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A National, Sans Labor Paper

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

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Labor and Organization

The Function of the Federated Labor Party

By M. S.

When a proposition to form any new organization in a community, such as a church, a Kiwanis or Rotary club, a new chapter of the I.O.E., or even a labor political unit or organization, I think that we are justified in questioning the need for such a centre of activity. So far as local branches of the Federated Labor Party are concerned, I am convinced that they can become a valuable factor in the social, intellectual and economic life of the people in the district in which they are formed. I therefore propose, in this article, to submit to you my reasons for this conclusion, and ask you to give them your consideration, especially if you are in doubt as to what your attitude towards this movement should be.

The Federated Labor Party is a unit of that young and virile political force known as "Labor." As such it promised and proposes in its platform, and by its ideals to govern the people by constitutional and parliamentary methods, free from graft, corruption and capitalistic dominance, because its platform is founded on Socialism, and Socialism is an idealism of industrial and political economy, cherished by an educational democracy in opposition to the present system of human exploitation as practised by a capitalistic autocracy.

It must be obvious to the most casual observer, and especially those of us who have viewed conditions existing in the crowded industrial centres of the European and eastern countries, that the capitalist system has failed to utilize natural resources and productive power, and to provide from them a standard of existence in harmony with the natural aspirations of an intelligent people.

When we remember the glories promised given by our hoary politicians and diplomats in the early days of the Great War, how, when our manhood marched to death, and our women and children remained at home to face lives of lonesome sorrow, when through the fires of Armageddon and through the torture of a million souls on the battlefields of Europe, a fairer existence would arise, we question their knowledge or sincerity. They promised that in the serenity of peace, Labor would receive its just reward, and the world would be made a place fit for heroes, for men and women to live in. When we remember these promises, and look about us to see their fulfilment, what do we find?

A world crushed by a load of debt, from which it would seem impossible to arise. Our children's children saddled with the responsibility of the interest on that debt, which goes on and on in a vicious circle from which we can never escape. Unemployment in unprecedented volume, sapping the life blood and ambition from the workers. The ravagings of war, and the invention and manufacture of fiendish engines of destruction becoming more prevalent day by day. Commissions and enquiries in every country sitting in futile efforts to place responsibility for graft and bare-faced exploitation, and above all, a system of education deliberately planned and maintained for the purpose of fostering and increasing the power of the vested interests that sit enthroned in every legislature. Examine the composition of the so-called democratic governments. Italy in the hands of the Fascisti, openly pledged to the perpetuation of capitalism, and the degradation of organized labor in every shape and form. France and Germany still controlled by the militarist castes that launched the cataclysm of 1914. America, the land of freedom, with its conglomeration of Wall Street financial junkies, swaying the lives and destinies of millions from Washington. In Britain we find the "die-hards" of an obsolete system, based on the superiority of autocracy and wealth, fighting desperately to retain their prestige against the onslaughts of a new democracy, while Russia alone among the nations, facing the opposition of a world with its capitalist-owned military forces arrayed against her, pursues her definite path, towards the goal of an idealistic objective. There is, no doubt, that the Russian Soviet Government, thought an uneducated democracy, when it was hurled into power, on the crest of one of the bloodiest revolutions that has ever shaken the foundations of humanity is, as it gains intelligence and experience by the responsibilities of its position, demonstrating to the political monopolies of capitalism, that evolution, even though evolution must finally displace and supersede that older system of oppression which our Socialism seeks to abolish by capitalistic methods.

Do not mistake by eulogy of Russian Sovietism for advocacy of its revolutionary propaganda. I am still proud to believe that we of the Anglo-Saxon race have long passed the stage where force appeals to reason. The parliamentary Labor Party, as we know it, in Great Britain and the dominions, points the way to emancipation through a cultural revolution, based on the education of the people. The citizens of to-day are the men and women of the factories, the workshops and the offices, of the forests, the fields and the mines, the workers and the thinkers. The social order of to-day must meet the challenge of this citizenry. There can be no compromise with the exploitation of men and women and children, with long hours and low wages. There can be no compromise with the denial of education. There can be no compromise with unemployment arising out of social conditions, because such conditions are a disgrace to the nations that suffer under them.

These problems and their solutions is the platform of the Labor Party. The solutions demand a complete change in our social and economic life. How, when and where this change can be made, is part of the educative programme which political Labor submits to its followers.

The Federated Labor Party seeks to place this educational propaganda in the lives and the homes of those who live in the districts in which this movement functions. If we are in full sympathy with the movement let us prove it by our diligence in study. Let us prove it by our energy and enthusiasm displayed in the interests of humankind. No other movement affords us so great an opportunity for real service to our fellowmen.

Labor Men to Ask Uniform Closing

Trades Council Petition for Setting of Saturday Hour to Shut Shops

Saskatoon, Sask.—Believing that a uniform Saturday night closing for all classes of business in Saskatoon, preferably 9 o'clock, would be of benefit to the workers of the city, the Saskatoon Trades and Labor Council petitioned the city council and retail

dealers to have the early closing by-law amended to this effect.

The council also favored the idea of one half day holiday every week the whole year round, and also handed this suggestion to the secretary of the Minimum Wage Board.

The idea of the uniform closing hour was sponsored by Rev. J. A. Donnell, pastor of St. Thomas' Presbyterian Church, delegate to the Trades and Labor Council from the Saskatoon Ministerial Association.

Cancel Meeting on Compensation

Royal Commission Will Not Hold Further Sessions on Subject in Montreal

Montreal, Que.—Arrangements which had been made to hold a session of the Royal Commission appointed to inquire into the Provincial Workmen's Compensation Act here were cancelled and no further meetings of that body will be held in this city.

The Commission has held a number of meetings and has gathered a great deal of information as to the working of the present Act, and, in addition, has received many useful suggestions from employer and labor representatives regarding proposed amendments. There is a general feeling that the amount of compensation should be increased, and also that the rate of wages on which compensation is based should be advanced. The real point at issue is whether compensation should be carried on as at present or be changed into a Provincial Department, such as, for instance, that in Ontario. Labor generally favors the State system, and the manufacturers and employers largely oppose it, claiming that it is less satisfactory and more costly to operate than when private casualty companies are allowed to transact business.

At the final meeting in Quebec representatives of the employers and of the labor organizations will present arguments and sum up their sides of the case. The Commissioners will then have an opportunity to digest all the matter of evidence and argument, and have time to prepare a report for presentation to the Legislature at its next session.

Postal Strikers Back at Work

On Assurance of Minister of Labor the Dominion Parliament Will Name Committee on Which Postal Federation to Have Representation—Men to Receive Same Salary and Bonus as Before the Strike

Toronto, Ont.—After a struggle lasting eleven days, the Postal employees' strike has ended, an acceptable compromise having been reached on June 25th. The men returned to work as a body, but were required to sign on as postal helpers. They were given the assurance that each man and woman would automatically step into his or her old position and would receive the same salary and bonus as was in effect prior to April 1st last. They were also assured they would be paid full wages for time lost through the strike. A committee to be appointed by Parliament on which the Postal Federation is to have representation is to be formed forthwith to revise the salary schedules. This committee must complete its task within two months.

The settlement was the outcome of negotiations between the Federation officers, Hon. James Murdock, Minister of Labor, and Dr. J. H. Cascaden, president of the Toronto Liberal Association, which had been going on for several days and which culminated about two o'clock Sunday afternoon. The final conference was held in the office of Postmaster Lemon, at Postal Station "A," Union Station, when the Labor Minister gave the positive assurance that the Government would agree to the settlement, on the understanding that the employees consented to go back as helpers. The officials at first demurred, but when it was pointed out to them that in all other respects they were obtaining all they had asked for, they agreed to abide by the understanding reached. Further, they promised to submit the terms to the strikers at a meeting in the Labor Temple and to recommend their acceptance.

True to their promise, the officials proceeded to the Labor Temple and one after another explained the terms of settlement, urging the rank and file to accept. The officials also offered to stand aside and allow all the other workers to return to their jobs, as a guarantee that there would be no unfair discrimination shown. Dr. Cascaden also urged the men to return and declared that while the settlement agreement was not in writing, the Government would stand behind it, and all the terms and conditions would be faithfully observed.

Co-Operation Through Plant Publications

By W. E. E. Winslow

The printing presses throughout the country are turning out an ever-increasing number of employee, or "house organs." Some of these are modest and inexpensive, consisting of two to four sheets, while others are the "last word" in the printing art. The fact that these publications are constantly increasing in numbers is significant. Experience has shown that they have become popular with the employees and have served a useful purpose in organizations where elaborate schemes to better employee relations have failed. For this reason it is well worth the while of any business executive to investigate the advisability of promoting such a publication, or, if one already exists, to give it the attention which it should receive as an important agency to better employee relations.

It is impossible to lay down a fixed set of rules or standards to cover employee publications. The specific conditions in each individual instance are different and these are the elements to be taken into consideration in formulating the plans and rules for the particular publication. There are, however, basic and elementary principles to be considered which are general factors and apply in most cases. The real purpose of any employee publication is to make industry or business more human. The tendency

in industry is to give more thought to the "man factor" in production. It is only natural, therefore, that some publications should be devoted to the human side of industry and it is only fair that this subject be given some consideration, especially when subjects covering materials and money have countless volumes and publications bearing thereon.

The real purpose, then, of the employee organ is to make industry more human; indeed this must be the purpose if the publication is to succeed.

Powerful as these organs may be, they cannot make an inhuman employer appeal human to the employees and they cannot take the place of sound principles of management in dealing with the men in the organizations. The mission of the employee paper is to promote the mutual interests of employer and employee; it is the official organ of co-operation. It must be sincere in motive, for what Lincoln said about fooling the people applies with great force to the 'employee publication; it is impossible to fool the men and an editorial policy which proposes publication of anything but the honest facts is sure to lead to a dismal failure.

The employees must be "sold" the paper, just as truly as they must be sold subscriptions to any other publication. Accordingly, the salesman's methods must be followed and the first step is to secure interest. A method which proved successful in securing interest was the running of a name contest through which the publication was named. Obviously, this must be conducted early in the life of the paper. A great many employees will enter suggestions in a name contest, not only through a desire to win a prize, but because of the human desire to participate in a contest. Interest will be secured through such a contest for the employees will feel they have had some part in starting the publication. It will become their publication to some extent.

Holding the employees' interest in the big problem and requires care in all departments of the paper. It must be accomplished through a careful selection of the material published.

The "personals" can be secured through a staff of departmental reporters. The men in the foundry enjoy reading news items concerning the activities of men in the assembly department, and so on throughout the whole plant. The new employee appreciates mention in the personals when he begins his new work.

Of all things important, there is one "don't" in writing personals and that is: "Don't indulge in recording jokes on individuals." It is impossible to determine how sensitive a man may be, and it is dangerous to hold any one up to ridicule; in so doing the good accomplished in many issues may be counteracted.

Recognizing old employees not only pleases the individuals concerned, but shows the newer employees that the concern knows who are the old men that have been on the payroll over a period of years. It indicates interest in the individuals and has a strong appeal to the employees in general.

Regarding the writing up of promotions there is a division of opinion among editors as to the value of such personals. Some editors hold that considerable publicity should be given to all promotions; others call attention to the fact that whenever a promotion is made there are always those who, doing the same work, feel that they were better entitled to the advance than the one favored. The editors in the last mentioned group feel that but little publicity should, therefore, be given to promotions. There is a middle ground opinion which favors giving mention of the promotions, but to avoid stressing or spreading in the story. In this manner the man promoted feels he is being recognized, as he should be, and the others will have no cause to resent undue publicity or praise.

Employee affairs make interesting subject matter for articles. The activities of employee clubs, the athletic association, glee club, and employee affairs as socials, dances and entertainments furnish news stories or articles that will interest every employee.

Articles concerning the company's products, the uses and services rendered by the products, tend to increase the employees' pride in the output of the concern and unconsciously they endeavor to better the quality of their work.

Many of the misunderstandings between employer and employees result from a lack of knowledge of each other's problems. The employee publication can do much to bridge the gap through articles and stories stressing the mutual problems and aims, the relation of dividends to wages, the relation of one man's pay to the other man's cost of living, and the changeless and unbending economic laws that govern all men's lives. If the management will be frank with the employees and let the

men "on the inside" of some of the problems of the business, the relations may be considerably improved. Absolute honesty must be the rule and no attempt must be made to mislead or to exploit the workers through the columns of the publication. Co-operation and mutual trust is the goal of relations, and the stabilization of industry and the elimination of strife depend on the attainment of this goal. The employee publication is one of the biggest agencies for accomplishment of this aim.

(To be concluded in next issue)

Would Like to Buy B.C. Merchandise

But They Should Be Unanimous, Declares Trades Council

Vancouver, B.C.—Complaining that loyalty to goods made in this province was forcing workmen to purchase non-union overalls, delegates to the Trades and Labor Council threatened to seek the union-made goods manufactured in the United States if something was not done to remedy the situation.

During the discussion on non-union goods it was announced that a very large Australian order for doors was turned down by mills here because the buyers stipulated that the goods must be made by organized labor.

It was announced that the new official journal for organized labor, which has been in process of organization for some time, commenced publishing on April 25th.

Considerable discussion took place on the matter of the recent investigation of the medical health office department of the city, and it was decided to ask the city to supply the council with a transcript of the evidence taken before the enquiry. It was believed that this transcript would provide sufficient evidence to warrant more complete investigation of certain of the charges made before the board of enquiry.

Fair Wage Conditions

A report that the Dominion fair wage officer had returned and negotiations had been started in connection with fair wage conditions and clauses on the waterfront jobs in progress resulted in the secretary being empowered to ask the government to appoint a fair wage officer for each of the western provinces. It was stated that delay in meeting the Dominion officer was due to his duties having called him to the mine troubles in Alberta and Eastern British Columbia, and that his territory covered Alberta, Saskatchewan and British Columbia. This, the delegates felt, was too much for one man to administer properly.

The engineers' delegate reported that his union was considering a revision in the present scale.

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