

SCHOOL TEACHERS TO VISIT EUROPE

800 Canadians will be sent on Lengthy Educational Tour Will Sail in July.

Major Fred A. Ney, of Winnipeg, founder and honorary organizer of the Overseas Educational League, and general secretary of the National Council of Education of Canada, will have charge of a party of over three hundred Canadian school teachers who will tour Europe during the coming summer. A similar but smaller expedition was made last year. This year's trip will be especially worthy of note as the governments of New Zealand and Australia will send large delegations of teachers to accompany those of Canada, for the purpose of providing an opportunity for close association with the Canadian teachers, and for an exchange of ideas along educational lines. This Major Ney stated, is one of the principal objects of the Overseas Educational League, more generally known as the "Hands-Across-the-Sea" League.

The party will sail from Montreal about July 1 on the Canadian Pacific liner *Victorian* for Havre, and will make a lengthy tour of the continent. They will sail on the return trip from Liverpool on August 28, on the new Canadian Pacific steamer *Montrose*.

Major Ney, who bears the war decorations of three nations, represented the National Council of Education at the Congress of Universities of the Empire at Oxford last July. He spent weeks of travel between England and France in organizing the World-Wide Conference of Education in Relationship to Citizenship, which it is hoped will be held in Toronto in 1923.

Motive of Visitors.
"I am often asked what is the real motive of these visits of teachers abroad," said Major Ney. "The answer to this question is simple, I am one of those who believe that in understanding there is strength, that the real cords which unite the different branches of the Anglo-Celtic, are those of sentiment. To keep alive this sentiment we must know and understand each other, and I am confident that this object is being achieved by these trips."

"But there are other aspects which are of great interest. Last year, when all nine Canadian provinces were represented, we spent some considerable time in France, as well as a few days in Belgium. Our reception in France was wholehearted and cordial beyond words, and I am certain that the one hundred and fifty teachers came back to Canada with a more sympathetic understanding of the French people. This must react to our advantage in the Dominion, for most thinking people are now beginning to realize that if we are to make Canada the nation she ought to be, co-operation between the two races is essential. We are a new country with a small

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population, contending with the great spaces. It is natural, therefore, that we should look to the older countries for guidance and inspiration. These we find in Great Britain and France, the mother countries of the two great sections of the Canadian people. We believe that we have a destiny to fulfill, and that in the great task ahead of us the greatest factor is the school teacher. That is why we are sending our teachers abroad, for it is they who are charged with the training of the new generation, a generation that must be full of understanding and sympathy if the years to come are to be years of world peace and progress."

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CONSUMERS WILL PAY.

Buffalo Express.—Anthracite operators have issued a statement which says that granting the increase of 20 per cent demanded by the union miners will mean an increase of \$1.20 the ton of coal at the mines. This may reach \$2 or more the ton delivered to the consumer. Time-and-a-half for the miners would add \$4,000,000 annually to the consumer's bill, it is said. The proposed increase in carpenters and blacksmiths' pay and the rate of 65 cents an hour demanded for common labor would add a further 24 per cent to the payroll of the operators.

Consumers can rest assured that an increase in the wages paid the miners must come out of the consumers' pockets. The mine cost must come down before there is hope of getting the price of coal back to normal. The principal item in mine costs is wages. When mine costs are lowered there will be hope of getting freight rates back to where they should be.

TIPLESS CAFE

Service Charge Makes Diners Pay Most of the Waiters' Wages.

An argument for the abolition of tips in restaurants and perhaps in other establishments where employers are forced into the attitude of supplicants is found in a report on an investigation recently completed by the New York State Department of Labor. The investigation shows that where tipping has been eliminated, the results are more satisfactory to all concerned. The investigation was undertaken in an effort to obtain accurate information as to what part tipping actually plays in the earnings of a waiter or waitress. Records and payrolls were consulted and restaurant proprietors, waiters and patrons were questioned.

The results are described by Miss Edith Hill of the State Department of Labor, in a report dealing principally with a large restaurant in which a waiter who is found guilty of accepting a tip is in danger of being discharged. Patrons are expected to pay for service on a basis of 10 per cent of their meal checks, the charge being paid in units of 5 cents. This enables waiters to average about \$37 a week despite the facts that their regular wages are only \$12. Describing the anti-tipping restaurant, Miss Hill says:

"The seating capacity of the restaurant is 208. At the time of study was made there were on duty eight regular full-time waiters and eight so-called lunch waiters, in addition to two full-time and seven part time bus boys."

"The weekly wage paid by the management to the regular waiters is \$12, to the lunch waiters \$6 plus meals when they are on duty. Waiters who are tardy or break too many dishes are discharged."

"The number of persons served by each waiter during the week varied from 311 to 404; the average for each of the eight regular waiters was 372. The waiters were on duty for practically the same number of breakfasts, lunches, afternoon teas and dinners, and each waiter served at least five dinners during the week."

"Service charges when added up for each waiter were found to be surprisingly large. The eight regular waiters received in a week from \$22.25 to \$42.50, averaging about \$35. Most of these charges were in denominations of 5, 10 and 15 cents, tending to be lower than in a restaurant where the old tipping custom was in vogue; they are, however, steady and sure. The total wage cost to the management during this week was but \$86, whereas the service charges received by the same waiters amounted to \$286.50."

"The question of incentive is not neglected by this system of service charge. If the waiter can say, 'The broiled chicken is very good tonight, madam, when madam is looking at the salads, or if he is handing the pastry tray at the right moment, he can do something

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toward raising the size of the check and so increase his commission.

"There are fewer wrangles among the waiters, and the customers are much better satisfied, especially those who are apt to have small checks. These customers now get good service where formerly the tendency had been to slight them in favor of others."

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1 tablespoonful salt, 4 medium sized potatoes, 1 1/3 cups water, 2/3 cup Carnation Milk, 1/4 tablespoonful butter. Wash, pare and cut potatoes in thin slices. Put a layer in buttered baking dish, sprinkle with salt and dredge with a small amount of flour. Add milk diluted with the water and butter and bake until potatoes are soft. This recipe serves six people.

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