

A MERRY CHRISTMAS AND PROSPEROUS NEW YEAR TO ALL

NON-UNION MINER WORKS MORE DAYS TO EARN WAGES OF THE UNION MINER

In discussing the earnings of full tonnage men, the Federal Coal Commission, which went into the question of the earnings of bituminous mine workers, points out that a large percentage of mine workers who appear in what is known as the lower wage groups, and who are shown working a small number of days, show in a marked degree the extent of the shifting from mine to mine by the men. The report points out that it was impossible to follow up each worker each time he changed from one mine to another. In order to determine as exact as possible tables were made from each district and included only the men who began and ended the same year in the same mine.

This table, it is pointed out, only emphasizes the chaotic condition of the coal industry so far as irregularity of employment is concerned.

Thus it is shown for example that ten mine workers in the union field earned between \$200 and \$300 a year, and yet these men worked in one mine throughout the year and drew pay at every payroll period, but the period of actual work was pitiful, some men only getting two days between payroll periods while perhaps others might get eight days.

The report compares the central competitive field with the non-union fields of Pennsylvania and Kentucky, perhaps the most representative of all non-union fields as to quality of coal produced and men employed.

The report says: "In the Central Competitive field the most regular operation was in the Panhandle district of Ohio. Here the average starts made by the miners were 193. In the Harlan field in Kentucky the mines averaged 194 starts. The only difference in these two districts is in attendance, the average starts per man being 166.5 in the Panhandle against 155.2 in Harlan, or a difference in attendance of 6 per cent. In considering earnings there is a slight difference in the median earnings which were \$1,630 in the Ohio district and \$1,620 in Kentucky. Twenty-five per cent of the tonnage men received payments equal to or less than \$1,295 in the Panhandle, and \$1,380 in Harlan. In the Panhandle 25 per cent of the men received more than \$1,980.00 with the same percentage in Harlan above \$2,000. One may conclude then that the earnings in these two regions are very similar for the upper 75 per cent. The Panhandle offered less earnings opportunity to the lower paid group.

"In District 3, Westmoreland, the mines average 11 starts less than the Panhandle and Harlan fields but the higher attendance percentage left the average days per man the same. When earnings are compared it will be seen that the median in Westmoreland is \$430 lower, the lower quartile \$315 lower and the upper quartile \$530 lower than in the Panhandle.

These observations go to show the advantages of belonging to the United Mine Workers of America.

In making a comparison between the Southern Illinois district and Northern Ohio and Somerset, Pennsylvania, fields, the average starts are almost identical in these fields, the reports tables show. However, the attendance percentage is lower in Somerset, making the average days per man less than Northern Ohio, by several days. The median earnings are fifteen per cent lower than those of southern Illinois and 7 per cent lower than northern Ohio. This, it will be noted, is a decided advantage in favor of the union miner as against the non-union.

The report points out that in the comparative groups included in the data there were 47,283 tonnage men, 13,592 in the non-union and 33,691 in the union fields. The earnings of the middle-earning groups averaged \$1,290 in the non-union fields and \$1,424 in the union fields. There were sixteen days' difference in operation in favor of the union miner which makes a still larger balance in favor of opportunity at union mines.

As further emphasizing the difference between the wages earned and the time necessary to work to earn them, between union and non-union outside men at the mines, the report of the commission contained an elaborate table which summed up the earnings of outside men. There were 40,400 non-union outside men and boys and 29,552 outside union men and boys whose wages were scrutinized in the report.

The long declared fact is revealed that non-union workers were compelled to work a great many more days to earn the same amount that union workers received.

For example, the table shows that 300 outside union men worked an average of 312 days to earn between \$2,200 and not more than \$2,300 for that period of time, while 293 non-union men had to work 353 days to earn the same amount.

To earn between \$2,300 and \$2,400, it required non-union miners to work 358 days in the year—the basis being an eight-hour day—while the union miner earned the same amount by working 323 days.

The higher the amount of earnings the greater the number of eight-hour days it took the non-union miner to earn.

For example, out of the total of 40,409 outside men employed in the non-union fields, on which the commission obtained data of the table now under consideration, there were eight men who earned between \$3,100 and \$3,200 for a year. These men, however, had to work a total of 403 eight-hour days in the year to earn it, while some 35 union miners worked only 338 days to earn the same amount.

This same relative proportion of earnings to time runs all through the entire examination of the earnings of the two groups of outside workers. A non-union coal miner to earn as much as a union worker is compelled to work from a few days to a month longer, depending of course, on the amount of wages earned. The proportion holds good, however, no matter what the earnings. All of which goes to show that the work of the international officials and the entire organization of United Mine Workers has accomplished much for the rank and file of the union.

In summing up its findings in respect to the earnings of outside men the commission shows that there are 33 more work days

As the present year draws to a close and we reflect upon the many events which have transpired, as good Canadian citizens we feel that we have much to be proud of and much to be thankful for. We are gratified to the thought that we are part and parcel of a great Empire and more particularly that we belong to Canada, which in our estimation is the greatest part of that Empire. The bountifulness and plenty of Canada is inestimable, and as we commence to think of our possibilities, we are lost in the depths of thought, unable to fully realize just what possibilities we have at our command.

The past year has been none too rosy from an industrial and financial viewpoint, and as a rule the laboring man is generally the first to suffer in this regard as his very existence hinges on the actual physical work he can accomplish with his hands and by the sweat of his brow. When business is slack he is the first to be laid off and when he is denied the privilege of using those hands to serve others that he may live, the inevitable result is hardship and every day's idleness detracts from the efficiency of the worker. This unemployment question is also interlocked with the why and wherefore of radicalism in Canada. Idleness tends towards restlessness and restlessness leads into radicalism and dissension in the ranks of labor leads to disturbed industrial conditions and the cycle is complete.

In a country that is so blessed with resources, huge crops and opportunities, we are at a loss to understand what is the economic reason for such a state of affairs. While we are loath to lay the blame at the door of capitalism right off the bat, at the same time the fact must be faced that Canada never did have as much money as she has at the present time in addition to the bountiful crops and large resources to work on and develop. But who is holding up the money, and why is it not in circulation? Instead of the capital of the country being used for expansion purposes, developing our industrial and natural resources, it is lying in state securely tucked away, and if you ask any of the money interests as to why money is being held back and not used for commercial purposes, they will tell you that business is bad and they are not going to spend their money when nobody else is. But this "wait until the other fellow does something" policy has got to come to an end if we are to continue our march on to a "Greater Canada."

While we give a man credit for amassing a fortune for himself, we do not believe that it is fair to the country in which he made his money for him to sit back and say to himself, "well, why should I worry; I am safe and have accumulated enough for my needs; what do I care for the country and its requirements? We are not socialists, but we would like to see the capital of the country kept at work in the development and furthering of the interests of Canada.

We sincerely hope and trust that the forthcoming year will usher in a period of prosperity and development such as Canada has never witnessed before, and that a spirit of optimism will prevail that will carry our efforts through to success.

in the non-union field to earn \$500, 49 more days to earn \$1,000; 45 more days to earn \$1,500 and 29 more days to earn \$2,000.

Then the report points out: "To contrast differently the time worked to make a given amount of earnings, it may be said that all men (2,191) making more. This would mean a full time working year of eight-hour \$2,200 and more in the union field have worked 312 days or days with no allowance for absence of any sort. In the non-union field all men (2328) making \$1,800 or over have worked more than 300 eight-hour days. In this connection it should be recalled that the men in the highest earnings classes make those earnings by reason of overtime or a long basic working day. All men in the union fields earning \$2,900 or over are credited with 365 working days. In the non-union fields all outside men earning \$2,500 or over have more than 365 days. A number of these men have records that give them credit for 400 or even 500 eight-hour days."

Union miners who have not given much thought to what the union has been doing for them and who perhaps have been lukewarm or who have become dissatisfied with the "way things are run," only need to go over these figures to know that the organization has done a tremendous work for them.

SOME OF THE TRUTH AT LAST

If we could suppose love of his fellow-men and women to be the motive which impelled Mr. Winston Churchill to write the book which he publishes we should have to call him a noble and courageous friend of Man.

If he had exposed his Cabinet colleagues and our naval and military chiefs in the war simply because he was eager to prevent poor humanity from being so humbugged and brutalized as he would see in history as one of the world's great fighters in the cause of liberation.

Unfortunately his record and his well-known opinions prevent this. He appears to have written the book in order to justify himself, in order to get even with a number of dull men, loaded with a responsibility greater than they could bear, who stood between him and the fame he sought as a far sighted and rapid-thinking war statesman.

But this does not in the least impair the value of his revelations. It would do so if he merely gave his opinions about Mr. Asquith, Lord Kitchener, Lord Fisher, Lord Jellicoe and other smaller people. His strictures are convincing because his documents show what manner of men they were.

Very likely not. Probably no one would have done any better. That

is the point we want to drive home. We cannot afford to have wars (even if there were no other reasons against them) because there are no leaders capable of waging them efficiently.

There never have been, and there never will be. War always has meant and must always mean mismanagement and muddle, corruption and carnage. No man in high position among the muddlers has ever admitted all this so frankly as Mr. Churchill. Therefore he has done the world a service.

At the same time he has made it impossible that he should ever be a Minister again. No one would trust him after this.

Both Mr. Thomas and Mr. Humphries (A.S.L.E. and F.) challenged figures put in which purported to show excessive payments for Sunday duty.

They suggested very clearly that if the company failed to use a man for the minimum time after calling him on duty there was no inefficiency. Yet the companies were using anomalies arising out of their own inefficiency as an argument for cutting down the special rates of men in general.

Miners Driven to The Poor Law

LANCASHIRE'S VIEW OF AGREEMENT THE ALTERNATIVE

"Where's Bite Coming From?" Bolton, Lancashire. — "Where's bite coming from?"

This question is the main, and I think, the only concern of the miners in the Lancashire and Cheshire coal fields.

The men are working at low wages harder than they ever worked, but their wages are very small, not sufficient to buy enough food and clothing to keep them in fit condition.

Under the latest ascertainment their wages will not be reduced like practically every other district in Great Britain, for the simple reason that they are already on the minimum.

For this reason Lancashire and Cheshire are strongly opposed to the present agreement and want it ended.

Both officials and rank and file cannot, by any stretch of imagination, be called "wild" or revolutionary.

The position is best understood by stating the wages that prevail among 75 per cent of the workers. For instance, a collier gets 8s. 5d. per shift, the day wage man 7s. 9d., and the surface laborer, 6s. 6d. (all including the subsistence allowance).

These are the wages received by men who risk their lives every day.

Opinion Unchanged. "When the principles of the present agreement were first brought forward," Mr. T. Greenall, M.P., president of the Lancashire and Cheshire Miners' Federation, told me, "Lancashire and Cheshire Federation went into the scheme and came to the conclusion that it would be very bad for the men if it were adopted."

"The men were advised by the officials to refuse to accept it," he said, "but it came, and unfortunately our conclusions have turned out correct."

"Every district has, under the agreement, gone down to the minimum, and were it not for the situations in the Ruhr and the American coal strike, they would have stayed there."

"Since the agreement was signed," said Mr. Greenall, "nothing has happened to make us alter our opinion of its uselessness."

Driven to Guardians. "Just think," he said "thousands of our men are forced to go to the Guardians to keep alive."

"I have never known our men to be in such a bad position as they are now. They realize the position, they know the circumstances of the industry, and there is a tremendous amount of discontent among them."

"The leaders are having great difficulty in keeping them at work, and we feel that if other districts won't help us to better things, we must go alone."

"We are very disappointed with the other mining districts in this matter, especially South Wales, Durham and Scotland."

"There is an erroneous opinion among other districts that, if we vote to end the agreement, it will mean a vote in favour of a strike or lock-out. I do not understand this despairing and defeatist state of mind."

"I believe that if the Government and the public once realize that the men are determined to get a decent minimum wage that they can live on, something will be done."

"We do not want a stoppage, but we are prepared to fight, and, if the owners do not show sympathy with us in a practical way, then we are prepared to move for an ending of the agreement."

"To the people who ask what the alternative is to the present agreement, I say: 'The minimum wage equal to the cost of living. The industry can afford it, for the profits the owners are making now are very healthy.'"

"It is the point we want to drive home. We cannot afford to have wars (even if there were no other reasons against them) because there are no leaders capable of waging them efficiently."

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Public Interest. There was a big attendance of railwaymen at today's hearing. A band of railway students now at the Central Labor College followed the proceedings intently.

No less interested were the many railway workers and officials who crowded into every possible corner of the board room.

More Attacks Coming? He explained that the traders of the country had been, and still were, pointing out that, whilst the wages of their employees had been brought down to a "commercial basis" the wages of railwaymen were still maintained at an abnormally high level.

The railway companies were seized with the great importance in the national interest of removing that anomaly. But they were not proposing to do that just at present.

"They may have to ask you later on to adopt the principle of regulating railway wages by purely commercial standards," Mr. Clower observed. "If and when they did that they would have to call for a 'substantial reduction in all base rates.'"

That would mean, he calculated, a cut of \$37,000,000. Their present demands would mean a reduction of \$4,000,000.

OUR OVERSEAS COLUMN

RAILWAY COMPANIES ASK FOR HUGE SUM

CLAIM FOR WAGE REDUCTIONS OPENED BEFORE THE NATIONAL BOARD

HINT OF FURTHER DEMAND

PRESSURE FROM TRADERS TO CUT WAGES TO LEVEL OF OTHER TRADES

Before the Railways National Wages Board the British railway companies opened their case for the cuts in wages (estimated to amount to \$4,000,000) which they have demanded, and which the railwaymen refuse.

It was disclosed that the proposals are made under pressure from other traders, who want railwaymen's wages brought down to "a commercial level."

The companies' spokesman hinted that they may presently apply for a substantial reduction in railwaymen's base rates, which would mean a cut of \$37,000,000.

ARE RAILWAYS EFFICIENT?

WESTMINSTER.—The British railway companies today provided the workers with a remarkable illustration of how the wages in one industry are used to pull wages down in another industry.

It was a powerful, though unintended plea for realization of the old trade union motto: "An injury to one is an injury to all."

Mr. Clower, one of the higher officials of the London, Midland and Scottish Railway Co., presented to the National Wages Board the owners case for the changes demanded in the pay for Sunday day and night work, for modification in engineers' wages, and for the removal of the wage bonus when the cost of living figures reach 70 per cent above pre-war.

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RAILWAYS WANT WAGE CUTS

Companies' Case Opened; Farm Laborers' Wages as Standard for Judging Lower-Paid Men

The Railway National Wages Board began yesterday the hearing of the claims of the British railway companies for alterations of railwaymen's wages and conditions.

Important disclosures were made in the course of the speech of the companies' "counsel," who foreshadowed further attacks and who set up the wage of the farm laborer as a standard by which to judge railwaymen's pay.

The Board met at the Industrial Court, Westminster. Sir William Mackenzie presided. The other members of the Board were—

Rail Co. representatives: Sir Herbert Walker, Mr. C. B. Collett, Mr. R. Wedgwood, Mr. Alex. Wilson, Mr. S. R. Hunt and Mr. D. A. Mathison.

Rail Union representatives: Mr. J. H. Thomas, M.P., Mr. J. Marchbank, N.U.R., Mr. D. S. Humphries and Mr. S. Garrison, A.S.L.E. of F., Mr. T. H. Gill and Mr. G. Latham, R.C.A.

Rail Users' representatives: Sir E. Manville, M.P. (Associated Chambers of Commerce), Sir Thos. Robinson, M.P. (Federation of British Industries), Mr. E. L. Poulton (T.U.C. General Council), and Mr. A. V. Alexander (Co-operative Union).

Proposals and Counter Terms. The terms of the actual proposals of the railway companies were given in yesterday's Daily Herald. They seek to revise arrangements for Sunday and night duty rates for locomotive grades and war bonus on the cost of living basis.

The Associated Society of Locomotive Engineers and Firemen has put forward counter proposals asking for—

Sunday duty—Payment of double rates from Saturday midnight to Sunday midnight.

Night duty—Time and a half from six p.m. to six a.m.

Wages—Engineers and motor-cleaners, 10s.

Mileage of express trains to continue at 120 miles per day, and with slow passenger trains and goods train any turn of duty exceeding 94 miles to be paid overtime on the basis of 12 miles an hour.

The Railway Clerks' Association propose 25 per cent extra for night work for the salaried staff between

6 p.m. and 6 a.m., and seeks special allowances for junior clerks living away from home.

At yesterday's hearing Mr. W. Clower (London, Midland and Scottish) appeared for the companies, Mr. C. T. Cramp for the National Union of Railwaymen; Mr. J. Bromley for the Associated Society, and Mr. A. G. Walkden for the Railway Clerks Association.

Companies, Case. Mr. Clower, opening the case for the railways companies, handed in a document showing the estimated savings to the companies—assuming, as he expected would be the case, that the application were granted.

Mr. J. H. Thomas: It is rather early to expect anything. Mr. Clower, continuing, said the circumstances of this claim were unique. Hitherto applications had invariably come from the men in the form of demands for higher wages or altered conditions of service.

During the 44 years he had been on the railways there had been no single instance of his company taking steps to reduce wages.

"Not a First Step" He excepted from his survey the application of the Scottish railway companies to that Board, which was a partial application and not representative of all the railway companies, and was in the main a withdrawal of a wage increase given by the Board two years earlier.

There was no other industry in the country which could make a similar claim.

Notwithstanding that record, certain irresponsible persons, said Mr. Clower, had been publishing statements to the effect that the settled policy of the railway companies was not only to force down, but to keep down, wages and conditions of the railway workers, and that this application to the National Wages Board was but the first step in that gradual process.

These statements were absolutely meaningless, and he believed that every trusted leader of the railwaymen would endorse that view.

It was only under very strong and deep conviction, declared Mr. Clower, that the railway companies had been impelled to take the present step.

"The railway companies," said he, "are seized with the great importance in the national interest of bringing the wages and other conditions of railwaymen more nearly into conformity with the wages and other conditions of employees in industry generally."

The traders of the country who had been for a long time—and were still appealing to the railway companies for help, pointed out, and with justice, that while the wages of their employees had been brought down to a commercial basis, the wages of the railway employees were maintained at an abnormally high level.

It had to be remembered that the wages of railwaymen were raised in 1920 solely on the ground of national prosperity.

Mr. Clower put in a statement to show that while the wages of the main grades of railwaymen ranged from 100 per cent to 144 per cent over pre-war, those of the men in other industries ranged from 18 per cent to 100 per cent—the latter in only one instance.

Mr. J. H. Thomas elicited that the comparison was with wage rates in August, 1914, and Mr. Poulton was informed that the wages taken were day wage rates.

Mr. Thomas: The presumption behind all this is, that railwaymen and the other people were fully paid in 1914.

Commercial Standard. Mr. Clower proceeded to give an important indication of the minds of the employers.

"The railway companies," said he, "are not seeking to regulate their wage by purely commercial standards at the moment."

"They may have to ask you to adopt that principle later on. If on this occasion they had adopted that principle the present application would not merely have been for the cancellation of the remaining war wage, but for a substantial reduction in the base rates."

In other words all rates would have had to be cut down to a 70 per cent increase over pre-war—for that was the average in outside industries, as shown on his diagrams.

"If that very reasonable proposition had been made today, and conceded by the Board," he continued, "the railway companies would have

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