

the dairy farmer is the last one to get a good hired man, that hired men hate milking. I have not found it so. The average man hates milking under average conditions on the average farm. So would I or anyone else who takes any pride at all in his work. Milking on a dairy farm cannot be classified as chores and it should be finished up along with the other farm work at six o'clock. Most of the men who have been well satisfied to milk my cows and those of my neighbors who have adopted the 10-hour schedule, were ardent haters of the job in previous places. It makes too long hours when the man must milk a half dozen or more cows after supper. When, to the long hours, are added filthy stables in which the milking is done, the job is surely unbearable.

I do not believe that the same regularity of hours is possible on the farm as in the factory or store. Neither does an intelligent hired man expect the same regularity, but there must be give and take. If I call on the men in harvest to work till sundown to complete a certain task, I am equally willing to let them off a little early when they wish to go off for an evening. But in at least nine out of ten days of the year we adhere closely to the practice of concluding all work at six o'clock.

I do not wish anything I have said to give the impression that the hired men are the bosses on my farm. There is a difference between consideration for their opinions and feelings and allowing them to get the upper hand. To a certain extent, however, I want them to feel a sense of responsibility. So far as possible I give my man, or men, as the case may be, some special part of the farm work and leave with them the responsibility of conducting it properly. For instance, last season a young English immigrant I then employed, had a large experience with hogs in the Old Land. I gave him complete charge of our piggery, and the work was never better done. A young Scotchman is now in charge of the dairy herd and is just as careful of the feeding and management as I would be. It's a great point to learn each man's likes and give him a chance to specialize on his favorite bent.

Work with System

Another point I consider very important,—planning the work well and sticking with one job



J. R. Donaldson, Hospital Orderly.

As Live Stock Representative of Farm and Dairy, Mr. Donaldson was well known to many of our readers. He went home to Renfrew Co., Ont., to enlist for active service, but his special qualifications caused his transference to the medical corps. He is now an orderly in the Canadian Hospital at Olivet, England, where he spent two years. Mr. Donaldson was known as one of the clearest thinkers in the student body on all problems of political economy. He, too, enlisted, believing the present war to be a "fight for freedom."



One of "Our Boys" at the Front.

B. H. C. Blanchard, B.S.A., served Farm and Dairy as Associate Editor for several months following his graduation from the O. A. C. The outbreak of the war found him at his home in Hamis Co., N.S. He immediately answered his country's call and went with the fighting at St. Julien, but by now is probably back in the trenches. A democrat and anti-militarist, he volunteered believing that German success would be inimical to both causes, which he had so near his heart.

till it is done. Other writers in Farm and Dairy have dealt with this subject so often that I will drop it with a mere statement of the fact. The principle is the same; a good man wants to feel that he is getting something done and he never feels that way when the work is done in a careless, haphazard manner.

As I stated in the beginning of this letter, I am not without my labor problem, but I consider that I have handled the problem successfully. The big factor in the success of all employers is to remember that "hands" are human and treat them as men. The more human the relationship, the greater the satisfaction, all round. It is well to remember too that a good man is in greater demand than a good employer. Hence he who tries to take advantage of a good man is guilty of nothing but rank stupidity. Gradually the farmers who considerately treat their men will draw to themselves the best labor in the community, and those who skim the land and sit it their men will have to be satisfied with the leftovers of the labor world. It is from these I believe that the greatest cry is going forth about the scarcity of labor, although I must recognize that it is hard enough, in all faith, to make the farm pay the wages that good men are now able to demand.

The Fence Question

J. R. Coulter, Middlesex Co., Ont.

MANy farmers contrive to switch in a little fencing between haying and harvest. Often this fencing consists in taking down a little here and adding a little there. It is my observation that on most farms no regular system of fencing is adhered to and the result is that many farms are a regular patchwork of fences. This fencing plan, I believe, was inherited from the previous generations who lived at a time when fence materials was cheap and labor charges correspondingly low. Now that fencing has become more expensive and labor is scarce and high, the fence problem has become

a more important one in the management of the farm.

The most desirable change that can be made on most farms is to reduce the amount of fencing. This means larger fields; and with larger fields we have a double advantage. Not only will the fencing bill be less, but plowing and cultivating charges will be reduced in inverse ratio as the size of the fields is increased. I believe that the majority of farmers would do well to plan all their fencing operations with the idea of one day having a farm permanently fenced into four or five large fields at the most. If temporary fences are needed for pasturing purposes, a couple of strands of wire stretched on light stakes driven in with a maul will answer the purpose.

Of late years I have been getting rid of my rail fences as quickly as possible and substituting wire. Where now fencing is erected the wire is cheaper, it takes up less room than a rail fence, and is not such a harbor for weeds. I also find that there is less temptation to dump stones and other rubbish in the corner of a wire fence than along the rail fence.

The biggest problem in connection with the wire fencing is to get suitable posts. Cement posts, when wooden ones cannot be got cheaper, are good, and I plan to give these a trial next year. When we use wooden stakes of anything other than cedar we dip the ends to the depth in which they will be driven in the ground in a coal tar preparation which ensures them against decay. In stretching wire fencing it is important that the anchor posts be deeply sunk in the ground and strongly braced. It is not so important that the other posts be strong and three-inch poles will answer the purpose satisfactorily.

The main point that I would emphasize is that in all fencing operations we should work towards a permanent system of fencing for the farm. Few farms at the present time have a systematic arrangement and continual patching from year to year does not tend to solve the fencing problem unless all this work is done with a definite end in view.

Whenever there is in any country uncultivated lands and unemployed poor, it is clear that the laws of property have been so far extended as to violate natural rights. The earth is given as a common stock for man to labor and live on.—Thomas Jefferson.



Allan C. Sharpe, Bugler.

"Red" was the youngest member of the Farm and Dairy office staff. He joined the third contingent as a bugler, and is now in England, en route to France. May fortune favor the good-natured, red-headed boy. May fortune favor the many anxious friends behind him who has left so many anxious friends behind him in the city of Peterboro.

Fighting

By E.

Fly time is here and the loss that it brings experience with fly repellant. Before that time I have created milk flow and cause of flying talls. I believe I lost one to pay for a lot of applying it.

Finally we bought a mercerial fly killer and a hand sprayer. The wonderful. The sprayed out in the open seeking the seclusion swamp at the back of and the milk yield there considerably in advance. They spent the next same seclusion, so I convinced that the good we noticed in our altogether due to the used. That was 13 years we have been spraying through the fly season.

In Farm and Dairy ago I noticed a statement Hugh G. Van Pelt to cows spent 50 per cent of time on pasture fighting an ready to go all the Professor in his and then some. I to pasture to graze, and I give them a their duty by fighting them. We have tried mercerial fly preparati have been good.

Pay by Check

Frederick C. Doan, Ont.

"CHECKQUE for I am able on demand bank messenger drop paper on the desk. business extracted a book from his inside a fountain pen from upper vest pocket, so words on the blank handed it to the me \$300 was paid. "Pretty slick," I "The only way to be responded.

In my dealings with business men nowadays, money in use. One a turnover of thousands that half the time enough around his cash. I was particular same man state that which I am one, cheques in the payment myself for the past now to understand your cash.

I have found the c