work through lack of opportunity, sickness, invalidity or old age.

Owing to limited conditions, the commission found everywhere a great reluctance to risk unemployed capital in new enterprises or the expansion of existing ones.

The high cost of living was assigned as one, if not the chief cause of labor unrest, which would largely disappear if living expenses were more nearly equalled wages. At present, any advance in wages is invariably met by increase in price of prime necessities of life, which many people believe is due to profiteering, chiefly through food storage plants, which intercept food supplies. They also blame the present expensive system of distribution, and declare there are too many middlemen.

The commission notes with pleasure that this matter is being investigated by a special committee of Parliament.

True Note in Peace Treaty.

The commission approves of the labor declaration in the peace treaty that "labor should not be regarded merely

as a commodity or as an article of commerce."

If this basic principle, the report continues, were freely and frankly acknowledged by employers, and acted upon in good faith, it would go far to improve their relations with employees.

Without any extraordinary upheaval, policies may be adopted which will insure to the worker a fair reward for his toil and living wage.

Insure him against want during temporary enforced idleness, from any cause, and during old age. The minimum wage law now administered by boards in Manitoba, British Columbia, Saskatchewan and Quebec should be extended to all the provinces, and should include unskilled labor as well as women and girls.

At the great majority of places visited, the commission found a demand by workers for a shorter working day, based on the desire for more leisure and energy to devote to the things of life other than work. The most common request was for an eight-hour day with the Saturday half-holiday where already established and its further extension wherever possible, thus making the 44-hour week.

The Employers' Side of It.

General agreement by employers in regard to the shorter working day was coupled with statements of difficulties such as the necessity for using all possible daylight in such industries as farming, fishing, logging, etc., which are subject to climatic conditions and limited season.

A section of an industry working shorter hours, yet competing with other sections within Canada working longer hours, also the fear that Canadian industry with its small home market might be unable to meet competition for foreign markets, if wages in Canada are advanced too far.

The commission believes that a shorter day is most needed in industries that are fatiguing, monotonous or under trying conditions such as heat, dust, cramped positions, etc., and that the number of work hours should be based scientifically upon the demands of industry and not upon mere ability to work such hours without undue fatigue.

The Eight-Hour Day.

The eight-hour day has been recognized by the peace treaty, and already adopted in many industries in Canada. The commission recommends that it be established by law throughout Canada with due regard for above considerations. Such legislation should provide for a weekly rest of at least 24 hours, which should include Sunday whenever possible, and should not interfere where a shorter day is now worked, or with its extension.

The commission believes the day simply has passed when an employer should deny his employees the right to organize—a right claimed by employers themselves and not denied by workers. Employers gain nothing by opposition, because employees organize anyway and refusal only leaves in their minds a rankling sense of injustice. The prudent employer will deal with its duly accredited representatives. Distrust and lack of confidence have been sometimes caused because of trade agreements have not been faithfully observed; charges were made on both sides to this effect.

Cause of Sympathy Strikes.

In some sections, also, local trade union representatives have advocated extreme measures—such as men and measures being the logical outcome of justifiable opposition by some employers and the sympathy strike principle has been adopted because of the refusal of groups of employers to grant the claims of organized workers. These factors have been assigned as the chief causes of the non-observance of contracts entered into by workers.

Many numerous cases, especially in Western Canada. This policy is not recognized by the international trade unions, who believe in strict observance of agreements. It cannot be denied that trade unions generally have brought many solid advantages to workers in the form of increased wages, shorter hours and improved conditions. When employers in one line of industry are organized and their employees have a central organization, a bargain between the two groups would have the advantage from the point of view of competition, of equalizing wages, hours and other conditions affecting costs.

Define Collective Bargaining.

The commission defines collective bargaining as the right of workers to group themselves for the purpose of selling their labor collectively instead of making individual agreements with the employer. For this purpose, men have organized themselves into trade unions and many of these are federated into central councils such as the Metal Trades Council, etc. Employers in like manner, sometimes control one factory, sometimes a chain of factories and in some instances are organized into larger associations or in the form of trade unions with local branches, such as the National Association of Building Contractors and Shipmen. Collective bargaining is negotiating for and reaching an agreement between employers or groups of employers, through the representative chosen by the respective parties themselves.

Combine the Demands.

In the case of larger organizations of workers—for example, one building contractor employed 19 different classes of tradesmen all organized into different trade unions it has been found mutually satisfactory for workers to combine their demands and present them to the employer through the medium of building trade federation, and thus settle at one time the conditions for the entire industry.

Many trades unions keep in their employment trained men for the purpose of negotiating their different schedules. As the employer has the right to select any representative or bring in any assistance he may desire in carrying on such negotiations, the commission thinks there is no logical reason why workers should be denied such rights.

In view of complaints at several places that legislation enacted at the request and for the benefit of labor was not adequately enforced, the increased cost of commodities controlled by governments, both local and federal, the commission

believes that the system of proportional representation from grouped constituencies which has operated in Belgium and Sweden for some years, would be well worth serious study by a committee of Parliament.

The Housing Problem.

Some means should also be adopted to meet the difference in regard to housing accommodation for workers, which has been made impossible by the high price of building land and material.

Restrictions on freedom of speech or the press should not be imposed unless urgently demanded in the interest of the peace of the whole community and such restrictions should not apply to prevent criticism of legislative or governmental action.

"There is urgent necessity," the commission says, "for greater co-operation between employer and employee. The great obstacle to such co-operation is the suspicion and distrust with which in many cases each regards the other."

As a means of eliminating that suspicion and distrust and for securing a permanent improvement in their relations and in the conditions of the worker, several forms of joint works committees on industrial councils have been adopted, and are now in use in England, Canada, Australia, the United States and elsewhere.

Joint Councils.

The commission outlines and gives suggestions regarding various types of joint industrial councils. The commission believes that in Canada a beginning should be made with joint plant councils and more extensive organiza-

tion of district and national councils evolved therefrom as necessity arises.

Every council or by whatever name it may be known, must be the result of the unfettered choice of both the employees and the employer concerned. Any attempt to force a definite plan upon either would be foredoomed to failure.

Some machinery should, however, be established to take the initiative and bring the parties together.

The commission therefore recommends that the Dominion Government should interest itself in the development of these councils and that a bureau should be established under the minister of labor which would compile all available information and statistics, undertake publication of developments in this and other countries and maintain officers who would act as between employer and workers, where desire is expressed to create such councils and render such other assistance as may be required.

The usefulness of councils would depend on the spirit in which they are adopted, but the commission believes that nothing but good can result from their establishment in all industries where a considerable number of work people are employed.

NATIONALS BEAT OTTAWA.

OTTAWA, July 1.—By a score of 7 to 6, the Nationals defeated Ottawa this afternoon, thus getting back into the championship race of the National Union.

BLIND HOLD REUNION AND FORM ALUMNI AT BRANTFORD MEET

Officers Elected For Association—Principal Pace Delivers Address.

BRANTFORD, July 1.—Former pupils of the Ontario School for the Blind, who were in attendance in the opening month of the school in 1872, were here today at a reunion and convention. An alumni association was formed, the following officers being elected at tonight's session:

Honorary president, W. B. Race; president, F. W. Johnson, Toronto; vice-presidents, W. G. Raymond, Brantford; Mrs. Shaw, Toronto; secretary-treasurer, W. B. Donkin.

Most of the former pupils in attendance today were totally blind, and the reunion was a most happy one. Excellent papers were given various subjects. Mr. Leppard, Toronto, on "Piano

Germany Will Mourn Officially on Sunday

BERLIN, June 28.—The evangelical churches of Germany will celebrate Sunday, July 6, as a day of mourning. It will be requested that quiet prevail, and that Germany make an earnest effort to recuperate by consistent work. The church bells will chime a hymn of mourning.

Tuning: Miss Davidson, Toronto, on "Typewriting"; Mr. Treener, Peterboro, on "The Teaching of Sighted Pupils"; Miss Deeches, Halesbury, on "Teaching Music." Principal Race delivered an address of welcome, while W. G. Raymond, Brantford postmaster, a former pupil and teacher at the O. S. B., was present. Rev. Father Padden also addressed the convention. The sessions will be continued on Wednesday.

OLD BOYS AT WINGHAM.

WINGHAM, July 1.—Huge crowds enjoyed the program of sports and races. Airplane stunts by Lieut. Nesbitt of Toronto and selections by the Huron War Veterans' Band were featured. The Caledonian games will be held July 3.

MUCH LEGISLATION WILL BE SHELVED IN ORDER TO PROROGUE

Government Gets Consent of Opposition.

[Special to The Advertiser.]

OTTAWA, July 1.—Owing to the manifest impossibility of clearing up the order paper before the time set for prorogation, a conference with Opposition members was called by the Government today with a view to reaching some agreement whereby the session should close by the end of the present week. It was generally agreed that this would be impossible unless the more controversial portions of the legislative program still uncompleted were left over until next session. It was pointed out by the Government, however, that the desire is to pass the bills relating to the high-cost-of-living, the inland revenue act and the by-elections act. These will, as a result

of the conference, be proceeded with with all expedition.

Controversial measures such as the highways bill, the bill to create the war purchasing commission, and the bill dealing with military defaulters will be left over.

It is probable under the circumstances that prorogation will come about on Saturday next.

Japan Sends Force to Vladivostok To Combat Bolsheviks

Siberian Section Recently Abandoned by Canadians Becomes Active.

TOKIO, July 1.—Japan is sending reinforcements consisting of a brigade of infantry and a company each of cavalry and engineers to Vladivostok because of conditions existing in the maritime province of Siberia, it is officially announced.

The Bolsheviks recently have been active in this region, and the announcement says, have often attacked Japanese contingents, causing casualties.

The Street Railway Strike!

A Frank Statement By the Management of the London Street Railway Company to the People of London

The most earnest efforts of the management of the London Street Railway Company to avert the impending strike of its employees having proven of no avail, it is deemed expedient and in the public interest in this crisis to publish in full the agreement into which this company entered and by which this company stands.

The London Street Railway Company
CHARLES CURRIE, President. C. B. KING, Manager.

THE LONDON STREET RAILWAY COMPANY. Working Conditions for the Motormen and Conductors EFFECTIVE MAY 1, 1919

THIS AGREEMENT entered into in triplicate this 17th day of April, A.D. 1919, between the London Street Railway Company, its successors and assigns, hereinafter called the Company of the first part, and certain of its employees, being motormen, conductors and barmen, represented by the parties who sign this agreement, being their duly accredited representatives, hereinafter called the Employees of the Second part.

WITNESSETH:—

That the parties hereunto mutually agree to and with each other as follows:

SECTION 1.

The Company has no objections to any of the Motormen and Conductors, or any other employees of this Company, both present and future, joining the Amalgamated Association of Street and Electric Railway Employees of America, each employee being at liberty to use his own judgment in this regard. New employees are considered as on probation during the first 60 days.

SECTION 2.

The Company agrees to meet and treat with any authorized committee of its employees, on all matters and grievances affecting them, which may arise from time to time, said committee or committees to consist exclusively of employees of this Company.

SECTION 3.

In the event of any employee being suspended or discharged from the service of the Company, and if he feels such suspension or discharge to be unjust, he shall have the right to have his case taken up by any authorized committee of the employees and his case brought before his Superintendent within three (3) days of such suspension or dismissal. If upon further investigation, first by his Superintendent, and then if necessary, by the Manager, such employee, if in the judgment of such official found not guilty of such cause to warrant such suspension or discharge, he shall be reinstated to his proper place in the service of the Company, and shall be paid for all the time lost during such suspension or discharge, at the rate of his regular daily schedule run.

SECTION 4.

Seniority in service of the Company shall govern so that Motormen and Conductors may select their runs in accordance with this principle, that is: When the board is made up, the men longest in the service shall first select their choice of run, the second in service shall next select, and so on down the list until all scheduled runs have been filled. A service seniority list shall be posted near the Board for the purpose of assisting the men to select their runs. Selection of runs as here indicated shall be made each time the Board is changed.

SECTION 5.

From the first day of May, 1919, until the termination of this agreement the wages of the employees shall be as follows:

For Motormen and Conductors:	
First Year	33c Per Hour
Second Year	36c Per Hour
Third and Subsequent Years	38c Per Hour

The wages of Barmen and Linemen shall be increased 3 cents an hour over and above the present schedule of rates, and the wages of trackmen shall be increased 3 cents per hour over and above the present schedule of wages paid to them.

IN THE EVENT OF THE COMPANY BEING ABLE TO CHARGE HIGHER FARES THAN THE 7 FOR 25 CENTS TICKETS AND THE NINE FOR 25 CENTS TICKETS ON WEEK DAYS, IT IS AGREED THAT THIS CLAUSE FIVE (5) MAY BE RECONSIDERED.

Regular Motormen and Conductors shall receive 12 cents per hour in addition to their regular rates for services performed after their schedule working hours.

All Spare Motormen and Conductors shall receive 12 cents per hour in addition to their regular rates for services performed after completion of a scheduled run for a day and on any extra runs after 10 hours.

All Motormen and Conductors, Shopmen, Linemen and Trackmen shall receive 12 cents per hour in addition to their regular rates for all services performed on Sunday.

SECTION 6.

The Company will pay one-half of such uniforms as may be from time to time required. Orders for such uniforms being obtained from the Superintendent. All caps after first to be provided free. There is to be an inspection of uniforms on June 1, and all Motormen and Conductors must be neat and clean and be provided with uniforms, which will pass inspection at all times.

SECTION 7.

The Company will immediately take steps to provide proper lavatory accommodation on the respective car lines for necessity of employees on duty.

SECTION 8. Men off sick, when ready to go to work, shall be permitted to report for duty on or before four o'clock of the day previous to their starting.

SECTION 9.

All Spare Motormen and Conductors who are booked up for show-up shall be paid for each show-up (unless he gets a run or other work) as follows: One hour for each show-up on week-days, and from time ordered to report until released on Sundays.

SECTION 10.

All Conductors shall be supplied by the Company with Twenty Dollars (\$20) with which to purchase tickets and change necessary for the operation of their cars.

SECTION 11.

Satisfactory arrangements will be made by the Company for compliance with the law of letting men off one day each week, when working on Sunday, and a list will be posted sufficiently far in advance notifying the men of their off-day.

SECTION 12.

Day men "missing" will show up before 10 a.m., and relief men "missing" before 5 p.m., and will take such work as the Car Starter may allot to them provided, however, that the spare men shall have first choice in allotting any such work. Should the Car Starter provide no work for such day men who have slept in by 10:30 a.m., then such day men shall be relieved from further duties that day, and shall take his car at the usual time the following morning. All men who do not report as required in this section will be placed at the foot of the spare board for the day following.

SECTION 13.

Motormen or Conductors training students, working snowplows or sweepers shall be paid 3 cents per hour in addition to regular wage.

SECTION 14.

Any Motorman or Conductor re-entering the service of the Company within 6 months from date of resignation shall receive their seniority rate of pay when the time of his absence from the service is deducted, but he shall forfeit all rights on the seniority board.

SECTION 15.

The Company will provide stools for all Motormen free of charge on all cars of the Company, and also standard stools for Conductors on P. A. Y. E. Cars.

SECTION 16.

Motormen and Conductors shall be given reasonable leave of absence to transact any business of Div. 741 of the A. S. & E. R. E. of America, provided arrangements for such absence are made with the Car Starter 24 hours in advance, and when returning shall have the same seniority standing.

SECTION 17.

No partiality or discrimination shall be shown to employees in regard to discipline and working conditions.

SECTION 18.

Regular Motormen and Conductors are to be paid for the present 10 minutes reporting time, in which each crew is to inspect the car and its equipment, to make sure it is safe for service. No regular week-day run to pay less than 9 hours, including the above 10 minutes reporting time.

SECTION 19.

An effort will be made to have the present Order of the Dominion Railway Board relating to the crossing of the St. Mary's branch of the G. T. R. on Rectory street changed so that the Conductors will not have to operate this derail.

SECTION 20.

Inspectors will be required to see to it that the Provincial Law prohibiting passengers riding on the steps of open cars is enforced.

SECTION 21.

(a) After the present stock of so-called hard-brake shoes and those already on order shall have been used up, no more such shoes are to be used on hard-brake cars.

(b) Heaters or other methods are to be adopted, as will prevent the complete frosting of the front vestibule windows.

(c) The installation of double sand boxes on each car will be continued as rapidly as possible, these sand boxes to be filled and in proper working condition when the car is ready to leave the barn. The Motorman before starting out to inspect the same and report to the contrary.

SECTION 22.

That the entrance by front door of P. A. Y. E. Cars of Motormen and Conductors and Policemen be made a matter of adjustment from time to time, as practice may determine the best.

SECTION 23.

That switches at the corner of Dundas and Richmond Streets be operated by the Inspector on duty, when possible to do so, without causing delay.

SECTION 24.

Any member of Division 741 desiring protracted leave of absence not exceeding 90 days shall make application for same in writing to the Superintendent and then to the Executive Board of Division 741, specifying for what purpose said leave of absence is desired, and if permit is granted it shall be in writing, bearing signatures of Superintendent and President of Division 741. Any time over 15 days to be considered a protracted leave of absence.

SECTION 25.

This AGREEMENT and PROVISIONS thereof shall continue in force and be binding on the respective parties hereunto from May 1st, 1919, to 1st day of May, 1920, and from year to year thereafter, unless changed by the mutual consent of the parties hereunto. Either of the parties hereunto desiring a change on any section or sections of this AGREEMENT shall notify the other party in writing of the desired change 30 days prior to May 1, 1920. Upon such notice the Agreement shall be open to consider the change or changes desired. If not opened at that period it shall continue to the next year, and so on.

Dated at London, Ontario, this 17th day of April, A.D., 1919.

The London Street Railway Company
(Sgd.) C. B. KING, Manager.

For the Employees:
(Sgd.) JOHN GOLBERT, Chairman.
(Sgd.) LEWIS PARKER, Secretary.