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True Confidence and Understanding Between Employer and Employee Absolutely Necessary to Industrial Peace.

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CANADA, AGRICULTURE AND IMMIGRATION

Manufacturing and Farming Interdependent—Each Vitally Necessary to the Other

DOMINION PROSPERITY LINKED UP WITH RESTORATION OF EUROPE

Dawes Plan Means Revival in Trade

THE stabilization of Europe that will in all probability result from the adoption of the Dawes Plan, is bound to have important effects to Canada.

It seems to be fashionable among one group of the Canadian Labor movement to sneer at the Dawes Plan as a slave pact, and amongst another group to fiercely object to any measure that will help to restore Europe to a normal national life. In the opinion of the Canadian Labor Press, both these views are unsound and the adoption of the Dawes Plan is the most practical one yet devised that will tend to restore middle Europe to its feet. The practical working out will mean that food production will be stimulated, industry developed and currency ultimately regain a sound normal basis. Canada cannot afford to stand idly by and witness the disintegration of Europe; the inter-dependence of the world if nothing else, compels Canadians to urge and support wise and statesmanlike measures for the restoration of that continent.

With the increasing stability of Europe and the consequent revival of trade that is bound to result, Canada is certain to benefit. It follows then that no matter how strong the prejudices and antagonisms created by the war, it would be cutting off our nose to spite our face if we held aloof from measures that would create more employment for our citizens, raise the depression we suffer under and lower the heavy burden of taxation we at present bear, and in the opinion of the Canadian Labor Press, the Dawes Plan does promise to fulfill in part these beneficial features.

With European recovery would come a revival of immigration especially of the peasant class and it is desirable that such immigration be encouraged. With the land area that the Dominion has, it is surely obvious to commonsense that the quickest way to reduce our tax overhead is by distributing it over a larger population and the thrifty European peasant class with a good knowledge of agriculture is a desirable addition to our shores. Farming is our greatest industry and the duty of Canadian statesmen is to encourage and develop it as much as they can. A wise Government would see that agriculture and allied industries would be nourished and strengthened. It is folly however, as some politicians do, to talk

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War Without Profit

THE idea of conscripting capital and labor in the event of war in the United States is growing in popularity there. The question is being discussed all over the country and it is seen that if such a law were placed on the state books, the possibility of war would become very remote. Discussing the idea in the Atlanta (Georgia) Journal a writer sums up the argument in part as follows:

"Labor would be conscripted equally with military service. But mere labor would not be working for the ordinary soldiers' pay in order that employers and investors of capital might reap golden profits. For profits equally with service would be conscripted. Capital, equally with labor, would be subject to the imperative demand of the State. The revolting theory that the state might command the lives of its youth, but that the money of the prosperous should be sacred, would be repudiated.

"Nor would the farmer or the miner be immune from the call to service. Food would be raised, but taken by the State at a price which would eliminate all profit; neither the digger of iron, the smelter, the puddler, nor the millionaire magnate who controlled the operation of all, should be allowed as the fruit of his labor during the continuance of the war more than what the boy in the trenches would be getting—namely, a bare livelihood. The profiteer would be eliminated. There would be no more 'dollar-a-year' men serving the nation, nor would there be, as during the last war, a horde of employees at Washington paid four and five times what the soldier in the trenches received, nor a host of speculative hangers-on greatly enriching themselves at the expense of the Government.

It is perfectly apparent, too, that if in war times those engaged in essential industries should be denied the right to make personal profit, this right should equally be denied to all other manufacturers or distributors. In fact, during the period of war, under the provisions of this constitutional amendment, the whole nation would be militarized—or socialized, if you prefer—enrolled in one common effort for the performance of all functions engaged even in the most remote way with the national defense."

Move Art Treasures

Moscow.—One hundred and forty-one paintings by Rembrandt, Rubens and Van Dyke, are being moved from the Hermitage museum of Leningrad, the finest art gallery in the world, to Moscow. The reason for this action, the Soviets declare, is that Moscow, not Leningrad, is the centre of the working class of Russia.

All of the Hermitage museum's billion dollars' worth of paintings will eventually be housed in Moscow, it is said. Besides this, 15,000 china pieces formerly belonging to the czars, from Peter the Great down, and the Pushkin and other galleries are to be kept here.

French Soundness Is Doubtful

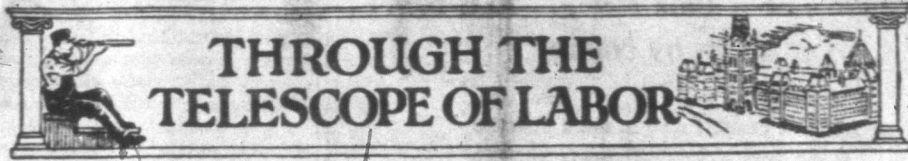
New York.—Morgan and Co.'s offering of \$100,000,000 in French bonds went quickly. The books were closed in 45 minutes. Americans getting into Europe with their money in this loan will get about 7.53 p. c. interest. The bonds are 7 p. c. bonds

but they were sold at 94, which brings the actual interest on investment to the higher figure. Conservative comment in that portion of Wall Street not in on the deal say the high interest rate indicated that the investment is not gilt edged. Doubts on the future of French credit are given as reason. The previously issued German bonds seemed equally insecure if not more so. Their issue price was 92.

Labor Party Make Gains

Christiania, Norway.—Following the elections, six Communists have gained seats in the Norwegian parliament. Communism was one of the major issues of the elections, prohibition being the only other matter that was widely discussed.

The conservatives gained control of the "storting" (parliament) with fifty-four seats. The Norwegian labor party has twenty-four seats. Transvaal, who campaigned for the Norwegian labor party, denounced the Communists.



THROUGH THE TELESCOPE OF LABOR

History of Glass Blowers' Association

BY JAMES M. LYNCH, PRESIDENT OF THE INTERNATIONAL TYPOGRAPHICAL UNION

BOTTLES to the right of us, bottles to the left of us, bottles everywhere. How about their manufacture and the men who make them? Harry Jenkins, secretary of the Glass Bottle Blowers' Association of the United States and Canada, supplied me with some of this information and also a brief history of this union, and I think so well of it that I am passing it on. We are all interested in bottles. Many are interested in men. This article is about bottles and men.

Advent of Machinery

In 1894 machinery had been developed that was capable of making fruit jars, vaseline bottles and kindred wide-mouth ware. This was the beginning of the revolution in the glass bottle industry. From this crude machine was developed the Owens bottle-making machine which was commercially workable about 1904. At that time there but two or three machines in operation and they were confined chiefly to the heavier ware, such as carbonated beverage and milk bottles. It was hoped by the bottle blowers that these machines would not attack the lighter or smaller ware, but the principle having been found it was only a step to the improvements that later developed when the machines made everything from a bottle holding three drops up to the one holding twelve gallons. To-day there are over two hundred of these machines in operation in the United States and Canada making glass bottles and they have been improved to such an extent that they formerly made one bottle at a time they now make three and four. It is a costly machine and is controlled by a corporation that exacts a royalty on the finished product.

Follow Printers

The secretary says: "Our late president, D. A. Hayes, when the Owens machine was on the market took a leaf from the book of the printers' organization and adjusted the affairs of our association in such a way as to lessen the blow when the machines came into our industry generally.

"From 1909 to 1912 we voluntarily reduced our wage scale until it reached 36 per cent. This was done primarily to reduce the difference in production as between the machine and the hand method and it served as a splendid purpose and kept our association alive and in such a condition that it could later come back to its own. We are firmly convinced that this did what we intended—showed the machine interests that we would not be driven out of the industry. When they saw the determination of the men to stay they arranged their selling prices so as to permit the hand manufacturer and the men to continue. Later on we were able to secure several increases in wages until now wage scale in the hand and in the machine departments is as good if not better than it was prior to 1909, when the first reduction was taken.

Unskilled Labor

"We have also organized the men in the machine end of the industry, but as the work is not skilled it is a hard matter to approach the employed on the question of collective bargaining, although we have an agreement with two of the large companies."

The introduction of the machine has reduced the association's membership somewhat; men saw the machines coming in and taking their places and they got into other lines of work.

The Owens machine, however, was not the last word. There are others in use now simpler in construction and much cheaper which can be applied to any furnace already built, whereas the first machine had to have a specially constructed furnace. The new or later machines are placed to a furnace where the glass flows by gravity into the mold with certain appliances to adjust the weight of the glass cut off so as to make the bottle. The association has secured jurisdiction over these machines in 98 per cent. of instances where they have been installed, with a minimum wage of 60 cents per hour. This wage rate is rarely adhered to, most of the employers paying a bonus in addition to the minimum wage.

More Employment

"We have every reason to believe that in spite of the introduction of the machine and its cheap method of production, there will be as great, if not greater, number of men employed as in the days of the hand method," says the secretary. "We have always dealt with our employers in the collective bargaining way and believe we have reached the highest point of development in that method of doing business. We have a universal scale that applies to every factory in the United States and Canada under our jurisdiction, and there are no non-union factories to-day making bottles by the hand method.

"All of our skilled work is done on the piece-work basis, and we have an elaborate wage scale covering nearly every bottle now being made or that has been made since the formation of the union. We have a wage scale hanging on our wall bearing the date of 1946, which includes about two hundred and fifty articles of glassware in the bottle line, and most of these bottles are continued down to the present day and are still to be found in the wage lists."

Early History

The organization in 1846 was crude, several locals being banded together into what might be termed a small national union; it not at that time cover the United States as it does to-day. It was along in the early '70's that national unions were formed—one east and the other west, with the Ohio River as the dividing line. There was a slight difference in the wage scales those days, but not great. In 1890 these two divisions under the jurisdiction of the Knights of Labor, were formed into one and since that time have been functioning as one.

It required courage on the part of the union officers to meet the introduction of machinery in the bottle-blowing trade. It was fortunate they had that courage, and that at their head was that sterling trade unionist, Dennis A. Hayes—dead, but living in the memories of thousands benefited by his foresight.

R.R.'s Slice Expense to Meet Revenues

Wages Down \$3,000,000 a Month and Other Expenses Too

Montreal.—One of the features of railway operation in Canada this year has been the more efficient use by the railways of their rolling stock. This has been an important factor in keeping down operating expenses, and at the same time it has been one reason why the car-making companies have not received the orders they might reasonably have counted on.

For instance, in July, 1924, the average freight train carried 478.5 tons of revenue freight, as against 444.1 tons in July, 1923. In August the increase was not so marked, the figures being 464.4 and 403.8 miles respectively. But in August there were 22.5 loaded freight cars per train and 9.9 empties, as against 21.8 loaded and 11.2 empties in 1923.

Cut \$3,000,000 Off Wages
The pay roll also shows a severe cut, the figures for August, 1924, being \$19,267,039, and for August, 1923, \$22,526,734.

Despite this improvement in operating efficiency, the revenue per train mile declined slightly, indicating the lower trend in freight rates.

The decrease in railway earning power since June has not been due so much to decreasing traffic as to low carrying charges. The ton miles have kept up remarkably well, with the exception of the Canadian National's United States lines, but the cents per ton mile have slumped. If freight rates were on the same level as in 1923, Canadian railways as a whole would have had a far better eight months behind them at the end of August than they had. In the railway's results, published from month to month, there have been consistently evident indications of steadily improving operating efficiency, but the benefits of these improvements have been going to the public, in the form of lower rates, at a faster rate than the improvements can possibly be effected. This leads the Canadian railway and marine world to ask how close to zero does the public want to see railway earning power reduced before it can be satisfied?

Prospects for Fall Year
The same publication, which may be regarded as speaking the case of the railways, declares that the task of reducing expenses to meet declining revenues is a difficult one for any railway under the most favorable conditions largely for the reason that such a large part of railway operating expenses are fixed and independent of the volume of traffic. It is obvious that there is a point beyond which reduction of expenses cannot go. With a prairie grain crop estimated variously at from 150,000,000 to 200,000,000 bushels less than last year, with business generally in a rather hesitant mood, and with the public attitude such that large volumes of capital are being directed into safe investment channels at a comparatively low rate of interest rather than into the financing of new enterprises, it is highly improbable that the railways will enjoy the same amount of traffic in the last three months of 1924 as in the same part of 1923.

This makes it practically certain that the railways will fail to make as good a showing for 1924 as for 1923.

Meet in Mexico
The executive committee of the Pan-American Federation of Labor has issued a call for the next convention, to be held in Mexico City, December 3rd next. The last convention voted to meet in Guatemala, but the call states that "conditions in Guatemala make it impossible for the next convention to be held in that country."

Low Wages Paid in New England

Many Open Shops in This Territory

New England is revealed as the low wage paradise of the so-called open shoppers in a recent statement covering average hourly wages paid in manufacturing establishments represented by the National Metal Trades Association, the one big union of metal trades employers. Throughout the New England states members of this association paid employees of machine shops, foundries and pattern shops an average of 56 cents an hour during January, as compared with 62.2 cents an hour in New York, New Jersey and Pennsylvania. In these three states members of the association were paying an average of 60.5 cents in July, while New England paid 53.5 cents in the same month. In Ohio and Indiana they were paying 59.1 cents in January, as compared with 57 cents in July.

Michigan establishments come close to equalling the low record of New England, with an average of 58.4 cents in January and 56.4 cents in July. Illinois, Wisconsin and Missouri report 58.8 cents in January and 57 cents in July.

Semi-Skilled Labor
It should be noted that these are non-union wages and that the majority of concerns represented have so organized their work that the greater part is done by employees classed as semi-skilled or machine operators. Unskilled labor is included in the averages.

The National Metal Trades Association has a membership of more than 1,000 concerns, which employ together in excess of 600,000 workers. No firm operating under an agreement with metal trades unions is eligible to membership in the association. It always has attacked the cost of living basis for determining wages. By doing so it has prevented the development of standard minimum wage rates on which groups of workers could unite.

Regulate Work Hrs. in Netherlands

In view of the interest which is being taken in all industrial countries in the question of the length of the working day, a series of monographs is being published by the international labor office dealing with the legislative and administrative measures and collective agreements governing hours of labor in various countries.

The most recent of these publications gives an account of the present position with regard to the eight-hour day in the Netherlands.

Regulate Hours
Hours of work in the Netherlands are regulated by the general act of Nov. 1, 1919, on hours of work and dangerous trades, as amended May 26, 1920. The act of 1919, which came into force on Oct. 24, 1920, limited hours of work to eight per day and 45 per week. The act of May 26, 1920, increased them to 8 1/2 per day and 45 per week, a change which came into force on June 18, 1922.

The act applies generally to all work carried on in an undertaking. Certain types of occupation are excluded from the operation of the act, e.g., agriculture and domestic service.

Certain permanent exceptions may be made, for example: Maximum hours of work may be extended to 54 hours per week and 144 hours over a period of three consecutive weeks for men engaged in work which must be carried on continuously in shifts.

The provisions of collective agreements form a useful complement to the provisions of the act, as regards both the distribution of hours of work and the limitation of overtime and rates of overtime pay. It is well known that the use of collective agreements has become increasingly prevalent in the Netherlands, especially since 1918. Statistics published by the central statistical office show that on Jan. 1, 1922, there were 702 collective agreements in force covering 26,887 undertakings and 267,755 workers.

The Dictator of Spain

How He Has Failed to Fulfill Promises

The Spanish Military Dictator, presided over by the Dictator, Primo de Rivera, Marquis Estella, came into being over a year ago. What is the result of this year's work?

It cannot be said that the outlook for the Dictator is very promising. Spain's two great problems—the war in Morocco and the separatist movement in Catalonia—are in a more inflamed condition now than they were when the Dictator began his work.

One of the most attractive prospects held out by Marquis Estella when he seized power was that of a conquered or pacified Morocco. That mismanaged war was to be brought to an end; the victory of Spain was at hand. What has been the fact? The patient Spanish soldiers are still being slaughtered. The massacre of 1921 remains unavenged; the tribesmen are more aggressive than ever, and a disaster seems quite possible.

The situation is so serious that the Dictator himself has gone to the front to take command of the operations. He has established his headquarters at Tetuan, and the next few weeks will show whether his skill as a military commander is equal to the task of quelling the turbulent tribes of the Rif.

While all Marquis Estella's efforts are devoted to extinguishing the conflagration in Morocco, another flame lies smouldering behind him, in Catalonia, the north-eastermost province of Spain.

Spain's Ireland
Catalonia is the Ireland of Spain. It has its own language—the most dangerous, as the people esteem it the most precious, heritage that a land can have. All down the ages, since their Home Rule privileges were taken from them, the Catalans have steadily pursued the will-o'-the-wisp of independence.

On that September more a year ago when Spain pronounced for Marquis Estella, hopes ran high in Catalonia. The Dictator was Captain-General of Catalonia, he was believed to favor the nationalist aspirations of the people, and it was confidently expected that some measure of autonomy would be obtained from the new regime.

To the dismay of the province almost the first decree of the new Dictator was directed against Catalan tongue and flag be allowed to be used was sharply answered by the Dictator by a blank refusal. Feeling began to run high against him and separatism, which had lain more or less dormant for some time, flamed out again suddenly.

That is the Catalan situation as it is to-day. The Dictator may have to deal with trouble from this quarter at any time. In Barcelona there are rumors of hidden arms, of squads being drilled, and of impending events.

Marquis Estella's position becomes less and less enviable every day. A great victory in Morocco might restore him in the public esteem. A defeat in Morocco, or even continued lack of success, or yet, again a rising in Catalonia, might well bring about his downfall at any moment.

Reduce Work in Bell Island Mines

1,200 Men Will Be Thrown Out of Employment in Newfoundland

St. John's, Nfld.—British Empire Steel Corporation iron miners on Bell Island have been notified that with the sailing of the last cargo of ore all operations will cease until the winter programme of work is begun, which will be some time after the beginning of the year. It is then intended to work one mine only, which will result, it is stated in 1,200 men being thrown out of employment.

An official of the corporation, in an interview recently stated that during the year 850,000 tons of ore had been shipped from the island, 150,000 tons of which had gone to Sydney, N. S.