

OTTAWA, ONT., SATURDAY, NOVEMBER 29th, 1924

A National, Sane Labor Paper.

VOL. VI. \$1.00 Per Year. New Labor Bank Canadian Labor and Immigration

GREAT deal of nonsense is spread among certain Labor groups auspices of the State Federation of on the question of immigration. It is urged by the most vociferons amongst them that the country is being flooded by emigrants who are literally starving. Scores of letters are being sent to British newspapers describing the supposed plight of emigrants who went to assist in the Western harvest. Now it may be true that here and there cases of hardship occur but the Canadian Labor Press has strong reasons to believe that there is a well organized false pro-paganda against immigration being broadcast in Great Britain by certain elements in the Canadian Labor Movement.

In order that the truth be known the Canadian Labor Press has entered a formal protest to the Daily Herald (Eng.) against the misrepresentations spread in Britain and it desires to place before its readers some facts that Labor should know.

The principal objectors against immigration are these who hold revolutionary social doctrines, as is quite clearly seen from a perusal of the Communist papers, wherein it is urged that members in the Trade Union Movement should endeavor to influence these bodies against immigration. So cleverly is this done that local unions are induced to pass resolutions of protest erroneously believing that by so doing they are protecting organized labor. . In addition every case of hardship that can be found, whether self caused or otherwise is cleverly exploited to appear as the result of immigration. Immi-grants who may suffer from home sickness are induced to send letters of discouragement to the British press with the result that the prestige and reputation of Canada suffers. Against this misrepre-sentation the Canadian Labor Press desires to enter an emphatic protest.-believing that such methods retard the prosperity and progress of the Dominion. The fact is that Ganada needs desirable immigrants Ganada today is faced with the fact that as an undeveloped country it will be necessary to develop the national resources on a large scale in order to pay off her war borrowing. It is an obvious deduction that the burden borne by a nation of less than nine million persons spread over 3,603,910 square miles of land is crushingly heavy and to attempt to restrict the growth of population by preventing emigra-tion is folly. If a man's business shows a heavy overhead and the possibility of increased output under that scale he is unsound in his business foresicft and unfitted for his responsibilities if he heatigate business foresight and unfitted for his responsibilities if he hesitates to embark on a policy of greater distribution with overhead on this pro rata.

This is exactly Carada's position and her citizens will be lacking in courage if they hesitate to embark on those developments which will spread that outlay over a wider base. This means the courageous development of her natural resources, increased population to do this work increased production in all the fields of her endeavor, and by the invasion of outside markets with her products and manufactures.

From whatever angle it is approached the issue resolves itself into the problem that Canada's heavy responsibilities are distributed too sparsely, that she must spread her burdens over a wider base, and that line can only be followed if she is assured of the strength and quality of her expansion.

The only possible way that these results can be achieved is by desirable immigration such as we have had in the past twenty years from Great Britain and the United States. (If we can achieve this result the workingman will feel the benei't in increased prosperity,

lower taxation and steady employment. Obviously this is to Labor's advantage, and the Canadian Labor Press hopes the greatest part of organized labor which is sane and level-headed will not allow themselves to be exploited by elements whose only desire seems to be pulling down and not building up.

Anzac "Drys" What Unions Accomplish Are Angry The Prohibitionists in Australia Not long ago I was asked what em angry with the Governor of

labor unions have accomplished in South Australia, Sir Thomas Bridges, the way of bettering the condition because he has spoken against Proof the working man. The man who hibition. put the question was a professional "so far tapsed from his position of man and had never worked for wages, vice-regal neutrality as to throw of He had not paid much attention to ficial influence against Prohibition. Suppose Sir Thomas Bridges had spothings industrial, other than to read ken in favor of Prohibition would that of strikes, etc., and really did not charge have been flung at him? Yet know

Workers of Connecticut are expect ed to have their first Labor bank soon, as the result of a conference of 150 representative trade unionists which met in New Haven under the Labor. The proposition, which was favorably debated at the last state convention, is to be submitted to a

National and Rational

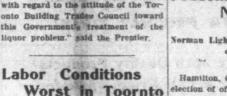
referendum. Fair Wage Clause Will Be Observed

Premier Writes Trade Council Regording Building of New Offlees

Toronto, Ont .-- Labor employed or the office building to be erected in Queen's Park by the Provincial Government will be protected by a fair wage clause. A letter containing this Laborers' Union in the Labor Temple. Mr. Varley interprets the Premiler's promise to mean that the pre-valing rate of wages will he paid by ployees would have any effect on the Contractors engaged upon the work. Government's policy with regard to On occasions during its administra-them, Mr. Murdock replied: I can't tion, the Drury Government was un-der fire from labor unions because of its alleged failure to enforce a fair wage

done by the Government."

letter containing the views of Labor and how the work was proceeding." fixes its schedules to be effective a on the liquor question. "I greatly said Hon. Mr. Murdock. year at a time."



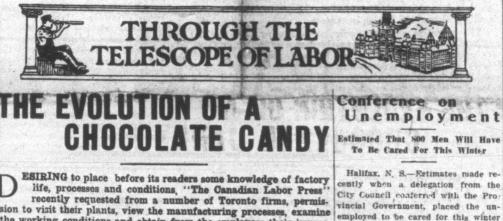
appreciate your letter of the 4th inst. Pressmen Name

Hon, James Murdock Says Unemployment Here Not Representative

Labor in the Dominion Cabinet re- ing secretary, H. King; sergeant-atports that the unemployment situation Messrs. Willis, Nicholson and Legree; in Toronto is not representative of auditors, B. Humphreys and W. Nich conditions throughout the country. olson; Allied Printing Trades Council

William Varley, Secretary of the Building Trades Council, who read it at a recent meeting of the Builders' adversely affect the unemployment month. situation.

When asked if the protests made



sion to visit their plants, view the manufacturing processes, examine the working conditions and obtain from the employees their impressions regarding conditions in general.

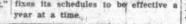
Among the replies received granting our request was a courteous invitation from the Willard Chocolate Company, Wellington Street Bissett, H W. Cameron, and Munnis West, asking us to visit their plant and stating that we would be and C. C. Blackadar, chairman of the West, asking us to visit their plant and stating that we would be free to make any enquiries from the employees that we felt proper. Accepting the invitation, two representatives of "The Canadian Labor Press" visited the Willard plant this week. On arriving there the first place visited was the room where the chocolate beans are roasted and shelled. This operation requires a whole floor, well lighted and ventilated. The beans are handled by male employees shells, where work convicts of operating machinery which removes shells. hose work consists of operating machinery which removes shells, work of this nature done in the windust and unsuitable beans, before the roasting process. The beans ter would cost more than if done re-are then roasted and again submitted to a dust-removing process. gularly at other times of the year, the In this connection it may be stated that the Willard Company use a City delegation proposed that the machine, the only one of its kind in Canada, by which all harmful Provincial Government should assist matter and culls are removed from the stock before the next step, in carrying the increased cost.



Hon, James Mardock, Minister of secretary, Frederick Maxted; record Conditions in general were even B. Hampson, A. Churchill and A. worse in some places than in others. Hands; Trades and Labor Council de Toronto had, he claimed, the enviable legates, F. Maxted, B. Hampson and E. distinction of being one of the worst ted, correspondent to American Press places. Hon. Mr. Murdock's opinion men, ff. King trustees, W. Chittenpromise was received yesterday by of future prospects is not altogether den, B. Humphreys and E. Hughes

Wage Levels

Ottawa, Ont .--- Minimum wage levels for 125,000 women workers of Ontario clause upon work being siderable time yesterday sitting in at have been fixed by the minimum wage a meeting of the Rehabilitation Com-In the same mail Mr. Varley re-mittee, whose activities were chronic-ceived a letter, also from the Premier, led in the press a day or two ago. "I note of the rise and fall of the items which acknowledged the receipt of a wanted to see what they were doing in the working women's budget and



in Halifax at 800 men. The delega

tion, which was headed by Mayor

Murphy, included Alderman Finley,

Offered Bonuses to Men Who Would Buy were the choice of the journeymen Vice-president, S. Dickson; financial

Live News and Views

The plan under which the Laurentide Company, the big pulp and paper company at Grand Mere, Quebee, has gotten 581 of its employees to purchase stock in the company is patterned after that of the United States Steel Corporation. Its chief purpose is to romote saving among the men and to teach shem something about investing their savings. There are numerous other advantages. By rewarding continuous and faithful service it helps to reduce labor turnover and makes for more enthusiastic workers. It is unlike nany employee ownership schemes that have fallen through in the past in that definite inducements are offered to the employee to hold his stock instead of buying it for speculation and selling on a rise, and in that it was not initiated to help the company with its financing. The Plan Briefly Described

Any Laurentide wage earner who has been in the service of the company for a year or more may purchase stock. The stock is purchased in the open market by the company, but is sold to the employces at \$5.00 a share less than the current market price. Thus, at theevery start, the employee gets a bonus on his stock that makes it worth while for him to purchase it. Naturally, with such advan-tageons terms, it is essential that some limit should be placed upon the number of shares an employee may buy. toek may be purchased under the plan by employees drawing less than \$5,000 a year and scale. However, no employee may purchase more than seven shares

Single Copies 5c.

got Workers to

Shares to Hold

Become Owners

No. 22.

under this plan. The stock is paid for in installments, the company crediting dividends and charging interest at 6 per cent. on unpaid balances. It is provided that no employee may pay more than one fifth of his on stock subscriptions. This also makes it difficult for a wages man to pay up his stock hurriedly in the hope of selling it to take advantage of the bonus given by the company, or of a rise on the market.

Bonuses to Make Men Hold

Further bonuses are given that provide ample inducement to the employee to regard his stock as an investment to be held. The bonus varies with the length of continuous service in the company's employ, and it is possible for an employee of long service who holds his stock to receive honuses of such an amount as to reduce the ultimate cost of his stock to \$53 a share, as compared with the \$93 or so that may have been the prevailing market price at the time he purchased. This stock subscription scheme went into force on June lst last, and it is planned to operate a somewhat similar plan in 1925 when employees will have another opportunity to become shareholders in their company.

For the benefit of industrial executives who may wish to study the plan in more detail to the end of adapting it to their own firms, some further particulars taken from the circular issued by the company to its men are given here:

"The Laurentide Company offers to those who have been in its employ for a period of one year or more, continuously, and who receive less than \$5,000 annual salary, an opportunity to purchase shares of its common stock, not exceeding an aggregate total of 3,500 shares, under the following terms and conditions:

"The price at which the stock will be sold will be \$5,00 less per share than the company pays for it, in buying it on the market. The exact price per share will be announced when the books are opened for subscriptions, but it is guaranteed not to exceed \$90.00

"Pooks will be open for subscriptions as soon as possible after the final adoption of the plan, and will be closed on June

15th, after which date no more subscriptions while be received. "Payment for subscriptions shall be made in installments, to be deducted from the salary or wages of the subscriber. No deduction shall be less than \$1.00 per day for each share subscribed for, nor more than 20 per cent. of the subscribed's salary or wages. Deductions shall be made from each pay without intert in case of illness or injury, until the subscription is wholly paid up. Interruptions of payments through sickness, injury or death shall be handled by the Administrative Com-(Continued on Page 2)

for a week recounting the benefits re- too much of the sacrosanct pharisee ceived by reason of the unionizing of about many Prohibitionists. It will working people and still have lots left question anything they may say. to tell; and he was very incredulous when I stated that every advantage, every pay increase ever given the Can. Labor Party. worker during the past thirty years was due directly to the influence of trade unions. The eight-hour day. overtime pay, sanitary arrangements and improvements, workers' compensation, and many other advantages have came through the efforts and suffering of men and women banded together in labor unions.

Large corporations who are paying not do so were it not through knowledge that their employes would or ganize and strike were it otherwise.

The old-new subject of capital vs. labor. It should be capital et labor, for capital is useless without labor and to some extent vice versa.

One needs the other; it therefore

follows as an inevitable law to equity of the two, is unfair.

for more than a fair share. Capital \$27 a minute or \$1,620 an hour. The

1

This is a free country, and the ex- 1889. istence of labor unions was made imre-schold in the halls of eternity.

now. I told him that I could talk steadily regal neutrality." There is a little soon be a new sort of blasphemy to

Organized at 'Peg

een to be appreciated. Winnipeg.-Neil Corwe, prominen in local labor circles, was elected tiful designs were being prepared for the Christmas trade, and then president of the newly formed Mani-to the wrapping room where girls were busily wrapping chocolate bars of different assortments. Next we had a look at the candy room 'he operation of the stone yards Party. where the centres are made and from there to the filling room where

They contend that he has

A constitution was adopted which included a declaration that employfair wages for eight hours work would ment for all mug be recognized by the state, and that there should be state insurance against unemployment.

What Labor

payment of overtime St. Louis .- The cost of labor conthat for capital to demand and get an ventions is indicated by the estimate overwhelming lion's share of the in- of Grand Secretary and Treasurer L. elothing; excellent washing and lavatory accommodation is provided

me resultant from a combination the two, is unfair. Labor admits this and does not ask Labor admits this and does not ask of the order held at Cleveland, cost worked in other factories, when questioned felt that their present does not admit it and in order to gain order's convention 35 years previous-its unfair ends resorts to the talk of "American plan," "open shop," etc. Weekly Telegrapher of Jube 26th, Weekly Telegrapher of Jube 26th,

ment for years-some of them for 10 to 12 years.

This concluded our tour and we left impressed with the business perative because capitalists tried and were succeeding in creating a form of industrial bondage diametrically the richness of human experience. No opposed to the theory of Canadian decent thought but was echoed and and keen appreciation of human welfare and values possessed by official was connected with Swarth-Willard's and similar large institutions.

In the eloakroom, hangers are provided for each employee's

f conversion into chocolate, which is also done by male while the whole matter was discus amployees. This operation is performed in a warm temperature kept at a steady level; one of the important facts about the choco-when the conference was over, that late candy industry, which we learnt, is that temperature is of para- members of the Government wanted mount importance in successful manufacturing. From the chocolate to know the reason the city should making room, we proceeded to the dipping room where girls are consider that the Provincial Governengaged in giving candy centres the chocolate coating required, Here we learnt that over two degree variation in dipping spoils the assisting Halifax in paying the cost of quality. The skill and speed displayed by the girls in dipping is street extensions. If it were done for something that must take considerable time to acquire and has to be Halifax the Provincial Government might be compelled to do it for a Proceeding, we went to the box room where artistic and beau-

The operation of the stone yards girls prepare the box assortment that we see displayed in the stores. be only a small proportion of the Finally we finished our tour of the factory proper where the number of men that are expected to packing and shipping is done. After seeing this, we visited the fae- be out of work when winter has once tory cafeteria where employees can get a dinner at cost under splen-did clean conditions. As a matter of fact, from enquiries we made, have to carry this year as in the past, we learned substantial contributions are made by the firm towards the upkcep of the cafeteria so that meals are really purchased at less than cost. Noon day dinner consist of soup, bread and butter, meat, tricus. Under such circumstances the at Labor Conventions Cost maintaining such people,

> The matter of Federal Government nstruction work being started, especially on the unfinished Ocean terminals was considered, but nothing but tentative proposals were made.

Succeeds Meeker

Governor Pinchot has appointed Professor Richard Lansburgh secre more college.

