

"Scottie" Replies to "Another Hired Man"

"Scottie," Chamby Co., Que.

THE letter of "Another Hired Man" in Farm and Dairy, March 26th, has inspired me to reply. I write from a hired man's point of view and also a farmer's experience, as I have filled both spheres in Canada. In the first place "Another Hired Man" is a croaker that all farmers are well quit of. When he has a pleasant interest in farm work, he might as well clear out and go to the city, which he holds up as his goal. If he has been many years at farm service, he should be able to take a farm of his own and be an example to all good men how to treat hired help.

I will speak of my experience from a hired man's point of view. I landed in Montreal on a Tuesday morning in June with a letter of introduction to an immigrant agent, a gentleman who did everything for my benefit without fee. He got a situation for me in a mill in Montreal with what he called a "hustler of a farmer." I said, "The very sort of a farmer I wish to be with, as I came to learn." Another man told me to "not take it for a whip; rather discouraging, I thought, but as my mind was made up to take the first job in a strange country, I put on a bold front and went. The farmer met me at the station and took my box home.

THE FIRST JOB

I was started to work on Friday morning in sweltering heat, with a pair of horses to pull a Gec. The water that ran off my face! But I floundered on till there was nothing on but my shirt and trousers. Got on all right.

The farmer was an active man. I was always at his work. I got lots of milk and vegetables; also firewood. He never said an unkind word to me. He shunted me on to a job to attend the garden and to be the owner of a big house. Garden work was new to me, but I appear to have pleased, as I never was found fault with. It was more of a holiday than work, from six in the morning till six at night, with an hour off for dinner. When I left to farm on my own account, the lady gave me a present of 30 hens as a start with live stock. I look back with pleasure to the six months I was there. I recommended all immigrants to get in touch with "hustlers."

A START FOR MYSELF

I got started on a rented farm, and can't complain of the bargain made. But for hired help! Oh, dear! I had several men engaged by the month, a few good ones that I assisted into good situations. All steady, good men, who took an interest in my work, the same as if they were their own, have done well. Others came from the city for work at times. There they had been earning great wages, some of them \$2.50 a day. They hadn't as much on them as to pay their fare back to the city. It is a mystery still to me where they spent it all.

I had a nice, honest, obliging Irishman, who was a month with me. At the month's end he got his money. I gave them all a holiday once a month; they have the regular Canadian ones, too. My Irishman went to the city, was glad to be back at night. No sign of him till the third day, when I received a letter from prison to come to his rescue.

I did so, but will never do so again. I got into trouble, but let them get out for themselves. That is what I call self-help. He had met two nice boys. They went for a drink. He got out all right, but some friend gave him a blow across the forehead. He remembered no more till he wakened up in the police

office, his hard-earned money all gone, taken before the judge, and sentenced to 10 days, or \$3, for being drunk. Needless to say, I got him free. He was going to reform. I boarded him for a fortnight at \$4 a week, as he got work on a road. He left and forgot to pay his fine or board; so joy be with him.

MORE UNSATISFACTORY HELP

Other two came from the city for work. My two regular men were at other work, so I engaged the two for two weeks. They did all right. I kept one on for three months to plow. He was a good horseman but for getting up in the mornings, after he was a month with me, was terrible. By the time he got the three cows milked and his breakfast it was nine o'clock before he turned out to the plow, and then he didn't give me a return for my money. He would be looking out of the stable about nine o'clock on dull mornings. I would ask him why he wasn't out. He would reply, "I thought it was going to rain." I wouldn't have kept him two days, but I could be better myself. He went to the city, too, and when he left me he hadn't a cent to bless



A Curse to the Dairy Industry—the Scrub Bull

We do not know in what part of Canada Mr. Jno. Fisher, of the Conservation Commission, secured this photograph. The unfortunate thing is that a similar photo could be got almost anywhere. We need never look for any great increase in the average milk production of the country while grade bulls are generally in use.

himself with, and he had a good wage. I found relief when his three months were up, as he was dear at his board.

POINTS TO REMEMBER

I could relate more about my hired help. I would earnestly advise all hired help to stay as far back from the cities as possible, open a bank account at the nearest branch, and deposit their savings there.

I will reply to some of "Another Hired Man's" remarks. He fails to see where life is comfortable on a farm. He must be a considerable distance from neighbors when he has to walk miles after a day's work to meet a friend. In the long run he had better stay at home. Lots of farmers' sons and daughters stay on farms and are often the only ones to be depended on. Some go to cities and do well. Others go further into the country and do better. I know a farmer's son in the country, 150 miles from the nearest farmhouse, who earns \$56 a month clear after paying his board and other expenses.

Any farmer will give his help a day or two off at a slack time, but what hired help with any sense would think of a day off during a busy season unless to shirk?

Farmers are quite right to send their sons or daughters to city colleges and that is quite within the reach of the families of hired helps, too. We can get courses of lectures at different colleges in Canada by paying our board.

About bosses. It is not worth replying to. A grumbler would re-

quire a boss continually at his heels. Our croaker talks about Sunday work. He requires his food on Sunday. So does the horses and cattle. The absurdity of a man sitting at a table to digest his meals! He would scarcely ever be at work at all. If he tells me what he eats, I will tell him how long he would require to sit till it was digested. The stomach generally does that part of the business when he is at work.

THE SYSTEM OF HIRING

I agree with him that the monthly system of payment is bad for hired help and farmer, too. The Scottish system is preferable, where folks are hired for the six month period and get money as required, through the term, his good hired help don't require it, and get it all in a lump, save it up, and get into business or farms for themselves. My experience of hired help is that where a man

takes an interest in his master's work the master takes an interest in him, and he can save more money, if careful, than most tradesmen in the city. I would strongly advocate six months' or yearly engagements for farm help. There would be less unemployed in the cities if that were so. But where a farmer doesn't get value for his money for hired help, he is glad to be quit of them in winter. I would suggest that a sum by the six months would be a great advantage both to hired help and farmer. I know, speaking for myself, I could afford to pay \$20 to \$25 a month for all the men through the winter that I have in summer. Therefore, I say it would be a mutual advantage to both to have a moderate wage all the year round.

This is just from a Scotsman's experience of life in Scotland and Canada, and given for what it is worth.

The Graduated Wage for the Hired Man

HIRING the man by the year and paying a flat rate per month, does not always turn out satisfactory for the employer. Many farmers who have hired their men on this plan, have paid their men regularly and used them well right up to

get around it by holding back the pay only giving their men as much cash as they need each month. This, however, is not satisfactory. The men should be paid regularly every month and the employer should know that they will soon notice the difference, and clear out. There is a better method than this. It consists of a graduated scale of wages which shall be at a minimum in December, January and February, and then gradually increase until when labor is in greatest demand and laborers are apt to be offered the greatest inducement to change their employers their salary will be so high that emergency offers will not be a sufficient inducement for them to leave.

In explaining this plan to its readers some weeks ago, the Nor-West Farmer offered a specimen contract between employer and employee, which we reproduce herewith. This contract calls for a minimum of \$200 for eight months, or \$300 for 12 months on a graduated scale. Any wage could be adjusted in the same proportions. There is nothing like having the argument done in black and white for satisfaction on both sides.

Back Copies Wanted

Any of our readers who have copies of Farm and Dairy of January 22nd, 1914, that they do not want, will confer a favor, that we will appreciate, by sending them to us, as we are out of that number.

Agreement

I (employee's name) agree to perform all regular and reasonable work in connection with the farm and interests of (employer's name) for a period of _____ months, and accept the rate of wages per month that is specified for each month in this agreement.

I (employer's name) agree to pay (employee's name) the rate of wages per month that is specified in this agreement and if for any reason this agreement be terminated before the time is fulfilled I agree to pay (employee's name) for the full time he has been in my employ at the following specified monthly rate:

Table with two columns: Months Engagement and corresponding wages. January: \$15.00; February: 15.00; March: 25.00; April: 35.00; May: 35.00; June: 30.00; July: 35.00; August: 45.00; September: 50.00; October: 37.50; November: 22.50; December: 15.00. 8 Months Engagement: March 15 to April 15: \$25.00; April 15 to May 15: 35.00; May 15 to June 15: 30.00; June 15 to July 15: 35.00; July 15 to Aug. 15: 45.00; Aug. 15 to Sept. 15: 50.00; Sept. 15 to Oct. 15: 35.00; Oct. 15 to Nov. 15: 35.00. Total: \$280.00

Witness _____ Signed _____ (Employer) _____ Signed _____ (Employee) This agreement is merely suggestive and could be regulated for a longer or shorter period and at a different rate of wages to suit different conditions.

Vertical text on the right edge of the page: "OUR", "WALLACE", "CUM", "WALLACE", "Waller", "the cause of", "40c; wheat, 3", "NEW HAMA", "ing and thin", "the order of", "some sport to", "of all kinds a", "high. Chose", "did prospect", "WOODSTOCK", "OX", "considerable", "poor sap seac", "but very little", "many acres", "been selling ve", "rather flat to", "is a good pro", "reason, but w", "They may be", "I am satisfied", "he last year.", "NORTH", "HELMOCK, 3", "fine and warm", "Excl", "Olc"