

ROYAL COMMISSION ON INDUSTRIAL RELATIONS

(Continued from page 12)

Whitley works (or shop) committees is to establish and maintain co-operation in all workshop matters.

What is known as the "Colorado Plan" has been adopted, with modifications, in many American plants, and in Canada by the Imperial Oil Co., International Harvester Co., Massey-Harris Co., Vancouver Dairy Co., and several others. Joint committees, composed of equal numbers of representatives of workers and of the company are formed. The workers' representatives are elected by secret ballot in proportion to their numbers, no distinction being made between union and non-union men.

The "Leitch Plan," called "Industrial Democracy," is based on the constitution of the United States. The executive officers of their industry form the "cabinet," which is primarily an active body with veto powers. The "senate" is elected, and made up of foremen, departmental heads and under-executives. The "house of representatives" is elected by secret ballot by the whole body of workers. The business policy set before the workers is justice, economy, co-operation and service, and they benefit financially by receiving 50 per cent. of the savings on the cost of production.

The commissioners make this comment of the various plans for joint councils: "The essential feature of all the proposals is that the human factor in industry is to be regarded as of first importance. They aim at improving the standard of comfort of the worker by securing a greater measure of close co-operation between him and his employer; of eliminating distrust and suspicion by full discussion of all the facts and circumstances pertaining to the industry. They tend to bring the employee and the employer closer together, and give each a better understanding of the difficulties which beset the other; give the worker a greater sense of responsibility by giving him a greater voice in the government of the industry and thus bring about a permanent improvement in their relations."

The commission believes that in Canada a beginning should be made with joint plant councils and more extensive organizations of district and national councils evolved therefrom as necessity arises. They suggest the following as suitable subjects to be dealt with by the council: 1, wage rates; 2, hours of labor; 3, plant conditions, such as safety, ventilation, light, sanitation, provision for meals, dressing rooms, shelter, etc.; 4, child and women labor; 5, questions of discipline and conduct as between management and work-people; 6, conditions surrounding the worker outside the plant, such as education, amusement, recreation, health, housing, apprenticeship or special training, libraries, etc.; 7, improvement in the plant or process to improve quality, increased production, decrease waste, etc., and rewards to those who suggest such improvements.

Every council, or by whatever name it may be known, must be the result of the unfettered choice of both the employees and the employer concerned. Any attempt to force a definite plan upon either would be foredoomed to failure. Some machinery should, however, be established to take the initiative and bring the parties together.

The commission, therefore, recommends that the Dominion government should interest itself in the development of these councils, and that a bureau should be established under the minister of labor, which would compile available information and statistics, undertake publication of developments in this and other countries, and maintain officers who would act as between employer and workers, where desire is expressed to create such councils, and render such other assistance as may be required. The usefulness of councils would depend on the spirit in which they are adopted, but the commission believe that nothing but good can result from their establishment in all industries where a considerable number of workpeople are employed.

Minority Report

The minority report of the commission is signed by Senator Smeaton White and Frank Pauze. It finds that,

speaking broadly, there does not appear to be any serious unemployment in Canada, although there is a considerable number of unemployed—a condition largely due to an unequal distribution of labor. In regard to industrial councils, the minority report says:—

"Considering the several classes of labor organizations in Canada and the unsettled condition this brings about at present, the Whitley Plan as established in Great Britain would not, in our opinion, be suited to our conditions. In Great Britain both employers and employees have had organizations for a number of years, and their industries in groups of comparatively small geographical area. The British workmen are usually of one nationality, whereas in some plants in Canada employees who appeared before this commission gave evidence that 21 different nationalities were employed in the same plant. It would appear, therefore, without any adverse criticism to the Whitley Plan as proposed in Great Britain, that conditions in Canada, both with regard to the organizations of employers and employees, the varied nationalities and condition to be dealt with make its practicality doubtful in Canada. Although in certain districts, and possibly with certain plants, this scheme might be successfully applied.

"The Colorado plan, or a plan similar to that under experiment by the Imperial Oil Co. and others, would, in our opinion, be more workable."

The minority commissioners did not find any real poverty throughout Canada that was not properly taken care of by local institutions, and the minority report adds: "If a system of old-age pensions, of unemployment insurance, were established, it might seriously affect the ambition of the worker when he had the full enjoyment of his physical and mental capacity. The opportunities afforded to the industrial worker in Canada who has sufficient education to take advantage of them are abundant. In some of the most prosperous manufacturing towns visited it was found that 96 per cent. of the employers had at one time been workmen, rising by industry and thrift to the ownership of an industry."

The minority report concludes: "We would suggest, as a means of permanent improvement in relations between employers and employees that the petition of the mine operators of Alberta, for the establishment of a local court where disputes might be referred without loss of time, be considered, and for the purposes of enforcing the judgments that might be rendered by such court, that the miners' union be urged to adopt some form of incorporation.

"We would also suggest the encouragement of industrial joint councils as established in some large manufacturing concerns in Canada; also that where industrial councils are established that employers and employees be urged to institute forms of co-operative insurance or other provision for pensions to long-term employees, sick or invalided."

MONEY MARKETS

Messrs. Glazebrook and Cronyn, exchange and bond brokers, Toronto, report the following exchange rates to *The Monetary Times*:—

	Buyers.	Sellers.	Counter.
N.Y. funds	3 1-16 pm	3 3-32 pm	
Mont. funds	par	par	1/8 to 1/4
Sterling—			
Demand	\$4.69	\$4.70	Nominal
Cable transfers	4.70	4.71	Nominal
Sterling demand in New York,	\$4.54 3/4	to \$4.55 1/4,	
nominal.			

Bank of England rate, 5 per cent.

Negotiations for the sale of the Edmonton-Dunvegan and British Columbia Railway to the Dominion government are still under way at Ottawa. The question of the Alberta government's relations to such a deal was taken up by Premier Stewart on his recent visit to the capital.