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ORGANIZED LABOR SHOULD NOW RETURN TO WORK

Edmonton Organized Labor went on strike to express unmistakable sympathy with the Winnipeg strikers, and provide a Labor demonstration which would echo in the halls of the national Parliament. That end has been accomplished. While all Edmonton citizens may have failed to fully understand all the details of the immediate issue at the Manitoba capital, their confidence in their fellow citizens constituting Trades Unionism in this city was sufficient to cause them to bear any inconveniences precipitated without murmuring. In fact the great majority of Edmonton people recognize the justice of the case of the Winnipeg Metal Workers and are in sympathy with them even to the extent of their fellow citizens who are affiliated with Trades Unionism. It cannot be disputed that Edmonton as a city acknowledges the right of collective bargaining for the worker the same as to other men engaged in any endeavor.

Now that this Labor demonstration has been made; now that it has reached Ottawa; now that the principle of collective bargaining is understood by practically all people, all that the hour requires and all practical good that can be accomplished at this time has been accomplished. Edmonton Organized Labor now should go back to work.

The strike has been conducted manfully, orderly and in a manner that permits of little criticism, considering its magnitude. Whether it was an advisable step in the first place is a question of personal opinion. The great majority of Edmonton Organized Labor considered that it was justified. However the EDMONTON FREE PRESS, the official organ of the Edmonton Trades and Labor Council, the Central body of Edmonton Labor, gives the candid opinion of the paper—not the Trades and Labor Council—that the end which it was reasonable to assume could be accomplished has been attained. Organized Labor can return to work with good grace, conscious of having made a big effort to help their fellow workers in their hour of need, and receive the commendation of the whole city.

COMMENDATION WHERE DUE

Regardless of any of the merits or demerits of the issue itself, it must be conceded that Edmonton has been experiencing a most orderly, painstaking and considerate strike, and at the same time the biggest Labor demonstration in the history of the city. Organized Labor of Edmonton, not any one man or small group of men, has complete control of the situation. Policemen are on strike, yet patrol their beats as usual; firemen are on strike and continue to man the firehalls; employees operating city utilities are on strike yet water is undisturbed, lights burn, power was off but temporarily, and street cars are stopped. Bakers supply bread; cooks and waiters are on strike, yet everybody eats; milkmen supply milk, and all the necessities for life and health and welfare are provided. If Organized Labor were Bolsheviks, as it has been called; if a Bolshevik dictatorship were in control of the city, as has been charged, instead of Organized Labor conditions would doubtless be decidedly different.

When a strike of the proportions of the one in Edmonton is precipitated with such a minimum withdrawal of conveniences, without one disturbance of peace of any kind, certainly the men engaged in that strike and the men representing them on committees deserve some commendation anyway.

HANG TOGETHER OR SEPARATELY

There are probably some citizens who are unable to span the gap between Edmonton and Winnipeg. Because Organized Labor in Winnipeg is on strike, why should Edmonton, Calgary, Saskatoon, Regina, Lethbridge, with certainty of Vancouver and other cities if matters are not adjusted, be affected, is the question asked? Organized Labor replies that if Winnipeg workers are smashed, the next step would be another city. One by one Organized Labor would be picked off at leisure. Therefore, it is necessary for Organized Labor as a whole to stand together. Had Great Britain and the United States not gone to the support of France and the countries on the continent, Great Britain and the United States would have had to fight the Central Powers alone after the Central Powers had cleaned up the continent. There is no man who fails to recognize that fact. Organized Labor takes the same position. It is a case of fight as a unit or fight separately.

ILL-ADVISED COUNSEL

When any newspaper by tactful suggestions adroitly advises the introductions of strike breakers when Organized Labor is on strike, such counsel is ill-advised. There is a recognized onus attached to strikebreakers, and the use of strike breakers. He who takes the place of a workman on strike for better economic status smites the hand that helps him. He who would be inveigled into acting as a strike breaker against his fellow citizens would be making a serious mistake which he would surely regret.

THE PERTINENT ISSUE

Whether Edmonton Organized Labor was justified in going on strike or not does not alter the fact that the event has transpired. It is useless to debate that point. The matter for first and last consideration is the manner in which the strike is conducted and how soon it will be ended. Any talent or energies that can give assistance along these lines are pertinent and welcomed.

JUST EMPLOYERS

Employers of Labor as a whole, operators of industries as a whole, are not pitted against working people and wage earners. The majority of employers of Labor are working their hardest to keep head above water, to pay the best wages they can and work hours compatible with health and welfare. The comparatively small employer is fighting the same battle as is Labor. It is an economic condition, the competition confronting the retailer and prices he must pay for commodities controlled by big combinations. Take for instance the retail butchers of this city, the grocers and any number of business men. Their margin has been shoved down until they are in fact hired men to the big fellow and merely working on a percentage basis with everything to lose and little or nothing to gain. Labor recognizes this. This very thing is what Labor protests against.

STRIKE MANAGEMENT

The strike situation in Edmonton is under the direction of the Central Strike Committee. This Committee is comprised of two members of the executive of each union. There are nearly 100 individuals on that Committee. This Committee has met twice daily, and decides all questions of policy. The executive of this Committee executes these policies as directed. Any effort to make it appear that any one individual or coterie of individuals controls the situation is not according to fact.

UNUSUAL SITUATION

That Edmonton is experiencing a general strike which differs so radically from strikes too often witnessed is because it is a sympathetic demonstration for which the men are making sacrifices themselves to carry out against conditions unsatisfactory to most people. It is because Organized Labor has no quarrel with anyone locally, highly esteem the city and their fellow citizens and regret greatly any inconvenience that the people generally are caused to undergo. Where difficulties arise, disturbances occur, and sometimes riots and bloodshed have been suffered in Labor differences throughout the country, the trouble has ever been precipitated by some industrial concern attempting to replace the men by hired strike breakers oftentimes professionals imported for the occasion.

MEASUREMENT OF INTELLIGENCE IS GREAT BENEFIT

Second of Two Articles by C. B. Willis On This Most Interesting Subject

Following is the second and last installment of the article on Measurement of Intelligence by C. B. Willis of Alex Taylor school. In the last article Mr. Willis explained briefly the system of intelligence measurement used. In this article he discusses the utilization of the tests:

The uses of this test may be conveniently taken up under the headings as follows: (1) Money saving; (2) Better results for the money expended. These results would arise from saving many pupils one or more years' attendance at school, pupils retarded from lack of opportunity to attend school because of no schools, sickness, etc., pupils whose ability is much above average; pupils who are in danger of non-promotion through lack of application—not lack of ability—and pupils who come from outside places and may be placed too low in the school they are entering.

Money is saved in two ways by using this important aid to grade pupils: (1) Through lessened cost of schools; (2) Directly to parent as a result of child becoming a wage-earner earlier or through more rapid promotion going on one or more years farther in school and so earning more when he does become a wage-earner.

In a school of fifteen or sixteen rooms there are at present about two Sixth Grades. Many of these pupils, ordinarily about half, have for one reason or another lost one year, i.e. taken seven years to make six grades or started school when above the normal age for entrance to Grade 1. Of this half at least fifty per cent have the ability to do Grade VIII work the next year and so make up the time they have lost. However, since it is difficult to pick out the pupils who could do this and Grade VIII teachers do not wish to take on a lot of possible failures, little skipping is done. Practically speaking, a year may be saved here for half of one room by the measurement of intelligence, since this will point out with a high degree of accuracy those pupils who can skip and do the work. A similar number could save one year by skipping from Grade IV to Grade VI and a few could also be skipped from Grade V to Grade VII and from Grade III to Grade V.

Many specific cases can be mentioned in the Edmonton schools where bright pupils who were not particularly hard workers have been discovered by the aid of this test and skipped a grade, as well as instances of retarded pupils who regained a lost year. Other cases have occurred where it was doubtful whether a pupil should be promoted or not. The test was applied and some of the doubtful pupils were promoted, thus saving them a year.

Pupils entering the schools from outside points are often placed rather low on account of deficiency in some particular study. If the test is applied and they are found to be bright they may be placed higher with the confident expectation that they will make up deficiencies in short order.

At the very lowest estimate, the use of this test would allow each large school to keep one room less in operation from the time the measurements were inaugurated thus saving one teacher or about \$1,000 per year, also equipment, fuel, etc. In the Edmonton schools at this rate, \$12,000 to \$15,000 per year would be saved for teachers alone, as well as helping to relieve the congested conditions of many of the school.

After a few years this saving in the number of classrooms required would result in saving one large sixteen room school or possibly in ten years the saving of \$20,000 per year for buildings, plus cost of water, light, heat, service, supplies, etc. for this building.

Considered from another standpoint it would cut down the number of pupils by about seven per cent and so the total expenses for the city by about seven per cent of \$700,000 or \$50,000 saving per year.

From the parents' standpoint over

MANY HANDS MAKE THE WORK LIGHTER

Local unions that depend wholly upon their paid representatives to convert and bring in applications of all workers at the industry cannot expect, and in fact will not win as large a measure of numerical success as those locals whose membership are co-operating with their paid officers. One man can do just so much work at the trade; the superman who can perform the work of fifty or a hundred men does not exist. In fable and story we read of big doings, but in everyday life miracles seldom happen.

One hundred members hustling for new applicants can accomplish something worth talking about. If your union does not secure from its members hearty co-operation, it is partly your fault. It is not expected that you will devote all of your time seeking new applicants, but you can and should devote occasional effort along that line.

1500 pupils now in the schools could be saved a year's time and if each child earned \$300 in that year a saving to the parents of \$450,000 would result in eight years' time or \$50,000 per year. In case a pupil were enabled to graduate from High School one year earlier it would about save the first year's salary after graduation or about \$900.

At present about ten rooms in the High Schools contain Grade IX pupils. About two rooms of the smartest of these or older pupils who have good ability could be prepared for matriculation in two years instead of the usual three years, thus enabling them to become wage earners one year sooner as well as saving the city the cost of two rooms or perhaps \$10,000 per year.

Less money would be required and in addition to this better results could actually be obtained for the money expended if the measurement of intelligence were carefully used. At present the grading is such that a few of the poorest pupils in each class get relatively little value from the work; and worse still a few of the brightest pupils in each class are simply wasting time that might be usefully employed, and in addition getting into lazy habits.

The teacher's time would be more effectively used and the work made easier if the grading were better. At present if the lesson is taught suitably the average or slightly below average pupil, the bright pupil does not have to think at all, so easy has the lesson been made, and consequently this pupil who should be developed into a thinker and a future leader tends to lose both initiative and energy.

These bright pupils, who are after all the most worth while of all the pupils, as a national asset, may be handled in two ways. They may either be allowed to make more than one grade per year—or possibly a better way—they may be given a very much broader course of study than the usual, and still make one grade per year. This would get around.

In the same way, pupils who are below normal may be allowed to go at a slower rate than a grade per year by a changed course of study, made for nine or ten years instead of eight, or may be given a narrower course of study with more manual work, substituted for the regular course of study for these pupils and so their needs better met.

Vocational guidance may be given to pupils by using intelligence tests. In an occupation like that of a skilled machinist, a rather high degree of intelligence is required, consequently pupils of low intelligence would be advised against attempting to qualify for such work. Some other classes of work do not require a very high degree of intelligence and persons of high intelligence are not satisfied with them for long, and so should be advised against them.

The measurement of intelligence is thus seen to be useful and, in fact, practically indispensable in modern education. It saves money and allows educational authorities to make better use of the money that is spent. Nearly all up-to-date reorganization depends on it for the fullest measure of success—schools to suit the smart, average and dull pupils, and most important of all vocational guidance. No doubt the measurement of intelligence will play an important part in educational work in the near future.

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