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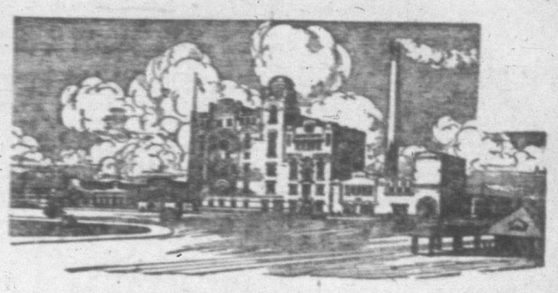

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WASTED BUTTON.

Ronald (after church service) — "I say, sis, did the curate really mean that those black people don't wear clothes?"

Sister—"Yes, quite true."

Ronald — "Then, what was the fond of grandpa putting a button in the collection?"—London Blighty.

Increased Production By Industrial Training To Reduce the High Cost of Living

Increased production is recognized by representatives of labor, employers and economists to be essential not only to reduce the cost of living here, but to enable us to assist stricken European nations. The relation of factory industrial training to this world-wide problem was given consideration at a special meeting recently called by the chairman of the Industrial Training Department of the American National Civic Federation. Captain Francis R. Mayer, president of the France and Canada Steamship Company. In this connection it was recognized that there must be created a sentiment among employers in favor of discontinuing the custom of cutting piece rates and giving scientific consideration to the setting of wage scales in the different industries so that payments to workers may be on an equitable and stable basis, insuring them the full reward of their efforts.

Restriction of output on the part of workers, which came about through the careless setting of rates by employers at the inception of the piece-work system, would then no longer be essential as a matter of self-protection.

It is recognized that limitation of output to provide occupation for a greater number of workers is no longer necessary, but that increased efficiency, both on the part of workers and management, is now requisite to secure maximum production. When the piece-price system was substituted for the day wage, the output per individual was unexpectedly large and the natural result was the inclination of the employer to cut the price per piece, thus reducing the day's wage.

This discouragement of individual effort and its attendant "leveling process" became one of the greatest evils and causes of industrial friction.

Enormous increase in war production resulted wherever there was introduced in an industrial establishment a so-called vestibule school (i.e., entrance room) used not only to train beginners and to upgrade the skilled, but also to test new employes for proper placement in jobs according to their fitness therefor. Reduction in labor turn-over, lessened spoilage and wastage, improved quality and quantity of production and happiness of individual workers due to pleasure in performing their tasks well were commonly experienced.

Many national trade associations and large corporations have evidenced the desire to develop peacetime shop industrial training along the lines proven to be sufficient in munition making, the manufacture of airplanes and the machinery for making all sorts of tools and instruments. It has indicated that the factories of the United States, with their fine equipment, having a pay-roll of $5,000,000,000, can be advantageously used for educating in their occupations the 12,000,000 persons who work in them. This covers:

1. New workers without any knowledge of the job.
2. Less competent workers who are handicapped by low efficiency.
3. Able workers for better jobs.

It was achieved by aggregating types of machines in a separate room, having instructors especially competent in production and training and paying wages to learners, or by special instruction in shops on certain "tagged" machines where segregation is not feasible.

It was found desirable in each trade to form committees to work out methods of training common to all plants.

Declaration of Signers.

The world is in dire need of the necessaries and the comforts of life.

It, therefore, becomes the duty of everyone in industry to exert himself to the limit of health and comfort in augmenting production. This is to be done in the industrial field through improvement in management and in the efficiency of the workers.

While recognizing the value of vocational education, it is deemed necessary as a part of this effort that the workers of America be given every reasonable opportunity to increase their knowledge, skill and interest in production in their several fields and, to this end, it is deemed vital to improve and extend facilities for the development of our workers through the establishment of training departments in the various industrial plants.

This training should take place in the course of production, wages being paid learners. Plans should follow methods jointly approved by management and wage-workers in their respective occupations.

It is imperative that labor should reap the rewards of this increased production by compensation based on its direct contribution thereto; employers should benefit through decreased overhead; and that the public should benefit by the resulting lowered cost of the product.

Captain Francis R. Mayer—(President, France & Canada Steamship Corporation), Chairman, Industrial Training Department, The National Civic Federation, New York.

Matthew Woll — (Vice-President, American Federation of Labor, and President, International Photo Engravers' Union), Chicago.

Louis A. Coolidge — (Treasurer, United Shoe Machinery Company), Chairman, Welfare Department, The National Civic Federation, Boston.

Hugh Frayne—(General Organizer, American Federation of Labor, New York.

Percy S. Straus—(R. H. Macy & Company) and Vice-Chairman former Section on Industrial Training for the War Emergency, Committee on Labor, Council of National Defence, New York.

John Golden — (International President, United Textile Workers of America), New York.

John F. Perkins—(J. M. Forbes & Company), Boston.

R. E. Miles—(Chairman, former Section on Industrial Training for the War Emergency, Committee on Labor, Council of National Defence); Manufacturer, Racine, Wis.

James W. Sullivan—(International Typographical Union), Brooklyn.

Edwin Farnham Greene—(Treasurer Pacific Mills), Boston.

Ralph M. Easley—(Chairman Executive Council, The National Civic Federation), New York.

Mrs. Sara A. Conboy—(International Secretary-Treasurer, United Service Workers of America), New York.

Gertrude Beeks Easley (Mrs. Ralph M.)—Director of Welfare Department, The National Civic Federation), New York.

Arthur E. Holder—(Of the American Federation of Labor and Member Federal Board of Vocational Education), Washington.

David Snedden—(Professor of Education, Teachers' College, Columbia University, and President National Society for Vocational Education), New York.

C. U. Carpenter—(The Recording & Computing Machines Co.,) Dayton, Ohio.

Hermann Schneider—(Dean, College of Engineers, University of Cincinnati), Cincinnati.

Rollin S. Woodruff—(President, C. S. Mersick & Co.), New Haven, Connecticut.

E. T. Meredith —(Chamber of Commerce, U.S.A.), Des Moines, Iowa.

B. A. Franklin — (Strathmore Paper Co.; Former Chief of Production, War Department, Bridgeport, Conn., and district), Mittineague, Mass.

SEVERAL CAUSES BRING COFFEE PRICE INCREASE.

Visions of further increased prices in coffee faces the public following the statement that coffee imports in 1919 doubled in value as compared with 1918, though there was but a slight increase in quantity.

A blighted coffee crop in Brazil, prohibition and a strenuous coffee advertising campaign are blamed for the jump, which will have to be met by every household.

According to Department of Commerce figures, 1,235,532,102 pounds of coffee were imported by the United States at a cost of $229,400,798. This is more than double what was paid for the 1,215,288,752 pounds imported in 1917. In 1918, 998,516,598 pounds were imported at a cost of $92,529,206.

Prices are still rising according to latest monthly statistics. In November 108,000,000 pounds were imported at a cost of $25,321,726. October figures showed coffee imported amounted to 102,000,000 pounds, valued at $24,445,458.

CANADA COMPLETES SHIP-BUILDING PROGRAMME.

"With the delivery of the steamships War Vixen and the War Magic at the port of Halifax, N.S., in January, there was completed the Imperial Government's shipbuilding programme in the Dominion of Canada under which there were turned out 46 wooden vessels of 142,600 tons deadweight and 43 steel vessels of 206,563 tons deadweight, making a total of 88 vessels and a total of 349,168 tons deadweight.

"Great secrecy was observed in the filling of these contracts and this is the first survey of the operations of the Imperial Munitions Board in Canadian shipyards that has been made public."

RE-CONSTRUCTION.

Unemployment is due to underconsumption. Underconsumption is caused by low or insufficient wages.

Just wages will prevent industrial stagnation and lessen periodical unemployment.

Give the workers just wages and their consuming capacity is correspondingly increased. A man's ability to consume is controlled by the wages received. Just wages will create a market at home which will far surpass any market that may exist elsewhere and will lessen unemployment.—A. F. of L. Reconstruction Program.

LABOR IS ALL RIGHT, DECLARES EMPLOYER OF LONG EXPERIENCE.

There is nothing to worry about in the present industrial situation, in the opinion of Samuel M. Vauclain, president of the Baldwin locomotive works, who addressed the Bond Club of New York recently.

"Many people think that the country is menaced on account of Labor," he said. "Forget it and Labor will forget it, too. Get busy attending to your own business and Labor will attend to Labor's business.

"If some of us who can afford to ride in autos were as prompt in getting to work as the workman and stuck on the job as faithfully the worker would not have as much cause for complaint. If you want peace with Labor it must be pie for pie or gall for gall. I have had many years' experience, and I tell you that Labor is all right and will prove it is all right."

CANADA'S 1919 FIRE LOSS WAS $2.90 PER CAPITA.

Fire losses in 1919 were $23,500,000. With the war over, with no munition plant fires, with industry under normal conditions, and with many interests advocating fire prevention, Canada in 1919 reached the above enormous total of fire waste—a waste equal to $2.90 per capita of her population, writes John Bixon in the Conservation Commission Report.

Of the larger losses, there were 288 of $10,000 or over. These larger losses are mostly of business properties or manufacturing plants. They make up the greater portion of the total loss.

B. C. CLERGY URGE CO-ORDINATION.

In an official circular read in all archdiocesan churches recently His Grace Most Reverend Timothy Casey, D.D., Archbishop of Vancouver, addressed the clergy of the Catholic archdiocese on the subject of the relations between capital and labor, and urged "just coordination" between the employer and the employes. He said in part:

"The great struggle of the day is between capital and labor; the employer and the working man, as each looks upon the other as an adversary.

"There is some right and some wrong on the side of both; that is, of the employer and the employes, and it is for us to point out where the right shall be promoted and the wrong set aside, so that justice and charity prevailing the different elements of society may, according to God's design, draw close together to carry on just co-ordination, and so work in harmony that the peace and prosperity of the community may be assured.

"The right of ownership is unassailable, doubtless, and is founded on the law of nature. Besides that, it is sound economics and of sovereign advantage to the laborer. It opens to him the way of owning his home and property, and thus secures him that true liberty which is the greatest common good of mankind. Why there are so many attacks upon the principle is largely due to the fact that there is vast ownership which has not been legitimately acquired, and is a peril to the public interests. This abuse does not, however, destroy a sound principle.

"The overthrow of this principle—the right of ownership—would, of course, disrupt the present social order, which may well be the subject of reform, but not of destruction. It is for us then, to preach and teach these things which will accord not only with justice, that is, each element of society recognizing the rights of the other and willing to fulfil its duties towards the other, but also with charity."

HOURS OF WORK IN AMERICA INDUSTRY

Many Trades Working Eight Hours a Day—Evils in Some Trades.

Interesting facts relating to American industries are brought to light in a compilation just completed at the office of the American Federation of Labor. The chart was made up from reports on the conditions obtaining in 111 trades and occupations, as submitted by officials of the unions in these trades.

The number of workers involved in these trades borders close on 8,000,000. Additional reports from a score of other unions with a membership of 750,000 are not included in the report.

The table shows, roughly, that long hours of work and other evils still obtain in many trades. Of 99 trades which gave complete figures, 22 report that they enjoy the 44-hour week, 42 others work 48 hours per week, while 27 trades work more than 50 hours per week. Of these the following are most important:

Fire-fighters, 12 hours daily, seven days (continuous employment; barbers, 10-14 hours daily; retail clerks, 10 hours daily, averaging 60 to 63 hours weekly; glove makers, 8-9 hours daily, 44 to 50 weekly; marine engineers, 8-12 hours daily, for seven days per week; hotel and restaurant employes, over nine hours daily for six and a fraction days per week; iron, steel and tin industry, 8-12 hours; lace operatives, 52 hours per week; laundry workers, 48 to 54 hours weekly; masters, mates and pilots, 8-12 hours daily; railway mail association, "no limit;" seamen, 8-12 hours daily; stage employes, "indefinite."

It is also noteworthy that woman labor and child labor obtain in many of the trades which demand long hours of toil. Thus 15 of the trades which require more than 50 hours of labor per week also use women and children workers.

Of the 111 trades listed, 77 required overtime work. Most of the overtime, however, is compensated for by time-and-one-half or double time rates of pay. Ten trades give unemployment benefits to their members, in practically every case the amount of such benefit, however, being limited.

To the question: "Is the 8-hour day too long; if so, what standard would you recommend?" the general answer favored the 44-hour week. The brick and clay workers said they would be "glad to get eight hours;" the diamond workers hoped for a maximum of 40 hours; while the draftsmen, federal employes, granite cutters, jewellery workers, miners and firemen desired from 36 to 40 hours as a maximum.

In 53 of the crafts the unions attempt to seek employment for out-of-work members, either through their business agent or through lists issued at headquarters or published in the official journals.

COPPER PRODUCTION DECREASED IN 1919.

The official report of the British Columbia Provincial Department of Mines, just issued, shows the value of production in British Columbia during 1919 was $32,421,040, or $8,361,141 less than in 1918. The year's decrease is almost entirely because of the falling off in the production of copper, due, it is pointed out, to a lower market price being obtainable for the product. To this must be added the consequent lessening of the production of both gold and silver to the extent that these metals would be contained in the decrease of tonnage of copper ore mined.

"Copper," says the report, "is such an essential war metal that all the allied nations had felt obliged to accumulate within their borders a sufficient supply for war needs for a considerable time in advance, in case transportation facilities should cease. The sudden coming of the armistice in the fall of 1918 found all great nations with these very large stocks of copper on hand and no further demand for war supplies. It was estimated roughly that the stocks on hand were sufficient to supply the demands on a peace basis for about two years without further production by the mines."

SUGAR DISCOVERED IN FIR TREES.

Discovery of the growth of sugar on fir trees in British Columbia, is announced in the current number of the American Forestry Magazine. The discovery, which is said to be of great value to chemistry, came as the result of the investigations of Professor John Davidson, chief of the Botanical Department of the University of British Columbia at Vancouver.

Specimens of the product upon analysis are said to have indicated the presence of a large percentage of an extremely rare variety of sugar. While fir sugar is not expected to become a factor in the food supply, like the product of the cane and the beet the article adds another link, though it will prove useful for experimental purposes. Indians have made use of the sugar in British Columbia for many years, the article states.

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Cheaper electricity for every consumer and transmission to distant points made practical and economical, may result from a discovery of a new type of electric arc by Superintendent J. W. Dorsey, assistant professor of electrical engineering at the University of Manitoba.

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