

# LABOR NEWS FROM EAST TO COAST

## The Associated Federal Employees of Ottawa.

Federal Union No. 66.

### POLICY FOLLOWED IN FRAMING THE UNITED STATES AND CANADIAN CLASSIFICATIONS.

The efficient carrying on of the important and varied activities of the Government departments of our country is dependent first, and in the greatest measure, upon the loyalty and energy of the staff of such departments and upon their good training and efficiency. The framing of any scheme of classification which generally and profoundly affects the future of the present personnel of a Civil Service and also that of their successors for many years to come must be planned and worked out in detail, so to secure the approval and support of the various classes of Government employees is affected thereby. The classification cannot be made until they are expected to meet the somewhat divergent views as to their importance held by a number of individuals in the service; nevertheless, if the classification is to be a successful dependence must be placed upon the common sense and fair-mindedness of the majority in the Government service, and full opportunity must be given for cooperation and expression of opinion from the various classes of the service.

It was fully recognized by the commission which had charge of the reclassification of the American service. One cannot do better than quote from "Part I, Page 14" of their report, which reads: "The feeling of the necessity of cooperation with employers, and the general steps which they took to meet such necessity, in the extra giving their whole spirit in which the classification problem was approached and carried through is excellently set forth. When your commission began its work in March last year it found that the general principles covering classification of positions were pretty well established, but that the experts did not always agree as to how these principles should be applied to a given classification project. The members of your commission decided, therefore, that they were taking up the details of their task; they should consult the leading experts who represented the various schools of thought on the subject.

### CO-OPERATION FROM DEPARTMENTS AND EMPLOYEES.

The conferences with the experts were followed by interviews with the heads of all the executive departments and independent establishments and the commission of the District of Columbia, and the fact was quickly developed that the administrative officers, almost without exception, appreciate the grave need of a fundamental change in the methods of the Government in handling its gigantic personnel problems.

The classification experts with whom we consulted warned us that it was essential that we gain and retain the confidence of the employees affected by our work. They pointed out that in New York city a state misunderstanding had developed between the forces engaged on the task of classification and the men and women whose jobs were being described and valued, and that this friction had very seriously interfered with the consummation of the enterprise. Your commission decided to call in the authorized representatives of the employees and lay before them in frank, open fashion the plans of the commission and to hear their suggestions. The response was most gratifying. The employees, individually and collectively, have cooperated whole-heartily in the commission's work. They did not attempt to obstruct promises as to the character of our recommendations, and the members of your commission made no promises tendered at the beginning of our conferences, when we assured a president of one of the employees' associations that all the details of our work would be open to inspection at all times by anyone interested. We have adhered consistently to that policy. Your commission has had no secrets to conceal. We were engaged in a public work and we were all agreed that the best way to avoid misunderstandings was to conduct our inquiries in an open, above-board fashion that everyone interested might know not only our conclusions but the processes by which these conclusions were reached.

These preliminary surveys convinced your commission that it could not with safety adopt without modification any of the plans for the classification which were in vogue in other cities and the Dominion of Canada. Instead, we agreed upon what might be regarded as a compromise of all these plans, with certain additions suggested by the needs of the Washington service.

The actual work has been done by a small staff of classification experts, assisted by a large number of employees detailed from the various departments, under the close supervision of the three Home members of your commission, who have devoted their entire time to the task.

Your commission appreciated that in giving its advice such a large part in the work of classification we were submitting ourselves to the criticism that we were permitting the employees to classify themselves and to fix their own salaries. We met this by so distributing the activities of the specialists we brought in from the outside that the essential fact could be subjected to a proper check, and in addition, to ask who employs in various phases of the work, we endeavored to give to them the opportunity to be heard in public before a result is final to the public.

On page 122 to 124 of the same report will be found the reasons advanced in making this classification, all but one of which, again, have been followed in the various departments at Washington, with a view not only to secure their services as clerks, but also in order that they should be able to give some spokesman while the

classification work was being carried out. These officers taken from the various departments range in position from some of the highest positions in the service, such as "deputies in charge," "engineers," "pathologists," down to simple routine clerk-stenographers, type-setters, etc. (To be continued.)

## OTTAWA.

### TRADES COUNCIL.

Mr. H. P. Hill, M.L.A., will promote support of the Ontario Legislature in favor of Proportional Representation, at the request of the Allied Trades and Labor Association of Ottawa. A letter from him to this effect was read at the meeting of the association held Friday evening.

Members of organized labor in Ottawa were requested to "take down" any notices which are being manufactured in prisons, and to use only those which bear the union label.

Delegate Lewis voiced criticism against the inactivity of the members of his committee, to wit, the organization committee, stating they were sadly lacking in progress.

The formation of a Workers' Educational Association by the Independent Labor Party received the hearty endorsement of the delegates present, and Delegate Draper was requested to attend the initial meeting of the new association, to be held on Monday afternoon at the Carnegie Library and to report back to the association.

Controller Cameron explained that the object of the Educational Association was to establish courses in economics, industrial history and English, and said that all organizations in the city, including the Rotary and Kiwanis Clubs and Local Council of Women, were invited to participate.

The association decided to cooperate with the local firefighters in any opposition which might be necessary to the proposed attempt of the Ontario municipalities to secure an amendment to the Ontario Municipal Act, which would give the double platoon system for firemen all over the province.

The Ontario Municipalities are asking that the firemen revert to the old conditions, on the grounds of economy.

Mr. Lodge read the executive presentation regarding criticism which had been levelled against Ottawa medicine, with regard to their presentation and the conditions of the Executive found that the adverse comment had been more than counter-balanced by the laudation which had been voiced of the excellent work which had been, and was being accomplished by the profession locally.

Delegate Nicholoff wanted the proceeding of the association to partake more of the open Forum variety, when subjects of interest to the labor men could be introduced and discussed at the meeting. Delegate Leckie gave a lengthy dissertation regarding the high cost of living; capital and labor, and its application to "wealth." He wanted the delegates not to be led away with the belief that falling prices meant better times for them, but said that labor was facing the biggest crisis in its career.

The reading of a circular protesting against statements contained in the Labor Gazette, derogatory to the Russian Soviet Government, was productive of some cross fire between Delegates Draper and Leckie, and the latter purchasing a dozen pamphlets on this subject, titled to the association.

Delegate Draper said he had no objection to Delegate Leckie purchasing the pamphlets, but he wanted it understood the association would have none of them. Delegate Leckie believed in fair play, and liked to hear and read both sides of a story before he would feel competent to condemn or approve. The discussion was prolonged, but the delegates agreed that each side has held the floor of the conference on numerous occasions before.

### COMING EVENINGS.

On November 18, the Independent Labor Party will hold a lecture in St. Anne's Hall, commencing at eight o'clock. The Hotel and Restaurant Employees will also hold a lecture on November 25. All trade unionists and their friends should attend.

## HAMILTON.

### TRADES COUNCIL.

The Hamilton Trades and Labor Council last Friday night received a communication from the Union Label League department, Washington, which stated that to stimulate interest in the union label movement

three prizes of \$25, \$10 and \$5 were offered for the three best essays on "Shop Cards" and "Working Cards." The letter was referred to the Hamilton Label League, which meets next Tuesday week.

Before holding the delegates address on the eve of his trip to Europe, Financial Secretary H. J. Halford appealed to them to buy Labor Temple stock.

A circular read from the Dominion Postal Clerks' association enumerated the reasons for the arrest among postal employees. Inaugural resolutions were also principal reason, it was stated.

The moving picture operators registered a complaint regarding a ladder entrance, by which operators ascended to the picture box in a theater. It was stated that recently one of the operators fell and broke his leg. Delegates Lawrence, Foster and MacLennan were named a committee to investigate the matter.

Recently the Labor Film Company was incorporated with a capital of \$15,000 for the purpose of screening the facts concerning organized labor. It was stated that some moving picture screens depicting trades unionism in a grotesque and unfavorable light. The delegates were asked to urge their local unions to buy stock.

In connection with the erection of a grand stand in Scott park by the building trades delegates asked that the civic labor representatives insist that the Hamilton Bridge Company lived up to the fair wage clause in the contract.

An appeal from the General Workers' Educational Association asked the delegates to show interest in the scheme to promote a higher grade of culture in the ranks of labor. It was stated that the association's program included political economy, history and general development of the masses along educational lines. J. J. McFarland, Organizer, J. J. Thompson, asked support from the council respecting the organizing of textile workers at Hamilton.

The hall committee was commissioned to install a ventilating system in the Labor hall.

By circular the International Association of Machinists stated that a strike of toolmakers, machinists, specialties and helpers was on at the plants of the American Can Company across the line, the firm having refused to concede wage advances and betterment of working conditions.

The International Broom and Whisk Makers' union urged all trades unions to buy goods bearing the label.

Delegate Controller Thomas O'Hara presided in the unavoidable absence of Controller Aitchison. Peter Thompson was unanimously named vice-president. The session adjourned at about 11:30 o'clock.

### LABOR TEMPLE CAMPAIGN.

Although no concerted effort is being made to accelerate the raising of sufficient money to start construction on the proposed labor temple, Secretary-treasurer Peter Pryke announces that shareholders generally are living up to their financial pledges. Daily, he says, balances on purchase stock continue to reach him, in addition to which large and small blocks of stock are being bought. Mr. Pryke on Saturday conferred with the Rev. H. J. Halford relative to calling a special meeting of the directors if it being the intention to devise ways and means of inaugurating a share-selling campaign. The effort, however, was not devoid of results, there being now over \$2,000 to the credit of the Hamilton Labor Temple Association.

When the directors meet a temporary president to take the place of Mr. Halford, who is on a tour overseas, will be named, also a vice-president, will be chosen.

## TORONTO.

### TORONTO NEWSY BRIEFS.

Business Agent "Bill" Storey, of the Plumbers and Steamfitters' Union was presented on Tuesday a bouquet of lilies and tendered the congratulations of his friends at the Labor Temple. Fifty years ago on Tuesday Bill turned the right of day. He has always been an ardent worker in the cause of labor.

It is understood in local labor circles that the Dominion Shipbuilding Co. will resume the building of unfinished Government steamers now on the ways in Toronto yards.

Secretary David J. Davidson of the Toronto Builders' Exchange notified the council at their meeting this week that the proposed blanket agreement to demand for an increase of 25 per cent. in wages for next year will not be entertained by the employers.

### SOO STREET RAILWAY MEN GET NEW SCHEDULE.

For the first time in its history Division No. 24, Amalgamated Street and Electric Railway Employees of America, figures compiled by Sec. W. D. Robbins show that from 1914 to 1919 they have paid out in total benefits \$42,289.32; death number 111, entailing payments amounting to \$63,700. The total number of initiations was 4,216. Grand total of receipts, \$112,122.70, which is a wonderful showing for one local union, showing the efficiency of the

men in whose hands the management has been placed. The total membership of the union is about 2,500. The greatest number initiated in one year was in 1915, when 1,139 entered the ranks of the union.

The "Soo Workers' Union," at their meeting this week in the Labor Temple elected the following officers: President, J. Wilson; first vice-president, J. J. MacLennan; secretary, H. Van Ramsay; corresponding secretary, G. Sketch; treasurer, P. Smith.

## EASTERN CANADA.

### MONTREAL TRADES COUNCIL.

At the meeting last Thursday night the Montreal Trades and Labor Council took no stand in the matter of an injunction applied for to restrain the striking plumbers from picketing and intimidation. The matter was brought up by a letter from the Plumbers' Association to the Council.

The Master Plumbers' Association appears to be working. The trades unionism in a grotesque and unfavorable light. The delegates were asked to urge their local unions to buy stock.

In connection with the erection of a grand stand in Scott park by the building trades delegates asked that the civic labor representatives insist that the Hamilton Bridge Company lived up to the fair wage clause in the contract.

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a 11 per cent. increase in wages, with a reduction in hours of work in the day, making the day's work nine hours. Besides the 11 per cent. increase in wages, the men with more than six months' service will be granted a bonus of \$20 per year, while those with less than six months' service will receive a bonus of \$10 per year. The men also receive full recognition of their organization.

### SOO HAS NEW LOCAL OF STEEL WORKERS.

Canadian Vice-President Ernest Curtis, International Iron and Steel Workers' Union, while in Sault Ste. Marie some days ago instituted a new local to be known as Lock City Lodge. There were 150 charter members. The installation of officers was conducted by Mr. Curtis. Indications point to the local being numerically successful, there being a large number of unorganized iron and steel workers in the "Soo."

## WORKERS MUST NOT BE DENIED ITS RIGHTS

### Collective Bargaining Not For Employers Only.

The principle should always be accepted that employees have the right to choose their own representatives from within or without the plant. Corporations, combinations of investors, dominate the field of industry. Of necessity they operate through representatives. In fact, corporations are themselves representatives. In selecting those who are to speak for them or negotiate for them, corporations choose whom they wish. The selection is not even made by the stockholders; it is made by the directors or by an officer. There is no limitation upon the field from which the representatives may be chosen. Labor demands for itself no more, than the same rights exercised by the employers. The moment it is sought to exercise and outside control over the selection of labor's representatives, at that moment a measure of democracy disappears and autocratic control begins to re-claim its lost privileges. The employer has no more right to dictate to trade unionists whom they shall select as their representatives than the employee have to dictate to the employers. In fact, representatives can not be representative unless they are chosen freely by those who are to be represented. The right to be heard by courts is a constitutional guarantee. That principle must not be denied but firmly established in the industrial relations between employers and employees. From "Fifty-five Questions and Answers on Campaign Issues."

Responsibility—if each one of us accepted his responsibility, how different the world would be!

The Council passed a resolution, protesting against the order of D. B. Hanna, head of the Government railway administration prohibiting railway employees from actively engaging in politics. The resolution recites that railway men should not be deprived of their rights as citizens. The executive was authorized to prepare a case for submission to the Tariff Commission when it arrives in Montreal this week.

The decisions reached by the Dominion Trades and Labor Congress of Canada, asking for the appointment of permanent Tariff Board. Delegates Gustave Frang, Page, Dupont, Albertus Mathieu, and Masse were elected to represent the Council at the meeting of the Quebec Labor Party in Montreal on the 13th of this month.

### N. B. FEDERATION OF LABOR.

Since the formation of the New Brunswick Federation of Labor, annual sessions of the federation have been held in Fredericton during the sessions of the Legislature. While a certain extent this had its advantages, there are other considerations which have led to a different line of action. The sessions at Fredericton, opened in "jurisdiction" of matters to be brought before the Legislature with, at times, an incompleteness that failed to carry weight with the Government of the day. The half hour or more that was allowed the committee from the federation to present legislation to the Government was not sufficient to bring it properly before the rulers, and the fullest results were not always obtained. This year the federation will meet in St. John on January 31, and, after transacting the regular business, will prepare a programme of legislation to be presented to the Legislature in proper form, and can not be set aside under the pretext of "serious consideration." There should be good attendance at the sessions from all unions in the province—one that will make its influence felt in the legislative halls of our country and be of assistance to the labor movement of the province as a whole—The Worker.

### PETTY CAUSE TIED UP A PIT.

Because he could not have his favorite nag, which was required for work in another part of the mine, a young driver last week missed a shift at the Marston colliery, which tied up one section of the mine, kept 59 men idle, and reduced coal production by scores of tons. The boy was hauling from two mines only, and for this purpose was given another horse, his own animal being required where there was more hauling.

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