

competitor is worth the price in itself; in fact, nothing has given me more satisfaction or pleasure than the acquaintanceship of men who are engaged in the same line of business or the opportunity to discuss the problems, difficulties and troubles and to compare results with those whose calling is the same as my own.

"This fraternity leads to a second advantage, and that is co-operation of effort. There must be co-operation where there is the proper kind of fraternity. Co-operation in itself will lead by the comparison of experience and notes, to increased efficiency in methods of doing business, and increased efficiency in methods will certainly lead in the direction of stabilizing our industry—stabilizing our own particular business and stabilizing the business of those we come in contact with. As a result of that we will be in a position to render the service which the country really demands that we should render. . . .

"Are we prepared and are our confreres at home prepared and willing to back us if we organize this association on a sound basis? We should bear in mind that this construction industry, no matter what part of it we are engaged in, is, after all, our chosen life-work, and demands the very best we can put into it. If we do that Canada may ultimately receive our help and support.

"Now, with respect to action. It is all very well to think high ideals and all the rest of it, but they are not worth as much as they should be unless we get down to definite action. We have obtained our charter, but we need to put the finishing touches on the constitution. We must determine the classification and kinds of membership, and we must also determine the relations between the various existing national bodies and between the local bodies in the various parts of Canada and our federal body. There are quite a number of national bodies already in existence, such as the heating and the domestic sanitary engineers, the National Clay Products Association, and others. Shall we organize, and if we decide to organize, shall we organize as a number of associations leading up into one large federation."

Mr. Anglin then went more fully into the question of organization, the best method of financing the association, and as whether the association should maintain a permanent office and secretary, dealing incidentally with the subject of standard wages and as to how long trade agreements with labor should run. Reference was also made to the possibility of establishing a central bureau in Ottawa, or elsewhere, with a view to facilitating the movement of labor in co-operation with the machinery already set up by the Department of Labor, and whether in view of the present shortage of labor it would be possible to obtain co-operation through the

Immigration and Labor Departments in supplying the needs of various districts. He further asked as to what extent the association was prepared to devise or work out a sound and attractive apprenticeship or scheme for technical training, and the attitude of the conference towards international unions and other labor organizations, as to whether it considered the industrial council the best method of determining agreements, and if the principle should be extended.

Regarding the discussion going on throughout the country about low production, Mr. Anglin felt that if something was started the other way which would have less of the element of criticism to it, it would have a beneficial effect.

There was also a need in all localities for some counter demand on labor. Labor always had their demands well formulated, and it was necessary for employers to work out some standard of service, setting forth what is expected of labor in return.

As regards materials, the greatest need was for better arrangements for the supply of materials. This did not refer, Mr. Anglin said, so much to raw material, as to manufactured products. The association should have a wholesome regard for its membership, and for those who stand high in the industry and are ready to support one another internally. Special trade discounts within the organization were the association's rights, and in return the suppliers of materials who support the association should be given better consideration.

There was also the question of the relation between the trade contractor, the architect and the engineer. The trade contractor who quoted the same price to the architect and the engineer as he did to the general contractor, was hastening his own doom. There should be some fair and equitable standard of procedure which would give the trade and sub-contractor a square deal.

Mr. Anglin concluded his address by advocating a more constructive policy of propaganda in order to better conditions and to remove the difficulties ahead. Canada, he said, as far as the building industry was concerned was fully a decade behind in organization, and that there was urgent need for a Dominion-wide association such as the attempt was being made to bring into existence.

#### **Labor and the Industries**

Following Mr. Anglin's remarks the vice-president, Mr. Fred Armstrong of Toronto, addressed the meeting, stating that with Mr. Anglin, he had the honor of attending the Industrial Conference at Ottawa, and was struck with the fact that the construction industries were far behind in formulating plans to counteract