

Editorial Page of The Canadian Labor Press

WM. LODGE, Editor. CHAS. LEWIS, Circulation Manager. J. D. SULLIVAN, Business Manager.

OFFICIAL ORGAN ALLIED TRADES AND LABOR COUNCIL OF OTTAWA. HAMILTON DISTRICT TRADES AND LABOR COUNCIL. HAMILTON BUILDING TRADES COUNCIL. HAMILTON TWINS CITY TRADES AND LABOR COUNCIL. INDEPENDENT LABOR PARTY OF OTTAWA.

The Canadian Labor Press
PUBLISHED WEEKLY BY THE CANADIAN LABOR PRESS, LIMITED.
Business Office: 246 SPARKS STREET, OTTAWA. Phone Queen 2902.
Editorial Office: JOURNAL BLDG., OTTAWA.
Toronto Office: 106-7-10 PETERKIN-BUILDING.
Montreal Office: ROOM 18, MECHANIC'S INST. BUILDING.
Owned and Controlled Exclusively by Organized Labor. Every Member of the Executive Staff Union Men.

A WEEKLY NEWS LETTER.

HUMAN MATERIALS.

WE hear a great deal about Efficiency. To the multitude it seems to mean only scientific management achieved through a maze of mechanisms, diagrams, records, charts, reports and several acres of white paper covered by figures and calculations.

But today the chief element of Efficiency is the Human Element—with Human Materials of first importance both workman and the industrial material must fit into the general design of the product, and both must work in harmony for greatest efficiency.

Mechanical elements are but the tools with which the human elements work. Scientific management is much to be desired, but the ideal scientific manager is the man, who, knowing his business, also knows his men. As well as plotting carvers and calculating angles and pressure to the square inch, he must know human nature.

The manager who appreciates his workers and treats them with the consideration due to fellow human beings—who enlists their co-operation by fair dealing and common sense—who can show the men that he knows his business, and can thereby get the respect and admiration of his men—he is the real scientific manager of this modern age.

NOW, FOR THE STRAIGHT ROAD AHEAD!

FOR a time the Big National Motor Truck of Industry, with Miss Canada at the Steering Wheel, was stalled. It was "hard going" through the Debris of Destruction, Wastage of War and Mud of Uncertainty on the Broken Down Road of the Past Four Years. But now the Wide, Smooth, Straight Road looms up just ahead!

Labor with a Powerful Pull and Capital with a Persevering Push are hauling the Truck out of the Rut. Both Parties have a very live interest in the Freight. There's a place for each on the Driver's seat beside Miss Canada.

LABOR AND EDUCATION.

THE importance of Education in the life and hopes of the workers of today may be deduced from the following extract from the Reconstruction Programme of the American Federation of Labor:

"It is impossible to estimate the influence of education upon the world's civilization. Education must not stifle thought and inquiry, but must awaken the mind concerning the application of natural laws and to a conception of independence and progress.

"Education must not be for a few but for all. The welfare of the public demands that public education should be elevated to the highest degree possible. The Government should exercise advisory supervision over public education and where necessary maintain adequate public education through subsidies without giving to the Government power to hamper or interfere with the free development of public education. It is essential that our system of public education should offer the wage-earners' children the opportunity for the fullest possible development. To attain this end state colleges and universities should be developed."

FORCE—OBSOLETE INSTEAD OF ABSOLUTE

IN enlightened countries Force is beginning to be regarded as Obsolete instead of Absolute in making Industrial and Social Changes. The world has become so saturated with violence and bloodshed that reaction has set in. The methods of Peace—Education and Constitutional Measures—are favored by thoughtful members of the Labor Movement.

In Britain, where there is seething unrest, there is an undercurrent of harmony between employes, employers and Government officials in the matter of maintaining production and the condemnation of the use of Force by any of the parties concerned. Employes with the sad spectacle of Russia still in their eyes, are expressing opposition to Force as a means of gaining their point. They prefer constitutional measures, which, though slower, are better, surer and lasting.

THE RED FLAG.

SPEAKING of Flags, there's enough Red in the Good Old Union Jack to suit real, red-blooded workers.

A MINE.

Your life is like an unworked Mine, full of gold that only work will discover. Seize the Pickaxe of Persistence and Dig In.

POLITICS and PEOPLE THROUGH THE TELESCOPE OF LABOR

Parliament has struck its stride now and business is being rapidly disposed of. At the present rate of progress there will be an adjournment by the end and possibly the middle of June. The only contentious measure left, which might upset calculations of a reasonably early adjournment are the budget and the proposed Franchise Act which may come over until next session. As for the budget, while the tariff proposals will undoubtedly cause much discussion and commensurate protest from the free traders from the west the outlook is that the Government will be able to weather the storm.

A bill has already been introduced which provides for the disqualification of defaulters under the Military Service Act. The bill provides for disqualification for fifteen years from holding office under the Crown, from being members of Parliament or members of any Dominion assembly, or acting as any Dominion election. The bill provides that any defaulters who have been punished or sentenced for defaulting under the Military Service Act, 1918, nor any who were apprehended and actually served in the army. With this amendment pending at the present time the Franchise Act may be left over for another year, particularly as no immediate election is anticipated.

The Immigration Act, which in many ways is the most important measure of the session and one in which labor should be particularly interested by reason of the committee stages and now stands for a third reading. Before the bill was finally passed the committee provided for the exclusion and deportation from Canada of immigrants who advocate the overthrow of Government by force or violence and the unlawful destruction of property. The third amendment provided that a person of the prohibited class if he succeeded in entering Canada could be deported at the end of five years even if he had acquired property. It means that such classes can be deported at any time provided they have not become Canadian citizens.

The Soldiers' Land Settlement Bill was introduced in the Commons Monday by Lord Arthur Balfour. The bill provides for loans to soldiers for purchase of land up to \$4,500 and \$1,000 for permanent

Table with financial data including War Expenditure, Net Debt Statement, and Net Debt March 31, 1919.

THE UNION LABEL AS AN EDUCATIONAL FORCE.

If the education of the children results in such a great asset to the Nation, it is evident that the application of the same principle to the trade union movement would be advantageous to every worker.

One of the great agencies through which the workers can be educated is the union label, that potent, but silent messenger of industrial peace and social betterment which should guide them in the utilization of their purchasing power, just as the beacon light aids the mariner to avoid the dangers of the sea.

The union label, representing as it does the best possible working conditions, makes a direct appeal to all fair-minded people and to discriminate against the exploiter of women and children and the man convicted of crime, by refusing to purchase goods of the kind which the union label does not appear. By carrying this principle a little farther and dealing only with stores where union cards are displayed or buttons worn by the clerks indicating membership in a labor union, immeasurable benefits are bound to result.

By co-operation of this character the billion or more of dollars spent by trades unionists each year could be made so powerful an influence for good that it would be amazing, if it were not so beneficial and permanent that it would not be confined to the workers but would extend to all branches of society.

The union label has been of inestimable value to trades unionists in securing improved working and living conditions, and if the workers would "practice what they preach" by a continuous and persistent demand for union-made goods, these benefits could be increased and continued indefinitely.

CANADA'S PLAN FOR INDUSTRIAL PEACE.

More than once, during the past four years, Canada, has given the lead to other countries in the matter of settling great questions, whilst on all the many issues of international concern for the settlement of which the press are making demand, the Dominion is well in the van of progress. This is notably the case in regard to the labor situation, which the press are everywhere else, the Labor world is in a state of flux, and the Dominion is very far from being exempt from the turmoil of a period of revolutionary reaction.

In Canada, perhaps more than in any other country, passing through a similar experience, Bolshevism in its phases is seen to be largely parasitic on the life of the country. Its spread is almost entirely confined to alien elements, and its growth is due to the fact that the great mass of the Bolshevik literature, recently seized by the authorities, was printed in various languages other than English. Revolutionary socialism, of course, attracts to its ranks a certain number of Canadians, but that the great bulk of Canadian Labor is quite free from the taint and genuinely desirous of coming to an understanding with Capital is quite evident from the course of events since the speaking of the armistice. Thus speaking in the Canadian Upper House, Mr. Robertson, Minister of Labor, was able to tell how the Government had recently conferred with representatives of the employers and with representative Labor leaders; how it had laid before these representatives the course of action it proposed, and how, in both cases, the proposed Government action had won nothing but approval.

Senator Robertson then went on to explain that the Government proposed to appoint a small commission to survey the situation, which would absolutely command the confidence of the public, and to ask them to proceed in all the centers of industry to survey the situation, to get all the facts; and, before May 15, to let the Government have their recommendations as to what should be done in the interests of both Labor and Capital. Upon that report, he said, and upon those recommendations, the Government proposed basing a Government Bill for the promotion of greater

harmony in the industrial and Labor world. The great aim of this joint commission will, of course, be to discover what are the possibilities of joint control, and it is in joint control that the Senator Robertson evidently sees the solution of the problem. In his statement to the Senate, he did not ignore the fact that it would be easier to bring about joint control in some industries than in others, but he was quite definite concerning the point that, wherever it was instituted, if there at once, result in increased production. Employers, he declared, sometimes made the charge that increased production brought no corresponding increase in efficiency from the working man. That charge, he granted, was in some measure true, but he was of opinion that if there were joint control, if the employes were jointly interested with the employer in the success of the industry, the case would be quite different. Such matters are, of course, all questions which the future will decide. But the fact that the great problem is to be solved in this same spirit of understanding and good will has already gone a long way toward its solution.—Christian Science Monitor.

THE ELEVATOR GIRL.
Yes, woman in pinnace
Of a persevering plan
Has taken it upon herself
To lift her fellow man!
She's tried it with the rolling pin,
She's tried it with her prayers,
She's tried to have the ballot
But now this complex problem
Of a persevering plan,
Has taken it upon herself
To lift her fellow man!
She's tried it with the rolling pin,
She's tried it with her prayers,
She's tried to have the ballot
But now this complex problem
Of a persevering plan,
Has taken it upon herself
To lift her fellow man!

LONG-HAND.
"George," said Florida man, not being up to his old eyes in the employ. "I understand that you intended to give your son an education."
"That's my intention, sah," responded George. "I know myself what 'tis to struggle along without learning, an' I has determined my son shall go to school to have no such troubles as I had."
"Is your son learning rapidly?"
"He shore is, sah. Last week he done write a letter to his aunt from year, an' after while he's bout five miles from year."
"Why doesn't he write to that aunt now?" smilingly asked his employer.
"He kahn't write so fur yit, sur. He kin write twenty miles, but he had I tell him next to try fifty miles 'til he gets stronger wif his pen."
—Jacksonville Times-Union.

DEMANDS OF BRITISH LABOR'S TRIPLE ALLIANCE.

The demands of the Triple Alliance have given the gentlemen of the press a unique opportunity during the various stages of negotiations of creating in the public mind those periods of anxiety and disquietude to which it had become accustomed during 4 1/2 years of military effort. They appear to delight in directing attention to those particular developments which they conceived to be moving toward deadlock and industrial crisis, apparently ignoring the tremendous factors tending to reconcile the antagonistic elements.

But it is perplexing how anyone with a knowledge of Trade Union policy, its outlook, aims, and aspirations could, with the result of such developments before them, reach the conclusion that the negotiations through which the miners, railwaymen and transport workers have passed would end in deadlock. When it is found that some amount of agreement has been reached on fundamental in a dispute it is fairly safe to assume that the crisis, if any, has passed, and that the questions are being discussed on a friendly basis, and that negotiations proceed, and it reflects great credit upon all concerned that in what appeared to be a difficult and common sense was found to avoid a cessation of work and to arrive at a satisfactory settlement.

Of the members of the Triple Alliance the transport workers were the first to reach agreement—in view of the compact entered into by the Triple Alliance not to conclude negotiations without the consent of the other parties, perhaps agreement is hardly the correct word, but it might be termed a measure of success in their efforts to establish uniformity and standardization in the working conditions. The negotiations were, of course, conducted on behalf of a national movement, which by reason of the tremendous differences in rates of pay and conditions of labor was a task exceedingly difficult; and the workmen's representatives would be the first to admit that an enormous amount of credit is due to the organization is thrown on to the employers, who have, in the words of one of the delegates, "met them handsomely; and in the end, it is their efforts to establish uniformity and standardization in the working conditions are analyzed, and when due cognizance is taken of the fact that many sections of transport workers are in a position to apply for Standardization of working conditions, whether of wages or hours, must necessarily mean that some of the craft unions in an interesting conflict between two schools of trade union thought, the former favoring organization by industry and the latter favoring organization by craft defended by the latter.

It is hardly to be expected there will be any capture on this question, the possibility being that the delegates will recognize that the matter is, after all, a domestic quarrel between organized Labor, and the prestige and dignity of the movement will not be enhanced by revealing to the public an inability to settle their own differences without Government intervention.—Exchange.

QUEBEC TYPES IN SAME TUNE.

QUEBEC, May 12.—The Quebec International Typographical Union No. 202, yesterday flatly turned down a proposal from the Big Union for that Quebec body to join its ranks. So far a number of local unions have been solicited to join the One Big Union, but none have accepted. And the international of the old city are strongly antagonistic to the call of "The Wide World."

THE WORKING MAN'S DOG.

Edgar A. Guest, in Detroit Free Press.
I've never known a dog to wag
His tail in glee he did not feel,
Nor quit his old-time friend, to tag
At some more influential heel,
The yellowest cur I ever knew
Was to the boy who loved him true.

I've never known a dog to show
Halfway devotion to his friend,
To seek a kinder man to know,
Or richer; but unto the end
The humblest dog I ever knew
Was to the man who loved him true.

I've never known a dog to take
Affection for a present gain,
A false display of love to make
Some little favor to attain.
I've never known a Prince or Spot
That seemed to be what he was not.

But I have known a dog to fight
With all his strength to shield his friend,
And whether wrong or whether right,
To stick with him unto the end.
And I have known a dog to show
The hand of him that men would kick.

And I have known a dog to bear
Starvation's pangs from day to day,
With him who had been glad to share
His bread and meat along the way.
No dog, however mean or rude,
Is guilty of ingratitude.

The dog is listed with the dumb,
—No voice has he to speak his creed.
His message to humans come,
By faithful contact and by deed.
He shows a high ideal of being true.
—The Dog

IN GOOD FOR ALL—ALL THE TIME!
The Mellow Peppermint Collection
5¢ per package
After Eating—After Smoking!

Union Members—Mail This Today.

CANADIAN LABOR PRESS WEEKLY.

246 SPARKS STREET, OTTAWA, CANADA.

Enclosed please find \$1 for one year's subscription.

Name _____
Address _____
(Street and Number)
City _____ Province _____
Use Post Office Money Order, Express Money Order or Check.

LABOR LEGISLATION OF PEACE TREATY.

PARIS, April 26.—The text of the nine labor clauses in the peace treaty follows:
"The high contracting parties recognizing that the well-being, physical, moral, and intellectual, of industrial wage-earners is of supreme international importance, have framed a permanent machinery assuring that the League of Nations to further this great end. They recognize that differences of climate, habits, and customs of economic opportunity and industrial traditions make strict uniformity in the conditions of labor difficult of attainment. But holding as they do that labor must not be regarded merely as an article of commerce, they think that there are methods and principles for the ratification of industrial conditions, which all industrial committees should endeavor to apply so far as their special circumstances will permit.
"Among these methods and principles, the following seem to be of high contracting parties to be of special and urgent importance:
"First—The guiding principle above enunciated that labor should not be regarded merely as a commodity of the laws of commerce.
"Second—The right of association for all lawful purposes by the employed of a wage adequate to maintain a reasonable state of life as is understood in their time and country.
"Fourth—The adoption of an eight-hour day or 48-hour week as the standard to be aimed at where it has not already been obtained.
"Fifth—The adoption of a weekly rest of at least 24 hours, which should include Sunday whenever practicable.
"Sixth—The abolition of child labor and the imposition of such limitations on the labor of young persons as shall permit the continuation of their education and assure their proper physical development.
"Seventh—The principle that men and women should receive equal wages for work of equal value.
"Eighth—The standard set by law in each country with respect to the conditions of labor, and that if adopted the equitable economic treatment of all workers lawfully resident therein.
"Ninth—Each State should make provision for a system of inspection in which women should take part in order to insure the enforcement of the laws and regulations for the protection of the employed.
"Without claiming that these methods and principles are complete or final, the high contracting parties are of opinion that they are well fitted to guide the policy of the League of Nations and that if adopted the industrial communities who are members of the League and safeguarded in practice by an equitable system of such inspection they will confer lasting benefits upon the wage-earner of the world."

ST. BONIFACE CIVIC EMPLOYEES HAVE CHARTER.

Civic Employees Union No. 3 in the office of the civic workers of St. Boniface, Man., the Trades and Labor Congress of Canada having issued a federal charter to these workers.

SHORTER HOURS AND MACHINERY.

Lower Frase says:
Higher wages and shorter hours are only possible if they bring increased production, whereas we are witnessing a reverse process. Increased production is essential to the maintenance of employment. In many trades the problem of hours is largely bound up with the use of labor-saving devices in which America is decades ahead of us. In the United States the workers welcome labor-saving devices with open arms, but in our land the workers (and some employers) are inclined to resent their introduction.

Labor-saving devices have sometimes been opposed by workmen because they diminish employment. That was natural, yet it is doubtful whether improved machinery permanently injures labor. Very often the labor which is displaced by unskilled and uneducated men, even though many girls and boys are employed in this way, and compelled to "speed up" until the strain is beyond endurance, is the machine which does away with such work not only increases production, but is beneficial on the human side. In all the controversies over the labor question little attention is paid to the importance of making labor conditions such that a workman may take pride in his work. The old craftsmen were willing to work longer hours because they were artists engaged in a labor of love. The demand for shorter hours springs largely from monotony, and the old craftsmen were willing to work longer hours because they were artists engaged in a labor of love. The demand for shorter hours springs largely from monotony, and the old craftsmen were willing to work longer hours because they were artists engaged in a labor of love.

Labor-saving devices have sometimes been opposed by workmen because they diminish employment. That was natural, yet it is doubtful whether improved machinery permanently injures labor. Very often the labor which is displaced by unskilled and uneducated men, even though many girls and boys are employed in this way, and compelled to "speed up" until the strain is beyond endurance, is the machine which does away with such work not only increases production, but is beneficial on the human side. In all the controversies over the labor question little attention is paid to the importance of making labor conditions such that a workman may take pride in his work. The old craftsmen were willing to work longer hours because they were artists engaged in a labor of love. The demand for shorter hours springs largely from monotony, and the old craftsmen were willing to work longer hours because they were artists engaged in a labor of love.

LABOR SAVING DEVICES.

Labor-saving devices have sometimes been opposed by workmen because they diminish employment. That was natural, yet it is doubtful whether improved machinery permanently injures labor. Very often the labor which is displaced by unskilled and uneducated men, even though many girls and boys are employed in this way, and compelled to "speed up" until the strain is beyond endurance, is the machine which does away with such work not only increases production, but is beneficial on the human side. In all the controversies over the labor question little attention is paid to the importance of making labor conditions such that a workman may take pride in his work. The old craftsmen were willing to work longer hours because they were artists engaged in a labor of love. The demand for shorter hours springs largely from monotony, and the old craftsmen were willing to work longer hours because they were artists engaged in a labor of love.