



# Industrial Review From Many Sources



## A Bank Account For Your Wife

More and more, are the wives of today running their homes on a business basis systematically and efficiently.

Many wives have a monthly allowance for household expenses.

This, they deposit in a Savings Account in The Merchants Bank—settle bills by cheque—and thus have an accurate record of bills paid.

Such a business-like method also gives a woman the feeling of happy independence in having a bank account of her own.

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Head Office: Montreal. Established 1864.  
364 Branches in Canada, extending from the Atlantic to the Pacific.

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### Old Fashioned Brown Sugar

There is nothing more delicious on Porridge and other cereals. For baking cakes, pies, etc., it excels.

For sale by all first class grocers.

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Manufacturers of ALL GRADES OF PAPERBOARDS.  
2 Seigneurs St., Montreal, P.Q. Main 7102, Private Exchange.  
Mills at Montreal, P.Q. and Frankford, Ont.

## Canada Cement Company Limited

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MONTREAL TORONTO WINNIPEG CALGARY

## Quality STEEL

AND IRON PRODUCTS OF EVERY DESCRIPTION  
From Ore Mines to Export.

## The Steel Company of Canada

HAMILTON, Limited, MONTREAL.

## HIGHEST QUALITY TANK GLASS PRODUCTS—BOTTLES, FRUIT JARS, PACKERS' GLASSWARE, CHIMNEYS, GLOBES, TABLEWARE

Owen's Machine-made Ware a Specialty—All Colors—Flint, Light Green, Dark Green, Blue, Opal, Amber.

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Head Office: MONTREAL. Export Office: MONTREAL.  
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## "THE WINDSOR"

DOMINION SQUARE MONTREAL  
Headquarters for Conventions, Banquets, Private Dances, Receptions and Social Events.

## GROUP INSURANCE

Group Insurance is the biggest thing that life assurance has ever done for labor. It is issued in Canada by the SUN LIFE ASSURANCE COMPANY OF CANADA

## FRASER, BRACE & COMPANY, Limited

Contracting Engineers.  
83 Craig Street West Montreal.

## THE FOREURNER.

When the first little flower peeps up from the ground,  
And opens its eyes to the face of the sky,  
Though never a bugle may cheerily sound  
An army with banners is hastening nigh.

Ere long shall the dear things we loved long ago  
Make regal the fields that so lately were bare;  
The lilies will gleam, and the roses will glow,  
And the sunshine shall shimmer and cheer.

The first tiny flower is the pledge of the rest,  
The darling forerunner of flowers to be,  
When the spring and the summer shall lavish their best,  
And beauty flood in like the waves of the sea.

Did it seem in the day when the winter was chill,  
As the snow lay asleep 'neath its cover of white,  
That earth had forgotten its glory and thrill,  
And shadows had fallen, or darkness or blight?

Margaret E. Sangster.

## MINISTER APPOINTED TO SETTLE LABOR DISPUTE

Rev. W. H. Vance, of Vancouver, has been appointed a commissioner, under the Inquiries Act, to investigate and report on disputes between some 51 firms, members of the General Cartage and Warehousemen's Association of British Columbia, and employees who are members of the International Brotherhood of Teamsters, Chauffeurs, Stabblers and Helpers.

An application was received in the Department of Labor on February 21, from the Vancouver local union of the Brotherhood, for the establishment of a Board of Conciliation to deal with the dispute, but the employers would not concur in the reference of the dispute to a board. The industry concerned not being one which fell directly within the scope of the Industrial Disputes Act, a conciliation board could be established only by mutual consent of the parties concerned.

Following negotiations with the parties concerned, it was decided to appoint a commissioner to inquire into the dispute, and Mr. Vance was chosen. The dispute grew out of a request by the employees for a new agreement covering wages and working conditions.

## BROTHERHOOD.

God, what a world, if men in street and mart,  
Felt that same kinship of the human heart,  
Which makes them, in the face of fire and flood,  
Rise to the meaning of True Brotherhood.

—Ella Wheeler Wilcox.

## PARABLE OF THE FOREST TREES AND LITTLE SAPLING.

Applied to the Problem of Women Workers in Our Industries of Today.

Once upon a time, in a forest, there were three great trees, an oak, an elm, and a pine tree; there was also a little sapling.

A woodman entered this grove, carrying an axe without a handle. He went up to the three big trees and said:

"Do you mind if I cut down this sapling?"

The trees said: "Oh, no; we don't mind."

So the woodman hacked down the little sapling, and made it into a handle for his axe. Then he cut down the great oak, the great elm, and the great pine.

When these trees were lying in the forest they moaned to each other:

"If we had protected our little sister, we would not now be lying helpless here."

Once upon a time, in a large, modern industry, men and women worked side by side.

A profit-seeker turned his attention to this industry. He drew the men aside and whispered to them: "These women are getting the same pay that you get. They are not as strong as you, and public opinion sometimes gets them the more desirable work. Do you mind if I cut down their pay?"

The men agreed and thoughtless, said: "Oh, no; we don't mind."

So the profit-seeker cut down the pay of the women. They got more women to work, and got rid of the men as fast as he could. Machinery was brought into use, too, that required the women's fingers rather than the strength of the men.

Soon the profit-seeker said to the few remaining men: "Your pay is lowered to the same rate as the women's. They are doing the same work as you and the pay should be the same."

The men said nothing. They knew plenty of women could be found to take their jobs if they protested.

A little later the profit-seeker said to the men: "The women have made good at your work. They more than make up for their inferiority to you. We prefer them except for the rough, heavy work. From now on we expect to use men only as laborers, and as that work is unskilled, it will get unskilled wages."

As the men drew their twice-reduced checks they sadly, but wisely, confessed to each other: "If we had protected our sister workers, we would not now be helpless and hopeless."—Free Press.

## PEAT SOON ON THE MARKET.

Dr. Frank D. Adams, acting principal of McGill University, in the course of an address before the Commission of Conservation at Montreal recently, stated that the per capita output of the Canadian mines during 1918 had been \$24.59 per head of population, the total value being \$22,591,897, the highest value the mineral industry of Canada had ever reached. In 1919 this had declined to \$187,000,000, marking the transition from war to peace, the coal production, already inadequate in 1918, had fallen to 2,900,000 tons in 1919. Up to 1914 Quebec had secured its soft coal supply from Nova Scotia, but since then the war had taken the coal fields away and Quebec had become dependent on the United States for soft coal as well as hard coal.

There was every reason to believe, he said, that peat from Alton, near Ottawa, would be placed on the Ottawa market next summer at cheap prices, while lignite briquettes would prove successful in solving fuel problems for Winnipeg and the west.

## MINERS WILL REFUSE COMMISSION'S AWARD UNLESS INCREASE GRANTED.

The United Mine Workers of America will refuse to accept the findings of the bituminous coal commission unless a substantial increase in wages and improved working conditions were provided. It was inferred in a statement issued today from headquarters of the organization, that the miners would be absent from the city and those in charge of the offices refused to comment on the statement.

"Unless a settlement of the controversy is made on such a basis, the statement says, the miners will not feel that full justice has been done." The bituminous coal commission was appointed by President Wilson to work out a suitable wage scale for the miners and report on any plans for improving living conditions after the strike of miners had ended.

"There has been a steady increase in the cost of living since the first of this year," reads the statement, "in spite of the fact that the Government represented to labor last summer that living costs would be reduced and that the Government would see to it that this was done. Further promises of reductions in the cost of living would fall on deaf ears as far as the coal miners are concerned because they have had their experience with such promises in the past, all of which have gone unfulfilled."

## RATHER A CONTRAST.

Kingston Whip.

The Want Advt. page of a Montreal newspaper recently displayed three advertisements that should start people thinking. "Window cleaners wanted; we pay from \$25 to \$40 a week." "Pressers on men's coats, \$40 to \$45 a week." "Protestant teachers for Cote St. George school, County Southwestern; salary, \$40 a month." When window cleaners and pressers can earn as much or more in a week as a teacher can earn in a month, one gets a new idea of the value some people place upon education.

## WAR SAVINGS STAMPS ARE THE ANSWER TO A GREAT DEMAND FOR DEMOCRATIC FORM OF GOVERNMENT SECURITY.

War Savings Stamps are the answer to a great demand for democratic form of government security. They have behind them the entire resources of the Government and people of Canada.

## "A Man is Known by the Company He Keeps."



—Life.

## TRADE UNIONISM ACCEPTED AS PART OF INDUSTRIAL SYSTEM IN BRITAIN.

As a result of the apparent desire on the part of many Americans for a first-hand study of present labor conditions in Great Britain and France, particularly as these conditions might throw light on aid in solving postwar labor and social problems in the United States, the Industrial Economics Department of the National Civic Federation appointed a commission to make such a study in those countries in the early part of this year.

The members of the commission who carried on the inquiry were Charles Mayer (shipping), chairman; Charles S. Barrett (farmer); Albert F. Bemis (textile manufacturer); J. Grant Forbes (contracting engineer); James Sullivan (typographical trade-unionist); Andrew Parker Nevin (attorney at law); E. A. Quarles, secretary.

The principal points covered in the study were the methods employed with regard to relations of employer and employee; the shop steward and shop committee systems; the results to date of the Whitley councils; and the housing problem. The report, which is in four parts, was written by three of the members of the commission, Mr. Nevin, Mr. Sullivan, and Mr. Bemis, in their positions, respectively, as representatives of the public, the labor unions, and the employers.

The plan of the study was to present conditions, from the standpoint of the different interests represented, in a broad and general way, avoiding too much detail, and was carried on with the desire to present a well-rounded view of the existing problems and conditions. In general, relations between capital and labor in the different countries, Great Britain, as trade-unionism is accepted by employers as a part of the industrial system, the problem there, in order to meet satisfactorily the need for increased production, if the country is to survive as a great industrial nation, was found to be the necessity for British employers to convince the workers that they are going to receive fair play, and, on the other hand, to induce labor to consent to the introduction of more efficient methods.

## O.B.U. Failed to Bring Utopia

Gradually the One Big Union is passing out of our industrial life, despite the fact that its advocates tell us it is making rapid strides. Glib speeches are played savagely with Canadian workers in some parts of Western Canada. Many workers saw, or thought they did, in this new movement, which had for its object the destruction of the International Trade Union movement, the salvation of all their industrial troubles. Strange how things come to pass. The true state of affairs down on many when the day of usefulness has passed, instead of the new era and the glorious Utopia expected in this new "chill" the workers found themselves in a worse plight than before the day of Trade Unionism.

Some organizations in Western Canada, during the industrial turmoil of a year ago, threw over their international affiliations for the mythical One Big Union. Now reaction has set in and they find that only through the safe and sane policy of the International Trade Union movement can progress be made. We have them knocking at the door seeking redress of their grievances, and they are unable to come back to the fold in the West Edmonton Machinists Union No. 558. Referring to the event the Edmonton Free Press, the official Labor Paper in Edmonton, says: "The return of West Edmonton Machinists Union, No. 558 to the real Labor movement is gratifying. To the pitiful few who still hold to the sinking wreck we would say: 'Eventually, why not now?'"

The status of woman workers in Great Britain and the question of equal pay for equal work are discussed.

In the third part of the report the establishment of the eight-hour day is discussed as it affects the need for production caused by losses of both life and property through war, and the writer finds that the most important field for the efforts of organized labor as well as for capital and management is in stimulating production, subject of course, to the health and well-being of workers, and to try to bring about a "common understanding" by all classes of the elementary principles of industry and economics.

The author finds in the establishment of the national industrial council in England the most interesting and probably most helpful development toward adjustment of industrial relations. As it is still distinctly experimental, however, he believes that in following out these ideas it is well for this country to "make haste slowly."

The concluding chapter is a summary of housing conditions in Great Britain and France, together with suggestions as to the extent to which Federal aid should be given in this country and the utilization of the existing agencies such as the Federal farm loan system. The housing shortage in this country is not to be compared with that of Great Britain and France (the latter largely in the devastated areas), but it is such that the writer believes that the Federal Government should extend help and that employers, employed, and the public generally should co-operate so that America may become an example of the best accomplishment possible in housing her rapidly increasing population.

## PUBLIC'S RIGHT TO SERVICE PUT FIRST

Definite Policy on Labor Relations Formulated For the City of Cleveland

The committee on Labor relations of the Cleveland Chamber of Commerce has formulated a Labor relations policy, set forth in a declaration concerning Labor relations for Cleveland, said to be the first instance in the country where a definite policy has been planned for a community by a group of leaders of industry and labor.

Representative negotiations is the term used by the committee to replace collective bargaining, and, as defined, provides for negotiations between an employer and a committee of his employees, aided, if they desire, by a competent advocate or adviser of their own choosing. The plan is similar to the method used by the railroad brotherhood and is equally applicable to the shop committee method.

Progressive recommendations of the committee include advice to employers to take the workers into their confidence and to place before their employees financial and other information concerning their enterprises.

The committee opposes compulsion by either employer or employee to maintain a union or non-union shop, but recognizes the possibility of a mutual agreement of this character.

The report recognizes that the eight-hour day has been adopted as a standard in many industries and establishments.

The declaration places the public's right to service above the employer's right to strike and the employer's right to lock out; advocates uninterrupted service to the public pending settlement of disputes, and proposes publication of the facts relating to labor controversies to advise the public of their merits.

Public interest requires increasing production, the report says. The effect of living is given first place in wage considerations. Overtime work is discouraged and the Saturday half-holiday encouraged. The safeguarding of the health of workers is advocated, and also enforcement by public officials of all laws in respect to coercive measures.

In the event an arbitrator or board of investigation, the committee will be guided by the declaration.

## CHECKING RENT PROFITEERING IN GREAT BRITAIN.

In view of the fact that Tenant's Leagues are proposed in some parts of Canada to try and put an end to "rent profiteering" the following facts relative to conditions in Great Britain are of interest to Canadian tenants.

Soon after the beginning of the war it was realized that house rents would raise to a high level as cottage building would practically cease. Consequently a law was passed in 1915 for regulating house rents for the duration of the war and six months afterwards. This prohibited the raising of any rents higher than the existing 1914 level, except in such cases where the landlord was to have additional compensation for his increased taxes.

The act was amended so as to extend its duration until 1921, allowing an increase of ten per cent. in rents provided the houses were kept in repair. The act is now being applied to houses having a rental value of not exceeding seventy pounds (normally \$100) in London; 60 pounds (\$80) in Scotland, and 50 pounds (\$70) elsewhere.

Landlords will not be able to raise the rents of small houses to the scarcity level during the period that the building of new houses is going on. The tenants have security of tenure up to the date of the expiration of the act. This law does not apply to houses built under the new housing and town planning act of 1919.

## Have We Won the Peace?

"The whole of Europe is in turmoil," declared J. H. Thomas, M.P., one of the British moderate Labor leaders, recently, at the Browning Hall, Waltham, at the unveiling of the memorial to the 57 men of the Browning Settlement who laid down their lives in the war.

"The international situation is worse than it ever was. Everywhere there is something poverty, discontent, starvation. All this will find a reflex in this country unless we realize our responsibility and do the right thing at the right time."

While it was true that the heroism and courage of our men won the war, he doubted whether we had won the peace. "Germany should be placed outside the pale of the world," he said. "Do you want to see your children engaged in an even bloodier war than this and on a more horrible scale?"

"We need a real League of Free Peoples, not a League of Kings, nor a League of Cabinet Ministers."

"I do not believe in bloody revolution," continued Mr. Thomas, "but in revolution in thought and action, which will bring to the service of the State not only brain but brain, and recognize labor as a comprehensive body including only those whose service is to the State as a whole."

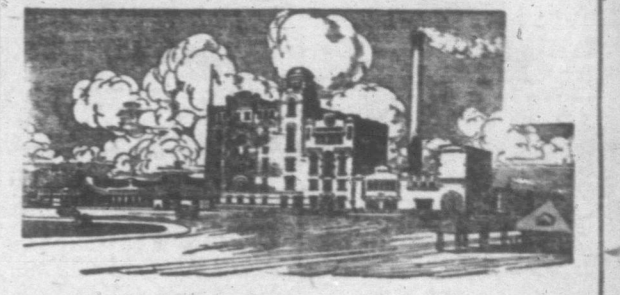
## DRINK

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