

that it recognizes the sensibilities as well as susceptibilities of all classes of men in their relations with each other. It should make clear that justice and fair play as between man and man, irrespective of person, is to govern in all relations; and to insure this, an approach, if need be, to the President of the Company should be made possible to the humblest workman in its employ. This should be worked out by a policy which will afford to the men employed adequate representation respecting all matters pertaining to their working conditions, and which disclose the President's desire to be kept informed of conditions by an officer especially appointed for that purpose. The necessary representation, the method of selection of representatives, the rights and duties of representatives, should all be worked out in careful detail, and a scheme devised which will insure periodical meetings of groups of representatives with certain of the Company's officials, and at least one annual meeting of the entire body of the representatives with the President and officers of the Company. All of this phase of industrial relations should be made definite, and given precise expression in a manual for the guidance alike of the company's officials and employees. So far as may be possible every feature likely to be of concern to the Company and its men should be referred to in this publication. This little treatise, if made sufficiently comprehensive, would indicate that as respects every condition in or about the camps, the employees of the Company have a voice in conference with the President and his officials.

*This survey makes no special mention of safety-
 promotion of accidents & fires, as this part of well for work
 is well under way in the 6 & 7, 60. No mention is
 made of accidents or death, or sickness, insurance, or scheme
 to encourage thrift & saving. There should follow an ab-*

W. L. Mackenzie King Papers
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