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Managing Director and Editor, John Cameron

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The Advantages of Compulsory Arbitration.

The Advertiser, as our readers know, has persistently advocated compulsory arbitration in large disputes between companies possessing public franchises over public streets and their employees. But in New Zealand the principle goes farther, being usefully applied to almost all disputes, between employers and employees. In the latest issue of the New York Outlook (edited by Lyman Abbott), Mr. Henry Demarest Lloyd tells interestingly of "A Visit to the Compulsory Arbitration Court of New Zealand." We give the article in full in these columns, and would like everybody to read, mark, and inwardly digest. Says Mr. Lloyd: "An embarrassment of riches challenges the curiosity of the democratic traveler in New Zealand. This 'experiment station' in advanced legislation has a great many novelties to show. It is 'resuming' great estates and cutting them up into small farms for what is called 'closer settlement.' The unemployed are taken off the streets, carried to government works on railroads, irrigation, or what not, deeded a piece of land, and advanced money in addition to what they can earn. A conversion of tramps into taxpayers is steadily going on. There is a government life insurance business which has outstripped the competition of the principal companies of Europe, America and Australia. The state in New Zealand does a public trust business, will take property under a will or by deed of trust, manage the affairs of a resident or an absentee, of a widow or an orphan. The progressive land tax and the progressive income tax are fiscal measures which have and are intended to have a great political and social reach. The factory legislation is very enlightened and interesting.

"But of all the things that I found in New Zealand, the compulsory arbitration law seemed to me to deserve the first place. It is a measure more entirely without precedent than any of the others—nowhere in the world except in New Zealand is there any compulsory arbitration—and it has been so successful that it may fairly be questioned whether it has not established a precedent that no other modern people largely committed to industrial life can afford to disregard.

"The compulsory arbitration law did not spring out of theory and has not ended in theory. It was the remedy sought by a practical people as a way of escape from practical embarrassments of the most serious sort, among them the great maritime strike of 1891, which brought New Zealand as well as Australia to the verge of civil war; there was also apprehension of a big railroad strike. To save New Zealand from being ravaged by these industrial conflicts, which were more terrible in their sum total of losses than a foreign war, the then minister of labor, the Hon. William Pember Reeves—who lately came to America as the official representative of his government at the commercial congress in Philadelphia—began to study what had been accomplished by other nations in arbitration.

"Mr. Reeves was a young man; his career had been that of a lawyer, journalist, poet, politician. His compulsory arbitration law is the first piece of legislative work which came from him to attract attention outside New Zealand, but I am distinctly of the opinion that that will, in the judgment of coming years, entitle him to a place in the first rank of political inventors. Mr. Reeves studied all that had been done by other countries, and was forced to the conclusion that 'voluntary arbitration was a sham.' He therefore determined to attempt to make the experiment in New Zealand of compulsory arbitration. Considering that there was no law to guide him and no experience to serve as a precedent, the fact that he was able in so untrodden a field to contrive a measure which should go into successful operation must be considered a legislative feat of the highest order. The bill was debated through three sessions of parliament, twice thrown out by the Upper House, and finally, so cogent had been Mr. Reeves' treatment of the matter, was passed almost without opposition. It was enacted in 1894 to go into effect in 1895. The first case arose in 1896. Since the enactment of the law there has been, with one very insignificant exception, no strike or lock-out in New Zealand.

"The principal points of the law are, first, procedure for voluntary arbitration, with no publicity and no investigation, if the parties can thus settle their difficulties among themselves; but if they cannot, the law shows its other face. If their differences are irreconcilable by themselves, the parties must arbitrate; fight they shall not. The arbitration of the law is threefold: compulsory publicity, compulsory reference to a disinterested party, and compulsory obedience to the law's awards. The state has no powers to intervene in any dispute, even for inquiry, of its own motion. Those concerned sue and are sued as in other courts.

"The law was originally entitled 'An act to encourage the formation of industrial unions and associations and to facilitate the settlement of industrial disputes by conciliation and arbitration, and the plan of arbitration, as conceived by Mr. Reeves, and so successfully operated in New Zealand, contemplates the organization of both employers and employees, separately, into associations and unions as the foundation of the whole structure. It is believed to be better for each side

and for the public that the parties to an industrial dispute should be committees and not mobs. Inducements are given and rules provided for this organization of both employers and employees. The act cannot be invoked by or against any workmen who are not organized into a trades union, but employers may be sued singly; otherwise the act could be defeated by the refusal of employers to form themselves into associations. There is a board of conciliation in each of six districts into which New Zealand is divided, and before these boards industrial disputes are first tried. If a settlement is not achieved before a conciliation board, the case goes on up to the Court of Arbitration, which sits for the whole colony.

"On both the boards of conciliation and the Court of Arbitration employers and employees are represented equally by men of their own choice. The presiding officer of the Court of Arbitration is a judge of the Supreme Court of the colony. This procedure guarantees that throughout the entire investigation both sides shall be represented by men of their own class, familiar with all the circumstances of their calling. Experts can be called in to represent both sides and to act as members of the boards or the court. The chairmen of the boards must be 'impartial persons' who are 'willing to act.' By making a judge of the Supreme Court president of the Court of Arbitration, the colony gives a guarantee to the disputants that the casting vote and the conduct of the investigation shall be in the hands of the best that the colony can give of experience, ability, dignity, and disinterestedness. Every precaution is taken that the proceedings shall be cheap, expeditious, and untechnical. The tribunals are expressly charged to make their decisions in accordance with the common-sense and equity of the case, and not to frame their awards in a technical manner. Meanwhile the industry goes on. Neither employer nor employee is allowed to stop work during the conciliation or arbitration proceedings, nor to do so in order to evade an award. The law even reaches back of the time when its intervention was invoked. At any time within six weeks after workingmen have struck or employers have locked out, the aggrieved party may sue the other side or go to the Arbitration Court, begin proceedings, and obtain an award. In this way, even if a strike or lockout had begun, the court is able to stop it. The employer cannot get out of a dispute with his men by discharging them and putting on new men. The old men could go before the Arbitration Court at any time within six weeks and get redress.

"The law has now been in active use since May, 1896. In that time there have been about 50 cases before it. It has been believed by the author of the law that the Court of Arbitration would seldom be resorted to, and that the boards of conciliation would settle most of the disputes; but it has worked out quite otherwise. Two-thirds of the cases have gone from the boards of conciliation up to the Court of Arbitration, but most of the decisions of the conciliation boards have been sustained by the court.

"The Arbitration Court has shown moderation and good sense in using its delicate powers, and the judges have done as little 'legislating' as possible, either as regards the logic or the arithmetic of business. But in their decisions there can clearly be seen emerging some new principles of economic relation. The court, for instance, insists, wherever possible, that trades unions be given employment before non-unionists are put to work. This for the reason of public policy that all interests are promoted by the organization of labor, and because the trades unions, by their efforts and sacrifices, improve rates of wages and conditions, and are fairly entitled to the first consideration. The court has also directed that, when work grows slack, it shall not be given to a few, but shall be divided among all the men, thus keeping all employed. It has also ordered that a preference should be given to residents, and that they should be given work before outsiders are employed.

"The court, in its awards, fixes an average or 'minimum wage' as the rate necessary to the ordinary worker, but it provides very carefully for the men who are not able to earn as much as this. They can still be employed at lower wages than the average; but for the protection of the union rate, it is stipulated that if any dispute arises, the rate of wages given such men must be submitted to the local conciliation board for approval. "The court has also taken pains to prescribe, even in cases where it gave a preference of employment to the members of unions, that non-unionists who were at work shall not be discharged. It has also, where members of unions have been discharged, obviously to intimidate or destroy the union, ordered that they should be reinstated and damages given to the union. The principal opposition to the law came from employers, but they are now seeing that it can be of as much service to them as to the workmen.

"One of the most interesting uses I found made of the law was to protect a majority of the employers in a trade from the competition of a minority of their associates. I learned of cases where manufacturers were active in promoting the organization of their employees into trades unions, and the appeal of such unions to the Court of Arbitration. They were doing this in order that unscrupulous competitors might be restrained from cutting wages in order to enable themselves to cut prices.

"One of the largest employers of the colony described to me the situation of things under the act as one of 'perfect comfort.' Another large employer declared that, for the first time in the history of the colony, manufacturers now are able to make future contracts with confidence, since the awards fixed all the conditions of labor for one or two years ahead.

"When, last year, an important amendment to the law was proposed, it went through the New Zealand Parliament without a word of opposition, although it was one of the stormiest and angriest of sessions which had been held for many years. If any real damage had been done to the interests of the colony by the law, or if there was any popular feeling that it was tyrannical, then was certainly the opportunity to show it. The principal Opposition paper of the colony, the Otago Daily Times, declares that it is impossible to assert that the effect of the law has been injurious. "The only country in the world where there have been no strikes or lock-outs for five years is the only country in the world that has a compulsory arbitration law. That country is New Zealand, and New Zealand is today not only more prosperous than it ever has been before, but, so far as my observation goes, is the most prosperous country in the world. Not even a New Zealand advocate of compulsory arbitration would claim that its prosperity was due to compulsory arbitration; but the prosperity certainly has fulfilled all the predictions that disaster would follow."

Kitchener & Co. announce that the Soukan will be open for business in a few days.

The British seem to be getting along swimmingly at Modder River.

It is a choice between Ross and retrogression for the electors of four ridings today.

There is one thing to be said for the British generals—they always own up to defeat when they suffer it.

The Greenway Government concedes the Opposition 21 seats, which gives Hugh John Macdonald so far a clear majority. Should the Greenwayites win the two elections still to take place, another appeal to the country will be inevitable, as Hugh John could hardly run a government on a majority of one. In any event, if he attempts to form a cabinet, his ministers will have to offer for re-election, and the defeat of one or two of them would overthrow the new administration. Altogether the political outlook in Manitoba is a troubled one.

BROTHERS CREMATED

In Their Home at Regina—Dramatic Suicide at Montreal.

Regina, N. W. T., Dec. 17.—Early yesterday morning a fire broke out in a house on the barracks flats, occupied by Constable Saunders, a stoker at the Mounted Police barracks. At the time of the fire Mrs. Saunders was alone in the house with her three little sons and a baby. The three boys were burned to death, and Mrs. Saunders barely escaped with the baby.

JUMPED FROM VICTORIA BRIDGE
Montreal, Dec. 12.—A dramatic suicide took place here Sunday night. An unknown man climbed to the top of the new Victoria bridge, crossing the St. Lawrence River, and deliberately jumped into the river, his body being swept away by the swift current. He is supposed to have been a wealthy resident of St. Lambert named Ennis.

KILLED BY A TRAIN.
Colborne, Ont., Dec. 12.—William Brown, an aged and respected farmer of Cramah, while walking on the track Sunday morning, was struck by a passing train and instantly killed.

REALIZING HIS FATE

Levi Stewart Sings, Prays and Kicks About His Food.

Windsor, Dec. 12.—Levi Stewart, the murderer, is apparently beginning to realize to some extent that in two short months his life will pay the penalty of his crime. He expresses no regret at having murdered old man Ross, but each day spends considerable time in prayer and in singing hymns. He complains of the prison fare, and thinks that with but a few weeks to live he should be allowed to choose his food.

"Henry Richardson, one of Stewart's death watches, did the same duty in the case of Truski, the last man hanged at Sandwich, and afterwards married Truski's widow.

The Essex grand jury says: "There is no provision for the employment of prisoners at the jail, and this constant inactivity has a very depressing effect on the mental and physical condition. A good library should be provided, and books and pencils furnished the younger prisoners for exercises in arithmetic, etc."

HUMOR CURE

For All Who Suffer from Skin and Scalp Humors.

To successfully treat torturing and disgusting humors of the blood, skin, and scalp, with loss of hair, requires a humor cure, and such is CUTICURA RESOLVENT, greatest of blood purifiers and humor expelling remedies.

Cuticura Resolvent
Extends its purifying influence by means of the pores to the surface of the skin, allaying irritation, inflammation, itching, and burning, and soothing and healing external humors, because of its power to neutralize humor-germs which float in the blood and circulating fluids. Hence its success in the treatment of distressing humors of the skin, scalp, and blood, with loss of hair, which fail to be permanently cured by external remedies alone.

Cuticura Resolvent
Exerts a gentle but constant influence upon the bowels, liver, and kidneys, purifying the fluids of these organs, and maintaining them in a normal condition of health, thus removing a common cause of yellow, moist, greasy skin, and more or less of pimples, blotches, and blackheads.

Cuticura Resolvent
Used on every occasion possible, with CUTICURA (ointment) and CUTICURA SOAP, externally, is the readiest means of obtaining a speedy, permanent, and economical cure, and realizing that greatest of human blessings, "a skin without blemish and a body nourished with pure blood."

Sold everywhere. Price, 50c and \$1. POTTER D. & C. CO., Sole Traders, Boston. "How to Cure Humors," free. SAVE YOUR SKIN. Hands and Hair by using CUTICURA SOAP.

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READ THE FOLLOWING:

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SPECIAL OFFER FOR TEN DAYS.

All Skirt Lengths purchased in our Dress Goods Department, over \$1.00 a yard, will be made up FREE (if desired) by first-class dressmakers. Skirt fitted and satisfaction guaranteed.

All Skirt Lengths \$1.00 a yard and under will be made up for 50c. Skirts fitted and satisfaction guaranteed.

Special Sale Table for This Week.

Dress Goods, worth 65c, 75c and 90c a yard; your choice for 50c

Special Sacrifice Silk Sale.

Lot No. 1.—900 yards Blouse Silks, fancy stripes and plaids, prices 50c, 60c and 75c a yard. Sale price..... 44c

Lot No. 2.—About 600 yards Taffeta Stripes and Checks, pure Silk, new goods, price 75c and \$1 a yard. Sale price..... 59c

Lot No. 3.—About 450 yards Taffeta and Satin Stripes and Checks, light and dark colors, price \$1 and \$1.25 a yard. Sale price..... 69c

Lot No. 4.—About 300 yards Swiss Taffeta, mostly in exclusive waist patterns, 3½ to 4 yards each, price \$1.50 to \$2 a yard. Sale price..... 98c

Lot No. 5.—About 350 yards Stripe and Fancy Blouse Silks, price 35c to 50c a yard. Sale price..... 25c

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New York Tailor-Made Jackets

Every One Up to Date in Style and Finish.

Quantity	Size	Selling Price	Reduced Price
1 Oxford Gray Covert Cloth, velvet collar, fly front and Mercerized Satin lined.....	36	\$ 9.75	\$ 8.00
2 Blue and Black Kersey Cloth, satin lined, fly front.....	36	20.00	15.00
1 Black Kersey, Satin lined, fly front, welted seams.....	36	18.00	15.00
1 Fawn Kersey, satin lined, six pearl buttons.....	36	12.00	10.00
1 Castor Kersey, satin lined, inlaid velvet collar, eight pearl buttons.....	36	18.75	15.00
1 Blue Kersey, silk lined, ten pearl buttons.....	34	15.00	12.50
1 Fawn Kersey, silk lined, velvet collar, six pearl buttons.....	34	15.00	13.50
1 Fawn Kersey, fancy silk lined, fly front.....	36	22.00	17.00
1 Blue Kersey, fancy silk lined, black braided fly front.....	34	35.00	15.00
1 Green Kersey, satin lined, black cloth, fly front, storm collar.....	36	22.50	12.50
1 Electric Blue Kersey, satin lined, applique trimmed fly front.....	34	22.00	15.00
1 Green Kersey, satin lined, black braid pipings, tight fitting, six button.....	34	24.00	16.50
2 Brown Kerses, satin lined, black braid pipings, tight fitting, six buttons, 34 and.....	36	24.00	16.50
2 Blue Kerses, satin lined, black cord pipings, tight fitting, six buttons, 32 and.....	36	24.00	16.50
1 Fawn Kersey, satin lined, inlaid velvet collar, eight pearl buttons.....	36	18.75	15.00

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Collarettes, Boas,

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Ladies' Fur Sacques,

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Plain and Brocaded Cloths. Best Linings.

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