

**SOLD THE FARM****44 HOLSTEINS 44**

Pure-Bred

The entire Verstella Herd selling  
without reserve at the farm near

ST. THOMAS, ONT.

**Tuesday, December 2nd, 1919**This Sale also includes Horses, Hogs, Seed  
Grains, Field Roots, Alfalfa Hay, Farm  
Implements, Household Furniture and  
everything that goes with a 200 acre farm.

General Sale, 10 a.m.; Cattle Sale, 1 o'clock p.m.

Included in this sale are—11 daughters of Sir Colantha Wayne with records up to 25.50 lbs. of butter in 7 days. A sister to this sire sold recently in the Chicago Sale for \$7,500; 3 daughters of Flora's Sarcastic Lad with average records of 25.01 lbs. of butter in 7 days and one of which has given 102 lbs. of milk in one day; 12 sons and daughters of Pontiac Korndyke Plus, a brother to May Echo Sylvia; 10 daughters of Lakeview King Inka De Kol, bred to start freshening shortly after sale date, and 6 daughters of Sarcastic Wayne De Kol.

Every Animal Except Present Herd Sire Bred  
On The Farm.

For catalogues address:

**David Caughell, Owner,**  
St. Thomas, Ont. - R. R. No. 8

**Auctioneers:**  
**LOCKE & McLACHLIN**  
**T. MERRIT MOORE**

**Hospital for Insane, Hamilton**

Yes, all bulls of serviceable age are sold, but several of six months and younger, from one of the best sons of King Segis Alcartra Spofford, and our best dams will be sold at reasonable prices.

APPLY TO SUPERINTENDENT

**Manor Farm Holstein-Friesians**

If it's a herd sire you want, write me. I have sons of both my senior and junior sires, King Segis Pontiac Posch and King Korndyke Sadie Keyes. All from good record dams. Choice bull calves at present to offer—average for two nearest dams, up to 34.71 lbs. butter to seven days. Correspondence solicited. Visitors welcome.

**GORDON S. GOODERHAM, Clarkson, Ont.**

Stations: Clarkson and Oakville.

Farm on Toronto and Hamilton, Highway

**Raymondale Holstein-Friesians**

A herd sire of our breeding will improve your herd. We have sons of our present sire, Pontiac Korndyke of Het Loo (sire of \$12,750 Het Loo Pieterje), and also sons of our former sire, Avondale Pontiac Echo. Several of these are of serviceable age, and all are from good record dams. Quality considered, our prices are lower than anywhere else on the continent. These youngsters should not remain long. Write to-day.

**RAYMONDALE FARM**  
Vaudreuil, Que.**D. RAYMOND, Owner**  
Queen's Hotel, Montreal**Hamilton House Holstein Herd Sires**

Our highest record bull for sale at present is a 4 months calf from Lulu Darkness 30.33 lbs. and sired by a son of Lulu Keyes 36.56 lbs. His two nearest dams therefore average 33.44 lbs. and both have over 100 lbs. of milk per day. We have several older bulls by the same sire and from two and three-year-old heifers with records up to 27.24 lbs. All are priced to sell.

**D. B. TRACY,** - **Hamilton House,** - **COBOURG, ONT.**

**Cedar Dale Farm**—The Home of Lakeview Johanna Lestrage, the \$15,000 sire—He is the son of the 38.06-lb. cow, Lakeview Lestrage, and is our chief sire in service. We are offering a few females bred to him and also have a few bull calves sired by him, at right prices. Other older bulls, sired by our former herd sire, Prince Segis Walker, son of King Segis Walker. A. J. TAMBLYN, Cedar Dale Holsteins (C. N. R. station one mile) Orono, Ontario

**CLOVERLEA FARM HOLSTEIN FRIESIANS**

Our present offering consists of two choice young bulls ready for service. Priced right for quick sale. Write **GRIESBACH BROS., Collingwood, Ont. R.R. No. 1**

**Silver Stream Holsteins**—Special offering—Four choice bulls fit for service, sired by King Lyons Colantha, the records of his six nearest dams average 30.10 lbs. butter in 7 days, and from R.O.P. tested dams. Individually as good as their breeding. Write at once for particulars and price or better come and see them.

**JACOB MOCK & SON, R.R. 1, Tavistock, Ont.**

**Holstein Bulls**—A few ready for service, one from a 32.7-lb. dam. He has 33.94-lb. maternal sister. Baby bulls by "Ormsby Jane Burke", and "Ormsby Jane Hengerveld King", grandsons of the 46-lb. cow, "Ormsby Jane Segis Aaggie," the only twice 40-lb. cow of the breed. Also females.

**R. M. HOLTBY, R.R. 4, Port Perry, Ont.****PIONEER FARM HOLSTEINS**

My present sales' list includes only bull calves born after Jan. 1st, 1919. These are priced right.  
**WALBURN RIVERS & SONS** R.R. No. 2, Ingersoll, Ontario

**Important !! 30-lb. Herd Sire for Sale**—Gipsy Pontiac Cornucopia, No. 32700 (calved Nov., 1917), a show bull, guaranteed right. His dam is a 30.71-lb. granddaughter of Sir Waldorf De Kol, and his sire is May Sylvia Pontiac Cornucopia. The latter bull, it will be remembered, is from a daughter of the great May Echo Sylvia, and got by the 44-lb. bull, Spring Farm Pontiac Cornucopia. Come and see his calves. We also have several of his sons for sale. **JOSEPH PEEL, Port Perry, Ontario.**

**For Quick Sale—One Bull Eight Months Old**—His dam gave 16,388 lbs. milk, and his sister 20,400 lbs. milk. He is a son of Judge Hengerveld De Kol 8th, who is a 32.92-lb. grandson of De Kol 2nd Butter Boy. Write at once for price, or better, come and see him. Take Kingston Rd. cars from Toronto. Stop 37. **ARCHIE MUIR, Scarboro P.O., Ont.**

**WALNUT GROVE HOLSTEINS**

I am offering a choice lot of bull calves sired by May Echo Champion who is a full brother of world's champion May Echo Sylvia; also a few cows just fresh. (Take Radial Car from Toronto to Thornhill) **C.R. James, Richmond Hill, R.R. No. 1, Ont.**

**RIVERSIDE HOLSTEINS—CHOICE BULLS**

We have several 10 months old, from dams with official records up to 100 lbs. of milk per day and 32.32 lbs. of butter in 7 days. These are well marked and straight individuals. Inspection invited. **J. W. Richardson, Caledonia, Ontario**

**"PREMIER HOLSTEIN BULLS—Ready For Service.**

I have several young bulls from dams with 7-day records up to 32.66 lbs. of butter, 755.9 lbs. of milk, with 110 lbs. of milk in one day—over 3,000 lbs. in 30 days. All are sired by present herd sire which is a brother to May Echo Sylvia. Step lively if you want these calves. **H. H. BAILEY, Oak Park Farm, PARIS, ONT.**

**CHOICE HOLSTEIN FEMALES !!**

I could spare ten or twelve two and three-year heifers, daughters of Baron Colantha Fayne and Louis Prilly Rouble Hartog. All are bred to freshen early to our 34 lb. sire. Also have a few young bulls, one from a 29.95 lb. cow that has milked 105 lbs. per day. Don't delay, this offering is priced right. **T. W. McQUEEN, Tillsonburg, Ont.**

**WHO WILL TRADE**  
Holstein Bull?

I have one ten months old registered from good producing dam; will trade for one as good. If interested write for particulars to **J. W. Rattle, R. R. 1, Kincardine, Ont.**

**WHEN WRITING ADVERTISERS**  
Please mention Advocate

**Stockwood** Imported and Canadian-bred **Ayrshires**—Write me for your next herd sire. I have several youngsters at present sired by my own herd sire, Killoch Gold Flake (Imp.) 51225, and from imported dams that are still in the herd. Call and see the kind we breed. Also pricing a few young cows safe in calf to herd sire. **D. M. WATT, St. Louis de Gonzague, P.Q.**

**SPRINGBANK R.O.P. AYRSHIRES**

Our Ayrshires win in the show ring and they fill the pail. We hold more present R.O.P. Champion records than any other herd in Canada. Young bulls and females by present herd sire Netherton King Theodore (Imp.). **A. S. TURNER & SON, (Railway Station Hamilton) - RYCKMAN'S CORNERS, ONT.**

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will receive the consideration of the Royal Commission on Agriculture will no doubt be the monetary share of the workers in the produce of the industry. At present the material for any calculation is scanty. From the data given in the report of the Wages Board Committee on the financial results of farming, it appears that on 26 farms the labor bill during the five years 1913-1914 to 1917-18 represented from 17 to 19 per cent. of the total expenditure, and from 15 to 18 per cent. of the total receipts. On 21 "home" farms the labor bill represented from 22 to 24 per cent. of the total expenditure. Such figures, however, help us very little to form an opinion as to the basis on which the worker's share should be assessed.

The facts which have to be taken into consideration are not merely statistical. They are mainly human and personal. From the employer's point of view, the first consideration is that the work should be done efficiently and punctually, that it should be done with a sense of responsibility—and with willingness to meet any disturbance of daily routine which weather conditions, or the nature of the work, necessitate. The employer does not want a human machine, he wants an intelligent man who is interested in his work and its results.

Now it is generally true, human nature being what it is, that men will not continually put forth their best efforts, physically and mentally, without a definite incentive. The incentive is not always financial. It often is simple pride in their work, and a feeling of self-respect which will not allow them to do less than their best. Various motives animate different individuals, but it still remains true as a broad generalization that, year in and year out, a man will do better work if by so doing he earns more money than he will if his remuneration has no relation to the amount of character of his work.

If this is true, it leads to the conclusion that the farm worker will produce more if he has a share in the increased production which results from his extra efforts. In other words, a definite interest in the financial results of the farm

will provide an incentive to work and a stake in the success of the undertaking, which will form a binding link of mutual interest between employer and worker.

There is a story of a factory owner who stated that if his workmen liked, they could save him £10,000 a year by less waste and better work, and was somewhat pertinently asked why he did not offer them £5,000 a year to do it.

**PROFIT-SHARING AND CO-PARTNERSHIP.**—There are two methods of attaining this object, which have been more or less tested by experience—one known as profit-sharing, and the other as co-partnership.

Profit-sharing is an agreement by the employer to pay to the worker a share, fixed in advance, of the profits of the undertaking.

A definition of co-partnership, drawn up in October, 1911, stated that "In its simplest form, taking the case of a man employed by a great limited liability company, it involves—

1. That the worker should receive, in addition to the standard wages of the trade, some share in the final profit of the business, or the economy of production.

2. That the worker should accumulate his share of profit, or part thereof, in the capital of the business employing him, thus gaining the ordinary rights and responsibilities of a shareholder."

Anyone who wants to know what has been done in the direction of adopting these two principles in industry generally should refer to the Report on Profit-sharing and Labor Co-partnership in the United Kingdom, issued by the Board of Trade in 1912. According to this Report there were on 1st August, 1912 six schemes of profit-sharing in agriculture, affecting 737 workers. This does not take account of agricultural co-operative societies, of which there were at that date 335, mostly in Ireland.

It must be admitted that, up to the date of the Board of Trade Report, the history of profit-sharing schemes in agriculture had not been very encouraging, for it was recorded that out of 18 schemes which had been started, 12 had been abandoned. But as the man who never