

# Pears' Annual

1919.

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## CONTENTS:

Christmas Fifty Years Hence by W. L. George  
A Festive Christmas—Four drawings by Heath Robinson.  
Tommy's Christmas Report, 1919, by Twells  
Extracts from a School History Book, 1919, dealing with the present period, by G. K. Chesterton.  
Moments Apart—A Reverie, Amy M. Leake.  
Extravagance—S. L. Bensusan.  
Christmas, 1919, E. A. Woodhouse.

Also THREE PRESENTATION PLATES in Colors:

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## Report of Arbitration Board.

## IN REID DISPUTE.

To the representatives of the Reid-Newfoundland Company and members of the boilermakers' and blacksmiths' union of the said company:

Gentlemen.—Having been appointed at your request to arbitrate on the following questions in dispute, viz:—

- 1.—The recognition of unions.
- 2.—The classification of labor.
- 3.—The rate of wages.
- 4.—Overtime.
- 5.—Retrospective pay.

We beg to submit the following unanimous findings:—

## Recognition of Unions.

This arbitration board orders that the Reid-Newfoundland Company shall:

1.—Recognise the right of their employees to organize themselves into labor unions for the purpose of collective bargaining, and also for the purpose of adjusting industrial differences and all minor conditions governing their employment.

2.—That this right, however, is not to be considered as a right to the closed shop, the present labor conditions in Newfoundland being what they are.

3.—That the Reid-Newfoundland Company shall not be required to negotiate except directly with their own employees or representatives of their own employees.

## Classification of Labor.

This arbitration board orders a three-fold classification of labor.

Such classification of labor, however, in order to prevent unjust discrimination shall be made by duly appointed responsible representatives selected by the employees on the one hand and by the company on the other. Should such joint committees fail to arrive at a decision, the matter in dispute should be referred to an arbitration board. If, however, a permanent arbitration board be not already established such a board shall be composed as follows: One representative to be appointed by the employees of the particular department concerned, one by the company and the third to be selected by these two.

## Rate of Wages.

The arbitration board has not deemed it wise to make any general change in the schedule of wages since it finds that the larger number of the Reid-Newfoundland Company employees are apparently contented with the present scale of payment, and further that said scale has only a short time to run. But in view of the fact that the board has ordered three classes of boilermakers and three classes of blacksmiths it thinks it proper to fix their rate of wages. The arbitration board therefore, orders that first class boilermakers receive 50 cents per hour; second class boilermakers receive 46 cents per hour; third class boilermakers receive 42 cents per hour; and that first class blacksmiths receive 50 cents per hour; second class blacksmiths receive 46 cents per hour; third class blacksmiths receive 40 cents per hour.

## Overtime.

This arbitration board orders that in view of conditions discovered by its examination into similar industrial conditions outside of Newfoundland, and by reports received by it from labor leaders:

(a)—That overtime at the rate of time and a half be allowed for work outside of regular hours up to midnight, and double time after midnight.

(b)—That men called to work after regular hours shall receive double time for actual time worked.

(c)—That with respect to holidays that time and a half be allowed on the following legal holidays:

St. Patrick's Day, Empire Day, Labor Day, Regatta Day, and all other gazetted whole holidays. Should any of the above mentioned holidays fall on a Sunday, the day proclaimed by the Governor shall be observed.

Double time will be allowed for all Sundays, Christmas Day, New Year's Day and Good Friday.

From December 1st to May 1st, double time will be allowed for men working outside of regular hours at exposed work on dry docks and on ships. Men will not be laid off during regular working hours to equalize overtime made.

(d)—Men who while working, are told to continue to work after shop hours or who are told to come back and work overtime commencing not over one hour after shop hours will not be considered to have been called for work after regular hours.

## Retrospective Pay.

This arbitration board orders that the men who went out on strike shall receive retrospective pay from April 15th to date of strike.

In bringing these matters to conclusion, we wish to express our appreciation of the friendliness and reasonable spirit, which has prevailed throughout our discussions—Respectfully yours,

DOUGLAS HEMMEON,

Chairman.

S. J. WHELAN,

EDGAR JONES,

Secretary.

## Wedding Bells.

## FOLEY-MERCER.

A very quiet but pretty wedding was solemnized in St. Thomas's Church, on November 18th, by Rev. C. A. Moulton, when Miss Sarah P. Mercer, daughter of Mr. Henry Mercer, Upper Island Cove, was united in holy bonds of matrimony to ex-Pte. John J. Foley, of Burin North. The bride looked charming in a dress of pale pink satin and overlaid with bridal veil and orange blossoms, and carried a bouquet of roses and carnations. The bride was attended by her sister, Mrs. R. G. Green. The groom, who a few months ago returned from overseas, where he had served with the Royal Nfld. Regiment, was attended by ex-Lt. Cpl. George H. Mercer, brother of the bride. After the ceremony the party drove to the home of Mrs. R. G. Green, 41 Scott Street, where tea was served and a very enjoyable evening was spent. The bride was the recipient of many costly and beautiful presents. The happy couple went out by train to Upper Island Cove to spend a few days with the parents of the bride, from there they will return to their future home in Burin North.

## Sunday Services.

Church of England Cathedral—7, 8 and 11. Holy Communion; Processional 478; 10, Mattins; 6.30, Evensong; Special Psalms, 120, 136.

St. Thomas's—Holy Communion, 8; Morning Prayer and Sermon, 11; preacher, the Rector; subject, "The Gospel of Lend a Hand." Sunday Schools, 2.45; Dunfield Boys' Bible Class, 2.45; Girls' Bible Class, 2.45; Women's Bible Class, 3. Evensong and Sermon, 6.30; preacher, Rev. A. Clayton.

St. Mary the Virgin—8, Holy Communion; 11, Mattins and Litany; 6.30, Evensong.

St. Michael's—8, Holy Communion; 11, Mattins; 6.30, Evensong.

## METHODIST.

Gower St.—11, Rev. G. J. Bond, B.A. L.L.D.; 6.30, Rev. E. W. Forbes, M.A., B.D.

George St.—11, Rev. E. W. Forbes, M.A., B.D.; 6.30, Rev. D. B. Hemmeon, B.A.

Cochrane St.—11, Rev. W. B. Bugden, B.A.; 6.30, Rev. G. J. Bond, B.A. L.L.D.

Wesley—11, Rev. D. B. Hemmeon, B.A.; 6.30, Rev. W. B. Bugden, B.A.

St. Andrew's Presbyterian Church—Rev. Gordon Dickie, M.A., Minister. Sunday services at 11 and 6.30. The Minister will preach at both services. The Nfld. Highlanders will parade at the morning service, and the preacher's subject will be "The Life of Discipline." Miss Curtis will be the soloist. In the evening, St. Andrew's Society will attend service when the subject will be "The Ideals of Saint Andrew." Mr. A. Williams will be the soloist. Sunday School and Bible Class will meet at three o'clock. Strangers welcome at all services.

Queen's Rd. Congregational Church—11 and 6.30—Mr. Dunbar.

Adventist—The subject at the S. D. Adventist Church on Sunday night will be "The Mind of Christ." The speaker will be Evangelist J. L. Wilson, of Moncton, N.B. All are invited.

International Bible Students' Association—A special meeting in Chapter Room, Victoria Hall, Mr. M. A. Howlett will speak on "Church Union and what does it mean?" 8 p.m. Mr. Howlett will speak in the Casino Theatre, using as his subject "The desire of all nations shall come." All are welcome to both meetings. See advertisement.

ST THOMAS'S—The services tomorrow will be found elsewhere, and the sermons divided along the lines of social service, which will include reference to the Maternity Home. The Rector preaches at the morning service and Rev. A. Clayton in the evening. Everybody is welcome.

GOWER ST.—8.45, Men's Class meetings; 2.30, Sunday School and Bible Classes. The session of the men's Bible Class will be an open one, and will be addressed by Mr. R. Dunbar in the interests of the Maternity Home. Mr. H. Courtenay will sing. All men are invited. Four p.m., young women's Bible Class meeting; 11 and 6.30, public worship. The preacher in the morning will be Rev. Dr. Bond. The Pastor will preach in the evening on the second sermon in the series on the life of Daniel, "The Fiery Furnace."

Week-day meetings—Monday, 8 p.m., Epworth League. There will be an illustrated talk on "How we got our Bible." Forty lantern slides will be shown. Wednesday and Friday, 7.45, prayer meetings; Thursday, 8 p.m., Girl's Club. A cordial invitation is extended to all desiring to attend any of these lectures. The ushers will be glad to show visitors a seat at the Sunday services.

GEORGE ST. A. B. C.—This Class meets for discussion of the lesson tomorrow afternoon at 2.45. A large attendance is hoped for. Visitors are invited.

WESLEY—United Class meeting at 10 o'clock, when Rev. and Mrs. E. H. Soper will meet the members. This will be the last visit of our missionaries, as they are about to leave. Classes will meet in the main school room, also Star Mission Circle. The Men's Bible Class will meet at 2.30, and will be addressed by Mr. Dunbar who is here in the interest of the Maternity Hospital. Preacher at the morning service, Rev. D. B. Hemmeon, B.A. The Pastor will take for his subject at the evening service "The Call of the Cross." Visitors cordially welcomed at any of the above services.

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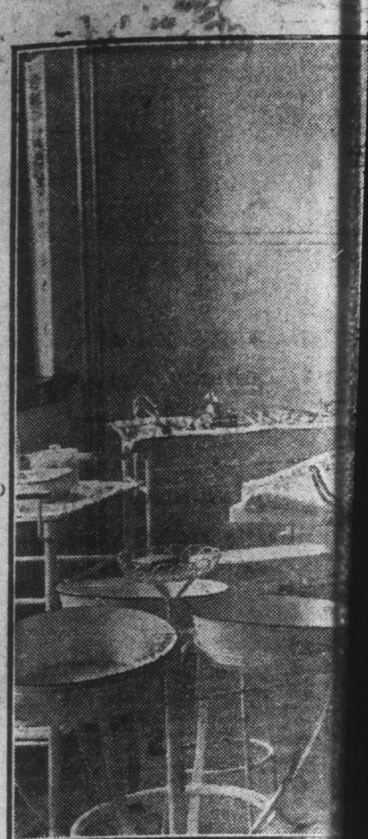
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