CTORY BULLETIN NO. 12 OF THE I. T. U.

for these non-union conditions could pographical Union was in a stronger brought about in the printing infinancial position at the present time stry it would be an easier matter than when they started this unholy establish them in other industries. If you do not believe that it is the nized labor of all classes.

iday) in the printing industry is entering upon its secent month duration.

It has now clearly developed into fight of the opponents of organized her to establish non-union conditions in printing office composing office.

If these near the second in the



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WOULDET you welcome a warm and balmy breeze these blustery flays — such a breeze as imparts a soft and pleasing freshness to your clothes?

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ESTABLISHED 1880

HOW IT BENEFITS

THE EMPLOYER

To, the Time-Keeper or Cashier the Time Recorder is an agency for the rapid and errorless regis-tration of working time.

To the Cost Accountant it is an

To the Management the Time Becorder opens up

To the Management the Time Becorder opens up wider consideration than those stracking to any one department of specialized work. Accurate Time and Cost keeping are recognized essontials of successful business method, but business practices to demonstrate their soundness to-day must pass this additional test: How do they operate upon the lives and personalities of the employees. Do they strengthen those personal qualities which must run parallel with increased efficiency?

The Time Recorder, by establishing the principle of fairness and justice in the registering of working time, promotes good will and pleasant personal relationships. It encourages habits of functuality and carefulness, which play so large a part in the development of character.

The staff which has learned to think and work in

terms of Time Values has gone a long way on the path to efficiency.

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International Time Recorders in factory or office stand for Order and Method instead of "Rule of Thumb"

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GREATER CANADA SECURITY CORPORATION

TORONTO—CANADA

brove. When it does we win. So stand to your guns. The International Typographical Union has never been defeated. It is not going to be defeated now.

The following are some of the gains made since the issuance of the last Bulletin:

Mobile, Ala., signed up three good offices.

In a letter dated October 3, Secretary Bennett, of No. 167, Schenectary Bennett, of No. 188, writing under date of November 2, says: This is to inform you that the Miami News started this week without any reduction in pay from forty-eight hours. You will recall the plant has been on forty-eight hours week without any reduction in pay from forty-eight hours. You will recall the plant has been on forty-eight hours week without any reduction in pay from forty-eight hours. You will recall the plant has been on forty-our hour week without any reduction in pay from forty-eight hours. You will recall the plant has been on forty-our hours."

In a letter written under date September 23, 1921, Representative Charles T. Scott writes as follows: "Am pleased to inform you that the Miami News started this week on a forty-four-hour week without any reduction in pay from forty-eight hours. You will recall the plant has been on forty-our hour week without any reduction in pay from forty-eight hours. You will recall the plant has been on forty-our hour week without any reduction in pay from forty-eight hours. You will recall the plant has been on forty-our hour week withou

HOW IT BENEFITS

THE EMPLOYEE

The Time Recorder is recognized by practual and ambitious work-ers everywhere as a friend and protector.

The punctual employee is glad to have the Time Recorder con-vey to the management every day the record of his punctuality.

He knows that the mechanically made printed

He knows that the mechanically made printed record cannot be tampered with, neither can it crt. He knows that, to obtain recognition of his merit, he is not compelled to parade it noisily; and that when the day comes for promotion, selections are not made by guess-work. He knows that he is protected against favoritism or unfairness. He knows that he is not penalized for the tardiness of a co-employee.

fairness. He knows that he is not penalized for the tardiness of a co-smployee. Where is the employee who believes that his own best interests—his hope of stable employment and of advancement—would be better safe-guarded by Haphazard "Rule of Thumb" than by Order and Method? Order and Method? Order and Method in office and factory begin with the Time Schedule—the systematizing of working time for the greatest possible efficiency. The clock is the Supreme Taskmaster in the World's work. Is it not logical that the record of the world's work should be written by the unerring, steel hands of the clock itself?

again open up its plant-that is, its

again open up its plant—that is, its job plant."
The following 'additional contracts have been received containing provision for the forty four-hour week: 171, Elgin, Ill., 3 offices; 230, Danville, Ill., 3, 239, Carbondale, Pa., 5; 244, Cumberland, Md., 3; 357, Parkorsburg, W. Va., 3; 403, Tulsa, Okla., 2; 406, Mason City, Iowa, 4; 408, Ottawa, Kan., 1; 416, St. Catharines, Out., 5; 492, Bellaire, Ohio, 4; 523, Tarrytowa-Ossining, N.Y., 4; 533, Huntington, W. Va., 4; 544, Douglas, Ariz., 2; 300, Petaluma, Cal., 4; 619,

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or Neuritis or Sciatica or Lum-bago, besides all the unnecessary pain and suffering, when Templeton's Pheumatic Capsules

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ternational Typographical Union to setablish solvations conditions in control of the property of the control of

Constipation, health's worst enemy, can be easily

without causing colic, cramps or weakness. On Sale Everywhere. RIGA PURGATIVE WATER CO.

Reporting on the past term, the organization of Street and Electric Railway Employees International states that the work of organizatia is in line with the policies of our association. You are all aware of numerous unemployed laborers with funds provided by various kinds of social activities.

WANCOUVER EMPLOYEES
PRESENT DREAMY STATISTICS

Reporting on the past term, the organizations. The total number of membership enrolled to which the work of organization is in line with the policies of our association. You are all aware of the policies of our association. You are all aware of the policies of our association was eighty-one thousand, consolidated with Division No. 741, despite all the discouraging conditions that has been felt by our results of the divisions No. 741, and the results of that has been felt by our results of the divisions No. 741, and the results of that has been felt by our results of the divisions No. 741, and the results of the divisions No. 742, so for the divisions No. 741, and the results of the divisions No. 741, and the results of the divisions No. 741, so for the divisions No. 741, and the results of the divisions No. 742, so for t

MEN WANTED \$5 to \$15 per day

We guarantee to train you to fill one of these big paying positions in a short time. Auto or tractor mechanic and driving, batteries, ignition, electrical expert, salesmar, vulcanizer, welder, etc. We have thousands of successful graduates making big money: we will help you as we have helped them. " If at a poor paying job, call or write at once for catalogue. Only the trained men egt big pay and steady work,

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The Champion Canadian Labour

CANADIAN WORKERS-The issues to be decided on December 6th are so vital and they so seriously aftect the future of Canadian Labour, that it is imperative every worker in the country review the facts carefully and impartially before deciding which way to vote.

It is obvious that Labour can have nothing to gain and everything to lose by putting Crerar or King in power, as their Free Trade fallaceis are not practicable and would surely result in the demoralization of industry from coast to

It is obvious that Labour has everything to gain and nothing to lose by returning ARTHUR MEIGHEN to power, as his reasonable Protective Tariff will stabilize industry and bring about a speedy return of prosperous times.

It must be also obvious to every worker that in MEIGHEN Canadian Labour has a true friend and a real champion. He is the man who leads the Government which has done more for Labour in the past three years than all previous Canadian Federal governments combined.

Look for a moment at a few of the services MEIGHEN has rendered Labour, whose interests have been so jealously guarded by the Hon. G. D. Robertson, Labour's representative in the Meighen Cabinet:-

Invited and paid expenses of 55 Labour delegates to a conference to discuss closer co-operation between Govern-

ment and Labour. Gave Labour representation on the War Trade Board and on the Canada Registration Board.

Appointed 25 Labour men on various Boards and Commissions.

Took a prominent Labour representative to the Peace Conference. This advisor assisted in formulating the Labour Magna Charta which is included in the Peace Treaty and gives to Labour a recognized status in 28 countries of the world.

Put into effect the Employment Co-ordination Act, providing for a free

public employment service, which has found work for over 800,000 men and

Passed the Technical Education and Vocational Training Act to encourage workmen to improve their skill and earning powers; there are now 129 day and night schools in operation, with 1800 teachers and attended by over 60,000 men and women.

Provided the necessaries of life for every willing worker who could not find employment, and assumed responsibility for 12,165 partially disabled and un-employed returned men.

Instituted retiring allowances and pensions for aged and infirm Government

CANADIAN WORKERS.—Think carefully before you vote on December 6th. Surely, the Government which has recognised the importance of Labour as a factor in the development of the country and as a vital force in the shaping of Canada's destinies is the Government to maintain.

Canada Needs meig

The National Liberal and Conservative Party Publicity Committee.

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