

Canadian Labor and Immigration

A GREAT deal of nonsense is spread among certain Labor groups on the question of immigration. It is urged by the most vociferous amongst them that the country is being flooded by emigrants who are literally starving. Scores of letters are being sent to British newspapers describing the supposed plight of emigrants who went to assist in the Western harvest. Now it may be true that here and there cases of hardship occur but the Canadian Labor Press has strong reasons to believe that there is a well organized false propaganda against immigration being broadcast in Great Britain by certain elements in the Canadian Labor Movement.

In order that the truth be known the Canadian Labor Press has entered a formal protest to the Daily Herald (Eng.) against the misrepresentations spread in Britain and it desires to place before its readers some facts that Labor should know.

The principal objections against immigration are those who hold revolutionary social doctrines, as is quite clearly seen from a perusal of the Communist papers, wherein it is urged that members in the Trade Union Movement should endeavor to influence these bodies against immigration. So cleverly is this done that local unions are induced to pass resolutions of protest erroneously believing that by so doing they are protecting organized labor. In addition every case of hardship that can be found, whether self caused or otherwise is cleverly exploited to appear as the result of immigration. Immigrants who may suffer from home sickness are induced to send letters of discouragement to the British press with the result that the prestige and reputation of Canada suffers. Against this misrepresentation the Canadian Labor Press desires to enter an emphatic protest—believing that such methods retard the prosperity and progress of the Dominion. The fact is that Canada needs desirable immigrants Canada today is faced with the fact that as an undeveloped country it will be necessary to develop the national resources on a large scale in order to pay off her war borrowing. It is an obvious deduction that the burden borne by a nation of less than nine million persons spread over 3,603,910 square miles of land is crushingly heavy and to attempt to restrict the growth of population by preventing emigration is folly. If a man's business shows a heavy overhead and the possibility of increased output under that scale he is unsound in his business foresight and unfitted for his responsibilities if he hesitates to embark on a policy of greater distribution with overhead on this pro rata.

This is exactly Canada's position and her citizens will be lacking in courage if they hesitate to embark on those developments which will spread that outlay over a wider base. This means the courageous development of her natural resources, increased population to do this work increased production in all the fields of her endeavor, and by the invasion of outside markets with her products and manufactures.

From whatever angle it is approached the issue resolves itself into the problem that Canada's heavy responsibilities are distributed too sparsely, that she must spread her burdens over a wider base, and that line can only be followed if she is assured of the strength and quality of her expansion.

The only possible way that these results can be achieved is by desirable immigration such as we have had in the past twenty years from Great Britain and the United States. If we can achieve this result the workingman will feel the benefit in increased prosperity, lower taxation and steady employment.

Obviously this is to Labor's advantage, and the Canadian Labor Press hopes the greatest part of organized labor which is sane and level-headed will not allow themselves to be exploited by elements whose only desire seems to be pulling down and not building up.

What Unions Accomplish

Not long ago I was asked what labor unions have accomplished in the way of bettering the condition of the working man. The man who put the question was a professional man and had never worked for wages. He had not paid much attention to things industrial, other than to read of strikes, etc., and really did not know.

I told him that I could talk steadily for a week recounting the benefits received by reason of the unionizing of working people and still have lots left to tell; and he was very incredulous when I stated that every advantage, every pay increase ever given the worker during the past thirty years was due directly to the influence of trade unions. The eight-hour day, overtime pay, sanitary arrangements and improvements, workers' compensation, and many other advantages have come through the efforts and suffering of men and women banded together in labor unions.

Large corporations who are paying fair wages for eight hours work would not do so were it not through knowledge that their employees would organize and strike were it otherwise.

The old-new subject of capital vs. labor. It should be capital and labor, for capital is useless without labor and to some extent vice versa.

One needs the other; it therefore follows as an inevitable law to equity that for capital to demand and get an overwhelming lion's share of the income resultant from a combination of the two, is unfair.

Labor admits this and does not ask for more than a fair share. Capital does not admit it and in order to gain its unfair ends resorts to the talk of "American plan," "open shop," etc.

This is a free country, and the existence of labor unions was made imperative because capitalists tried and were succeeding in creating a form of industrial bondage diametrically opposed to the theory of Canadian freedom.

Anzac "Drys" Are Angry

The Prohibitionists in Australia seem angry with the Governor of South Australia, Sir Thomas Bridges, because he has spoken against Prohibition. They contend that he has "so far lapsed from his position of vice-regal neutrality as to throw official influence against Prohibition." Suppose Sir Thomas Bridges had spoken in favor of Prohibition would that charge have been flung at him? Yet to do either is a "lapse" from "vice-regal neutrality." There is a little too much of the sacrosanct pharisee about many Prohibitionists. It will soon be a new sort of blasphemy to question anything they may say.

Can. Labor Party Organized at 'Peg

Winnipeg.—Neil Corwe, prominent in local labor circles, was elected president of the newly formed Manitoba branch of the Canadian Labor Party.

A constitution was adopted which included a declaration that employment for all must be recognized by the state, and that there should be state insurance against unemployment.

What Labor Conventions Cost

St. Louis.—The cost of labor conventions is indicated by the estimate of Grand Secretary and Treasurer L. J. Ross, Order of Railroad Telegraphers, that the recent 24th convention of the order held at Cleveland, cost \$27 a minute or \$1,620 an hour. The order's convention 35 years previously cost \$59 an hour, according to The Weekly Telegrapher of June 26th, 1889.

No labor is ever really lost. No stroke of the arm but has added to the richness of human experience. No decent thought but was echoed and re-echoed in the halls of eternity.

New Labor Bank

Workers of Connecticut are expected to have their first Labor bank soon, as the result of a conference of 150 representative trade unionists which met in New Haven under the auspices of the State Federation of Labor. The proposition, which was favorably debated at the last state convention, is to be submitted to a referendum.

Fair Wage Clause Will Be Observed

Premier Writes Trade Council Regarding Building of New Offices

Toronto, Ont.—Labor employed on the office building to be erected in Queen's Park by the Provincial Government will be protected by a fair wage clause. A letter containing this promise was received yesterday by William Varley, Secretary of the Building Trades Council, who read it at a recent meeting of the Builders' Laborers' Union in the Labor Temple. Mr. Varley interprets the Premier's promise to mean that the prevailing rate of wages will be paid by contractors engaged upon the work. On occasions during its administration, the Drury Government was under fire from labor unions because of its alleged failure to enforce a fair wage clause upon work being done by the Government.

In the same mail Mr. Varley received a letter, also from the Premier, which acknowledged the receipt of a letter containing the views of Labor on the liquor question. "I greatly

appreciate your letter of the 4th inst. with regard to the attitude of the Toronto Building Trades Council toward this Government's treatment of the liquor problem," said the Premier.

Labor Conditions Worst in Toronto

Hon. James Murdock Says Unemployment Here Not Representative

Hon. James Murdock, Minister of Labor in the Dominion Cabinet reports that the unemployment situation in Toronto is not representative of conditions throughout the country. Conditions in general were even worse in some places than in others. Toronto had, he claimed, the enviable distinction of being one of the worst places. Hon. Mr. Murdock's opinion of future prospects is not altogether optimistic, for he feels that any diminution in the Western crop will adversely affect the unemployment situation.

When asked if the protests made by dismissed part-time postal employees would have any effect on the Government's policy with regard to them, Mr. Murdock replied: "I can't say anything about that. It is in the hands of the Postoffice Department." The Minister of Labor spent considerable time yesterday sitting in at a meeting of the Rehabilitation Committee, whose activities were chronicled in the press a day or two ago. "I wanted to see what they were doing and how the work was proceeding," said Hon. Mr. Murdock.

Pressmen Name New Officers

Norman Lighthouse Chosen President of Local 176

Hamilton, Ont.—At a recent annual election of officers, Norman R. Lighthouse was chosen president of local 176, International Printing Pressmen's Union. The following other officers were the choice of the journeymen: Vice-president, S. Dickson; financial secretary, Frederick Maxted; recording secretary, H. King; sergeant-at-arms, W. Grant; executive council, Messrs. Willis, Nicholson and Legree; auditors, E. Humphreys and W. Nicholson; Allied Printing Trades Council, B. Hampson, A. Churchill and A. Hands; Trades and Labor Council delegates, F. Maxted, B. Hampson and E. Hughes; district organizer, F. Maxted, correspondent to American Pressmen, H. King; trustees, W. Chittenden, B. Humphreys and E. Hughes. On motion it was decided to conduct the drawing for the hockey ticket next month.

Fix Minimum Wage Levels

Ottawa, Ont.—Minimum wage levels for 125,000 women workers of Ontario have been fixed by the minimum wage board. As wage schedules are based on the cost of living, the board keeps note of the rise and fall of the items in the working women's budget and fixes its schedules to be effective a year at a time.

How Laurentide got Workers to Become Owners

Offered Bonuses to Men Who Would Buy Shares to Hold

The plan under which the Laurentide Company, the big pulp and paper company at Grand Mere, Quebec, has gotten 581 of its employees to purchase stock in the company is patterned after that of the United States Steel Corporation. Its chief purpose is to promote saving among the men and to teach them something about investing their savings. There are numerous other advantages. By rewarding continuous and faithful service it helps to reduce labor turnover and makes for more enthusiastic workers. It is unlike many employee ownership schemes that have fallen through in the past in that definite inducements are offered to the employee to hold his stock instead of buying it for speculation and selling on a rise, and in that it was not initiated to help the company with its financing.

The Plan Briefly Described

Any Laurentide wage earner who has been in the service of the company for a year or more may purchase stock. The stock is purchased in the open market by the company, but is sold to the employees at \$5.00 a share less than the current market price. Thus, at the very start, the employee gets a bonus on his stock that makes it worth while for him to purchase it. Naturally, with such advantageous terms, it is essential that some limit should be placed upon the number of shares an employee may buy. Stock may be purchased under the plan by employees drawing less than \$5,000 a year and the amount they can buy is determined by their place in the wage scale. However, no employee may purchase more than seven shares under this plan.

The stock is paid for in installments, the company crediting dividends and charging interest at 6 per cent. on unpaid balances. It is provided that no employee may pay more than one fifth of his wages on stock subscriptions. This also makes it difficult for a man to pay up his stock hurriedly in the hope of selling it to take advantage of the bonus given by the company, or of a rise on the market.

Bonuses to Make Men Hold

Further bonuses are given that provide ample inducement to the employee to regard his stock as an investment to be held. The bonus varies with the length of continuous service in the company's employ, and it is possible for an employee of long service who holds his stock to receive bonuses of such an amount as to reduce the ultimate cost of his stock to \$3 a share, as compared with the \$93 or so that may have been the prevailing market price at the time he purchased. This stock subscription scheme went into force on June 1st last, and it is planned to operate a somewhat similar plan in 1925 when employees will have another opportunity to become shareholders in their company.

For the benefit of industrial executives who may wish to study the plan in more detail to the end of adapting it to their own firms, some further particulars taken from the circular issued by the company to its men are given here:

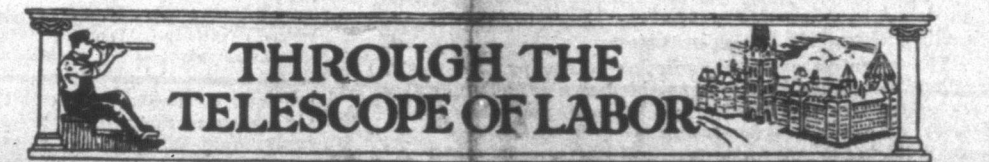
"The Laurentide Company offers to those who have been in its employ for a period of one year or more, continuously, and who receive less than \$5,000 annual salary, an opportunity to purchase shares of its common stock, not exceeding an aggregate total of 3,500 shares, under the following terms and conditions:

"The price at which the stock will be sold will be \$5.00 less per share than the company pays for it, in buying it on the market. The exact price per share will be announced when the books are opened for subscriptions, but it is guaranteed not to exceed \$90.00.

"Books will be open for subscriptions as soon as possible after the final adoption of the plan, and will be closed on June 15th, after which date no more subscriptions will be received.

"Payment for subscriptions shall be made in installments, to be deducted from the salary or wages of the subscriber. No deduction shall be less than \$1.00 per day for each share subscribed for, nor more than 20 per cent. of the subscriber's salary or wages. Deductions shall be made from each pay without interruption, except in case of illness or injury, until the subscription is wholly paid up. Interruptions of payments through sickness, injury or death shall be handled by the Administrative Com-

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THE EVOLUTION OF A CHOCOLATE CANDY

DESIRING to place before its readers some knowledge of factory life, processes and conditions, "The Canadian Labor Press" recently requested from a number of Toronto firms, permission to visit their plants, view the manufacturing processes, examine the working conditions and obtain from the employees their impressions regarding conditions in general.

Among the replies received granting our request was a courteous invitation from the Willard Chocolate Company, Wellington Street West, asking us to visit their plant and stating that we would be free to make any enquiries from the employees that we felt proper. Accepting the invitation, two representatives of "The Canadian Labor Press" visited the Willard plant this week. On arriving there the first place visited was the room where the chocolate beans are roasted and shelled. This operation requires a whole floor, well lighted and ventilated. The beans are handled by male employees whose work consists of operating machinery which removes shells, dust and unsuitable beans, before the roasting process. The beans are then roasted and again submitted to a dust-removing process. In this connection it may be stated that the Willard Company use a machine, the only one of its kind in Canada, by which all harmful matter and culls are removed from the stock before the next step, that of conversion into chocolate, which is also done by male employees. This operation is performed in a warm temperature kept at a steady level; one of the important facts about the chocolate candy industry, which we learnt, is that temperature is of paramount importance in successful manufacturing. From the chocolate-making room, we proceeded to the dipping room where girls are engaged in giving candy centres the chocolate coating required. Here we learnt that over two degree variation in dipping spoils the quality. The skill and speed displayed by the girls in dipping is something that must take considerable time to acquire and has to be seen to be appreciated.

Proceeding, we went to the box room where artistic and beautiful designs were being prepared for the Christmas trade, and then to the wrapping room where girls were busily wrapping chocolate bars of different assortments. Next we had a look at the candy room where the centres are made and from there to the filling room where girls prepare the box assortment that we see displayed in the stores.

Finally we finished our tour of the factory proper where the packing and shipping is done. After seeing this, we visited the factory cafeteria where employees can get a dinner at cost under splendid clean conditions. As a matter of fact, from enquiries we made, we learned substantial contributions are made by the firm towards the upkeep of the cafeteria so that meals are really purchased at less than cost. Noon-day dinner consist of soup, bread and butter, meat, potatoes, one other vegetable, a cut of pie and tea, coffee or milk, for the price of 25 cents. When overtime is worked the employees receive a lunch at the expense of the firm. This is in addition to the payment of overtime.

In the cloakroom, hangers are provided for each employee's clothing; excellent washing and lavatory accommodation is provided for both sexes. Inquiries were made from quite a number of the girls as to how they like the conditions under which they worked and in every case the reply was very favorable. Those who had previously worked in other factories, when questioned felt that their present conditions were as good and in some instances better when compared with previous experience. That this is true, is shown by the large number of girls who have been in the Willard Company's employment for years—some of them for 10 to 12 years.

This concluded our tour and we left impressed with the business efficiency of the factory, with the splendid type of girls employed there and with the knowledge that it would be splendid industrial progress if all industrial plants could be raised to the humane level, and keen appreciation of human welfare and values possessed by Willard's and similar large institutions.

Conference on Unemployment

Estimated That 800 Men Will Have To Be Cared For This Winter

Halifax, N. S.—Estimates made recently when a delegation from the City Council conferred with the Provincial Government, placed the unemployed to be cared for this winter in Halifax at 800 men. The delegation, which was headed by Mayor Murphy, included Aldermen Finley, Bissett, H. W. Cameron, and Munis; and C. C. Blackadar, chairman of the Poor Association. The proposal on the part of the City Fathers was that the City would operate the stone yards, and utilize the material in a street opening and extension program for the city. In view of the fact that work of this nature done in the winter would cost more than if done regularly at other times of the year, the City delegation proposed that the Provincial Government should assist in carrying the increased cost.

While the whole matter was discussed tentatively, it was understood when the conference was over, that members of the Government wanted to know the reason the city should consider that the Provincial Government should establish a precedent in assisting Halifax in paying the cost of street extensions. If it were done for Halifax the Provincial Government might be compelled to do it for a number of other communities in the Province where unemployment was serious.

The operation of the stone yards would employ 125 men, which would be only a small proportion of the number of men that are expected to be out of work when winter has once set in. It is feared that Halifax will have to carry this year as in the past, a large amount of unemployed which migrate to the city from outside districts. Under such circumstances the municipal authorities of the County are freed altogether from the responsibility, or any share of the cost of maintaining such people.

The matter of Federal Government construction work being started, especially on the unfinished Ocean terminals was considered, but nothing but tentative proposals were made.

Succeeds Meeker

Governor Pinchot has appointed Professor Richard Lansburgh secretary of the Pennsylvania state board of labor and industry. He succeeds Dr. Royal Meeker, resigned. The new official was connected with Swarthmore college.

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Richard Lansburgh

Editorial Page of The Canadian Labor Press

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Following in brief is an outline of our Policy:

1. The Canadian Labor Press supports the International Trade Union Movement, of which there are approximately three hundred thousand members in Canada.
2. The Canadian Labor Press supports the policy of the present Dominion Trades and Labor Congress of Canada.
3. In the interests of the Canadian Worker, The Canadian Labor Press believes that Canadian industry needs adequate tariff protection.
4. The Canadian Labor Press advocates fair play to employer and employee.
5. The Canadian Labor Press stands for the betterment of Trade Union conditions in Canada and the welfare of our country at large.
6. The Canadian Labor Press is independent in politics and free from any political influences.

The Home Bank

It seems to be fashionable amongst certain Canadian newspapers to prosecute, try and convict, before the legal trial takes place, of men in public life who may be involved in cases of a public nature.

Take the Home Bank case for example. A section of the Ontario press have couched their editorial writings on this subject in such a manner that their readers must be convinced that all the directors now under indictment are guilty, in spite of the fact that the majority of them have not been tried yet.

It is a fundamental principle of British law that each person accused of a crime is held to be innocent until proven guilty. This is exactly the reverse of French law, where the burden of proof of innocence is laid upon the accused. The press in Ontario, in many cases, evidently believes in the French method judging from some of the written matter upon the Home Bank case, ignoring the splendid reputations borne for years by the directors at present under indictment.

It is true that a number of newspapers in Ontario point out that this method is unjust, as for example the Toronto "Globe," in an editorial on November 3rd, dealing with the third degree, states: "The rule that a man should be regarded as innocent until proved guilty is sound and just as also is the rule that an accused person is not bound to incriminate himself. Obviously all the safeguards thrown about the defendant at the trial are useless if he can be tried beforehand by the police with the protection of judge, counsel or jury."

This is good, sound reasoning, and "The Canadian Labor Press" gives its endorsement to that position.

If we had anything to add it would be to paraphrase the last paragraph to read: "Obviously all the safeguards thrown about the defendant at the trial are useless if he can be tried beforehand by the press without the protection of judge, counsel or jury."

It is an oft repeated complaint by the Labor movement when as has happened, Labor officials have been indicted for violations of the laws in connection with strikes, that they were being subjected to persecution because of their loyalty to Labor. This may or may not be true but even if it were it gives us no reason to feel that men in public life, who happen to be comfortably circumstanced, should be vilified simply because they are accused of offences in connection with institutions they represent.

"The Canadian Labor Press" urges its readers to keep a level head and refuse to be stampeded by the press cries, knowing that the Canadian judiciary will deal impartially with all the cases that come before it and no matter what is the result of the Home Bank trials, the high standards of Canadian law will be adhered to.

Why the Hold Up?

At the first September meeting of the Toronto City Council, a considerable number of applications for gasoline stations were dealt with and granted with one exception.

"The Canadian Labor Press" is curious to know the reason for the discrimination made in the case of the proposed service station at Ellerbek and Danforth Avenues. From the reports of the council meeting, Alderman Smith, of Ward One, objected to the application being granted and the council, apparently taking the view that the Alderman represented the views of Ward One citizens, acceded to his request and voted down the application. This is very doubtful and we feel that the council committed a mistake by singling out this application for refusal and passing all the others. Several of "The Canadian Labor Press" staff live in Ward One and there is fairly widely held belief in that district that the objection to the application was due to fear of competition with several other stations in the neighborhood. If this be true then the Council is to blame for not finding the facts about the opposition to it before they refused it.

Toronto's representatives cannot afford to place themselves or the city in the position of catspaws to pull chestnuts out of the fire for the advantage of private interest. It would be a serious blow to the prestige and reputation of Toronto if it became a tradition with other cities that private interest could monopolize certain trade activities and mold civic actions and discussion to private ends. "The Canadian Labor Press" sincerely hopes that in the event of this application coming up again the City Council will see that it is dealt with justly.

Making a Catspaw of Labor

ONE of the oldest fables by which the human mind is entertained, tells of a monkey who cunningly used a cat to pull hot chestnuts out of a fire for the monkey's benefit. "The Canadian Labor Press" is reminded of this fable by the current agitation against the Minimum Wage Board and a well known Toronto candy factory located west of Yonge Street.

Charges are being broadcasted that the firm referred to has violated the Minimum Wage Act in some fifteen or sixteen instances by underpayment of girl employees and it is further charged that the Minimum Wage Board has not done its duty by investigating the complaints and prosecuting the firm in question.

"The Canadian Labor Press" has a deep interest in the Minimum Wage Act, and for that reason made an investigation into the circumstances with the result that we feel convinced the Labor movement of Toronto is being exploited by individuals outside the movement for private ends.

The facts thus far disclosed show that an ex-employee of the firm in question, who left their employment in April of this year and his brother, entered into certain business contracts with this

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candy firm by which a considerable amount of merchandise was advanced to them. Sometime this summer, the firm being anxious about the money owing to them, entered litigation for its recovery. Now up to this moment no charges of any kind had been made that the firm's employees were being defrauded of money, but shortly after this date, both the individuals involved spent considerable time endeavoring to get girl employees to make charge against their employers respecting underpayment of wages. This was followed up by introduction of the charges before the Toronto Trades Council, and by publication in certain papers, whose principal mode of expression seems to consist of vituperation and abuse.

Now let us analyze the charges made: the firm involved have between 500 and 600 girl employees, of which approximately eighty per cent are engaged in piece work. According to the Minimum Wage Act, if eighty per cent of the girls working at piece work rates, employed in any industry, earn the minimum wage scale or over, then the remaining twenty per cent affected are permitted to receive what they earn, even if it is less than the minimum rate. This means that in this case, one hundred girls or so on piece work, if they did not earn the minimum rate, could legally take what they earned if it was not any more than five dollars. In actual fact, the firm in question made provision that no piece work employee should receive less than her time work rate, no matter what was the least they earned. The absurdity of the charges is shown when it is considered that legally the firm could pay one hundred piece-workers much less than the minimum rate if they did earn it and they are charged with illegally underpaying fifteen or sixteen.

The executive of an organization employing 500 or 600 girls would be very stupid and short-sighted men to underpay three per cent of their help in the hope of saving money, first because the amount saved is so insignificant as to be practically worthless, second, if they were pursuing a ruthless greed such as they are charged with, it would ultimately react against their business in a disastrous manner, and lastly, only an utter fool would run the risk of prosecution by the law, and serious damage to a good business in order to save a few hundred dollars. "The Canadian Labor Press" believes that the executives of the firm in question have too much ability and common sense to place themselves in such a position.

It is inevitable that in an organization of five to six hundred employees mistakes are bound to arise, but it is possible to differentiate between mistakes made in good faith and deliberate fraud, and the case in question shows that the Labor Council has committed a grave error by its attacks on a reputable firm without first investigating the actual facts. The whole business should be a lesson to trade unionists not to allow themselves to be used as a catspaw again for the purpose of serving the private ends of disgruntled and irresponsible individuals.

How Laurentide got Workers to Become Owners

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mittee. Each subscriber may determine the amount he wishes to have deducted from his pay, within the limits stated above. If later on he wishes to reduce this amount he may do so, provided the consent of the Administrative Committee, mentioned in the paragraph 9 below, is obtained, and provided changes in the amount to be deducted are not made oftener than once a year. After payment has been completed stock certificates will be issued in the name of the subscriber.

Interest at 6 per cent per annum will be charged on unpaid balances. This interest will be debited to the subscriber's account at the end of each year, and will be calculated on his average unpaid balance during that year.

Until payment has been completed, all dividends paid on the stock will be credited to the account of the subscriber as part of his payment. After payment has been completed and stock issued to the subscriber, he will, of course, receive dividend and bonus cheques, and made out in his own name.

Subscriptions will be cancelled at the request of the subscriber, made in writing to the Administrative Committee, or upon the subscriber's resignation or discharge from the company's service. In either case the full amount of money which has been deducted from the subscriber's wages or salary will be returned to him, with interest at 6 per cent per annum. The interest will be deducted from the special fund mentioned below. Cancellation will not be accepted after the subscription is fully paid up and stock certificate issued to the subscriber.

The cancellation of a subscription forfeits all accrued dividends and bonuses which the subscriber would have received if he had continued his subscription. Those accrued dividends and bonuses will be transferred to a special fund to be divided among the remaining subscribers at the end of five years.

The cancellation of a subscription, of course, releases the company from the obligation of holding the subscriber's stock for him, and also from the payment of bonuses on the said stock subsequent to the date of cancellation.

On January 1st of each year for five years after the date of the subscription, the company will pay a bonus, in addition to the regular dividends, on each share subscribed for, provided the subscription is not cancelled, or the stock sold after payment is complete, and provided the subscriber is still in the company's employ.

At the end of five years subscribers still owning their stock, and still in the employ of the company, will receive still another bonus, through the division of bonuses forfeited by cancelled subscriptions, but with the interest allowed on cancelled subscriptions deducted, will be divided at the end of five years among the remaining subscribers, each of whom will receive an equal amount for each share held.

Medical Men Are Labor's Guardians

Members of our union and the many thousands of others engaged in manual work do not always realize the need and value of periodic physical examination by competent physicians. Formerly people waited until they were so ill that illness interfered with their work or stopped it altogether before they consulted a doctor, just as they only went to see a dentist if a tooth was aching and needed extraction. Nowadays we have learned better than that and every sensible person who can afford it, goes to see a dentist regularly to find out if there are any defects so that these can be corrected before they become serious. Similarly the best men in the medical profession are agreed that in these modern times prevention rather than cure should be the aim of the physician and one way of preventing physical ailment is to go to see a doctor regularly.

What happens as a result of regular medical examinations is a matter of exact figures. In 1919 the Boston Dispensary decided to try out a plan by which patients coming to the evening pay clinics would be assigned to the Medical Department for a physical examination. Out of this experiment has grown an active and successful health clinic which for a very moderate sum gives a complete specialist diagnostic examination to individuals who want to know what is their general health condition and which, if treatment is necessary, refers them to their own physicians. The results have been most interesting and most instructive.

Altogether close on 1,600 persons have been examined. Most of them came unaware of any defect requiring treatment, but after examination, the great majority were found to have (1) faults in habit and hygiene; (2) factors predisposing to disease, or (3) organic disease. Of the first 1,000 cases it was discovered that 51 per cent were rapid eaters; 52 per cent showed defective fluid intake and 33 per cent deficient exercise, while 40 per cent were constipated. Of the factors predisposing to disease, over and underweight and unsatisfactory mouth conditions are the most important. A person is considered to need treatment whose weight varies by more than 10 per cent from the normal weight for his height and age and only 54 per cent were found to be of normal weight. Ten per cent were sufferers from organic heart trouble; 14 per cent from hardening of the arteries; 6 per cent from nervous diseases; 7 per cent from skin diseases and 34 per cent from conditions needing surgical treatment, such as ruptures, varicose veins or appendicitis. Another interesting point was that 80 per cent of those examined had some form of eye trouble due to errors of vision which needed correction.

But the fact that so many even of those who do not know they are ill have physical defects of some kind does not mean that people need to be pessimistic. The very reverse is the case. For a patient who has been alarmed about his health may learn that his condition is not really serious. If he has any serious ailment it is better that he should know about accordingly. If his ailment is due to errors of habit and hygiene, these errors with their bad effects can be eliminated. If there are factors predisposing to disease, these can be almost entirely corrected. And even if there is definite organic disease, it can nearly always be modified and in many instances completely cured.

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Labor Legislation Is Making Progress

Rapid steps are being taken by various nations to ratify the conventions of the International Labor Conference. In six weeks, thirty new ratifications have been registered by the League of Nations. This important news was communicated to the sixth session of the International Labor Conference by the secretary treasurer of the conference.

These ratifications include seven by Austria, six by Spain, two by the Irish Free State, two by Japan, and thirteen by Poland.

The total number of ratifications is now 126.

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OUR HOME PAGE

"I Suffered Terribly With Sore, Aching Back"

Mrs. Roland Ferguson, 194 Lake St., Peterboro, Ont., writes:



"For over two years I suffered terribly with sore back. I was almost mad with the pain, and had doctored with it until I was discouraged. Then my father, who is a firm believer in Dr. Chase's Kidney-Liver Pills, advised me to try Dr. Chase's Kidney-Liver Pills. I followed his advice, and am glad to say I was completely relieved of that torturing pain in my back. It is over a year since I used these pills, and I have had no return of the trouble, but always keep them in the house."

Dr. Chase's Kidney-Liver Pills
25 cts. a box of 35 pills, Edmanson, Bates & Co., Ltd., Toronto

HOUSEHOLD NOTES

GAS IS NECESSARY IN THE MODERN HOME

Proper facilities for adequate supply should be planned with the house.

Every new building should be piped for gas throughout. The modern home demands efficient cooking and hot water heating. To deny the facilities for these is to deny the home-seeker the pleasures of a complete home. A large responsibility lies with the architect and home builder if these necessary facilities for cooking, water heating and auxiliary house heating are omitted in the planning of the home.

The piping should not only be adequate but should be of correct size. Complaints of trouble arrive daily at the head offices of gas companies, of which almost 99 per cent. are caused by inadequate and improperly installed interior piping. Here is a sinful waste of time, money and temper, which might be readily saved by the proper installation of pipes suitable in size for each requirement.

You can't expect an appliance to give efficient service if the supply pipe cannot deliver the amount of gas actually required.

Gas companies are only too glad at any time to co-operate with architects, builders and plumbers—to give expert counsel on the proper sizes of pipes for different appliances for the modern home, and correct position of flues for their efficient venting.

Architects who plan homes and apartment houses would always be playing safe if they advised a complete piping installation for the use of gas.

SHORT, STUBBY UMBRELLA USED BY DRESSY WOMAN

America has recognized the fashion value of the short, stubby umbrellas which every well-dressed woman owns. Paris has believed for some time in the "entout-cas" (for rain or shine) as an accessory to dress as important as a bag or gloves hence the wide variety and bright colors to complement the costume. Paris never ceases to create, and no sooner do we accept a certain thing than along comes a still newer conception.

Short, stubby umbrellas are more "in" than ever, but the silk case has been discarded in favor of a bamboo scabbard, usually hand-painted in Japanese design, the umbrella slipping into the case, to which a leather cord

To Relieve Unemployment Situation

New Glasgow, N. S.—The New Glasgow Town Council has sent a communication to Right Hon. W. L. Mackenzie King, Prime Minister, and to Hon. E. M. Macdonald, Minister of National Defense, urging that some action be taken relative to the serious unemployment situation prevailing in this community.

Mayor White, in his letter pointed out that Pictou County is losing its best skilled mechanics, men who cannot be replaced for years to come, and that the neighboring republic is absorbing them to the irretrievable loss of the Maritime Provinces. It is also pointed out that vast sums of money are being spent in bringing immigrants from Europe for the building of the Western Provinces, and that a portion of this money, if used judiciously in providing employment here, would materially assist in retaining Nova Scotians and building up the province.

Stereotypers Elect New Officers

Hamilton, Ont.—At the meeting of the Stereotypers and Electrotypers' union, held recently, the annual election of officers was held. A large number of the members attended this session of the union and the results of

Laboring Men

There are 100 distinct classes of laboring men; one saves up money and the other does not.

One exercises his emotion in hating other classes; the other thinks his class is as good as any, hence the class feeling does not bother him.

In a recent address to the Association of Conservative clubs, at the Cannon street hotel, in London, Mr. Stanley Baldwin, M.P., said that the gifts and powers which public life in England demanded today were not the peculiar prerogative of any class and might be found throughout all ranks in the country.

"The standard of life in this country," he said, "as in any other country, can only be improved by the most perfect co-operation of those who work with their hands and those who direct that labor, and those who supply capital.

"Where the attempt has been made to set up a working socialism, the small heap they had for division before the war has dwindled now to nothing, with the result that in that country they have had starvation."

The prosperity of a country can only be increased by the prosperity of the people in it. It cannot be increased by taking away from one class and giving to another.

By the increased of co-operative societies, and with trade unions, by the development of habits of thrift among all people, the capital in a country is increased and made more accessible.

It is by working together and by understanding each other that we come to a general prosperity. There is no prosperity in working against each other or considering those who are not in our class as enemies to society.

It is as necessary to understand every class and their motives of labor as it is to understand foreigners.

Only those who keep their minds and hearts open are in a position to get along with their neighbors.

The curse of any number of people, or any group of people, is isolation and provincialism.

What makes a class dangerous to a country is what makes one country dangerous to another, that is to say the two convictions, one that we are superior to others and the other that we should be afraid of others.

Every war has sprung from these two things, whether it be a war of classes or a war between countries. The sense of superiority and the sense of fear have been the two moving motives of war. The more we understand each other and the less we fear each other, the less occasion there is for conflict and the more occasion there is for co-operation.

The motto, "Blessed Are The Peacemakers," is not confined to the church but to members of all classes and of all countries who understand others. It is their business to make all those others friends, and co-workers instead of enemies and competitors.

Movement for Workers' Education

Should be Given Greater Attention by Trades Unionists

Hamilton, Ont.—"Education must follow less hours," says Secretary Fannie M. Cohn, Educational Department, International Ladies' Garment Workers' Union. There was a time when leisure was equivalent to idleness, but we are changing our attitude towards work and leisure," declares Miss Cohn, who, in part, writes as follows:

"More and more workers realize now that it is in our leisure time that we can accomplish something for ourselves and for mankind during working hours we are part of the machine which we operate. With the reduction of working hours our opportunity for mental and physical development increases.

"The first use for leisure is rest. We can not overestimate its importance. Resting does not always mean complete inactivity. A change of occupation is as much of a rest, both physical and mental, as complete relaxation.

"The movement for workers' education within the trade unions is the outgrowth of changed conditions in industry. The decreased working hours stimulate in the workers a de-

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sire for intellectual effort. It behooves the organized labor movement to satisfy this desire. It is the duty of labor organizations to provide educational activities for every group of workers.

Workers Are Angry

Angered at the continued increase in living costs combined with reduced salaries and wholesale lay-off of employees, the Austrian railway workers called a general strike after having given the government a last chance to grant their demands for a wage increase.

As a consequence Italy and Czechoslovakia are threatening to invade Austria while German railway workers talk of joining the strike which has forced the resignation of the Seipel cabinet in Austria.

The situation is full of explosive international complications which are continually arising to overturn the best laid programme such as those now threatened, the League of Nations' receivership over Austria and the Dawes plan over Germany.

The Austrian strike and the threat of a general rail strike in Germany follows only one day after the boastful announcement of the German government having succeeded in balancing the budget.

Union Label on Heating Apparatus

Local Firm Will Use Labor's Ensign on Product

An announcement of much gratification to trade unionists in Hamilton was made at the meeting of the Molders' union this week when the information was given out that a local firm manufacturing stoves, heaters and furnaces was about to place the union label on its product.

Just as soon as the Union Label league gets functioning, as it should, a list of union-made articles manufactured in Hamilton, and another list of articles that bear the union label and are sold here, will be given out in circular form so that all trade unionists, their families and friends will know just who to patronize.

Those who are behind the move to reorganize the Label league are naturally greatly pleased to learn that heating apparatus is soon to carry the union label for the starting of immediate action in the formation of the league. It is likely that an announcement of an organization meeting will be made before the present month expires.

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Labor News From Coast to Coast

Scored Board of Control

Unfair to Unemployed

Toronto, Ont.—Strong exception is taken to what is termed the "harsh treatment" given by the Board of Control to a recent deputation of unemployed by the British Imperial Association the following resolution was adopted:

"That feeling of the undercurrent of feeling and seething in the ranks of the unemployed at the present time, we feel that at least the unemployed deputation should have been courteously heard by the Board of Control. Under the circumstances, great discretion should have been used."

A letter was sent to the City Council stating that, in the opinion of the association, an investigation into the relief department deficit should be held despite the death of the former head of that department. The letter points out that, in his absence, some other person would be left in charge and should be held responsible.

Feeling of Great Unrest

Sydney Record, C. B.—President Warren S. Stone, of the Brotherhood of Locomotive Engineers, told a Toronto interviewer the other day that there is more unrest and more unemployment in the United States today than there have been at any other time since the war. "I think," he said, "that the (United States) Government should give some attention to this before interfering in European affairs." Mr. Stone is one of the Americans who do not realize that unsatisfactory conditions in Europe have a good deal to do with the existence of unsatisfactory conditions in North America. The quicker stability is established in Continental Europe the quicker prosperity will increase in other lands; that is why it is good business for all nations.

Nothing is well until it is touched to do what they can toward the solution of Europe's problems.

Woman and Child Labor in China

The International Labor Office at Geneva gives out the estimate that in China cotton mills nearly 40 per cent of the workers are women, 40 per cent are children, and only 20 per cent are men. Many children of 8 and 9 are admitted into factories and even some under 7 are known to be at work. Considering the country as a whole, it has been estimated that over 70 per cent of the working people work seven days in a week. But some of the larger and more modern factories often suspend work for one day in ten or twice a month for the purpose of cleaning and repairing the machinery. In this connection a personal letter recently received from a young Chinese in China is of interest: "You have of course heard of the socialists and student Marxists in China. Praise be to them, but although they may know a great deal about Marx, they know precious little about the workers."

Social Insurance

The commission set up to determine the conditions of transfer from Germany to Poland of the funds of social insurance institutions in the districts of Upper Silesia, ceded by Germany to Poland, met at the international labor office. The chairman of the commission thanked the director of the international labor office for its co-operation in a task which he hoped would help in some degree to establish peace in Europe. He recalled the success already obtained by similar commissions in settling the conditions of transfer of funds in Alsace-Lorraine and elsewhere, and expressed his confidence that the present effort would be no less successful.

Married Men Are Preferred

Forman Will Be Instructed to Co-operate With Unemployment Committee

Following a conference with a committee representing the unemployed of Toronto, Premier Ferguson announced that he had informed the deputation that the work of tearing down the two houses, now standing on the site of the proposed Administration Building would be carried out by day labor. In addition to this the Premier assured the deputation that the foreman on the job would receive instructions to co-operate with the unemployment committee in order that only married men with dependent families would be used on the work.



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Red Flag Is Raised in China

Shanghai, China.—The official flag-raising ceremony has been held here at the Consulate-General of the Union of Soviet Socialist Republics.

To the impressive strains of "The International" and the Chinese national anthem played by a band of the Shanghai municipality, the Red Flag was hoisted in the presence of numerous representatives of the Chinese authorities.

Among those present were the commander-in-chief, General Lu Yung-hsiang, the military governor of Ho Ren-ling, representatives of the Chinese police, administrative and judicial organs, the chamber of commerce, the press, cinema photographers, and also representatives of the Soviet state and economic institutions, as well as a big number of Soviet citizens and generally, a large public.

An official reception was held in the premises of the consulate-general in the evening of the same day, at which were present numerous representatives of Chinese public organizations and press and of the Soviet institutions and Soviet citizens.

The Chinese authorities were officially informed of the opening of the consulate-general.

Can. Labor Party Extends Its Sphere

The movement toward the formation of the Canadian Labor Party on a national scale is making headway, according to James Simpson, Secretary of the Party. Recently Mr. Simpson received requests from Manitoba; from the division of the United Mine Workers of America in Nova Scotia; from A. R. Moshier, President of the Canadian Brotherhood of Railway Employees; from the Grain Growers, Limited, of Saskatchewan, and from workmen in a town in British Columbia for copies of the constitution of the Party.


Coalfield Campaign

Federation Out to Recruit Every Miner

A big organization effort is being made by the Miners' Federation of Great Britain. Mr. Herbert Smith, the president, and Mr. A. J. Cook, the secretary, are out to make every miner a member of the Federation.

In the last few months a large increase in membership has been reported, and a final big campaign is contemplated by the Federation, in preparation for the time when a new national agreement will have to be negotiated.

increase in membership has been reported, and a final big campaign is contemplated by the Federation, in preparation for the time when a new national agreement will have to be negotiated.



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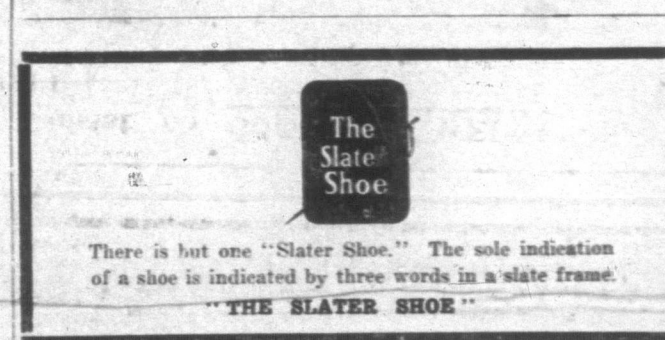
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