

livered a speech which was closely followed by the members of the Association and which met with the hearty endorsement of all of those present on account of its broad and statesmanlike character.

He said that he had intended to discuss the relations of capital and labor in the building industries, but that he thought that it would probably be entirely erroneous to use the word "capital" in connection with this particular industry, as the building and contracting "game" had made more bankrupts and fewer millionaires than any other line of business that he knew of, and contractors could hardly be called capitalists.

"It is possible," said Mr. Moore, "for labor to build up a species of autocracy that would be just as evil as any autocracy of capital. If we cast our eyes to Russia we can see the danger of too quick a relaxation and a too sudden a swinging of the pendulum without the preliminary education necessary."

#### Outweigh the Irrational Elements

It should be the effort of the more balanced portion of both interests to find a middle ground upon which they can weld together and outweigh the irrational elements in both classes.

It is safer to put into operation the views of the majority than the views of the minority, however idealistic the latter may be. Laws are made but the majority voluntarily obey them, and if we put into our laws things that are distasteful to the majority it will lead either to law breaking to revolution.

Some sort of legislation is needed to make satisfactory a democratic control of industry. This may be easy today in the mining or steel industries, or in any other industry which is concentrated and where the employers are few and the employees closely gathered in large groups or communities; but it is not so easy in scattered industries like the building industries to establish joint councils like those in Great Britain. "If a representative of every building industry in Canada were to gather in Ottawa, there is not a hall in the city big enough to hold them," declared Mr. Moore.

Paper, mining, steel and other industries are different; they are more concentrated. Such concentration is highly desirable on both sides. An organization of the employ-

ers should have discipline and control over the men engaged in that particular industry in all parts of its district, and this control should become province-wide and even nation-wide.

This is also true of the workers in the industries, although we cannot expect the ideas of the workers to be as fixed as those of the employers, as the workers are more numerous and it is harder to co-ordinate their ideas.

Mr. Moore urged the employers present not to adopt too much of a "show me" attitude toward the new ideas of government of industries by trade councils of both employers and employees.

"Don't be like the stone mason who refused to admit the merits of concrete," said Mr. Moore. "The mason's friend was telling him the many advantages of concrete and that this new material is just as permanent as stone. This the mason was reluctant to believe, and finally ended the argument with the statement, 'If you can show me any new building that has stood as long as the old ones, I will be convinced.'"

Contracting is now carried on in an individual and competitive manner instead of in a co-operative manner and by united action. The industry is in the state of flux. Contractors cannot get different conditions or prices for cement, brick, etc. They take a certain condition of the market of these commodities as inflexible. Outside of the weather, on which they must gamble, the only flexible feature is labor. Why shouldn't the labor market be made as inflexible for a given period and a given district and a given trade as the material market? This would go a long way toward eliminating many of the elements of the competitive system, thought Mr. Moore.

#### Should Discourage Local Organizations

He urged the employers to discourage small local organizations of the men, as such organizations have no means of disciplining whole communities of their members. National and even international organizations have been found best by both workmen and employers. In these larger organizations, if a community of workers breaks an agreement and strikes, the larger body can say to them that they must go back to work or the organization will help the employer to find men to supplant them. Such discipline cannot be effected by purely local organizations.

## Central Bureau Needed To Stimulate Building Industry Says Conservation Commission's Adviser

"APPOINTMENTS away from Ottawa prevent me from being present at your conference, I regret to say," wrote Thomas Adams, town planning adviser to the Commission of Conservation, to Mr. Anglin. Mr. Adams' letter was read by Mr. Armstrong at the Wednesday evening session of the Association of Canadian Building and Construction Industries.

"It is a pleasure to note that you are to discuss industrial housing, building by-laws and kindred topics. Had I been able to be present, all I could have done would have been to have emphasized the importance of some of the proposals which already have been made by yourself and other members of your organization as to the need of something being done to promote co-operation and to provide leadership from some central authority in regard to the housing problem in the Dominion.

"Without entering into the question of the relative

degree of responsibility that may attach to the Federal or Provincial Governments, I think I shall be echoing the unanimous view of those who have considered the housing problem as it now confronts us in Canada, in stating that some form of centralized machinery is needed to stimulate and direct building construction, particularly in connection with the building of small houses for working men. We need to have more research made into the numerous technical problems in connection with building, many of which have been the subject of little scientific study in the past, and we need also to so marshal and disseminate the knowledge accumulated that it will be accessible to all who can make practical use of it.

"The desire which has been expressed by you and others for some kind of Bureau to carry out this work, whether it be one Bureau for the whole Dominion or a group of Bureaus operating in each province, is based,