ROYAL COMMISSION ON INDUSTRIAL RELATIONS

RECOMMENDATIONS MADE AS RESULT OF ENQUIRY

Suggestions for Permanent Improvements in Relations between Employers and Employees embodied in Summary of Report

[Concluded from preceding page.]

hundred and one questions which could be largely solved if each side understood what the other had to contend with."

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 or joint industrial councils have been adopted and are now in use in England, Canada, Australia, the United States, and elsewhere.

The Commission outlines and gives suggestions regarding various types of joint industrial councils. Full details of the British so-called "Whitley plan" were distributed by the Commission while on tour. It has been adopted in about forty large British industries. Its chief features are national and district councils, composed of equal numbers of representatives of employers and employed, and also works (or plant) committees, which need not be equally divided, as decisions must be arrived at by agreement between the two parties. Under the Whitley plan the councils are workable only when both parties—employers and workers—in the particular industry are thoroughly organized, as the councils are composed of representatives nominated by the employers' association and the trade unions concerned. Each council arranges its own functions, machinery, and methods of working. In Toronto a joint council closely resembling a district joint council under the Whitley plan is in actual operation in the building trades, and similar councils for those trades are projected in Ottawa and Montreal. There is also in existence a workers' committee in the Coughlan Shipyards at Vancouver, and the formation of councils in other industries is under consideration.

The purpose of the Whitley works (or shop) committees is to establish and maintain co-operation in all workshop matters.

What is known as the "Colorado plan" has been adopted with modifications in many American plants, and in Canada by the Imperial Oil Company, International Harvester Company, Massey-Harris Company, Vancouver Dairy Company, and several others. Joint committees composed of equal numbers of representatives of workers and of the company are formed. The workers' representatives are elected by secret ballot in proportion to their numbers, no distinction being made between union and non-union men.

The "Leitch plan," called "Industrial democracy," is based on the constitution of the United States. The executive officers of the industry form the "Cabinet," which is primarily an executive body with veto powers. The "Senate" is elected, and made up of foremen, departmental heads and under-executives. The "House of Representatives" is elected by secret ballot by the whole body of workers. The business policy set before the workers is justice, economy, co-operation and service, and they benefit financially by receiving 50 per cent of the savings on the cost of production.

The Commissioners make this comment on the various plans for joint councils: "The essential feature of all the proposals is that the human factor in industry is to be regarded as of first importance. They aim at improving the standard of comfort of the worker by securing a greater measure of close co-operation between him and his employer; of eliminating distrust and suspicion by full discussion of all the facts and circumstances pertaining to the industry. They tend to bring the employee and the employer closer together, and give each a better understanding of the difficulties which beset the other; give the worker a greater sense of responsibility by giving him a greater voice in the government of the industry, and thus bring about a permanent improvement in their relations."

The Commission believes that in Canada a beginning should be made with joint plant councils and more extensive organizations of district and national councils evolved therefrom as necessity arises. They suggest the following as suitable subjects to be dealt with by the Council:—

(1) Wage rates; (2) hours of labour; (3) plant conditions, such as safety, ventilation, light, sanitation, provision for meals, dressing rooms, shelter, etc.; (4) child and women labour; (5) questions of discipline and conduct as between management and workpeople; (6) conditions surrounding the worker outside the plant, such as education, amusement, recreation, health, housing, apprenticeship or special training, libraries, etc.; (7) improvement in the plant or process to improve quality, increase production, decrease waste, etc., and rewards to those who suggest such improvements.

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 could, 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 Labour 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 believe that nothing but good can result from their establishment in all industries where a considerable number of workpeople are employed.

The report is signed by Hon. Chief Justice Mathers, Winnipeg, Chairman; Mr. Charles Harrison, M.P., Mr. Carl Riordon, Mr. Tom Moore, Mr. John W. Bruce, and Mr. Thos. Bengough, Secretary. A minority report was filed by Hon. Senator White and Mr. Frank Pauze.

Tenders for Coal.

Sealed tenders addressed to the undersigned, and endorsed "Tender for Coal for the Dominion Buildings, Maritime Provinces," will be received at this office until 12 o'clock noon, Tuesday, July 29, 1919, for the supply of coal for the Dominion buildings throughout the Maritime Provinces.

Combined specification and form of tender can be obtained at this office and from the caretakers of the different Dominion buildings.

Tenders will not be considered unless made on the forms supplied by the Department and in accordance with the conditions set forth therein.

Each tender must be accompanied by an accepted cheque on a chartered bank payable to the order of the Minister of Public Works, equal to 10 per cent of the amount of the tender. War Loan Bonds of the Dominion will also be accepted as security, or War Bonds and cheques if required to make up an odd amount.

R. C. RESROCHERS,
Secretary.

Ottawa, June 28, 1919.

HOT SULPHUR SPRINGS OF ROCKY MOUNTAINS NATIONAL PARK

Report describes Curative Waters of Banff which are similar to Springs of Bath, England

AVAILABLE WHOLE YEAR

In the report on the mineral springs of Canada, prepared by R. T. Elworthy, B.Sc., and issued by the Mines Branch, Department of Mines, the following description of the hot sulphur springs in the neighbourhood of Banff, Alberta, in the Rocky Mountafn National Park, is given:—

THE UPPER HOT SPRING.

"The Upper Hot Spring rises in the northeast side of Sulphur mountain at an altitude of 5,000 feet above sea level, and about 500 feet above the valley of the Bow river. This spring was the first to be used by invalids, who bathed in a hole dug in the ground, close to the source of the water. In the early days many a discarded crutch was to be found in the vicinity, bearing eloquent testimony to the healing powers of the hot sulphur waters.

"The Hot Springs Hotel, which is open all the year round, and Grand View Villa, a summer hotel, are both situated close to the Upper Hot Spring. The view from the site of the spring, looking down the valley of the Bow river, is magnificent.

"The spring itself rises in a bricked well about three feet square. The main volume of the water is carried by a pipe for about fifty feet down hill where it runs into the swimming pool of the Upper Hot Spring bath-house. The temperature of the swimming pool is 95.98 degrees, F., almost as hot as one can bear. The spring has a flow of 120 gallons per minute. Its radio-activity is as follows: Emanation, 221 units; dissolved radium, 8.5 units.

THE KIDNEY SPRING.

"The Kidney Spring rises about 200 yards below the Upper Hot Spring, only a short distance from the road up the mountain side. The channel, white with precipitated lime and sulphur, can be seen on the right bank of the road just before the Upper Hot Spring is reached. In cold weather, its situation is especially made evident by the cloud of steam which ascends, and by the trees in the vicinity, white with rime.

"No use is made of the water from this spring, which is almost identical in composition and properties with the Upper Hot Spring.

THE MIDDLE SPRINGS.

"The Middle Springs are untouched, and still in their natural state. In fact, they are little known, and seldom seen by visitors to Banff, notwithstanding their interest and magnificent situation. Considerable possibilities of their utilization exist on account of the large flow of water and the terraced nature of the ground in the vicinity.

"They are about two miles from the Bow bridge, and are reached by a good road which branches to the right, about one mile above the bridge from Mountain avenue. The flora and fauna of the neighbourhood are of great interest. In the winter months, deer may be seen almost daily near the springs.

"The waters issue from two sources; one, in a cave, rising in a pool, the surface of which is constantly agitated by rising bubbles of gas; the other, even more voluminous, from under a large rock at the mouth of the cave. The streams join, tumbling in a steep descent, till they run a more leisurely course over the slopes of the lower mountain to the river. Varieties of algae, vegetable growths that especially abound in the waters of hot sulphur springs, coat the sides of the channels and adorn the rock with vari-coloured filaments. The Middle Spring has a flow of 50 gallons per minute, and its radio-activity is as follows: Emanation, 294 units; dissolved radium, 8.6 units; emanation in gas evolved, 1910 units. The temperature of this spring is 92 degrees, F.

CAVE AND BASIN SPRINGS.

"The Cave and Basin springs, within easy access of the town, are the best known and most popular of all the hot springs of Banff. They lie, not far apart, on the lower slope, overlooking the Bow valley and Vermilion lake. The cave was discovered in the fall of 1880 by surveyors locating the track of the Canadian Pacific railway. The cave is nearly circular in shape, about 40 feet in diameter and 20 feet high. A pool of bubbling, seething water 4 to 5 feet deep forms the greater part of the floor. Entrance to the cave is through the southeast belvedere of the new bath-house, by means of a well-lit tunnel 30 feet long. A hole in the roof of the cave affords a dim illumination as well as an outlet for the steam and gases arising from the pool. It is said that the walls of the cave were originally covered with stalactites of several feet in length, the icicle-like crystals formed by the drip of water depositing calcium carbonate, but these have long since been carried away. At present the walls are coated with a crystalline deposit, chiefly composed of calcium, sulphate or gypsum formed by the constant evaporation of water containing calcium sulphate in solution, on the walls and roof of the cave. The flow from the pool is about 300 gallons per minute. The water runs off from the pool down the tunnel, constantly renewing the water of the swimming bath just outside. The temperature of the water is 85 degrees F. Its radio-activity is as follows: Emanation, 470 units; dissolved radium, 8·5 units; emanation in gas evolved, 3,340 units. Taste, flat with trace of hydrogen sulphide.

THE BASIN SPRING.

"At the opposite end of the swimming pool from the Cave is the Basin a pool of water about 25 feet wide and 40 feet long, overhung on one side by a wall of rock and on the other enclosed by the old bathing pavilion. The overflow, nearly as great as that from the Cave Spring, flows into the new swimming pool and old bath at the opposite end of the basin that was used previous to the completion of the present magnificent bath.

"The water is at a temperature of 94 degrees F., warm enough to be comfortable on the coldest day. Bathing is enjoyed in the Basin the year round, even when there is snow to the depth of several feet.

"The water of the Basin Spring was found to contain a larger proportion of constituents than the other springs and approximates, closely, to the water of the King's Spring, Bath, England, in its composition. The flow of the Basin Spring is 150 gallons per minute. Its radio-activity is as follows: Emanation, 232 units; dissolved radium, 8·5 units; emanation in gas evolved, 2,370 units.

ALPINE CLUB SPRING.

"This spring rises about fifty yards up the mountain side at the back of the club house of the Alpine Club of Canada. The flow is about 150 gallons per hour."

$5,000,000 IN SEED GRAIN DISTRIBUTED.

The Seed Grain Commissioner for Western Canada announces that seed wheat and seed oats to approximately $5,000,000 in value were purchased and resold by the Federal Seed Grain Department for the relief of farmers in the Western Provinces who experienced shortage of seed. It is estimated this means that between 3,000,000 and 4,000,000 bushels of seed grain have been distributed since last fall. The entire business is conducted on a cash basis, large amounts being purchased by provincial governments and municipalities for redistribution.—*Winnipeg Office, Department of Immigration and Colonization.*