

our members to go in bidding for contracts without inserting in these contracts some fixed labor schedule?

When it comes to the question of labor, is it possible to establish a central bureau in Ottawa or elsewhere with a view to facilitating the movement of labor in co-operation with machinery already set up by the Department of Labor? When we are faced with the situation this season, as undoubtedly we will be, in which we are short of labor across Canada, is there any way we can obtain co-operation through the labor and immigration departments in supplying the need in the various districts throughout the country?

Apprenticeship and Technical Training

Would this association devise or work out a sound and attractive apprenticeship or scheme for technical training? The machinery is already set up for the establishment of technical training.

What is the attitude of this conference and of those whom you represent towards international unions and also towards other unions or labor organizations? Do we believe that the industrial council is the best method of determining agreements with labor, and if so, are we prepared to advise its extension to other localities? What has been the experience of those of us who have engaged in these industrial conferences? Is there any plan by which we can increase the output of our employees? Would it be possible to establish standards of day's work, or hour's work, in the building and construction industry, and if so, could we provide an increased incentive in the form of a collective bonus to our employees?

Propaganda Decreasing Production

The reason I refer to these things is simply this,—that it seems to me that all the talk that is going on about low production throughout the country is simply propaganda that is helping to decrease production. The more we talk about low production the less production we seem to get, and what I have in mind is that if we could start some talk about production that did not have in it so much of the element of criticism, we might be able to start something that would help production, and I am sure you will all admit that it is needed.

Another thing that we need in all localities is some prepared counter-demand on labor. I have felt the need of that every time I have met to discuss the agreements with the representatives of labor. They come and present their demands to us as employers. We never seem to have demands on them as employees, and it seems to me there are many demands we could make and which they would admit if we only had them gone into and standardized as they have on their side before they meet with us. The building trades have been the battleground for organized labor for years, and they are becoming still more the battleground in some localities. We cannot get away from it, and it seems to me that it would be better for us to try and solve the question now if possible.

Special Trade Discounts

Coming to materials, outside of labor at the present time our greatest need is for some better arrangement with respect to the supplying of material. I do not so much refer to the raw material, although, I think, we are very much concerned with that as well, as to the manufactured building material. We should have such respect for our membership and those who stand high in the industry, that we are always ready to support one another internally. Special trade discounts to contractors within our association is our right. We who are responsible men cannot be expected to go on paying big prices to make up the losses occasioned by our irresponsible competitors. In return, the supplier of material who supports the association should be given better consideration.

Then there is the question of the relation between the trade contractor, the architect and the engineer. I wonder sometimes if the trade contractor cannot see that by quoting the same price to the owner, the architect or the engineer, that he quotes to the general contractor, he is hasten-

ing his own doom, and that it really acts as a boomerang. We should have a fair and equitable standard of procedure and that is to see to it that the trade and sub-contractors also get a square deal.

There is need to improve conditions generally and to remove a lot of the difficulties which are ahead of us in the year 1920, by a more constructive type of propaganda. The truth is, that we are at least a full decade behind in the organization of this industry. There is an absolute need for some kind of a Canadian-wide centre and organization for our industry. The service that it could render is great.

GROWTH OF THE FEDERATION OF CONSTRUCTION INDUSTRIES IN THE UNITED STATES

John C. Frazee, Secretary of the Federation, Addresses Members of the Association of Building and Construction Industries—Co-operation Between Associations Inspired by War Work

AT a luncheon of the Association of Building and Construction Industries last week in Ottawa, John C. Frazee, secretary of the National Federation of Construction Industries, Washington, D.C., was the principal speaker. Mr. Frazee stated that the construction industry in nearly every country is the largest industry, excepting agriculture, in the country, and that it employs more labor and produces more wealth than does any other industry (again with the possible exception of agriculture). The effect of the distribution of wages in the building industry is more widely felt than in any other industry, and the conditions in the industry are reflected in all other lines of business.

As an example of the importance of the construction industry, he cited the fact that in the United States it furnishes 27% of all the railway tonnage. Its volume and wide and even spread makes it an industry which, if properly organized, can have the greatest power for good or evil of any national organization.

Mr. Frazee said that for many years there had been various associations of manufacturers in similar lines of industry in the United States, such as the Common Brick Manufacturers' Association, the Face Brick Manufacturers' Association, the Paving Brick Manufacturers' Association, the Hollow Tile Manufacturers' Association, etc. There were also national bodies of somewhat wider character, such as the National Lumbermen's Association, the Hardwood Manufacturers' Association, the National Wholesale Lumber Dealers' Association, the National Retail Lumber Dealers' Association, etc.

Subdivision of National Organizations

These national organizations were often subdivided in two ways: First, associations dealing with specific portions of the field, such as hardwood dealers who dealt only in hardwood flooring or in cyprus shingles, for example; secondly, subsidiary organizations restricted as to field of operation, such as the Lumber Dealers of Illinois.

Furthermore, there were purely local organizations, such as the Wholesale Lumber Dealers' Association of Chicago. Therefore, the various industries were well organized in national, regional or state, and local organizations, to the number of several hundreds of organizations in the United States dealing with one phase or another of the construction industries.

There still remained, however, the same lack of co-operation between the individual associations that there formerly was between individual firms. The cement and the brick industry, for example, were very antagonistic, and the brick and lumber interests believed that they were very serious competitors.

The next logical step, said Mr. Frazee, was to obtain co-operation between these associations through the agency of a central organization. There are many specialized interests, he said, which are strictly of interest to one group only, but there are other problems which are of interest