

Notable Document by British Quaker Employers

Following is the document issued by twenty British Quaker employers after four days of discussion.

For some time past a number of employers belonging to the Society of Friends have been feeling, as many others are doing, the duty of examining the way in which their religious faith can be given fuller expression in business life. The following statement, designed as a stimulus to practical action, is an attempt to see how the Quaker conception of the divine worth of all life, which is accepted in wide circles of thought today, affects our modern industrial life, and in particular the relationship between employers and employees.

There is perhaps nothing in this statement that is new, nothing that has not been found in the practice of some employers for years, nothing which, though responsible for the statement, would have refused their assent before the war. But the period of reconstruction that must follow the war offers an opportunity for a general raising of industrial standards such as our generation has not had before, and imposes a corresponding obligation on each of us to define in our own personal responsibilities.

We have sought in the course of our discussions to discover the principles and duties of employers within the present industrial system, not because we hold a brief for it or regard it as ideal, but because we believe that the power of individual employers or groups of employers. We should indeed, as citizens, work towards its improvement in so far as we regard it as inconsistent with the principles of our religion, but in the meantime we cannot afford to neglect the urgent needs and the outstanding opportunities which confront us in our own factories. For most of us, does not our business afford the greatest opportunity we have of serving our fellow-men, and have we yet ever fully tested the possibilities of the present system, whatever criticisms we may have against it, as a field for applied Christian ethics?

The point of view from which we have sought to approach the problem is that employers are persons fulfilling certain necessary functions of organization in the great process of industry, side by side with all other functions necessary to the maintenance of that process, and that each of these functions demands its own qualities of character and capacity, and that it is the duty of each employer to exercise these qualities with its own obligations and responsibilities. We speak only for employers engaged in the management of businesses, but we wish to state our opinion that shareholders cannot divert themselves of their responsibility for the conditions on which their dividends are earned.

We place what we believe to be our true status and function in society in the forefront of our statement, because we believe that its full recognition is the first need of industry today. We believe that it is only in so far as those engaged in industry are imbued with a new spirit and regard industry as a national service, to be carried on for the benefit of the community, that any general improvement in industrial relations is possible.

With this initial word of explanation, we give our conclusions under the following heads:

Wages.
The Status of the Workers.
Security of Employment.
Working Conditions and the Social Life of the Workers.
Appropriation of "Surplus Profits."

Wages.
We believe that the following propositions may be laid down with regard to wages:

(1) In determining the rate of wage to be paid, a distinction must be drawn between the minimum or "basic" wage and the secondary or "supplementary" wage. The former should be determined primarily by human needs, the latter by the value of the service rendered, as compared with the value of the services rendered by workers who are receiving the basic or minimum wages.

(2) The Basic Wage.
(a) Men. The wages paid to a man of average industry and capacity should be at least enable him to support a family of four persons, and to provide the necessities of physical efficiency in a normal family, while allowing a reasonable margin for contingencies and recreation.

(b) Women. In the case of women engaged upon work which has hitherto been regarded as man's work, the payment should be equal for the same volume and quality of work, assuming equal adaptability to other necessary work.

(3) The Secondary Wage.
The secondary wage is remuneration for any special gift, or qualification necessary for the performance of a particular function, e.g. special ability as a tradesman; the special strength of some physical worker; as in the case of a gun steerer; special muscular training and power, such as that of a lumberman; responsibility for human life, as in the case of locomotive engine drivers.

We believe that if once the basic wage is fixed at a right level, the precise amount of the secondary wage to be paid for different services may be left as at present, to bargaining. But in conducting such bargaining, the employer should remember that the pleasures and varieties of life are just as dear to the workers as to himself, and that they, too, need comfort, rest, and change of scene.

It is recognized that the payment of wages on the above basis will require a large increase in the wage rate in many industries than some of them could at present bear. We believe, however, that the payment of such wages should be regarded by employers as a necessary business liability. Full that is discharged they should very strictly

limit their own remuneration for their services, nor should they pay larger dividends upon borrowed capital than is essential to ensure an adequate supply. But if at the moment really adequate wages cannot be paid, the earnest attention of the management should be turned to improving the process and general efficiency of their business organization, by the use of engineering and chemical science, adequate costing system, etc.

While we emphasize the obligation of employers to do everything in their power to ensure the business under their control shall be able to pay wages on the above basis, we believe that the co-operation of the employees in the form of better and more intelligent work will generally be needed to increase the funds available. The need of evoking this added interest and stimulating a co-operative spirit should be borne in mind when deciding on methods of remuneration.

It may be found that the most effective service can be rendered to the community in some industries only by some form of combination of independent firms. Where this is the case, we should assist in the organization and management of such combinations, but only on condition that the consumer is not affected adversely by state action or otherwise, against exploitation.

Summary.

The worker asks today for more than an improvement in his economic position. He claims from employers and managers the "clear recognition of his rights as a person. The justice of this claim our religion compels us to admit. We cannot regard human beings as if they were merely so many units of brain power, so many of nervous or muscular energy. We must cooperate with them, and treat them as we ourselves should wish to be treated. This position involves the surrender by capital of its supposed right to dictate to labor the conditions under which work shall be carried on. It involves, moreover, the frank avowal that all matters affecting the workers should be decided on in consultation with them, which once they are recognized as members of an all-embracing human brotherhood.

What machinery can be devised which will enable industry to adopt these principles, without endangering its productivity, on which the wages of both labor and capital ultimately depend?

In answering this question we shall make certain definite proposals, but we wish to prefix them by stating our belief that the creation of machinery, however excellent, is less important than a living desire on the part of employer and worker to give full expression to their fundamental religious beliefs in the relations they establish with their workers.

We now pass to detailed proposals.

The management of a business may be divided broadly under three heads:

(a) Financial.
The provision of capital and appropriation of profit; relations with shareholders, bankers, etc.; businesses, the state, terms of credit, etc.

(b) Commercial.
Determination of the general character of the goods to be manufactured or of the class of work to be undertaken; purchase of materials; sale of product; advertising.

(c) Control of processes and machinery; nature of product; engagement and dismissal of employees; hours of work; rates of pay, bonuses, etc.; wages; shop discipline; relations with trade unions.

With the financial and commercial aspects of the business the employer is directly and continuously interested, and he is capable of helping to determine it. How can we give him an opportunity of doing this? As an initial step, any existing shop committees or Railway Company men were left in abeyance, in view of arbitration boards having been applied for.

But, in the absence of such alternatives, we recommend the establishment of committees or works councils, in which the chosen representatives of the workers should be consulted on all matters of concern to them, first alone, but secondly at frequent intervals, with the management. In this connection it should be possible to secure the co-operation of trade unions, and to make it certain that their position would not be prejudiced by the existence of such councils. When the case of purely women's work, the basic wage for a woman of average industry and capacity should be the same necessary to maintain her in a decent dwelling and in a state of full physical efficiency, and to allow a reasonable margin for contingencies and recreation.

(4) Questions of wages, rates, discipline and shop rules, the engagement and dismissal of workers, the time and duration of factory holidays, adjustments of working hours and number of staff to meet shortage of work, health, canteen, and other social work might be referred to these councils for their opinion or decision. It is fully recognized that experience on works councils may and should train the members for greater participation in the control of the business, and enable them ultimately to take part in the commercial and financial administration.

When industry, now being conducted by methods hurriedly devised to meet abnormal exigencies, is re-established on a permanent peace footing, conditions will be widely different from those existing before the war. It is of the utmost importance that employers and workers should co-operate, frankly and cordially, in determining the new conditions. The application to individual firms of general principles agreed upon by the trade unions and employers might

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THE PIED PIPER.



—Ort in Chicago Tribune

FROM COAST TO COAST

HULL TRADES AND LABOR COUNCIL.

There was a very spirited meeting of the Hull Trades and Labor Council, at which strong objection was voiced by the members present over alleged derogatory statements concerning the council published in a local French daily.

The matter was introduced by the president, T. Paradi, who stated that the articles in question had attacked the Trades and Labor Council on the grounds that its formation was detrimental to the interests of the working classes of Hull, in that it would introduce socialistic ideas amongst the masses. It was claimed that such statements were untrue and served to mislead the public as to the attitude of organized labor.

The question of the firm's dispute and that of the Hull Electric Railway men were left in abeyance, in view of arbitration boards having been applied for.

TORONTO STREET RAILWAY MEN'S DEMANDS.

A straight eight-hour day, 55 cents an hour, and time and a half for overtime. This is what the street railway employes, conductors, motormen, carmen, shodmen, truck repairers, etc., have decided to ask from the Toronto Railway Company. This decision was reached at a monster mass meeting held in the Star Theatre, when over 1,000 members of the Street Railway Employees' Union drew up a wage and working schedule, which they will shortly submit to General Manager Fleming. The men have to give the company a month's notice and this will be done at once, as they are seeking to have the new schedule put into effect on June 15.

FERNIE MINERS REACHING SETTLEMENT.

FERNIE, B.C., May 1.—The officials of Fernie Miners' Union have been advised that the dispute over the rate of pay for outside or surface mine labor has been adjusted by granting the class labor the same pay for working eight hours as was formerly received for nine hours, but that the question regarding those formerly working 12 hours has not been definitely adjusted.

TORONTO PACKING HOUSE WORKERS' STRIKE.

As expected, 3,125 meat butchers and packers of Toronto, went on strike on Monday, to compel recognition of the union and secure these concessions: Eight-hour day, 44 hour week; usual union rates for overtime; increase of \$1 a week in wages and guarantee of 40 hours work a week. Some 5,000 workers are affected covering all the packing houses of Toronto.

B. C. CIVIL SERVANTS TO JOIN LABOR.

Between 300 and 400 provincial civil servants at a meeting of the Civil Service Association at Victoria, B.C., have decided to apply to the Trades and Labor Congress of Canada for a charter. The civil servants further decided to recommend to the provincial association that it adopt a similar course.

The decision followed an address by Civil Service Commissioner McInnes, who explained what was proposed in the matter of better salaries. He was now engaged on a plan whereby the civil servants of the province would get a bonus of 10 per cent for the month of April. Subsequently, salaries would be graded anew and from the increase given this bonus would be deducted, the increase, whatever they might be, to take effect as from April 1.

The proposals were received with considerable hostility inasmuch as it was contended the proposed bonus was not a bonus at all as the decision was to take it back later.

VANCOUVER MACHINISTS IN LEGAL FIGHT.

A writ has been issued by Percy Robert Bough on his own behalf, and as a representative of the Vancouver Lodge 777 of the International Association of Machinists, to restrain Charles Edwards, A. E. Hooper and others purporting to be officers of the lodge from any longer using his name. The Dow, Fraser Trust Company is joined as defendant, and an injunction is sought to restrain them from handing over to the defendants any of the lodge's funds deposited with them. The writ is a result of the fight of the respective elements in the lodge, over the One Big Union idea.

HULL FIREMEN TO HAVE BOARD.

The Hull firemen have refused to accept the compromise in the controversy which has arisen over the adoption by the City Council of a double platoon system, and has applied to the Deputy Minister of Labor for the granting of a board of arbitration.

MONTREAL TRADES COUNCIL AND THE O. B. U.

The "One Big Union" plan had its answer from Montreal workmen when the delegates of the Trades and Labor Council with fifty three dissenting votes went on record as opposing it. This was in reply to the circular demanding that the local council declare itself on the subject not later than May 10.

NEW WESTMINSTER REFUSE TO GIVE ASSISTANCE.

The types of New Westminster, B.C., will spare none of their funds for propaganda purposes in the One Big Union idea. This was unanimously agreed by the members in annual session when a request came before the union for a two-cent per capita grant for this purpose.

Officers were elected as follows: President, Harry Walsh; vice-president, C. Uren; secretary-treasurer, R. A. Stoney; reading clerk, A. Oxenbury; sergeant-at-arms, Tom Costello; executive, G. S. Vickers, W. E. Maiden, R. A. Stoney, A. R. McDonald and J. T. Burnett; labor committee, R. G. Marshall, Kang Joops; C. P. Grant, Mission; W. T. Jackson, Chilliwack; A. M. Inlay and J. T. Burnett, New Westminster.

CALGARY BIG TRINITY AGAINST DIVISION.

Even at Calgary the "one big union" is receiving some severe blows these days, the carpenters voting against it with a vote of 181 to 88. It is stated, however, that this vote was not taken as an official vote of Local 1719, but is merely the vote of the members apart from their organization.

CARLETON PLACE WORKERS TRADES COUNCIL.

Carleton Place has been placed on the map of Trades Councils with a charter from the Trades Congress, installed last week. Secretary-treasurer P. M. Draper was the man of the hour to the organized workers there when he presented the charter and gave them a trade union speech which the local papers say was notable.

OTTAWA BUILDING TRADES SETTLE DISPUTE.

At a meeting of the whole of the membership of the Building Trades at Ottawa, on Thursday morning, ratification of the terms agreed through conference with the contractors was accepted by the trades assembly. This does not include the sheet metal workers who are at present negotiating through General Organizer J. H. Kennedy, of Toronto, as their agreement does not expire until the end of the present month. A solution is in sight for this craft, however. Resumption of work was decided upon for Friday at an enthusiastic meeting.

HALIFAX HEARS LAST ADDRESS OF LABOR SEAMAN.

Halifax was the city to hear Peter Wright, the British Seaman's official, deliver his last address in Canada. He spoke of the ravages of materialistic philosophy, with its wrong conceptions of life and its worship of wealth. The hidden inequities of wealth were eating into the very heart of society. Men struggled to amass their millions and in the effort lost their souls.

The speaker forewent the time when every man would become a new force in humanity, and the world would become freer and happier. The speaker would labor and love on earth with joy in his hearts, dedicated to their Creator, seeking the Kingdom of God and striving to imitate Christ.

MONTREAL'S SELECTION TO MEET COMMISSION.

Montreal Trades Council will be represented before the Industrial Commission having selected the following committee, composed of Delegates Foster, Franco, Gauthier, Garipey, A. Mathieu to act jointly with a similar committee appointed by the Railway-Brotherhoods to prepare a memorandum to be presented to the Industrial Relations Commission when they will meet in Montreal. All labor organizations were invited to send in their views before this joint committee.

Vancouver Metal Trades' Agreement With Firm

The following agreement has been arrived at between the firm of J. Coughlan & Sons and the Vancouver Metal Trades Council:

That a Production Committee be established in this shipyard to comprise three members selected by the Vancouver Metal Trades Council and three members by J. Coughlan & Sons, the functions of this committee being:

(1) To devise ways and means to decrease the cost of production with a view to insuring the endurance of the shipbuilding industry in these yards and to sustain the wage standards and make permanent the positions of the employees of these yards as far as possible in face of present and future conditions surrounding the industry.

(2) To promote mutual confidence between the firm and its employees.

(3) To endeavor to increase production in every reasonable manner by overcoming obstacles that prevent the workmen performing their work with facility or prevent any employee from doing a day's work for a full day's work.

(4) To overcome any willful idleness on the part of any employee, such as is stated in the opinion of the committee very detrimental to the interests of the earnest worker in that it has the effect of decreasing the cost of the work, with the direct result of making it difficult if not impossible for the firm to obtain further orders or to continue to pay the standard of wages the honest worker is entitled to be paid.

(5) It will be the duty of the committee to promote a feeling of good fellowship in these yards and to give both the employee and the firm a square deal, and to this end the sincere co-operation of the firm's executive organization and of every employee is earnestly requested.

(6) The Boiler-makers' Association has not as yet a representative on the committee, but is at liberty to appoint one if it so desires. The committee will also appoint another representative so as to keep the committee evenly balanced. The previous duties and functions of Mr. Tom Fawkes in the yards at shop steward of the Boiler-makers' Association will not be affected by the new committee which will continue from time to time with Mr. Fawkes concerning matters affecting his department, and the committee will also be consulted by the firm from Mr. Fawkes relative to any mutually advantageous working arrangement along inter-departmental lines.

(7) The scope of the committee will include the following:

(1) To adjust all grievances as far as possible in conjunction

with Mr. Fawkes as representative of the Boiler-makers' Association.

(2) To look after the safety of the employees (conjointly with Mr. Fawkes).

(3) To observe all operations going on and suggest the elimination of any wastage in connection with any department.

(4) The management will put into effect all the recommendations made by the committee and concurred in by the management. In the event of differences of opinion among the members of the committee, the recommendation of the majority of the members shall constitute binding. A dissenting vote of the committee as a whole, subject to the right of appeal by any dissenting member or members, as follows:

(A) First to the management.

(B) Secondly to the partners of the firm.

(C) Thirdly to the Royal Commission at any sitting thereof granted by the commission.

(8) In the event of the management or the firm not acting on any recommendation made by the committee, the committee shall have the right to appeal as follows:

(A) First to the partners of the firm.

(B) Secondly to the Royal Commission at any sitting thereof granted by the commission.

(9) In the event of the management or the firm not acting on any recommendation made by the committee, the committee shall have the right to appeal as follows:

(A) First to the partners of the firm.

(B) Secondly to the Royal Commission at any sitting thereof granted by the commission.

(10) All employees are hereby advised that the establishment of this committee is in the opinion of the Royal Commission and the Metal Trades Council an action in the judgment of both these bodies directly beneficial to the employees in the yards.

It is hoped that the work of the committee will have the effect of insuring a permanent job to the employees of these yards by having ships built at reasonable cost so that new orders may be obtained, and by eliminating unnecessary wastage of material and money, and the firm to keep the wages paid to the employees up to the highest possible point consistent with the conditions of the world's markets so far as new ships are concerned from time to time.

The joint committee hereby declares that it is not its object to appoint a trades union movement, with the welfare of this yard and the employees thereof as its sole object, but to secure a business procedure, the most conscientious effort to promote the best interests of both the firm and the employees in conformity with the best business procedure and on legitimate trade union lines.

Signed on behalf of the Metal Trades Council by the committee by it appointed (signed) H. B. Nightingale, G. H. Hardy, W. F. Ironside.

Signed on behalf of the firm (signed) Howard Whiting, R. R. Nield, E. Redpath.

Dated this 31st day of March, 1919.

SAULT STE. MARIE DEPUTATION.

Workers from the Sault Ste. Marie district were in Ottawa on a mission to the federal government urging that the latter take steps to bring their work to a halt. The workers employed in the works and smelters in the Sault Ste. Marie district. The deputation, which consisted of delegates from over a dozen trades unions, was headed by Mr. T. E. Simpson, M. P., Algoma West, and of G. H. Nicholson, M. P., Algoma East, arranged a conference with the Cabinet. Later the visitors interviewed Senator Robertson, Minister of Labor, and officials of the Imperial Munitions Board.

"What we want to get," said Mr. F. A. Cole, the district labor organizer, and member of Algoma Lodge No. 5, A. O. U. of S. T. W., "is some definite information on the outlook for labor in the Soo district. The Algoma Steel Corporation, which is the largest concern of its kind in the North, is only running now at about 30 per cent of its capacity. Over 10,000 people are dependent upon it for a living and we want the Government to make an effort to increase its business. The workers want to get down to business, as we feel that the only way Canada can pay off her war debt is to dig her natural wealth out of the ground, and we want to get busy right now."

"The Chicago case," said Mr. Cole, "has done much to bring the world's fresh water shipping passes our door each day." Although this is a fact, it is also true that our harbors are not deep enough to receive the largest of some of the Canadian lake boats, and the Board of Trade and other organizations are making an effort to secure improvement in this respect. Better connections are also required from the C. P. R. to this end.

GLACE BAY CLERKS RETURN TO WORK.

The Dominion Coal Company of the Glace Bay, N.S., men, who were on strike since the 1st of L. who took a strike ballot in connection with the dispute over their demand for an increased wage, have decided to return to work. This decision was reached after hearing the report of the "Trouble Committee" that has intervened with good offices with the object of securing a settlement of the troubles. This committee, composed of Robt. Baxter, Mayor O'Neil, F. J. Mosher and R. C. Brown, interviewed General Superintendent Tonge and reported to the union that Mr. Tonge was willing to meet a committee of the clerks to discuss the wage schedule in detail. On the strength of this the union members decided to return to work.

FEDERAL LEGISLATION ON IMMIGRATION.

A summarizing of the new Immigration policy of the Federal Government can now be made. Labor, organized for years past, has taken more than passive interest in those allowed to come within their gates, and their objections to be placed in the new law in some respects have been voiced by followers to the workers' cause. Adherence to the prohibitions clauses to all including Britishers, to exclude those suffering from diseases or bad habits, criminals, folk of low mentality, and others.

To establish such machinery as will see the above efficiently and sufficiently applied.

To extend the time for deporting the above, if found to be undesirable, from three to five years.

Greater responsibility in connection with the transportation of immigrants and increased penalties for not giving these facilities.

The barring of all skilled and unskilled labor from Asia.

To admit only such people as can be readily absorbed and assimilated.

To secure farmers with some capital and farm help, male and female. To secure labor settlers from among their ranks. To abolish, possibly, the head tax on Chinese and enter into an agreement with the Chinese Government to admit only limited numbers.