

to have all timbering done when required so as not to interfere with the work of drilling.

11. Companies will furnish and pay for the services of engineers and pumpmen when such are required.

12. Mucking or the barring down of rock will be done by the contractors, or the companies, as may be agreed upon at the time of making contract.

13. It is expected that the prices agreed upon, based upon ordinary working conditions, will cover all delays which are inseparable from and incident to mining work.

14. It has been made clear that it is the desire and intention of the companies to afford the contractors every facility for carrying out their contracts to the end that all parties concerned may be mutually benefited.

15. The fact of an employee being a member of the union will be no bar to his employment, nor will the companies place any obstacle in the way of non-union men becoming members of a union.

16. The companies reserve to themselves the right to employ men as they see fit, whether they are members of a union or not.

17. It is the policy and intention of the companies to treat their employees fairly, and not to discharge any employee, whether he be a member of a union or not, without just and sufficient cause, it being clearly understood that membership in a union will not constitute grounds for discharge.

With respect to matters wherein the employees of the companies may consider themselves aggrieved, the companies will, at any reasonable time, receive a presentation of the case, and consider the same in a fair and impartial spirit and endeavour to remove the cause, where any is found to exist.

19. It is expected that the union will at all times use its good offices and exhaust all conciliatory methods, before permitting any strike or stopping of work. And further, that they will not seek to interfere with the companies in employing or discharging employees or interfere with contractors. Yours truly.

BERNARD MACDONALD,

Manager.

EDMUND B. KIRBY,

Manager.

The mediators annotated and explained this document and the men accepted its conclusions.

2. The miners' union was freely acknowledged as representing the men. The negotiators were officers of the union. The matter was submitted to a ballot by the unions. But at the same time the limits of a union's usefulness and powers were clearly laid down. The clauses dealing with this part of the subject as well as the attitude adopted during the negotiations form the most important recognition of organized labour yet witnessed in the Dominion. It is satisfactory that both labour and capital in this country are following the English not the American precedent.

3. The radical change in the system of work is in the system of contracting in stopes and paying by the number of feet drilled. Only experience can prove whether it will result in economy to the mines and satisfaction to the men. With contracting in and raises and shafts we are all familiar where payment is made by the number of feet of ground broken. But this is an entirely new thing. It must

not be forgotten that the amount of ground broken does not depend solely upon the number of feet drilled. The holes must be placed right, pointed, and the powder and fuse used must be scientifically adapted to obtain the best results. By the system introduced the initiative of the miner has been taken away from all these things and directed upon something which may detract from proper attention being given to factors very important in successful work. Experience will prove whether this flaw will counteract the undoubted advantage the new system possesses.

4. In the mining industry throughout British Columbia the future of the relations between labour and capital looks very bright. It is not necessary to assume that a victory of reason heralds the millenium. A cynical critic might indeed argue that the exigencies of the companies on the one side, and the fact that the central union in Butte had troubles of its own on the other, made the masters and men see the light of reason in each other's eyes. Be that as it may, the fact remains that it will be difficult in the future to let loose the dogs of industrial war, until mediation has been brought in, the questions at issue fully and freely discussed, and the difficulty at least given the chance of a reasonable settlement.

No one with any experience of mining districts can go through the Boundary Creek district without realizing that is the greatest and richest portion of British Columbia and that its future in wealth and population can hardly be over estimated, and yet there is at the present time a very visible lack of prosperity in this district. The expenditure of capital in the Boundary country has been very largely restricted and the area of its operations is becoming more defined. Power works are being installed at Cascade; the Granby smelter is being completed at Grand Forks; the Mother Lode smelter is being pushed to completion at Greenwood; and the groups represented by the Graves combination, the B. C. and the Mother Lode mining companies, are being actively developed. But the enormous number of good prospects in the Boundary country outside of these can find no purchasers and where they are already owned by joint stock companies these companies are at financial low water. The enormous expenditure involved in the construction of the railway has come to an end. The subsidiary capital expenditure of building towns stimulated by this great work has also come to an end. Consequently there are the towns of Cascade, Grand Forks, Columbia, Phoenix, Summit, Eholt, Greenwood and Midway, supported by a volume of industrial activity, which though great, is inadequate, and hard times are general throughout the whole country in a more accentuated degree than elsewhere throughout British Columbia. The Boundary country needs capital more than it ever did before if the richness of its resources is to be speedily made manifest. If a great flow of outside capital cannot be introduced into the mining industry of British Columbia, and particularly into the Boundary country, progress must be very slow and many a claim owner and business man will starve while the grass is growing. Unless the policy of the country is definitely and intelligently directed to this end the outlook in British Columbia is somewhat sombre. American money has been diverted from British Columbia by the effects of the Alien Exclusion Act and the attractiveness of the Alaskan territory; Canadian capital has been dis-