

remarking that as everybody had read the list in THE GROCER, there was little necessity for reading them now.

The questions were read by the secretary. They appeared in THE GROCER of the 16th of October.

When they were read, Mr. White drew attention to the fact that the secretary should at once have sent these circulars to every association, including Toronto, as his commission to do so was in the minutes of the meeting at which the questions were formulated. Hence, Mr. Thackray was not called upon to wait for action as to printing or anything else, that might be in consideration by the executive, but should proceed, not as the secretary of the association nor the secretary of the executive, but as the secretary of the convention of delegates.

Mr. Mills admitted that the minutes did bear out Mr. White's view, but explained that at that time the question of expense had not been considered.

The Executive was asked to hasten the preparation and circulation of the questions.

THE COLLECTION DEPARTMENT.

Mr. Booth enquired if it was intended to continue the collection department.

Mr. Gibson said he had heard some dissatisfaction expressed with the work done by this department and thought it ought to be looked into.

Mr. Mara said the Association was responsible for debts collected and for the efficiency of the department.

About this view there was some difference of opinion.

Mr. Mills agreed with Mr. Mara, and moved, seconded by Mr. Thackray, that the Executive look into the working of the collection department at an early date. Carried.

The Secretary turned up the minutes of the meeting at which the plan of the collection department had been adopted, and showed that the Association was responsible.

SHORT MEASURE.

Mr. Noble submitted the question: Should not the jobbers of oysters be required to sell by Imperial measure, instead of by wine measure, the standard on which packages were filled in the United States, and under which they were sold to retailers here? The law, he added required retailers to give Imperial measure.

Mr. Clark thought that fair measure could be exacted, not only in the case of oysters but also in that of fruit, notably cranberries. He moved, seconded by Mr. Booth, that the Secretary be instructed to write to the Inland Revenue Department to ask that the law be enforced in the sale of oysters from wholesale hands, and that the cranberry and other fruit trade be also carried on in accordance with the law.—Carried.

Mr. Clarke felt that fruit and vegetables ought to be sold by weight. He had found it to be the rule for 3 gallon pails to turn out nine quarts in the case of oysters, and so-

called 32-quart boxes held just 26 quarts of cranberries. It was time this was remedied. Spanish onions as well were never up to the weight.

Mr. Westren said that all packages of imported goods, no matter by what foreign standard of volume they were filled, were passed by the Customs officials as containing a certain number of Imperial gallons, quarts, etc. The oyster packages were in all duty charges entered as containing, not 3 gallons, but 2½ gallons.

Mr. Clarke thought that the jobbers of oysters and fruit should be advised by the association that none of their goods would be taken in that did not bear the marks showing the weight of their contents. This did not take the form of a motion.

Mr. White mentioned an instance to show that jobbers' salesmen do not leave themselves liable for prosecution for breaking any clause of the Weights and Measures Act. The salesman says:—"You know as well as I that this pail does not hold as many Imperial gallons as the number of gallons represented, the latter being wine gallons. But it is a pail of oysters nevertheless, and as a pail I sell it for so much. Recollect, I am not quoting now by the gallon."

Mr. Mara said if any person would make to Mr. Stratton, of the Inland Revenue Department, a definite complaint of a package alleged to contain 3 gallons which contained less than that, there is no doubt such a case would be looked into and punished.

Mr. Noble had received five barrels of sweet potatoes, in the bottom of each of which was half a bushel of straw.

THE PIC NIC PROCEEDS.

Mr. Clarke moved, seconded by Mr. Mara, that the net balance of the pic-nic receipts, \$228.81, be put in the Trust Fund. Carried. The money was then transferred from the treasurer of the pic-nic committee, Mr. Mills, to the treasurer of the committee of Trustees, Mr. Barron.

The meeting then adjourned.

THE GROCER'S CLERK.

What might be termed the clerical department of the Retail Grocers' Association of this city has been in successful operation for a number of years. Members of the association when in need of a competent clerk make application to the secretary who generally has the names of several would-be grocers' listed, together with the required recommendations or references. Good character is of course the first consideration. If the aspirant for grocerian honors has had experience in the business so much the better, it not capability and aptitude play an important part in finding for him the employment which he seeks. Some grocers may want a boy to learn the business, while others may want a clerk who is thoroughly conversant with the ins and outs of the trade.

Members have found by experience that the association employment bureau is invaluable, and we venture to say that any move-

ment relative to eliminating it from the conformation of their organization would meet with the most strenuous opposition. Not only does the grocer avoid the expense and trouble of advertising by utilizing the facilities offered by the bureau, but all uncertainty as to the status of his new employee is removed, as none but those with an unblemished record are deemed eligible for positions that may be vacant.

There appears to exist in the grocery business, to as great an extent as in any other, difficulties in the way of securing efficient and reliable help that are perpetually harassing the grocer. Just why this is so has been the theme of many an elaborate discussion, but like the questions involved in other innumerable issues it has remained unanswered. By some the grocer has been held accountable, others moralise and point out the impossibility of drawing supplies from a source that is contaminated by the evils of a degenerate age—the rising generation. The first view of the matter is in some instances undoubtedly correct, as there are employers who look upon their subordinates as pieces of mechanism, more or less ingenious, that must be in motion twelve or fourteen hours a day, with as little lubrication in the shape of wages as possible. Their efforts are never rewarded by a nod of approval or word of commendation, and it follows in logical sequence that one day the clerk walks out of the door for the last time while the grocer inserts another ad. in the "want" columns of the local papers. The fact is that with proper treatment many a clerk, who has been summarily dismissed because of incapacity and inefficiency, would have practically demonstrated his worth if his employer had manifested a more generous spirit in his attitude toward him. A contemporary, discussing this subject, says "many people who are really intelligent and active appear stupid at the outset, and if they fall into the wrong hands, woe is them!" This statement is emphasised by the words of a lady who had had charge of many clerks. Speaking of a certain clerk, she said: "I thought when that girl came to me that I could never put up with her, she seemed so slow and stupid, but during the three weeks that I was trying to make up my mind about her, she would once in a while do something that gave me an idea that she had a brain concealed somewhere about her person. Whether it was in her head or not, I could not tell. I set myself to work to find out about her. I first discovered that she was timid and nervous. That defect I helped her to overcome. Next I discovered her to be slightly hard of hearing on one side. I talked to her on the other. Now she is the best clerk in the place." Manifest more than a selfish interest in their welfare and beneficent results will undoubtedly follow.

Notwithstanding the position taken by the pessimist that in this era there is a lamentable deficiency in the material from which good clerks may be obtained, the fact remains that the transgressors which lead to a disservice of the business relations are not confined to the wage earners alone. One man's methods are rarely if ever in accordance with another's, but mutual concessions go far toward smoothing the way and maintaining pacific relations.—Grocery World N. Y.