

Canadian Labor and Immigration

A GREAT deal of nonsense is spread among certain Labor groups on the question of immigration. It is urged by the most vociferous 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 propaganda 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 objections against immigration are those 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. Immigrants 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 misrepresentation 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 Canada needs desirable immigrants Canada 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 emigration 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 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 Canada'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 benefit 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.

What Unions Accomplish

Not long ago I was asked what labor unions have accomplished in the way of bettering the condition of the working man. The man who put the question was a professional man and had never worked for wages. He had not paid much attention to things industrial, other than to read of strikes, etc., and really did not know.

I told him that I could talk steadily for a week recounting the benefits received by reason of the unionizing of working people and still have lots left to tell; and he was very incredulous when I stated that every advantage, every pay increase ever given the 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 come through the efforts and suffering of men and women banded together in labor unions.

Large corporations who are paying fair wages for eight hours work would not do so were it not through knowledge that their employees would organize and strike were it otherwise.

The old-new subject of capital vs. labor. It should be capital and 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 that for capital to demand and get an overwhelming lion's share of the income resultant from a combination of the two, is unfair.

Labor admits this and does not ask for more than a fair share. Capital does not admit it and in order to gain its unfair ends resorts to the talk of "American plan," "open shop," etc.

This is a free country, and the existence of labor unions was made imperative because capitalists tried and were succeeding in creating a form of industrial bondage diametrically opposed to the theory of Canadian freedom.

Anzac "Dry" Are Angry

The Prohibitionists in Australia seem angry with the Governor of South Australia, Sir Thomas Bridges, because he has spoken against Prohibition. They contend that he has "so far lapsed from his position of vice-regal neutrality as to throw official influence against Prohibition." Suppose Sir Thomas Bridges had spoken in favor of Prohibition would that charge have been flung at him? Yet to do either is a "lapse" from "vice-regal neutrality." There is a little too much of the sacrosanct pharisee about many Prohibitionists. It will soon be a new sort of blasphemy to question anything they may say.

Can. Labor Party Organized at 'Peg

Winnipeg.—Neil Corwe, prominent in local labor circles, was elected president of the newly formed Manitoba branch of the Canadian Labor Party.

A constitution was adopted which included a declaration that employment for all must be recognized by the state, and that there should be state insurance against unemployment.

What Labor Conventions Cost

St. Louis.—The cost of labor conventions is indicated by the estimate of Grand Secretary and Treasurer L. J. Ross, Order of Railroad Telegraphers, that the recent 24th convention of the order held at Cleveland, cost \$27 a minute or \$1,620 an hour. The order's convention 35 years previously cost \$59 an hour, according to The Weekly Telegrapher of June 26th, 1889.

No labor is ever really lost. No stroke of the arm but has added to the richness of human experience. No decent thought but was echoed and re-echoed in the halls of eternity.

New Labor Bank

Workers of Connecticut are expected 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 auspices of the State Federation of Labor. The proposition, which was favorably debated at the last state convention, is to be submitted to a referendum.

Fair Wage Clause Will Be Observed

Premier Writes Trade Council Regarding Building of New Offices

Toronto, Ont.—Labor employed on 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 promise was received yesterday by William Varley, Secretary of the Building Trades Council, who read it at a recent meeting of the Builders' Laborers' Union in the Labor Temple. Mr. Varley interprets the Premier's promise to mean that the prevailing rate of wages will be paid by contractors engaged upon the work. On occasions during its administration, the Drury Government was under fire from labor unions because of its alleged failure to enforce a fair wage clause upon work being done by the Government.

In the same mail Mr. Varley received a letter, also from the Premier, which acknowledged the receipt of a letter containing the views of Labor on the liquor question. "I greatly

appreciate your letter of the 4th inst. with regard to the attitude of the Toronto Building Trades Council toward this Government's treatment of the liquor problem," said the Premier.

Labor Conditions Worst in Toronto

Hon. James Murdock Says Unemployment Here Not Representative

Hon. James Murdock, Minister of Labor in the Dominion Cabinet reports that the unemployment situation in Toronto is not representative of conditions throughout the country. Conditions in general were even worse in some places than in others. Toronto had, he claimed, the enviable distinction of being one of the worst places. Hon. Mr. Murdock's opinion of future prospects is not altogether optimistic, for he feels that any diminution in the Western crop will adversely affect the unemployment situation.

When asked if the protests made by dismissed part-time postal employees would have any effect on the Government's policy with regard to them, Mr. Murdock replied: "I can't say anything about that. It is in the hands of the Postoffice Department." The Minister of Labor spent considerable time yesterday sitting in at a meeting of the Rehabilitation Committee, whose activities were chronicled in the press a day or two ago. "I wanted to see what they were doing and how the work was proceeding," said Hon. Mr. Murdock.

Pressmen Name New Officers

Norman Lighthouse Chosen President of Local 176

Hamilton, Ont.—At a recent annual election of officers, Norman R. Lighthouse was chosen president of local 176, International Printing Pressmen's Union. The following other officers were the choice of the journeymen: Vice-president, S. Dickson; financial secretary, Frederick Maxted; recording secretary, H. King; sergeant-at-arms, W. Grant; executive council, Messrs. Willis, Nicholson and Legree; auditors, E. Humphreys and W. Nicholson; Allied Printing Trades Council, H. Hampson, A. Churchill and A. Hands; Trades and Labor Council delegates, F. Maxted, B. Hampson and E. Hughes; district organizer, F. Maxted, correspondent to American Pressmen, H. King; trustees, W. Chittenden, B. Humphreys and E. Hughes. On motion it was decided to conduct the drawing for the hockey ticket next month.

Fix Minimum Wage Levels

Ottawa, Ont.—Minimum wage levels for 125,000 women workers of Ontario have been fixed by the minimum wage board. As wage schedules are based on the cost of living, the board keeps note of the rise and fall of the items in the working women's budget and fixes its schedules to be effective a year at a time.

How Laurentide got Workers to Become Owners

Offered Bonuses to Men Who Would Buy Shares to Hold

The plan under which the Laurentide Company, the big pulp and paper company at Grand Mere, Quebec, 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 promote saving among the men and to teach them 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 many 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 employees at \$5.00 a share less than the current market price. Thus, at the very start, the employee gets a bonus on his stock that makes it worth while for him to purchase it. Naturally, with such advantageous terms, it is essential that some limit should be placed upon the number of shares an employee may buy. Stock may be purchased under the plan by employees drawing less than \$5,000 a year and the amount they can buy is determined by their place in the wage scale. However, no employee may purchase more than seven shares 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 wages on stock subscriptions. This also makes it difficult for a 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 bonuses of such an amount as to reduce the ultimate cost of his stock to \$3 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 1st 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.

"Books 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 will 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 subscriber's salary or wages. Deductions shall be made from each pay without interruption, except 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 Committee.

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THE EVOLUTION OF A CHOCOLATE CANDY

DESIRING to place before its readers some knowledge of factory life, processes and conditions, "The Canadian Labor Press" recently requested from a number of Toronto firms, permission 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 our request was a courteous invitation from the Willard Chocolate Company, Wellington Street 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 whose work consists of operating machinery which removes shells, dust and unsuitable beans, before the roasting process. The beans are then roasted and again submitted to a dust-removing process. In this connection it may be stated that the Willard Company use a machine, the only one of its kind in Canada, by which all harmful matter and culls are removed from the stock before the next step, that of conversion into chocolate, which is also done by male employees. This operation is performed in a warm temperature kept at a steady level; one of the important facts about the chocolate candy industry, which we learnt, is that temperature is of paramount importance in successful manufacturing. From the chocolate-making room, we proceeded to the dipping room where girls are engaged in giving candy centres the chocolate coating required. Here we learnt that over two degree variation in dipping spoils the quality. The skill and speed displayed by the girls in dipping is something that must take considerable time to acquire and has to be seen to be appreciated.

Proceeding, we went to the box room where artistic and beautiful designs were being prepared for the Christmas trade, and then to the wrapping room where girls were busily wrapping chocolate bars of different assortments. Next we had a look at the candy room where the centres are made and from there to the filling room where girls prepare the box assortment that we see displayed in the stores.

Finally we finished our tour of the factory proper where the packing and shipping is done. After seeing this, we visited the factory cafeteria where employees can get a dinner at cost under splendid clean conditions. As a matter of fact, from enquiries we made, we learned substantial contributions are made by the firm towards the upkeep of the cafeteria so that meals are really purchased at less than cost. Noon-day dinner consist of soup, bread and butter, meat, potatoes, one other vegetable, a cut of pie and tea, coffee or milk, for the price of 25 cents. When overtime is worked the employees receive a lunch at the expense of the firm. This is in addition to the payment of overtime.

In the cloakroom, hangers are provided for each employee's clothing; excellent washing and lavatory accommodation is provided for both sexes. Inquiries were made from quite a number of the girls as to how they like the conditions under which they worked and in every case the reply was very favorable. Those who had previously worked in other factories, when questioned felt that their present conditions were as good and in some instances better when compared with previous experience. That this is true, is shown by the large number of girls who have been in the Willard Company's employment for years—some of them for 10 to 12 years.

This concluded our tour and we left impressed with the business efficiency of the factory, with the splendid type of girls employed there and with the knowledge that it would be splendid industrial progress if all industrial plants could be raised to the humane level, and keen appreciation of human welfare and values possessed by Willard's and similar large institutions.

Conference on Unemployment

Estimated That 800 Men Will Have To Be Cared For This Winter

Halifax, N. S.—Estimates made recently when a delegation from the City Council conferred with the Provincial Government, placed the unemployed to be cared for this winter in Halifax at 800 men. The delegation, which was headed by Mayor Murphy, included Aldermen Finley, Bissett, H. W. Cameron, and Munis; and C. C. Blackadar, chairman of the Poor Association. The proposal on the part of the City Fathers was that the City would operate the stone yards, and utilize the material in a street opening and extension program for the city. In view of the fact that work of this nature done in the winter would cost more than if done regularly at other times of the year, the City delegation proposed that the Provincial Government should assist in carrying the increased cost.

While the whole matter was discussed tentatively, it was understood when the conference was over, that members of the Government wanted to know the reason the city should consider that the Provincial Government should establish a precedent in assisting Halifax in paying the cost of street extensions. If it were done for Halifax the Provincial Government might be compelled to do it for a number of other communities in the Province where unemployment was serious.

The operation of the stone yards would employ 125 men, which would be only a small proportion of the number of men that are expected to be out of work when winter has once set in. It is feared that Halifax will have to carry this year as in the past, a large amount of unemployed which migrate to the city from outside districts. Under such circumstances the municipal authorities of the County are freed altogether from the responsibility, or any share of the cost of maintaining such people.

The matter of Federal Government construction 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 Linsburgh secretary of the Pennsylvania state board of labor and industry. He succeeds Dr. Royal Meeker, resigned. The new official was connected with Swarthmore college.

King George's Navy



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