CLAIM DE VALERA IMPERILS IRISH PEACE

WALKOUT ON

Union Officials Believe Arbitration Will Settle Differences With Company.

Workers Averse to Accepting Wane Cut. Want More For Barnmen.

While representative members of the ocal Street Railway Men's Union anthat they will decline to accept the three-cent-an-hour reduction a tration, and not a strike will be the workers' method of contention.

was made known on Wednesday by John Cobert, president of the union, that it was the intention of the mem-

other barn men, for instance, that were subject to a 10 per cent cut last fall.

We intend to ask for an increase for these men again. As regards the mothers men again.

question will first claim the attention of the union executive next week. Subsequently the men's claims will be subsequent

PREPARE WAY FOR CANNES MEETING

Economic Experts Hold Preliminary Discussions To Smooth Out Difficulties of Supreme Council.

economic conferences were discussed by any conversation that might be used against either him or his brother or byans. Louis Loueneur, French minister of liberated regions, and Premier him, inforced by the attitude of his wife.

agenda for the council.

HEAVY SNOWSTORMS SWEEPING BRITAIN

London, Jan. 5 .- (Canadian Press). Severe weather is being experienced Hothoughout the United Kingdom, Heavy and in the eastern counties the railway trains are blocked by snow. Fierce storms are sweeping over the English Channel. Gales on the Yorkshire coast Channel. Gales on the Yorkshire coast have endangered lives as well as vestanizations and fill vacant niches in sels, and lifeboat rescuers have perfect with just the right man or woman? formed splendid feats in preventing,

country, influenza is disturbingly preva-

The Weather

FORECASTS. Today-Strong northwest winds; be-coming colder, with local snow flurries: Friday-Fair and much colder. The disturbance from the Southwest

rain and snow extends through Quebec tion played a considerable part. to the Maritime Provinces. In the West the weather has been fine, and in Manitoba decidedly cold.

Temperatures. The highest and lowest temperatures

during the 24 hours previous to 8 a.m. today were:



Victoria ... 40 Calgary ... 28 Winnipeg ... 2 Pt. Arthur.. 30 Kingston ... 26 Ottawa ... 14 Montreal ... 14

CITY RAILWAY SISTER-IN-LAW DEFENDS LEWIS

AS BUT VICTIM

INCREASES ARE SOUGHT Blames Plight of Hunted Husband On Latter's Evangelistic Brother.

CLAIMS HERBERT LEADER

Mrs. Myrtle Wilson of Hamilton Sure of Innocence of Fugitive.

While United States marshals and deputies have in custody in Los An-geles, California, Herbert Wilson, formerly in charge of the City Mission of London, whom, they allege to be of London, whom, they allege to be the master mind of the most resourceful and daring band of super-crooks north of the Mexican border, whose depredations have netted them about \$2,500,000, the police of a dozen eastern states and Canadian provinces have united in a determined endeavor that Lewis Wilson, a brother, also wanted under similar charges, shall not clude. "There were electricians and under similar charges, shall not elude

which culminated in the arrest on the We have the figures to prove it."

The president explained that the lowed close upon the heels of ficeing alleged confederate, Herbert Cox, fol-

to the company. It is considered the sand detectives through their associates in Chicago reaffirm the positive belief of the western authorities that he is well on his way toward Eastern he is well on his way to ward Eastern he is well on his way to ward Eastern he is well on his way to ward the company. It is considered to the company. It is considered to the company. It is considered to the company the toward their associates in Chicago reaffirm the positive that the constant is the company that is the

little difficulty, as the records revealed the fact that he appeared in court here several years ago and was subsequently

ON WAY TO MANDAL entenced to jail.

Cannes, France, Jan. 5.—Preparations

Schemes to Jan.

While back in the county jail in Los Angeles, where the police say Cox broke down and confessed to his A meeting was held this morn- | Wilson, the latter still maintains a on his departure stions of repara- strong unbending front and despite all sed international efforts by the officers refuses to hold

Bandit Unperturbed When Given Ten-Year Term in Prison

BRANTFORD, Jan. 5.—With the same air of laconic ealm which characterized his demeanor at a previous hearing Frank Andrews, alias Jack Henderson of Hamilton, a self-con-fessed holdup man, received a sentence of ten_years in the Portsmouth Penitentiary in Kingston from Magistrate Liv-ingston in the police court here today. He had previously confersed to shooting George H. Cartwright, a local jeweler, whom he attempted to rob on the night of Dec. 10. The latter was wound-ed twice when Andrews stepped out from behind a greenhouse in Echo Place and demanded the Andrews' prison record showed

robbery and assault and one for breaking out of the prison farm at Burwash. He had also been ricted of assault and battery. in Michigan, and was given a seven-year sentence at the time

everal Ontario convictions for

FRENCH RENEW DRIVE FOR BRITISH TRADE

The secretary of the local Chamber of Commerce has received notification from the British Chamber of Commerce, Paris, France, to the effect that an effort is being made by that Chamber of Commerce to revive British trade in

ON WAY TO MANDALAY

Rangoon, British India, Jan. 5 .- The Cannes, France, Jan. 5.—Preparations went forward today for the opening here tomorrow of the allied supreme here tomorrow of the allied supreme under the alleged direction of Herbert Burma. He was given a great ovation to see out to look for shelter, and after struggling through the heavy snow-left here today for Mandalay. Upper direct, with two men assisting the masses of the latter still maintains.

ONTARIO FLOATS GOLD

SWIMS MILES OF ICY WATERS TO SAVE CREW

Captain of Wrecked Schooner Displays Remarkable Heroism and Endurance.

LANDS ON SNOWY REEF

Trails Two Days Through Mountains To Reach Home in Canso. N. S.

Canso, N. S., Jan. 5 .- Stripped of her

sails, iced up and unmanageable, the

schooner Alexandra, bound from Ingonish N. S., to Gloucester, Mass. with a cargo of fish, was driven ashore at Black Point, ten miles from here, at! midnight on Monday in the height of the blizzard then raging over Eastern Nova Scotia. Through the flying snow and frost fog the crew made out to leeward the ragged masses of basaltic cliffs, and, realizing that their vessel

covering his wind, was able to drag his crew of five men through the surf to the safety of the shore. This done, the EPIDEMIC IS CHECKED captain collapsed. ors set out to look for shelter, and after soon being made snug in a fisherman's

Has Home in Canso.

Canadian Shipping Has Increased by 5,000,000 Tons in Year

OTTAWA, Jan. 5.-Exclusive of ships engaged in the coastwise trade, but inclusive of those engaged in traffic on in-land waters, the total tonnage of ships entering and leaving Canadian ports during the fiscal year ending March 31, 1921, was 54,-648,650 tons, as compared with 49,493,533 during the previous year, according to the statement on navigation and shipping just issued by the department of cusssued by the department of customs and excise. During 1921 the total tonnage engaged in the coastwise trade entering and leaving Canadian ports was 56,-225,509 tons as against 60,552,653 tons in 1920.

During the 1921 periods tons of shipping constructed in Canada amounted to 95,838, while 188,915 tons of shipping was registered in Canadian ports. During the 1920 period 164,076 tons of shipping was built and 237,022 tons regis tered.

During 1921, 34.623 tons ping, with a value of \$8,456,573, was sold to other countries. In 1920 the tonnage sold to other countries was 53,407. The value

The schooner pounded heavily, shattering her bettom and filling with water, states who, however, escaped the drag-not flung across the Western States

Lewis, who, however, escaped the drag-not flung across the Western States

Latest reports relayed by the depute the sand detectives through their associate in Chicago reaffirm the positive belief of the western authorities that his locality.

Watch Border Points.

Watch Border Points.

Believing that Western Ontario, and possibly London, where his mother and possibly London are exercising renewed objective, immigration officials, plain-citchesmen and police constables at border points are exercising renewed originance dror to apprehend the missing man.

London police will know him with but the acroading manufacturers wishing to secure further better the fact that he appeared in certain possibly London police will know him with but the decidence of the decidence

EPIDEMIC IS CHECKED order-in-council chooses to implement

Leamington on Tuesday of this week 50b during that brief period.

caused a certain amount of alarm in the new minister took possession with the cair of a man who realizes the reofficer, however, reports Thursday that sponsibility of his position and the importance of the problems he is called bacco factory in Kingsville, have been upon to face. He has been in almost time showing a gun into his face.

CLAIM RAILWAY MERGER LOOMS AT EARLY DATE

King Government Expected to Act Immediately After By-Elections.

Management Satisfactory to Grand Trunk.

[Special to London Advertiser.] Ottawa, Jan. 5 .- While it is unlikely that any important matter of policy will be settled by the new government until after the byelection, there is nothing at the present time to prevent the administration from putting into force the railway consol.dation act, by which it is proposed that all the roads owned by the Dominion, including the Grand Trunk and Intercolonial, shall be Grand Trunk and Intercolonia, merged under common management.

No new legislation is required to bring about the amalgamation, and the aparticle and the aparticle of the council from the Grand Trunk award need not act as any

HELP TO PAY BILL Grand Trunk, and has been operating the system under a joint board for While there appears to exist not a many months past.

vent the consolidation from going in

To Wed Princess!

KENNEDY QUITE RETICENT

Consolidation Likely To Bring

Learnington, Jan. 4 .- The breaking ways, has only been on the job about a out of several cases of smallpox in week, but he has been constantly on the Learnington on Tuesday of this week job during that brief period.

Caused a certain amount of alarm in The new minister took possession with day pight, two men approached him

He has been in almost time shoving a gun into his face.



PRINCESS YOLAHOO AND PRINCE LEC. OLD.

BRUSSELS, Belgium, Jan. 5.—The engagement of Prince Leopold. duke of Brabant, and eldest son of King Albert, to Princess Yolando, eldest daughter of King Victor Emmanuel of Italy, was reported here today in Belgian society circles.

HOLD-UP MEN TAKE TO HEELS WHEN MAN YELLS

Brantford, Jan. 5 .- While James is apparently due to "vanity."

After Capt. Munro had recovered from his working a continuous conference with his officially and that there are no signs of a further outbreak. All hands at the palatial and that there are no signs of a further outbreak. All hands at the palatial and the premier former premier and the palatial and premier Bridand of France. It was explained that its purpose, as west with the premier Bridand for France and the separation of the responsible in advance of the supreme council meeting.

The experts of the various delegations also meeting.

The experts of the various delegations are the suprementation of the various delegations are not provided to the various delegations are the suprementation of the various delegations are the such that there are no signs of a further outbreak. All hands at

The writer says Mr. de Valera by his action seeks "to be the law unto himself, and to propose the amendment.

Fail to Find Difference.

de Valera's assumption of a privilege undreamed of by any other member of the assembly. His (Griffith's) charac-terization of such a claim as evidence of an autocracy which, if persisted in, would force the chairman of the pleni-potentiaries and those who support him to quit the Dail, was the most serious ratement made in the whole course of the controversy. No such situation has arisen in Irish affairs since Charles Stewart Parnell's struggle in committee room No. 15 (when Parnell, as head of the Irish parliamentary party in the House of Commons, refused to allow a vote on the resoluton for his own de-

and amity, nobody who was present at the passage of arms which closed last evening's debate could doubt that the assembly stood on the verge of all the disaster that is summed up in the hor-rible little word 'split.'" The Irish Independent also condemns

Turn te Page 9, Culmn 2.

HOW LONDON'S INDUSTRIAL LEADERS SELECT THEIR EMPLOYEES

W do London's foremost executives, mercantile life of the city-whose minds direct the huge enterprises that keep the industrial wheels moving—select their employees?

BY JOHN J. MACLELLAN.

To analyze the psychological percep-tion of the men who are required to "know a good man when they see him," and to find the answer to the above questions, the query "How do you pick your employees?" was put to several of the most prominent businessmen in London, the heads of three big industries—Col. Wm. Gartshore of the Mc. Clary foundry works; J. F. Lawrason of S. F. Lawrason & Co., and Major Gor-don Ingram of the Smallman & Ingram Company.

Each executive ridiculed the idea of The disturbance from the Southwest a set formula in picking employees, and States is now centered over the Upper each claimed that it was a faculty Ottawa Valley, and the accompanying acquired by experience in which intui-

A cold diagnosis of the manner in which they unconsciously acted toward the proposition of engaging applicants for positions, however, brought forth several salient points. An uncanny insight into character is required?

From the answers the question brought forth it would seem to be so, for apart from the ordinary questions for a specialized line of activity which an applicant would possess as a matter of course before applying, it was admitted by all three industrial leads admitted by all three industrial leaders that the first impression was an invaluable standard when it came to the question of weighing a prospective employee in the balance and seeking for tions of Col. Gartshore, Mr. Lawrason the manner of selection of his employee.

Demands Fitness!



Major Gordon ingram which has been the dominant element of human as a question that the chosen could be formed and explained that the chosen of the particular as a question that required an application. The limit of the particular as a question that the chosen could be formed and explained that the chosen of the particular as a question that required an application. The limit has a question proposed to making the particular as a question that required an application. The limit has a question proposed to making the particular as a question that required and explained that the has a question that required and explained that the has a question that required and explained that the has a question that required and explained that the has a question that required and explained that the

this works who has less opportunity than Mr. McClary had himself. It all depends on their ability and the use they make of their ability." "When a vacancy cours those most capable are promoted."

"You can tell when an office boy is here three months whether he is going to succeed or not." "I noticed a picture in a Toronto newspaper the other day of a man who has been very successful, who was one

Winnipeg, an outstanding man now.' "Some men claim to judge character,

but we do not, for some employees who are very dull at first become very successful later." "Some who were failures with us. vere very successful with others."

Col. Gartshore expanded in this epigrammatic manner by claiming that as a result of the aptitudes of men for certain things the way to choose an

The best thing for a person to do is to find the groove that he is fitted for and to develop that groove," declared

employee was to ascertain by trial

hether he was fitted for a position or

Mr. Gartshore.
"The chap who couldn't sell stoves
might be a high-grade horse trader."
he concluded. The next executive was Mr. S. F. Lawrason, of the Lawrason Snowflake Ammonia Company. Mr. Lawrason has

built up a business which he claims has gradually eliminated competition in the line of goods which the plant man-

Demands Ability!



"We are always open for good men,

always ready to live up to that slogan, declared Mr. Lawrason. "We must keep improving all the line to keep abreast of the times." The company indorsed the system of noving individuals from inferior pos tions upward, said Mr. Lawrason. "But a man comes along who can give s somehing better we're willing to adopt it.'

"Some men go by rule, but you can not go by rule, since no two men are alike," said Mr. Lawrason. "We have tried examinations and failed so, the men now work according to our sogan, and I do believe that we

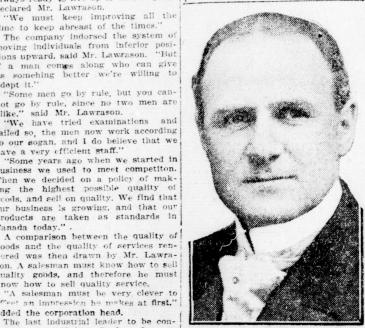
have a very efficient staff."
"Some years ago when we started in usiness we used to meet competiton. Then we decided on a policy of making the highest possible quality of cods, and sell on quality. We find that our business is growing, and that our products are taken as standards in

goods and the quality of services rendered was then drawn by Mr. Lawrason. A salesman must know how to sell quality goods, and therefore he must "A salesman must be very clever to "set an impression he makes at first." added the corporation head. The last industrial leader to be consulted was Major Gordon Ingram.

thief executive of the Smallman and

Ingram department store, far and

Demands Quality!



In explanation of the fact that he

away the largest store of its class in had said there was no formula, Major Ingram said that the choosing could

Tightens Net Around Former City Mission Head DUBLIN PRESS SEES WAR IF PLAN CARRIES

PRICE, THREE CENTS

"President of Irish Republic" Described As Unreasonable Autocrat.

DAIL'S VOTE IS AWAITED

Supporters of Treaty Confident of Early Ratifi-

Dublin, Jan. 5.—The astonishment roduced in the Dail Eireann by Eamon De Valera's sudden production of his alternative proposals to the peace treaty and his announced determination to move them as an amendment to the treaty at today's session, has turned into anxiety over probable effect of this move on further proceedings in the Dail. Mr. De Valera's right to move his proposals as an amendment has been challenged and it is possible that a critical division today may occur on the motion to enable him to carry out his plan. His opponents declare he must reserve his alternative proposal until the Dail has given a direct vote

on the treaty.

Supporters of ratification express themselves as deeply chagrined at the turn affairs have taken. Some see in De Valera's action an attempt to rally he extreme Republicans to his side. while other profess to regard it as the last desperate effort of a leader wh sees his power slipping from his grasp.
From the confusion caused by the launching what the followers of Arthur Griffith seem agreed to call Document No. 3, it is difficult to evolve any concrete view of the probexpressing their respective personal cpinions of De Valera's action, say the unravelling of the tangle must await today's proceedings of the Dail. Papers Condemn De Valera.

Meanwhile strong condemnatory com ment appears in the Duolin newspapers.

The Authorisis of the Freeman's Journal this morning reads: "Those who holed De Valera would apare Ireland the ordeal of a factional fight over his all surd document No. 3 are to be disastrated. The Irish people will find no justification in his publication for his criminal attempt to divide the nation. o alternative; it contains all the ar-Dail, only it is much worse."

himself the right of the autocrat. His manifesto struck a hysterical note and leaves one with the picture of de Valera shricking, 'Treachery!' in the face of men like Collins, Griffith, Mulcahy, McKeown, O'Duffy and others whose lives have been daily risked for their country. The absurdity of it would efface its wickedness in other circumstances. De Valera's name seems alone to make it subject for serious com

although he has already spoken in de-

Fail to Find Difference. "One felt." he adds, "that the protesting voice of the man in the street or the man in the fields found expression in Griffith's prompt challenge to

"Despite all the high hopes for unity

ent number three, a terms. "The treaty December," it says, "is an actual scheme