

## WHITLEY COUNCILS PLAN OUTLINED BY THE AUTHOR

Object is Stimulation of Workers—A New Status Given to Trade Unions and Scope Provided For Young Men of Ideas

(Financial Post)  
The National Joint Industrial Councils, over whose inspection I had the honor to preside, have now been established in twenty-five trades. Inter-industrial Reconstruction Committees, which fulfill the same function in industries whose progress towards Joint Standing Industrial Councils has been through various reasons delayed, have been set up in twenty-five other industries.

The municipal corporations Association have agreed to apply the same principle not only to trading departments such as gas and tramways but also to their non-trading administrative departments. Already some three and a half million workers are organized under the scheme. Its extension to other industries is proceeding rapidly. When all have been organized, we may hope to form a real industrial council which will permanently fulfill the functions now being temporarily attempted by the Industrial Peace Conference summoned by the premier.

Such a council would have a very great advantage over any provisional body appointed to deal with a special emergency, because its members would be accustomed to deal with industrial problems. They would be experts who had spent their lives in industry. They would be skilled in technical negotiation. They would know each other. Their conference as old partners in council would obviously be less subject to friction than the conference of two bodies specially formed to represent conflicting classes in industry.

### Unrest Means Progress

Already the scheme is producing excellent results, not only through the National Councils but also through the District Councils and Works Committees. They are giving a new status to trade unions and to the workers. They are stimulating the workers' pride and interest in their calling. They are providing scope for the young men who are causing what is called industrial unrest. Unrest is a sign of health. Unrest is an essential condition of progress, if only it is frankly given a constructive outlet. Unrest convoked the committee which has come to be associated with my name and inspired its efforts to evolve a new and better industrial order.

The committee were asked to advise the government on two points:

- 1.—To make and consider suggestions for securing a permanent improvement in the relations between employers and workmen.
- 2.—To recommend means for securing that industrial conditions affecting the relations between employers and workmen shall be systematically reviewed by those concerned, with a view to improving conditions in the future.

The committee unanimously decided that the best way to secure the desired improvement in relations between employers and workpeople was to establish the machinery for systematic review of industrial conditions "by those concerned." We came to the conclusion that the people who spend their lives in an industry are the best qualified to solve its problems, and we therefore devised a scheme whose purpose was to encourage the application of the workpeople's minds to the business of self-government.

The scheme recommended by the committee is not rigid; each trade is asked to adapt the general principles to its own needs. Joint Standing Industrial Councils are recommended to bring employers and workpeople together in regular meetings for discussion of matters of common interest. These meetings, we thought, would "produce an atmosphere in which disputes when they arose could be settled by an appeal to reason." They would tend, we believed, to reduce to a minimum the suspicion which the prime minister rightly described the other day as the chief cause of misunderstanding and antagonism.

### Workers' Control of Conditions

The problems with which the Industrial Councils are invited to grapple are the regularization of employment, industrial training, utilization of inventions, industrial research, the improvement of design and quality, and legislation affecting workshop conditions.

These matters in the past have been left in the main to the employers, and we felt that the knowledge and experience of the people actually engaged in industry constituted an asset of immense value and practical usefulness which ought no longer to be wasted. Furthermore, we thought that the work-people were rightly entitled to some share of control over the conditions of their work and that such share of control must inevitably induce a wider interest in their work, a greater sense of responsibility, and a more active co-operation between managers and manual workers, in the promotion of industry.

The scheme accordingly recommended is to form a triple joint organization in the workshops, the districts, and nationally. The function of the works committee is to issue and revise working rules, arrange the distribution of working hours, regulate piece prices, settle methods of wage payments, adjust shop grievances, and deal with such other matters as holidays, physical welfare, questions of discipline, terms of engagement, training of apprentices, technical library, suggestions for improvement in methods, investigations of causes tending to reduce efficiency, collections for clubs and charities, entertainment and sport. The District Councils are to consider matters of interest to their district and to take executive action with regard to them, to co-ordinate local workshop prac-

tice and to make recommendations to the National Joint Industrial Council on any matters which they are unable to decide.

### Eliminating Conflict

As to the purpose of the National Councils and the scheme as a whole, I cannot define them better than by quoting from the admirable preface to the constitution and rules of the Industrial Council for the Building Industry, which I think thoroughly deserving of wide publicity:

"By general consent the old system has proved itself unworthy, and the reasons for its failure are not far to seek. From the days of the industrial revolution the relations between employers and employed have been based upon antagonism, coercion and resistance."

"Under such a system many a forward move on the part of labor towards improved conditions is opposed almost as a matter of duty by the employers' association, and, conversely, many improvements in the direction of increased production and efficiency are countered by the restrictive regulations of the trade unions; both sides acting, as they believe, in the interests of their members."

"The two sides rarely meet except to make demands of one another or to compromise conflicting claims, and negotiations are inevitably carried on as between two hostile bodies. In this way great powers of leadership and willing service are diverted from constructive work into the sterile fields of largely useless controversy."

"Industrial peace must come, not as a result of the balance of power, with a supreme court of appeal in the background; it must arise as the inevitable by-product of mutual confidence, real justice, constructive good-will. Industry needs no truce, no compulsory arbitration, no provisions for postponement of disputes."

"What it needs is confidence and a courageous forward movement, supported by the constructive genius of both sides in common council. No one engaged in constructive work can fail to respond to the tremendous call of the big job, and the task to be faced today is the greatest problem in social engineering that the world has ever seen."

"It is believed that the common interests of industry will be found to be wider and more fundamental than those which

are still, admittedly, opposed; and it is upon the broad basis of these common interests that the fabric of the new industrial order may be confidently raised."

## PRIVATE CARS FOR THE FEW; STANDING ROOM FOR OTHERS

Archie McCoig's Remarks in House of Commons Regarding Special Privileges on the Government Road

(Staff Correspondence of Toronto Globe)

Ottawa, April 22.—Are the plain people to sit up all night in a day coach while cabinet ministers jaunt about the country in luxurious private cars? The question was asked in the House of Commons by Archie McCoig, the Liberal member for Kent, who vigorously protested against the arrangement that loaded down the Toronto-Ottawa train on the government railway with the private cars of ministers and government officials while mere members of parliament and business men, hurrying to the capital to attend to their duties, were denied accommodation or at best given standing room in a third-class car.

### Laden With Private Cars

Sir Thomas White, the acting prime minister, had a private car all to himself; General McBurn, the minister of militia, had a special car for himself and party; and D. B. Hanna, president of the C. N. R., had a private car. Sir Henry Drayton, chairman of the Dominion Railway Commission, also would have had a special car, but the train of eleven coaches was all that the locomotive could haul, and Sir Henry had to share Mr. Hanna's car. This all happened last night on the Canadian National train from Toronto to Ottawa. Nor was public ownership aided when the straining locomotive ran into an improperly packed switch near Smith's Falls, derailing seven or eight of the coaches and doing much damage, but fortunately injuring no one. The passengers were roused from their berths at 6 a. m., and as they drank in the frosty air and admired the beautiful scenery of the Rideau Lake district with their eyes they sniffed the odor of fresh coffee coming from the direction of the ministers' cars. It is believed that the common interests of industry will be found to be wider and more fundamental than those which

## OFFICER'S WORD AGAINST PRIVATE'S IN KINNEL TRIAL

Lieut. Gauthier Incriminates Ninth Man Before Court—Application to Re-open Aliens Case.

Liverpool, April 25.—(Via Reuter's Ottawa Agency)—The ninth man accused on resumption of the Kinmel Park court-martial was Sapper M. English, of the Canadian Railway Corps. He pleaded not guilty to the charge of mutiny and not endeavoring to suppress mutiny. Lieutenant Gauthier testified along the same lines as adduced in previous cases, but incriminating the accused. He said that English encouraged others to advance. The latter had cursed the picket defending the camp and begged them to come out to meet them. Witness advanced towards the men, who met him with curses and threw stones. Witness estimated that the rioters numbered from 250 to 300. Eventually the picket rushed the rioters and he arrested English. Replying to Captain

Black, defending, he said that he had offered to let another arrested man go free if he identified the man who shot at him. Gauthier's version of this incident was that he told the prisoner: "You know the man who shot Private Gillen, and if I don't get it out of you, someone else will." The man cried and said he knew nothing about it.

Gauthier said he had not taken any steps to arrest the man, as it would have been useless. Other officers had made the attempt and he knew what they had got. He said he had more sense than to go among "that mob" alone. Captain Black, addressing the court for the defence, said wholesale arrests were made during the riots and the prosecution now sought to prove that all were guilty. The accused, on oath, denied that he had been among the rioters, stating that he had just returned from Abergele when he was arrested while watching the disturbance. While he was in custody Gauthier had twice told him that he had nothing against him. Private Walker and Sapper Murdoch called by the defence, swore that they had heard Gauthier tell English that he had nothing to do with his arrest. Gauthier recalled, said that when he entered the guard room to take the names of the prisoners three or four men rushed towards him, asking what they were in for. He replied that he had nothing to do with them, somebody else would deal with them. Captain Black asked the court not to give the officer's word undue weight against that of the private. Gauthier had stated that English was among the rioters carrying the banner and that he had laughed and jeered at the warnings, but the accused denied these statements. Decision of the court will be promulgated later. The members are visiting Kinmel for the week-end. Application for a new trial for the soldier, W. Allen has been made on the ground of new evidence.

### CANADIAN TRADE MISSION'S GOOD WORK.

Excellent work is being done for Canada by the Canadian trade mission in London. Credits already established include \$25,000,000 with Roumania, \$25,000,000 with Greece and \$25,000,000 with Belgium. The \$50,000,000 credit with the British government for Canadian lumber has also been concluded and first payments have been made. Negotiations are proceeding with France, Italy and Serbia. With France it is hoped to establish a credit of \$10,000,000. While such foreign credits provide an exceptional opportunity for Canadian producers, they do not constitute an obligation to buy upon the foreign governments. It rests with the Canadian manufacturers to supply goods of the character and standard required, and it is imperative in the interests of foreign trade development that such products should be of the highest possible quality.



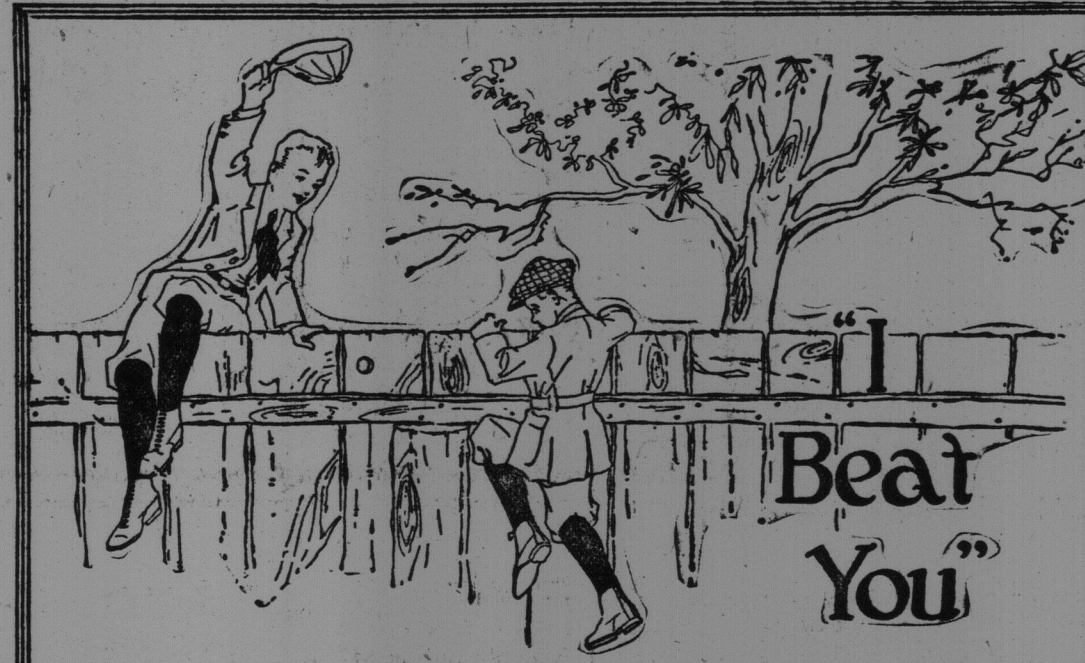
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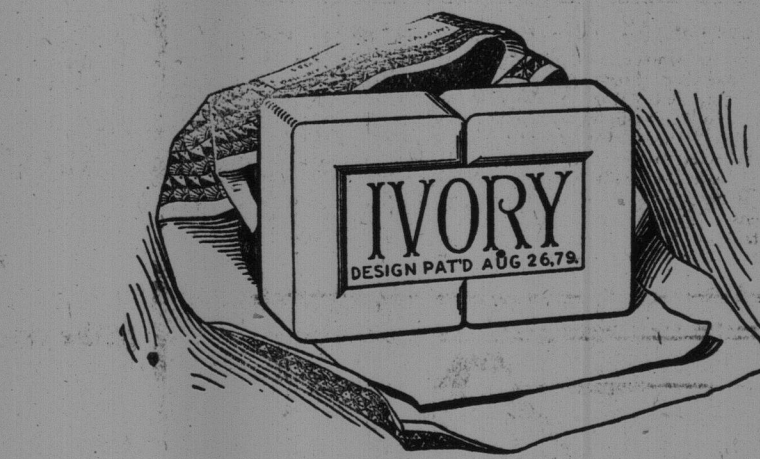
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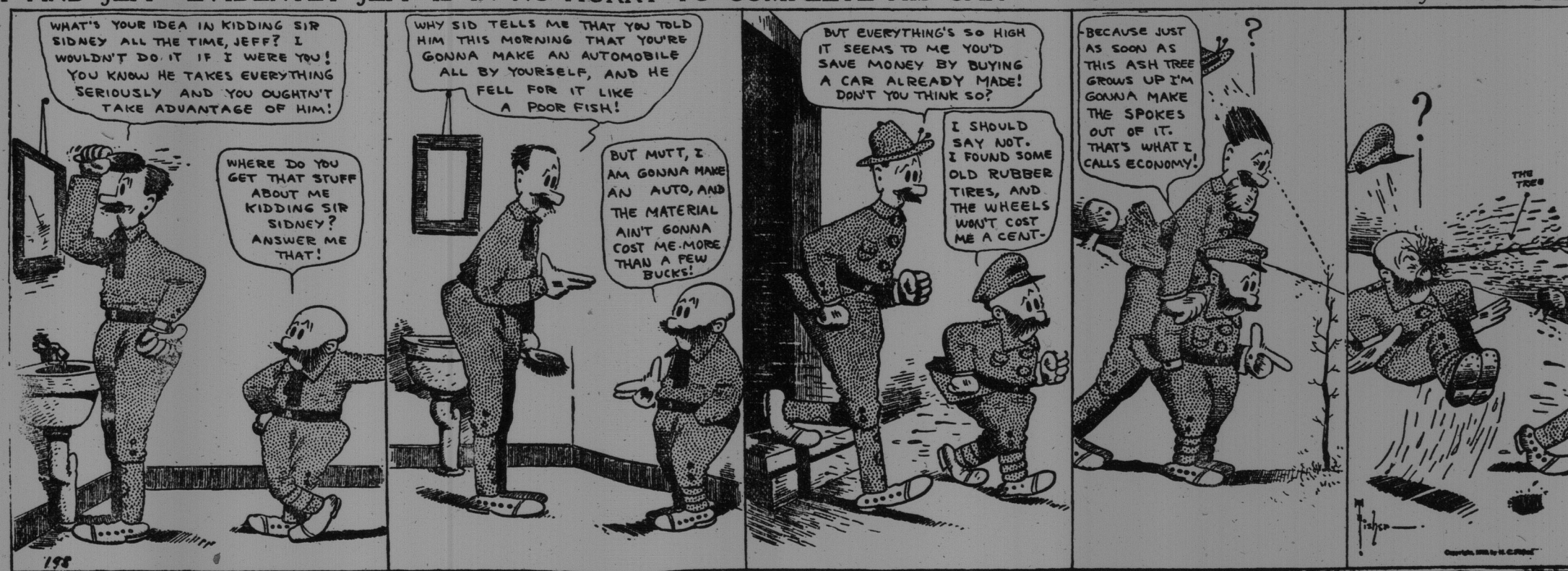
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By "BUD" FISHER



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