

**CIHM  
Microfiche  
Series  
(Monographs)**

**ICMH  
Collection de  
microfiches  
(monographies)**



**Canadian Institute for Historical Microreproductions / Institut canadien de microreproductions historiques**

**© 1995**

Technical and Bibliographic Notes / Notes techniques et bibliographiques

The institute has attempted to obtain the best original copy available for filming. Features of this copy which may be bibliographically unique, which may alter any of the images in the reproduction, or which may significantly change the usual method of filming, are checked below.

L'institut a microfilmé le meilleur exemplaire qu'il lui a été possible de se procurer. Les détails de cet exemplaire qui sont peut-être uniques du point de vue bibliographique, qui peuvent modifier une image reproduite, ou qui peuvent exiger une modification dans la méthode normale de filmage sont indiqués ci-dessous.

Coloured covers/  
Couverture de couleur

Covers damaged/  
Couverture endommagée

Covers restored and/or laminated/  
Couverture restaurée et/ou pelliculée

Cover title missing/  
Le titre de couverture manque

Coloured maps/  
Cartes géographiques en couleur

Coloured ink (i.e. other than blue or black)/  
Encre de couleur (i.e. autre que bleue ou noire)

Coloured plates and/or illustrations/  
Planches et/ou illustrations en couleur

Bound with other material/  
Relié avec d'autres documents

Tight binding may cause shadows or distortion along interior margin/  
Le reliure serrée peut causer de l'ombre ou de la distorsion le long de la marge intérieure

Blank leaves added during restoration may appear within the text. Whenever possible, these have been omitted from filming/  
Il se peut que certaines pages blanches ajoutées lors d'une restauration apparaissent dans le texte, mais, lorsque cela était possible, ces pages n'ont pas été filmées.

Additional comments:/  
Commentaires supplémentaires:

Coloured pages/  
Pages de couleur

Pages damaged/  
Pages endommagées

Pages restored and/or laminated/  
Pages restaurées et/ou pelliculées

Pages discoloured, stained or foxed/  
Pages décolorées, tachetées ou piquées

Pages detached/  
Pages détachées

Showthrough/  
Transparence

Quality of print varies/  
Qualité inégale de l'impression

Continuous pagination/  
Pagination continue

includes index(es)/  
Comprend un (des) index

Title on header taken from:/  
Le titre de l'en-tête provient:

Title page of issue/  
Page de titre de la livraison

Caption of issue/  
Titre de départ de la livraison

Masthead/  
Générique (périodiques) de la livraison

This item is filmed at the reduction ratio checked below/  
Ce document est filmé au taux de réduction indiqué ci-dessous.

10X	12X	14X	16X	18X	20X	22X	24X	26X	28X	30X	32X
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

The copy filmed here has been reproduced thanks to the generosity of:

Library of the National Archives of Canada

The images appearing here are the best quality possible considering the condition and legibility of the original copy and in keeping with the filming contract specifications.

Original copies in printed paper covers are filmed beginning with the front cover and ending on the last page with a printed or illustrated impression, or the back cover when appropriate. All other original copies are filmed beginning on the first page with a printed or illustrated impression, and ending on the last page with a printed or illustrated impression.

The last recorded frame on each microfiche shall contain the symbol  $\rightarrow$  (meaning "CONTINUED"), or the symbol  $\nabla$  (meaning "END"), whichever applies.

Maps, plates, charts, etc., may be filmed at different reduction ratios. Those too large to be entirely included in one exposure are filmed beginning in the upper left hand corner, left to right and top to bottom, as many frames as required. The following diagrams illustrate the method:



L'exemplaire filmé fut reproduit grâce à la générosité de:

La bibliothèque des Archives nationales du Canada

Les images suivantes ont été reproduites avec le plus grand soin, compte tenu de la condition et de la netteté de l'exemplaire filmé, et en conformité avec les conditions du contrat de filmage.

Les exemplaires originaux dont la couverture en papier est imprimée sont filmés en commençant par le premier plat et en terminant soit par la dernière page qui comporte une empreinte d'impression ou d'illustration, soit par le second plat, selon le cas. Tous les autres exemplaires originaux sont filmés en commençant par la première page qui comporte une empreinte d'impression ou d'illustration et en terminant par la dernière page qui comporte une telle empreinte.

Un des symboles suivants apparaîtra sur la dernière image de chaque microfiche, selon le cas: le symbole  $\rightarrow$  signifie "A SUIVRE", le symbole  $\nabla$  signifie "FIN".

Les cartes, planches, tableaux, etc., peuvent être filmés à des taux de réduction différents. Lorsque le document est trop grand pour être reproduit en un seul cliché, il est filmé à partir de l'angle supérieur gauche, de gauche à droite, et de haut en bas, en prenant le nombre d'images nécessaire. Les diagrammes suivants illustrent la méthode.



# The Border Cities Trades and Labor Council



1902

1920

*Eighteenth Anniversary  
Complimentary  
Souvenir*

To the Delegates  
Trades and Labor Congress of Canada  
Windsor, Ontario  
September 13th to 20th  
1920



D

# Manufacturers Complete

## "From the Cotton Ball to the Overall"

Operating  
our own  
Cotton Mill  
and  
Dye House

—  
The  
Largest  
Manufacturers  
of  
Overalls  
and  
Smocks  
in  
Canada

—  
An  
Invitation  
is extended  
to all  
Delegates  
wishing to  
visit our Mill

PEABODYS

OVERALLS

Are Almost  
**EVERYBODY'S**  
Are They Yours?



GUARANTEED

10¢ A BUTTON

25¢ A RIP

A  
NEW PAIR  
FREE

IF  
DEFECTIVE

YOU DON'T HAVE TO  
ARGUE WE INSIST  
THAT EVERY WEARER  
MUST BE SATISFIED

Manufacturers  
of  
Workingmen's  
Gloves  
and  
Mitts  
both  
Lined  
and  
Unlined

—  
Garments  
Manufactured  
complete  
from  
Raw Cotton  
in our  
own  
Canadian  
Mills

*Head Office and Factory at:*  
**Walkerville, Ontario**

*Branches:*

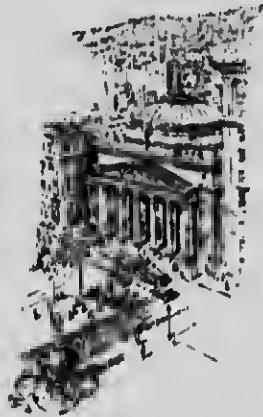
St. John

Montreal

Toronto

Winnipeg

Vancouver



Head Office  
MONTREAL

## **SYSTEMATIC SAVING IS A DUTY EVERY WORKER OWES TO HIMSELF**

DELEGATES TO THE  
ANNUAL CONVENTION

*of the*

**TRADES AND LABOUR CONGRESS OF CANADA**  
Are Cordially Invited to take advantage of  
the facilities of the

### **BANK OF MONTREAL**

There are over Three Hundred Branches of the Bank  
of Montreal in Canada and any one of them will welcome  
you as a customer.

The Head Office and 22 Branches conveniently located in Montreal

## **BANK OF MONTREAL**

Established over 100 years

BRANCH OFFICES IN ALL IMPORTANT CITIES AND TOWNS THROUGHOUT CANADA AND NEWFOUNDLAND

## **The British American Oil Co., Limited**

PRODUCERS, REFINERS AND DISTRIBUTORS OF  
PETROLEUM AND PRODUCTS

### **Gasoline, Benzine, Lamp Oils**

Lubricating Oils for all Makes of  
Motors, Steam and Electric Plants

Road Oils, Fuel Oils, Paraffine Wax, Petroleum Coke, Greases, Metal Polish, Etc.

Head Office: Royal Bank Building, Toronto

Branches: Montreal, Ottawa, London, Windsor, St. Catharines, Oshawa, Hamilton

Refinery: Foot of Cherry Street, Toronto





**THE FAMOUS  
KINDEL FOLDING BED**

For Sale by All Furniture Dealers

*Free Booklet on Request*

**KINDEL BED CO., Limited - STRATFORD, ONT.**

**Fetherstonhaugh & Co.**

THE OLD ESTABLISHED FIRM

Patent Barristers,  
Solicitors and  
Experts

*Engineers and  
Draughtsmen*

Practice Before Patent Offices  
and Courts

HEAD OFFICE:

Royal Bank Building  
King and Yonge Sts.

Toronto, Canada

OFFICES:

Montreal, Ottawa, Winnipeg and  
Vancouver, Canada  
Washington, D.C., United States

Compliments  
of  
**Windsor  
Hydro-Electric  
System**

Windsor  
Ontario

**Modern  
Marine Machinery**

Automatic Steam Towing Machines

Ship Windlasses

Cargo Winches

Deck Winches

Dock Winches

Steam Capstans

Steering Engines

Manufactured by

**The Corbet Foundry & Machine Co.  
Limited**

Owen Sound, Ontario, Canada



**SEND FOR BROCKET**

It is likely that we have a dealer in your vicinity. If you will write us and ask for a copy of our new booklet entitled "George Bentons Wife" we will send on the name of the 1900 dealer nearest you.

## "I'll Do The Wash"

All washing machines cleanse the clothes by forcing the water back and forth through the material. But in the 1900 Cataract Washer, the water swirls through them in a *figure 8 movement* which forces it through them *four times* as often as in the ordinary washer!

Then, too, in the 1900, there are no parts in the tub to rub against the clothes and cause wear and tear. The water is forced through the clothes by the movement of the tub alone, and not by the action of any parts in the tub.



Completely solves your wash-day problem. Washes clothes just as you would wash a treasured piece of dainty lingerie - gently and carefully, yet it successfully separates all the dirt from the fabric - whether it be heavy blanket or sheer handkerchief.

Even the wringer works electrically, and is movable! You can swing it from the washer to rinse water to blue water to clothes basket without moving or shifting washer an inch.

It costs less than 2¢ an hour to operate a 1900 Washer, and a tubful of clothes is washed clean and spotless in 6 to 10 minutes.

The Nineteen Hundred Washer Co., 354 Yonge Street, Toronto

## There's Match Satisfaction In Every Box of Eddy's.

Eddy's Matches have been perfected through 69 years of match making skill and experience. With every box of Eddy's you get real match satisfaction - sound sticks that will not break in striking, and a quick, sure, steady flame when struck.

When you want good matches always ask for Eddy's. There are some 30 to 40 different brands - a right match for every occasion.

**The E. B. Eddy Co., Limited**

HULL - - CANADA

# KEEPING MONEY

It is not what you get in the way of financial return  
for your labor that makes you better off

It is **WHAT YOU KEEP.**

The Savings Department at any one of our 600 Branches  
in Canada and Newfoundland will be pleased to **SAVE**  
your money for you.

## THE ROYAL BANK OF CANADA

Total Resources, \$587,000,000



*The Workman's  
Masterpiece*

# PARTRIDGE TIRES

Made by Hand  
The F.E. Partridge Rubber Co. Limited  
Guelph - Ontario

---

COMPLIMENTS

*of*  
The James  
Robertson  
Co., Limited

---

MONTREAL  
TORONTO  
WINNIPEG  
ST. JOHN

---

COMPLIMENTS OF THE  
**CADWELL SAND AND GRAVEL CO., LIMITED**  
BUILDERS SUPPLIES—LAKE SAND AND GRAVEL

OFFICE: 1-84 SANDWICH ST. WEST  
TELEPHONE 2800 WINDSOR

YARDS AND DOCKS:  
WINDSOR, WALKERVILLE AND SANDWICH

WINDSOR, ONT.

**W. J. McKEE**

*Wholesale and Retail Dealer in all  
kinds of*

Pine, Lumber, Lath, Shingles, Etc.

*Manufacturer of*

Sash, Doors and Blinds

WINDSOR, ONT.

— *Compliments of the* —

**Penberthy Injector Co.,  
Limited**

WINDSOR, ONT.

THE  
**WILT TWIST DRILL COMPANY**  
OF CANADA, LIMITED

—  
Wish to extend to the DELEGATES of the  
TRADES AND LABOR CONGRESS OF  
CANADA a hearty welcome and an enjoyable  
visit to the Border Cities.

—  
**Wilt Twist Drill Company of Canada, Limited**  
WALKERVILLE, ONTARIO

The *McLagan*  
PHONOGRAPH

Plays all disc records and reproduces the music in all its original beauty of tone, all harsh metallic sounds being entirely eliminated.

The McLagan is built in many different and handsome Period designs. The cabinet work is a splendid tribute to the skill of the Canadian cabinet-makers.

The McLAGAN  
Phonograph Division  
(The McLagan  
Furniture Co., Ltd.)  
Stratford - Ontario



This Label  
is YOUR GUARANTEE of  
Wholesome Food.

All Goods put up under this  
Label are Government inspected.

ARMOUR AND COMPANY  
HAMILTON - - CANADA

MINISTER:  
HON. W. R. ROLLO

PARLIAMENT BUILDINGS  
TORONTO



DEPARTMENT OF LABOUR  
ONTARIO GOVERNMENT

INVESTIGATION AND RESEARCH

The Department is the Provincial centre for investigation and research in matters connected with labour. Bulletins on vocational opportunities for boys and girls in the industries of Ontario are being prepared.

Already issued:

- (1) General Introduction.
- (2) Department and Notion Stores.
- (3) Dressmaking and Millinery.

ADMINISTRATION OF

1. The Stationary and Hoisting Engineers' Act.
2. The Factory, Shop and Office Building Act.
3. The Steam Boiler Act.
4. The Building Trades Protection Act.
5. The Employment Agencies Act.
6. The Bureau of Labour Act.

ALSO:—

Mothers' Allowances — An Investigation.

The Labour Legislation of Ontario—A Survey.

ONTARIO GOVERNMENT EMPLOYMENT BUREAUS  
(Employment Service of Canada)

Use these Bureaus to obtain workers for every grade of work.

## Bank of Hamilton

HEAD OFFICE, HAMILTON

---

Capital Paid-Up	- -	\$4,000,000
Reserve Fund	- -	\$4,200,000

---

Branches at Montreal, and throughout the Provinces of Ontario, Manitoba, Saskatchewan, Alberta and British Columbia.

SAVINGS DEPARTMENT AT ALL OFFICES

Special attention given to Savings Accounts. Interest allowed at best current rates, credited half-yearly.

J. P. BELL, General Manager.

## TIP TOP CLOTHES

ONE PRICE \$27.00  
MADE TO MEASURE

Made by Tip Top Tailors.  
The World's Largest one-price  
Tailoring Organization.

Branches and Agencies  
Everywhere in Canada.

Head Office: 256 Richmond St. West, Toronto

## Imperial Cotton Company Limited

Manufacturers of

### COTTON DUCK

HAMILTON

CANADA

COMPLIMENTS

OF

## G. H. Wilkinson

BOOT AND SHOE  
MERCHANTS

WINDSOR - ONTARIO

HOW TO SAVE COAL

Use the

### "DAISY" ASH SIFTER

Will reduce your coal bill 40%.  
Positively no dust when sifting ashes.  
Light and easy to handle. Made in two sizes.  
Obtainable at all Hardware Stores or direct from  
the manufacturers.

SOREN BROS., LIMITED

148 Van Horne Street  
TORONTO, ONT.



## SAW MILL MACHINERY

Built by Saw Mill  
Machinery Specialists

### THE E. LONG MFG. CO.

LIMITED

ORILLIA

CANADA



**Briscoe**  
Leader of Light Cars

### Leads Again with the 1921 Model

The 1920 Briscoe achieved the proud distinction of "leader of light weight cars." The 1921 Model accentuates that leadership.

In refinement, speed, stamina, ton mileage and gasoline economy, the Briscoe has always led. In these features so prominent in the minds of experienced motorists, the new Briscoe dominates still more strikingly.

#### THE CANADIAN BRISCOE MOTOR CO., LIMITED

Head Office and Factory: Brockville, Ont.  
United States: Briscoe Motor Corporation, Jackson, Michigan  
Toronto Distributors:  
Bailey & Drummond Motor Company, 497 Yonge Street  
Hamilton Distributors: Livingstone Bros., 97 King Street West  
London Dealers: Binder & Morrison, 174 Fullerton Street

## Ministère de L'Agriculture

L'honorable Jos. Ed. Caron, ministre de l'Agriculture, a signé un contrat avec la "Cleveland Tractor Company of Canada, Limited", de Windsor, Ontario, en vertu duquel le ministère de l'Agriculture de la province de Québec devient le distributeur du tracteur CLETRAC pour la province.

Ce tracteur qui est déjà en usage sur un bon nombre de fermes de la province de Québec, est certainement l'un de ceux qui convient le mieux aux conditions de culture de la province et qui répond le mieux aux besoins des cultivateurs.

La convention intervenue entre la compagnie et le ministère permet à ce dernier de vendre le tracteur CLETRAC à des conditions très avantageuses, qui seront communiquées sur demande.

Le ministère est en mesure d'accepter des commandes pour livraison immédiate. Tous les cultivateurs qui sont intéressés à l'achat de tracteurs peuvent communiquer immédiatement avec lui.



**Lantic  
Sugar**

Compliments

of

**Atlantic Sugar Refineries  
Limited**

Office: Montreal, Quebec  
Refinery: St. John, N.B.

SUCCESS in Baking is inevitable by using

**PURITY  
FLOUR**

FOR ALL YOUR BAKING

Order to-day from your grocer

WESTERN CANADA FLOUR MILLS CO., LIMITED  
Head Office: TORONTO

Water Turbines — Hydraulic Governors — Centrifugal Pumps



Boeing Hydraulic & Engineering Co., Limited, Lindsay, Ontario

# CAROMCO

PRODUCTS  
FOR WORLD USE

Trade Mark Registered

## ASPHALT SLATE SHINGLES

For the Home you are Building or the one you are dreaming  
of for the future.

### A Millionaire's Roof at a Price That Fits Your Purse

Let us tell you why men to whom money is no object are covering  
their magnificent homes with Caromco Asphalt Slate Shingles  
when they can easily afford expensive slate and tile.

THE CANADIAN ROOFING MFG. CO., LIMITED  
WINDSOR, ONTARIO

*Compliments of*

The Ontario Malleable Iron Co., Limited

ESTABLISHED 1872

*Manufacturers of*

Malleable Iron, Grey Iron, Brass and Aluminum Castings  
to Order for All Kinds of Agricultural Implements,  
Railway Cars, Motor Cars, and  
Miscellaneous Purposes.

OSHAWA

CANADA



## Home of the Famous Salt

One thing for which Windsor has become noted is that it is the home of the famous

### WINDSOR SALT

AND

### REGAL (FREE RUNNING) TABLE SALT

These Salts are Unequaled for Quality and Purity.

**Windsor Salt** for cooking and general purposes is made in the most modern plant on the continent. The raw product goes through special refining machinery which leaves it absolutely pure.

**Regal (Free Running) Table Salt** is the finest grain of the Windsor Salt. Put up in sanitary air-tight cartons, it does not absorb moisture and is free running in all seasons.

THE CANADIAN SALT CO., LIMITED  
WINDSOR, ONTARIO

## LABOR MEN

Many of the biggest captains of industry throughout the world started at the bottom of the ladder.

They climbed because they worked and saved when opportunity knocked they were prepared.

START AN

### IMPERIAL BANK OF CANADA

SAVINGS ACCOUNT

211 BRANCHES IN CANADA

Capital \$7,000,000.

Reserve Fund \$7,500,000.

Total Assets over \$125,000,000.



## **"SANFORD" MADE CLOTHES**

*Always "Above Par"*

All wool fabrics, tailored in the most up-to-date approved styles.

*"Sanford"*

*Juvenile Clothes for Boys*

Bright and snappy, one, two and three button styles in the new waist line suits are great favorites. These Suits for strong boys are made up to LOOK WELL and WEAR WELL.

Sold by the leading merchants from coast to coast.

**W. E. SANFORD  
MFG. CO., Limited**

*Hamilton, Ont.*

## **The Manitoba Bridge & Iron Works Limited**

---

STEEL AND IRON STRUCTURES  
ENGINEERS AND FOUNDERS  
RAILWAY AND MINING SUPPLIES

---

Winnipeg

Manitoba

## Modern Marine Machinery

---

Automatic Steam Towing Machines  
Anchor Windlasses, Cargo Winches,  
Deck Winches

---

*Manufactured by*  
**The Corbet Foundry & Machine Co.,  
Limited**  
Owen Sound, Ontario, Canada

## AVONKNIT

Mitts and Gloves for Men, Women  
and Children  
Scottish Knit Gloves and Mitts  
For Men and Boys  
Ribbed Hose, Suits, Sweater Coats  
and Pullovers

*Manufactured by*  
**Avon Hosiery, Limited**  
Stratford, Ontario, Canada

*Compliments of*

**Dennis Wire & Iron  
Works Co., Limited**

LONDON



"JARDINE"  
and  
"TOLEDO"  
Pipe  
Threading  
Tools

One man does the work of two. Glad to send you a Catalogue.  
**A. B. JARDINE & CO., LIMITED**  
HESPELER, ONT.

KANTKRACK VERIBEST ROYAL  
DREADNAUGHT

## Rubber Footwear



*Manufactured by*  
**The Independent Rubber Co.,  
Limited**  
MERRITON, ONT.

*Compliments of*  
**British American Brewery**  
Windsor, Ont.

WITH COMPLIMENTS  
*of*  
THE DONNACONA PAPER COMPANY, LIMITED

*Manufacturers of*  
NEWSPAPER, SULPHITE AND MECHANICAL PULP

DONNACONA, P.Q.

GEO. M. McKEE, General Manager

COMPLIMENTS  
*of*  
THE HARRIS ABATTOIR CO., LIMITED

UNION STOCK YARDS

TORONTO

CANADA

BETTER TOOLS HAVE THIS TRADE MARK



JAMES SMART PLANT

BROCKVILLE

CANADA



YOUR BEST DEFENCE AGAINST CLIMATE, WEATHER and ILL HEALTH

Means *ECONOMY*

**"CEETEE"**  
**UNDERCLOTHING**

plus *COMFORT*

ALL PURE WOOL - GUARANTEED UNSHRINKABLE  
MEANS ECONOMY PLUS COMFORT

Why do athletes, hunters, sailors, lumbermen, etc., always wear woolen underclothes?  
Why do Governments supply their Militia with woolen underclothes?  
Why do experienced travellers wear woolen underclothes?

Because clean pure wool is recognized as the only safe and healthful material to wear next to the skin, for protection against sudden changes of weather.

"CEETEE" underclothing is made from only the very finest cleanest Australian Merino wool scoured and combed until every particle of foreign matter is removed, and every strand is super cleaned.

Sold by all the best dealers in all sizes for men, women and children

MADE IN CANADA FROM ALL BRITISH MATERIAL by

**THE C. TURNBULL COMPANY of GALT, LIMITED**



NATIONAL IRON CORPORATION, LIMITED

**CAST IRON PIPE**

Foot of Cherry Street - - Toronto, Canada

"Nothing's too good for the Irish"  
You've often heard it said  
Well, nothing's too good for the workingman  
He's entitled to NEAL'S Fine Bread

---

EAT  
**NEAL'S  
BREAD**

NATURE'S  
PURE  
FOOD

---

**Neal Baking Co.**  
Limited

*Bread Factories at*  
Windsor London St. Thomas Sarnia

*"A good Company to work for"*

## Invictus Shoes

MADE IN CANADA  
BY CANADIANS  
FOR CANADIANS

### Union Made

Labor Men from the Atlantic  
to the Pacific should wear  
Invictus Shoes, as they give  
the most satisfaction of any  
shoe in Canada.

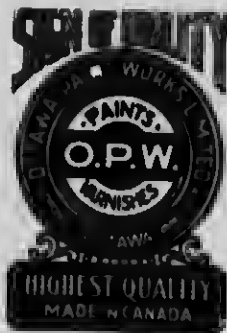
**Geo. A. Slater, Limited**  
Montreal, Canada

### To the Delegates of the Trades and Labor Congress:

We Welcome You to Windsor.  
Visit our plant if you get a  
chance. We have recently  
opened factory for making high  
grade Union Made Overalls.  
Give us a boost by telling the  
boys at home about our goods  
and make Lenox Overalls your  
next suit of work clothes. We  
will appreciate your patronage.

UNIONMADE  
**LENOX**  
OVERALLS

Opposite the Crawford House



**Paints and Varnishes**  
FOR EVERY PURPOSE

"Save the Surface  
and you save all"

**OTTAWA PAINT WORKS**  
Limited  
OTTAWA - CANADA

**Young - Winfield, Limited**

Manufacturers, Millers and  
Importers of

**YOUNG'S IMPROVED**  
Jelly Powders Extracts Icings  
Fruit Juices Coffees Spices

**CREAM OF TARTAR  
BAKING POWDER**

**HAMILTON, ONT.**  
PHONE ORDERS TO 4400 AT OUR EXPENSE

**MILLER MEN'S WEAR**  
LIMITED

**MANUFACTURERS  
AND IMPORTERS**

**Men's Fine Furnishings**

48 YORK ST. TORONTO, CANADA

**USE OUR BALE TIES**

For tying up your waste paper  
or for baling purposes

Wire Nails, Brads, Floops  
Wire for All Purposes

**THE LAIDLAW BALE TIE CO.**  
LIMITED  
HAMILTON ONTARIO

**EMPIRE COTTON MILLS**  
LIMITED

Seamless Bags, Ounce Duck,  
Bag Cloths, Gray Cotton  
Fabrics and Twines

Office and Factory at  
WELLAND ONTARIO

Business Founded 1795

**American Bank Note Company**

Incorporated by Act of Parliament of Canada

**Steel Plate Engravers  
and Printers**

HEAD OFFICE AND WORKS OTTAWA  
Branches:  
Montreal Toronto Winnipeg

**BIG LOAF** **THISTLEDOWN**  
Pure Manitoba Flour A Fifty-Fifty Blend

**PRIDE OF THE VALLEY**  
Pastry Flour

ALL DIFFERENT BUT EACH  
THE BEST IN ITS CLASS

The **KERR MILLING CO., Limited**  
OUNOAS ONTARIO

**TORONTO HAT COMPANY**  
LIMITED

Manufacturers

Ladies', Misses' and  
Children's Headwear

Office and Salesroom:  
76 WELLINGTON ST. WEST, TORONTO

**Cambridge Clothes**  
for  
**Men and Young Men**

Recognized as the  
Standard of Quality  
By GOOD DRESSERS

Tailored to Your Order

Representatives in every  
City and Town in Canada

**Copley, Noyes & Randall, Limited**  
Hamilton, Ontario



**STOVES**



**THE UNEQUALLED LINE**

**BEFORE BUYING** don't fail to see  
the **JEWEL** Line for Artificial or  
Natural Gas, Hard or Soft Coal or  
Wood and Combinations.

Celebrated for their Superior Effici-  
ency, Convenient Designs, Economy  
of Fuel, Etc.

**LOOK FOR THE TRADE MARK**  
The Sign of Quality



THE  
**Burrow, Stewart  
& Milne Co., Ltd.**



HAMILTON, ONT.

**FROST FENCE**  
for **LAWN and FACTORY**

**FROST CHAIN-LINK FENCE** is the  
advanced idea in factory protection and  
its non-climbable feature is a saving and  
insurance.

**FROST WOVEN WIRE LAWN FENCE**  
is a neat, attractive and durable Lawn  
Fence, quickly erected and reasonable in  
cost. It is also being used extensively for  
back yards, replacing the old board fence  
and giving the lawn and flowers more  
sunlight. It is more sanitary than the old  
board fence.

All wire used in **FROST FENCES** is  
drawn and galvanized in the **FROST**  
Mills, permitting specialized treatment.

Prompt estimates given on materials or  
Fence erected.

Sherman Ave. and Princess St. Phone G. 700.

**FROST STEEL & WIRE CO.**  
LIMITED

HAMILTON CANADA

**The Chipman Holton  
Knitting Company**  
Limited

MANUFACTURERS

of



MILLS AT

Hamilton, Ont.

Welland, Ont.



# "EASIFIRST"

Use it for all kinds of food - frying fish, cooking meat, browning potatoes, or baking cake.

Less Easifirst is required than either butter or lard, and it is an ideal shortening in every respect.

For quality it is unsurpassed.

Improve your baking. Include a package in your next grocery order.

Write for free recipe book.

can be used to  
advantage in  
almost every-  
thing you bake  
or cook

GUNNS, LIMITED  
WEST TORONTO

*A name* \_\_\_\_\_



PERFECT PRODUCTS

ACME GLOVE WORKS LIMITED  
MONTREAL



## *In Canada's Better Homes*

**T**HE high quality of Imperial Ioco Liquid Gloss and Imperial Household Lubricant have popularized these products in the eyes of housewives in thousands of Canada's Better Homes.

The use of Imperial Ioco Liquid Gloss on furniture and hard-wood floors removes the last speck of dust; leaves the surface clean, unsticky and with the smooth lustre that the good housewife so desires.

Imperial Ioco Liquid Gloss contains no water, acid or grit. It goes further and will not injure even the finest finished surfaces. Good for automobiles, and carriages too.

Imperial Household Lubricant kills squeaks and prevents rust just what the housewives in Canada's Better Homes require for the sewing machine, the gramophone, furniture rollers and for a dozen other purposes.

Imperial Ioco Liquid Gloss and Imperial Household Lubricant both come in handy containers. Sizes to suit every household. Inquire of your dealer or of the Imperial Oil man in your vicinity.

*Made in Canada*

# IMPERIAL OIL LIMITED

POWER HEAT

LIGHT - LUBRICATION

BRANCHES IN ALL CITIES

## A Stephenson Hand Operated Washing Machine is a labor saver at a reasonable price.

No washing machine on the market, whether operated by hand, water power or electricity, does more effective work than the Stephenson.

The Corrugated Tub idea has made it famous, and the adoption of this style tub by many other makers is an acknowledgment of its great advantages.

Ask your hardware dealer to show you a Stephenson, and if he does not handle them then write us direct.



### TAYLOR-FORBES COMPANY, LIMITED The largest Manufacturers of Hardware in Canada

Head Office and Works: GUELPH, ONT.

TAYLOR-FORBES CO., Limited  
246 Craig St. West  
Montreal, Que.

H. G. ROGERS, Limited  
147 Prince William St.  
St. John, N.B.

TAYLOR-FORBES CO., Limited  
1070 Homer St.  
Vancouver, B.C.

H. F. MOULDEN & SON  
314 Confederation Life Bldg.  
Winnipeg, Man.

*Compliments of*  
**CANADA FURNITURE MANUFACTURERS, Limited**  
Woodstock - - - Ont.

J. R. SHAW, Vice-President and Managing Director

*Compliments of*

**J. R. SHAW**

President Ontario Division

Canadian Manufacturers Association

# McPHERSON SHOES

Union Made

HAVE A  
REPUTATION  
FOR  
VALUE

MADE IN CANADA SINCE 1855

Whether Your Building Requirements are for

Banks, Schools  
Public Buildings  
or Residences

Write for Colored Folder showing

## Interprovincial Pressed Brick

In RED, BUFF and  
FIRE FLASHED  
COLORS

INTERPROVINCIAL BRICK CO.  
OF CANADA, LIMITED  
30 Toronto St., TORONTO Plant: Cheltenham, Ont.

# USMC

Shoe Machinery  
Shoe Repairing Machinery  
Shoe Supplies

United Shoe Machinery Co.  
of Canada, Limited  
MONTREAL

Toronto

Kitchener

Quebec

# TENTS

and CAMP EQUIPMENT

from

Canada's Premier Tent  
Manufacturer will make  
your Summer Camp a  
Success

Tents that are made right from  
WOOD'S NON-ABSORBENT DUCK

At All Dealers or Direct

WOODS MANUFACTURING  
COMPANY, LIMITED  
OTTAWA

**WM. DOW**  
ALES, STOUTS and MALT EXTRACTS

DAWES'  
**BLACK HORSE**  
ALE and PORTER

Compliments of  
THE NATIONAL BREWERIES, LIMITED

**St. Maurice Paper Co., Limited**  
ALEXANDER MacLAURIN, Manager

News Print      Sulphite  
Kraft              Ground Wood

Also Sawn and Dressed Lumber  
of Every Description

Head Office - 522-524 Board of Trade Building  
MONTREAL

**H. A. Drury & Co., Limited**  
Iron, Steel, Metals, Etc.

General Agents for North America  
Sanderson Bros. & Newbold, Limited  
Sheffield, England

High-Grade Tool Steel

317 Craig Street West - Montreal  
Branches: - TORONTO      NEW YORK CITY

**GURNEY SCALES**

Canada's Standard for  
Over Fifty Years

*Made in Hamilton*

**GURNEY SCALE COMPANY**

"King Boilers"  
"Imperial Radiators"

STEEL AND RADIATION  
LIMITED

Fraser Avenue, Toronto

Send for our book for full information and engineering details

**T. TOMLINSON & SON**  
IRON FOUNDERS

Manufacturers of  
Builders' Machinery  
Railway and General Castings

Office and Foundry  
9 and 11 Frederick Street, Toronto, Canada  
Telephone Main 82

CANADIAN  
Forges, Blowers, Drills  
For Blacksmiths, Garages  
and Repair Work

Canadian Blower & Forge Co.  
Limited  
KITCHENER, ONT.

"MAJESTIC"  
Coal and Wood Chutes

Manufactured in Canada by  
The Galt Stove and Furnace Co.  
Limited

Agents Wanted      GALT, ONT.

# PROVINCE OF QUEBEC

## Department of Public Works and Labour

HONORABLE ANTONIN GAIPEAULT . . . . . Minister  
 S. SYLVESIRE . . . . . Deputy Minister  
 LOUIS GUYON . . . . . Deputy Minister of Labour  
 ALPH. GAGNON . . . . . Secretary

### LABOUR INSPECTION DEPARTMENT Montreal—59 Notre Dame St. East

Louis Guyon . . . . . Chief Inspector  
 Alfred Robert . . . . . Assistant Chief Inspector  
 James Mitchell . . . . . Inspector  
 O. J. Monhay . . . . . Inspector  
 J. E. Deslauriers . . . . . Inspector  
 L. O. Guyon . . . . . Inspector  
 L. F. Régulier . . . . . Inspector  
 C. D. Houston . . . . . Inspector

### Quebec Parliament Building

P. J. Jolin . . . . . Inspector and Fire Commissioner  
 Sam. Desrochers . . . . . Inspector

INSPECTRESSES: Mrs. Louisa King and Miss  
 Célestine Clément, 39 Notre Dame Street East,  
 Montreal; and Mrs. D. A. Lemieux, Parliament  
 Building, Quebec.

### EMPLOYMENT BUREAUS Montreal 10 St-James Street

Irène H. Ancy . . . . . General Superintendent  
 François Payette . . . . . Superintendent

### Quebec 83 Bridge Street

Alfred Crowe . . . . . Superintendent

### Three Rivers 23a Des Forges Street

Bernard Murissette . . . . . Superintendent

### Hull 191 Main Street

Ovide Latulippe . . . . . Superintendent

### Sherbrooke 18 King Street

E. Biron . . . . . Superintendent  
 O. Bégin . . . . . Joint Superintendent

### STATIONARY ENGINEERS Board of Examiners

#### 10 St-James Street, Montreal

Louis Guyon . . . . . General Director  
 G. R. Brunet . . . . . Secretary

#### Examiners

E. Vallée . . . . . Montreal  
 R. Moreau . . . . . Montreal

#### Quebec—98 St. Joseph Street

Alph. Guillemette . . . . . Examiner  
 J. H. Gusselin . . . . . Secretary

### TRADES DISPUTES

Mr. Félix Marois, Parliament Building, Quebec

### FAIR WAGES INSPECTOR

Mr. G. R. Brunet, 10 St-James Street, Montreal

### HOTEL INSPECTOR

Mr. W. C. Murray, 61 St-Gabriel Street, Montreal  
 For the Division of Quebec, the Inspectors of the Industrial  
 and Public Buildings have charge of the Hotel Inspection

THIS STORE

is the

ACKNOWLEDGED  
 PEOPLE'S  
 STORE

Catering to  
 POPULAR NEEDS  
 at  
 POPULAR PRICES

**THE PAQUET  
 COMPANY**  
ESTABLISHED 1845

157-173 ST. JOSEPH STREET QUEBEC

GASPARD LEMOINE  
 President

V. CHATEAUVERT  
 Vice-President

FONDEE EN 1845

**J. B. RENAUD & CIE**  
 INC.

NEGOCIANTS EN

FARINE, GRAINS,  
 GRAINES DE SEMENCE,  
 PROVISIONS, EPICERIES,  
 THEES, CAFES, BEURRE,  
 FROMAGE, OEUFS.

98-150 RUE ST-PAUL

QUEBEC

*The  
Popular  
Paper*

# BELL-FAST BOND *and* BELL-FAST LEDGER

*Has gained  
this prestige  
by  
Comparison*

Specify Bell-fast  
for your  
Letter Heads  
Invoice Forms  
Statements  
Ledger Leaves  
etc., etc.



Look for this  
Water Mark

Your Guarantee  
of  
Quality

HOWARD SMITH PAPER MILLS LIMITED

138 McGill Street, Montreal

Mills at BEAUHARNOIS and CRARTREE MILLS

## FRASER - BRACE & CO.

CONTRACTING ENGINEERS

MONTREAL  
POWER BUILDING

NEW YORK  
1326 BROADWAY

SPECIALISTS IN DIFFICULT AND HEAVY WORK  
PULP AND PAPER, HYDRO ELECTRIC POWER  
DEVELOPMENT

## FRASER-BRACE SHIPYARDS Ltd.

WOOD AND STEEL SHIPBUILDERS AND SHIP REPAIRERS

COTE ST. PAUL  
MONTREAL

BERTHS FOR SIX 250 FO. VESSELS. DRY DOCKS 700 FEET LONG, 60 FEET WIDE

# The London Advertiser

FOR 56 YEARS THE EXPONENT OF DEMOCRACY

*Extends Hearty Greetings to the*  
36th Annual Convention of the Trades and Labor Congress of Canada

We Expect to Receive Only That  
Which We Strive  
to Give—

A SQUARE DEAL

The Ottawa Electric Company    The Ottawa Gas Company  
35 SPARKS STREET, OTTAWA

Abitibi Power and Paper Company, Limited

*Manufacturers of*

Newsprint Paper      Sulphite Pulp  
Groundwood Pulp

*Head Office:* MONTREAL

*Mills:* IROQUOIS FALLS, ONT.



# Cock of the North

FINE TWILL.

BLUE SERGE



¶ B. VICKERMAN & SONS, LD. ¶

*The above trade mark stamped every 3 yards.*

Pure Wool Indigo Dye Color  
Absolutely Guaranteed

The Best Blue Serge Value  
Offered to the Men in Canada

Nisbet & Auld Limited  
TORONTO

Sole Wholesale Distributors for Canada



*Everybody smokes*  
**"OLD CHUM"**  
PIPE TOBACCO

FOR  
SATISFACTION  
AND  
ECONOMY  
EAT

QUAKER OATS

COLD DRAWN, TURNED  
AND POLISHED STEEL

# SHAFTING

Rounds and Squares  
Hexagons and Flats

Finished Machine Keys  
all ready to drive

Free Cutting Screw Stock  
and Piston Rods

The  
Canadian Drawn Steel Company  
Limited  
HAMILTON, CANADA

*Packages Wrapped in INVICTUS FIBRE*

*"The Paper of Quality"*

will reach you in a safe and sanitary condition.  
Ask your dealer to use INVICTUS FIBRE



MADE EXCLUSIVELY BY

**CANADA PAPER CO.**

MONTREAL  
TORONTO

**Standard Underground Cable Co.  
of Canada, Limited**

Factory and General Offices  
HAMILTON, ONTARIO

Manufacturers of

**WIRES AND CABLES**  
for Electrical Purposes

**Canadian Ice Machine Co.  
Limited**

REFRIGERATING AND ICE  
MAKING MACHINES  
AND SUPPLIES

Montreal Toronto Winnipeg Calgary

Canadian Labor *plus* Canadian Capital *plus* Canadian Materials  
*produce*

**IDEAL SILVER POLISH**

CANADIAN POLISHES, LIMITED  
HAMILTON CANADA

Successors to DOMESTIC SPECIALTY CO., Limited

**THE CANNING SEASON IS HERE ONCE AGAIN**

WHAT ABOUT JARS?

**Crown-Perfect Seal-Gem**

Household Words - Standards of Worth - Lessen the Labor

Have you seen our new publication on "CANNING"?  
Get a copy at once and ensure success.

WE TELL YOU HOW

**DOMINION GLASS COMPANY, LIMITED, Guarantee Building, MONTREAL**

## More Monotypes in Use Every Day

CASTER AND KEYBOARD MEN BOTH NEEDED

### The Demand for Monotype Operators is Increasing



The Monotype Operator's work is an interesting occupation, under pleasant and healthful conditions, and with good wages. They have steady positions, constant employment, and there is opportunity for advancement. Many composing-room executives were formerly Monotype operators.



#### The Monotype Schools

are specially equipped to give intensive instruction to printers desiring to advance in their trade by becoming Monotype operators. Only a short time is required to master the course. *Tuition free.*

### Lanston Monotype Machine Company, Toronto

PHILADELPHIA

NEW YORK

BOSTON

CHICAGO

MONOTYPE COMPANY OF CALIFORNIA, SAN FRANCISCO

## DOMINION STEEL CORPORATION

"FROM ORE TO FINISHED PRODUCT"

### BASIC OPEN HEARTH STEEL

#### PIG IRON

Basic and Foundry, sand and machine cast.

#### RAILS

Standard and special sections.

#### BILLETS, BLOOMS, SLABS

For Forging and Re-rolling.

#### WIRE RODS

Nail and Rivet Quality.

#### BAR STEEL

For Concrete Reinforcement and Merchant purposes. Round, square, plain and twisted. Rats, band, tire, sleighshoe ovals, half oval, small angles and channels, toe calk, etc.

#### WIRE NAILS

Standard and Special Gauges. Galvanized and Bright Staples.

#### WIRE

Bright, annealed and galvanized nail and rivet wire. Oiled and annealed plain barb and coil spring, etc.

Sulphuric Acid, Sulphate of Ammonia, Benzol, Toluol,  
Solvent Naphtha, Naphthalene, etc.

GENERAL SALES OFFICE, 112 St. James St., MONTREAL, QUE.

Head Office and Works — SYDNEY, NOVA SCOTIA

LONDON OFFICE — 90 Fenchurch St., E.C.

# The Hamilton Cotton Co., Limited

Manufacturers of

Cotton Yarns of all Descriptions, Cotton Cordage, Braided  
and Twisted Cotton Webbing, Elastic and  
Non-Elastic, also Jute Webbing.

Dyers and Bleachers

# GUELPH CARPET & WORSTED SPINNING MILLS LIMITED

Manufacturers of

WILTON, BRUSSELS, VELVET, TAPESTRY CARPETS

AND ALL CLASSES OF WORSTED YARNS

GUELPH, ONT.

H. B. GREENING, Pres. and Man. Dir.

F. J. MAW, Sec. and Supt.

# THE B. GREENING WIRE CO., LIMITED

Established 1859 Incorporated 1889

WIRE ROPE, WIRE CLOTH, WIRE WORK OF EVERY DESCRIPTION  
PERFORATED METALS

Eastern Warehouse:  
244 ST. PAUL ST. W., MONTREAL

HAMILTON, ONT.

Cable Address:  
"GREENING Hamiltonont"  
A B C Code, 4th and 5th Edition used

J. GILL GARDNER, President

J. R. A. LAING, Vice-Pres. and Man. Dir.

GEO. M. ROGERS, Sec.-Treas.

# THE LAING PRODUCE & STORAGE CO., Limited

Manufacturers of

CONDENSED AND EVAPORATED MILK

PRODUCE EXPORTERS

BROCKVILLE, - . CANADA

USE CHARCOAL  
FOR LIGHTING  
THE FIRE

---

IT IS CHEAP  
CLEAN AND  
CONVENIENT

---

FOR SALE AT  
ALL GROCERS

---

CHARCOAL SUPPLY CO.

Head Office: - TORONTO

*"The Pioneer Saddlery House"*  
Established 1866

SAMUEL TREES  
& COMPANY  
LIMITED

---

Manufacturers

Imperial Brand Harness  
Horse Collars, Knee Rugs  
and Horse Blankets.

*We specialize in  
High-Grade  
Products.*

---

TORONTO - WINNIPEG - WHITBY

CANADIAN TUBE  
& IRON CO., LIMITED

MONTREAL, CANADA

---

Wrought Pipe, Nipples,  
Couplings, Bolts, Nuts,  
Rivets, Pressed Spikes,  
Bar Iron and Steel Wire  
Nails, Fence Staples, Wood  
Screws, Wire (all kinds)

---

WORKS

LACHINE CANAL

R. FORBES COMPANY  
LIMITED

---

*Manufacturers of*

Woolens and  
Worsted  
Goods

---

HESPELER

ONTARIO

Compliments of

**THE CANADIAN LINDERMAN COMPANY**  
LIMITED

Manufacturers of

**ELECTRION FARM LIGHTING UNITS**

R. SHAW, Vice-President and Managing Director

WOODSTOCK, ONT.

**DOMINION TEXTILE CO., Limited**

MANUFACTURERS OF

ALL LINES OF WHITE AND GREY COTTONS, PRINTS,  
SHEETINGS, SHIRTINGS, PILLOW COTTONS, LONG  
CLOTHS, CAMBRICS, DUCKS, BAGS, TWILLS, DRILLS,  
QUILTS, BUREAU COVERS, TOWELS AND TOWELLING,  
YARNS, BLANKETS, RUGS, TWINES AND NUMEROUS  
OTHER LINES USED BY MANUFACTURERS IN RUBBER  
AND OTHER TRADES.

MONTREAL

CANADA

**Hendrie & Company, Limited**

President, Wm. HENDRIE

Sec.-Treas., T. M. POULTER

**CARTAGE AGENTS**

For Grand Trunk Railway System of Canada

and

**GENERAL TEAMING**

HAMILTON (Head Office), TORONTO, WEST TORONTO,  
AGENCIES: ST. CATHARINES, CHATHAM, ST. THOMAS.

Commemoration  
The Border Cities Trades and Labor Council  
Organized August 20th, 1902  
18th Anniversary  
Complimentary Souvenir  
to Delegates attending the  
36th Annual Convention of  
The Trades and Labor Congress of Canada  
at Windsor, Ontario,  
September 13th to 20th  
nineteen hundred and twenty



ATWELL FLEMING PRINTING COMPANY  
TORONTO, ONTARIO



TOM MOORE  
PRESIDENT TRADES AND LABOR  
CONGRESS OF CANADA

60984





P. M. DRAPER  
SECRETARY-TREASURER TRADES AND LABOR  
CONGRESS OF CANADA

# The State and the Workman

*By P. M. Draper, Sec.-Treas. Trades and Labor Congress of Canada*

THAT Governments should begin to realize that they are not omnipotent is not surprising, and that they should commence to recognize rights that belong to individuals and bodies outside their own formation is quite a natural result of the awful lessons which the war has taught. Kaiserism, Prussianism, autocracy and all forms of tyranny have received a set back from which they can never recover; and Governments, even so-called democratic, are taking the lesson to heart. It is under such conditions and circumstances that the beneficial effects of perfected organized labor cannot fail to be felt. The relations between the State and the Workmen are now being considered from a new stand point and from a heretofore unfamiliar angle. A few hurried considerations in this connection may not be untimely.

In the first place the State is not the creator of all rights and privileges, nor is it the sole solver of all problems. The family is the author of the State and has its natural rights, as has each individual member of the family, that antedate any prerogatives of the State. The rights of parents to bring up, educate and train their children, the rights of individual conscience in accord with which the parents decide as to the instruction and moral obligations of the children, all these are not created by the State; but it is in order to better safeguard these rights that the State is called into existence by the families included in its jurisdiction.

From these obviously clear facts it follows that safety of the State depends upon the

integrity in its homes and the contentment enjoyed by the individuals composing it.

Peaceful and happy as well as prosperous homes are the surest guarantee of the prosperity and greatness of the State. The man without a home is a person without any stake in the country, and the homeless man becomes very naturally a menace to society and to the well being of the country. It follows that the very surest policy of self-preservation for a State is the fostering of contentment in the homes and of honest confidence in the breasts of all citizens at the head of such homes. The man who has a home to support has inalienable rights that no wise Government will invade, or jeopardize, or ignore.

Amongst other rights possessed by the citizen is that of selling his labor. He has the perfect right to demand adequate pay or remuneration for the work, be it physical, mental, or both, that he supplies. But he has not the right to sell his labor for a wage that is not sufficient to decently support his family. There is a just limitation to rights and liberties, for the employee as for the employer. It is not right for the workman to accept pay that is not proportionate to the work done or that is not sufficient to support his family. To do so would be to sin against those dependent on him, and against his fellow-workers whose chances of adequate pay he diminishes by accepting under pay.

It flows logically from these principles that if a man has no right to work for inadequate pay, he has the absolute right to refuse to do such work under such conditions. The right

to refuse to sell his labor for an inadequate price implies the right to refuse to work and therefore to "strike." This applies to a collective body of men as well as to the individual. Consequently, the more perfect the measures taken by the State to insure adequate pay for proper work done, the more faithfully does the State fulfil its duty towards those who created it. Legislation that tends to put down strikes, to punish strikers and to break up organized resistance to unfair treatment of the workman, is not of the higher class nor does it indicate statesmanship in those who are in authority. But legislation that will tend to removing the causes of complaint, the sources of discontent, the motives of strikes is in accord with the more noble functions of the State. Hence the inclination of Governments to establish commissions of inquiry into labor conditions, of arbitration in cases of disputes, of conciliation between Labor and Capital, is the outcome of a saner appreciation of conditions that obtain in the great labor world today.

If the workman is not complete master of his own actions, and the disposal of his work, especially when conditions are unfair, it follows that the employer, or capitalist, is not absolute master of his own profits or wealth. In one sense, he may say "My money is my own and I'll do what I like with

it," but in the eye of universal justice and equity such is not the case. He has no right to make profits out of the labor of men whom he keeps in misery and whose families are thereby crushed. I own a house; it is mine; I can do what I like with it; but I have no right to burn it down and endanger an entire neighborhood. I own money, but I have no right to use it to promote crime. There are limitations to the rights of a wealth owner, as there are to those of the wealth-earner. And it is exactly the task of keeping each within the limits of his rights that is the supreme duty of the State, and one of the purposes for which the State was created.

In conclusion, from these few generally admitted principles, it becomes the obvious duty of each Government, which really represents the people of the country, to place high upon its programme of Legislation, such action as is best calculated to help in the solution of the great Peace Problem of the hour; and first and foremost amongst the duties that await its consideration and action is that of protecting the rights of the workman, thereby creating contentment in the bosom of the family, obviating, in so far as it is humanely possible, strife between Capital and Labor, and bringing about an era of prosperity, peace, harmony and general National advancement for the country.



QUELLETTE AVENUE, WINDSOR, LOOKING NORTH FROM GILLIES BOULEVARD

# UNREST AND PROGRESS

*"v Tom Moore, President Trades and Labor Congress of Canada*

**D**URING the spring and summer of 1919 the chief question being discussed by all classes of people was the one of labor and unrest. All seemed to look to organized labor as the one great force that would ultimately be responsible for guiding the workers' actions into either constructive or destructive channels.

Looking back over the intervening period organized labor, as a whole, can view with pride the work accomplished in keeping Canadian conditions on a somewhat even keel. The Federal Government recognized the seriousness of the situation and on the 4th of April, 1919, passed an Order-in-Council creating a Royal Commission on Industrial Relations whose Chairman was Chief Justice Mathers. This Commission visited practically all the chief industrial centres of Canada and took evidence as to the cause of industrial unrest and submitted a report which was issued the latter part of June and in which is contained valuable suggestions for the removal of unrest. Section 21 of this report says: "The chief causes of unrest may be enumerated as follows:

1. Unemployment and fear of unemployment.
2. High cost of living in relation to wages and the desire of the workers for a larger share of the product of their labor.
3. Desire for shorter hours of labor.
4. Denial of the right to organize and refusal to recognize Unions.
5. Denial of collective bargaining.

6. Lack of confidence in constituted government.
7. Insufficient and poor housing.
8. Restrictions upon the freedom of speech and press.
9. Ostentatious display of wealth.
10. Lack of equal educational opportunities.

These define some of the root causes underlying the unrest then existing throughout Canada. The Government of Canada realized that prompt action was necessary if the country was to be saved from painful experiences, and the Order-in-Council creating the Commission concluded by saying:

"It is further recommended that the Commission shall submit the final report on the foregoing reference not later than June 1, 1919."

Delay in selecting the personnel of the Commission and the tremendous duty imposed upon it prevented the report from being issued on the date stated, but the report was placed in the hands of the Government signed by the chairman and four out of six of the commissioners before parliament prorogued, but no concrete action was taken on the Commission's findings. In the meantime events had taken place in Winnipeg and other western points which emphasized the Commission's findings. Unfortunately though the Government decided to pass drastic legislation restricting the rights of the workers as a remedy for these conditions rather than removing the causes by legislation along the

lines suggested in the report of the Mathers Commission.

It may be assumed by many that because the country is not at present troubled by violent demonstrations, that the workers have completely settled back into acceptance of pre-war conditions. To those who know, nothing could be further from the facts. The apparent tranquility is far from real. The industrial field today is still seething with discontent. Strikes are more prevalent than ever even though the workers have shown increasing willingness to submit their grievances for settlement to Boards of Conciliation and Arbitration. Information published by the Labor Department, shows this willingness of the workers to settle their grievances by the use of the Industrial Disputes Act, in an ever increasing number of cases. On the other hand, employers, through mergers and similar amalgamations have in too many cases assumed an attitude even more autocratic than that adopted previous to 1914.

Since the Mathers Commission published its report a National Industrial Conference composed of representative employers and workers and public representatives met in Ottawa and endorsed the findings of the Mathers Commission. Later the International Labor conference composed of representatives of governments, employers and workers from countries of industrial importance throughout the entire world met in Washington and issued findings along similar lines.

Early this year a Commission composed of a representative of the legislature, one representative employer, and one representative worker from each of the nine provinces of the Dominion and similar representatives of the Dominion as a whole met in Ottawa for the purpose of co-ordinating and improving labor legislation.

It is an opportune time, therefore, to review the position, taking the findings of the Mathers Commission report as a basis.

### *1. Unemployment.*

Labor has persistently pressed for measures to be taken to eliminate this social evil. It has been met with propaganda from the press and employers for increased production claiming that unemployment was a thing of the past. Unemployment has never ceased to exist. The Government has voted money to aid building of wooden ships in Victoria, B.C., as a measure to alleviate unemployment existing in that community. A deputation of ship builders appealed to the Government a few months ago with a request that the ship building industry generally should be aided in order to save the industry and prevent disaster to thousands of workers. The Government finally compromised by introducing legislation providing credits for the ship building industry and backing their notes on orders secured. The mines in some of the western coal fields are working short time. The shoe trade is over-stocked and some factories are contemplating closing down. It is true that seasonal occupations offer some employment, especially farming, but in most cases this is too far a field for many of the workers in industrial centres to accept and the major portion of their earnings would be dissipated by transportation charges and their lost time going to and from the place where such employment offers. These being the conditions existing during the time of the year when climatic conditions are most favourable to employment, the prospects for winter months are not encouraging and it would be a correct statement that the first cause enumerated in the Mathers Commission report still remains as a great factor of unrest in our industries.

### *2. Cost of Living and a desire of the worker for a larger share of the product of his Labor.*

Through organization the workers have succeeded in a large number of cases in materially increasing the amount of money received by them as wages. This has always been preceded, however, by greater increases

in the cost of living, thus leaving them in a worse position than previously existed.

Claims are being made that the increased cost of living is caused by higher wages paid but investigations have proved that the cost of labor has been responsible for the increased selling prices only to a minor degree, and the increased dividends paid by many industrial corporations confirm this statement.

The Dominion Government, during the fall of 1919, recognizing the profiteering that was going on at the expense of the workers of this country, created a Board of Commerce with wide powers to check this evil. One of the Commissioners, Mr. Murdock, has publicly charged that from the inception of this board it was never allowed to properly function because of lack of Government support, and he further charges the Government with interference to prevent carrying out its duties. The Government has not repudiated these charges, and the workers knowing of their struggles with this problem, are forming their own conclusions as to the correctness of the same. The three Commissioners first appointed have all resigned and the board is now constituted with its previous secretary as Chairman and two Civil servants, heads of other important Government departments as the other two Commissioners. At the time of writing this article it is too early to prophesy what the outcome of this arrangement may be. One thing however is apparent, that the desire of the workers for a larger share of the product of their labor has not been fulfilled, but instead that their share has been materially reduced notwithstanding the strenuous efforts made to correct this situation, by organized labor. The second cause of unrest enumerated by the Mathers Commission therefore still remains in an aggravated form.

### *3. Shorter Hours of Labor.*

Organized labor has persisted in its efforts to establish the eight hour work day. The International Labor Conference at Washing-

ton agreed on the advisability of eight hour legislation and ordered their draft convention submitted to the various countries for adoption. In Canada this question is being still discussed between the Provincial legislatures and the Dominion Government, each one shifting the responsibility back to the other for the enactment of such legislation. Powerful corporations such as the New Empire Steel Company have used their vast financial power to compel workers in some of their subsidiary industries to work longer hours than previously had been the practice.

The Government owned Hydro Electric Power Commission of Ontario attempted, and have been partly successful in re-introducing the ten hour work day on their Chippewa development job, and it seems to be a settled policy on the part of many employers to not only refuse the introduction of the eight hour day, but to take it away from the workers where it had already been established. This condition has brought about serious conflicts between labor and capital. Thousands of workers have again been involved in disputes to retain conditions that were already established in many industries, and excepting through energetic action of the workers on the industrial field very little has been done to alleviate this third cause of industrial strife.

### *4. The Right to Organize and Refusal to Recognize Unions.*

### *5. Denial of Collective Bargaining.*

These two have also been the cause of serious industrial differences. Large groups of employers have positively refused to recognize unions, using all their powers of discrimination, involving the discharge of active workers, and other well known methods to prevent organization, and where organized to prevent workers from negotiating collective agreements. Other instances have occurred however, where the opposite has been the case. The building industry having established during this period a National conference

Board whose objects are to aid the establishment of joint councils of employers and workers throughout the Dominion in order to bring about more effectively collective bargaining.

Attempts have been made by many other industries to obviate the necessity of recognizing labor unions by substitution of workers' committees, composed only of their own employees. These, however, have no permanent effect upon the situation, and the struggle still continues unabated to establish the right to organize and bargain collectively.

#### **6. Lack of Confidence in Constituted Government.**

The election of a Farmer Labor Government in Ontario and the similar result at the recent elections in Manitoba are signs of progress that these conditions are being remedied. The continued demand from the Great War Veterans and others for the resignation of the Federal Government shows that the cause of unrest enumerated by the Mathers Commission still exists in many directions. Time, however, will give the opportunity for the correction of any dissatisfaction on this line.

#### **7. Insufficient and Poor Housing.**

Measures were taken by the Federal Government to provide money for housing schemes to be operated by the Municipalities through Provincial Governments. In some Provinces considerable has been accomplished through these schemes, and a certain measure of relief has been obtained. The numerous bodies involved and the innumerable regulations entailed in carrying out such a complicated measure has, however, prevented many workers from obtaining any relief in many sections of the country. The Trades and Labor Congress submitted to the Government a requisition for a simpler scheme, but nothing has been done in that direction with the results that houses are still clamoured for, rents have been enormously increased,

and this cause of unrest still remains as pressing as ever.

#### **8. Restriction upon Speech.**

The drastic legislation enacted during the time of the Western Labor troubles eighteen months ago practically all still remains on our statute books. Workers still remain in jail for violations of this law. Organized labor has repeatedly requested the abolition of laws on sedition and the substitution of common law, so that in such a way the privilege of freedom of speech will be fully restored and yet every action of a criminal nature properly punished.

#### **9. Ostentatious Display of Wealth.**

Very little need be said in this direction. Anyone has only to use their own eyes in looking through the streets of our cities and towns to see that this condition still exists. The store windows are filled with articles that the average wage earner is unable to purchase; wealth vulgarly displays itself on the street and at public functions; our press devoting columns to describing the lavish display of so called society, and so long as these conditions exist unrest on that score will still remain prevalent.

#### **10. Lack of Equal Educational Opportunities.**

The Dominion Government have made some efforts in this direction. Money has been voted for the establishment of technical training schools throughout the country and the provinces are being aided to carry these measures into effect. Much still remains, however, to be done to really organize our educational system so as to provide free education to worthy children of workers, and to enable them without financial restrictions to reach the highest pinnacle in our educational system.

In general therefore, the root causes of unrest as outlined by the Mathers Commission over a year ago still remain. Commissioner Riordan, himself the head of the

largest industrial combines in Canada, says in his supplementary report, to the Mathers Commission report.

"Co-operation and the square deal would do away with labor disputes. Justice and a fairer distribution of wealth would lessen the chance of political disturbances."

Are the employers prepared to put this into effect? The way lies through the full and frank recognition of Labor Unions and the establishment of the right of representatives of the workers chosen by themselves, to meet with the representatives of Capital on a basis of equality.

In all activities of life there is a point beyond which men refuse to be driven. The opposition and arrogance being displayed by many employers in different parts of Canada, are fast leading in that direction.

The unrest so glaringly manifest a year ago is still with us, and if disaster to our industrial life is to be avoided, prompt action is necessary by our Government, Provincial Legislatures and the great number of employers who really desire to be fair. Organized Labor stands ready now as always to do its part to re-establish stable industrial conditions founded on justice and content.

Will its co-operation be accepted?



ST. MARY'S GATE, LOOKING WEST, WALKERVILLE



## Address of Fraternal Delegate J. A. McClellan, of the Trades and Labor Congress of Canada, to the Delegates of the American Federation of Labor

*Mr. President and Delegates to the Fortieth Annual  
Convention of the American Federation of Labor:*

I wish at the outset to extend to you the fraternal greetings of the organized workers of the Dominion of Canada, and in doing so I do it with absolute sincerity. I think you will appreciate that from the fact of the tremendous opposition that we have had to encounter since last this convention assembled and you received a message from the Trades and Labor Congress of Canada.

We are confronted in Canada, as in all other countries, with the opposition from the employing classes, but I think that that is especially noticeable, or perhaps we feel it more keenly in Canada, than it is experienced in many other places. We have been subjected to exploitation to a degree that has not been felt probably in many other countries. We have just emerged from the war, but during that time and since that time the organized workers of Canada have had to fight every inch of the way, and anything they may have today or anything they may be today beyond what might be termed slaves, absolute and abject slaves, is due to the fighting qualities of the organized workers of this Dominion.

We have not only been subjected to opposition from the employing classes. The opposition from without is something that we are prepared to meet; we are always prepared to fight that, but the principal opposition that we have had to contend with is the opposition from within the ranks of labor. And you, gentlemen, most of you

by reason of your positions in the international labor movement, realize just as keenly as we do the opposition that we have had to contend with from within our ranks. You have had the opportunity to feel it in some sections of the United States. We in Canada have felt it in pretty nearly every section of the country.

One of the phases that this opposition has assumed is known as the "One Big Union," and I suppose that you have read accounts, you have read reports from your representatives on this side, and you have an idea of what has taken place here; but you would require to live in Canada, and be operating in the international trade union movement, to realize just the extent to which that opposition did go or is now going.

There are some sections of the country for which we felt considerable concern. It appeared at certain times as if the international labor movement was doomed to defeat, but thanks to the good sense of the workers, they have rapidly overcome the subtle machinations of those who have been propagating and are propagating those doctrines, and I believe I can say with absolute truth that the spirit of internationalism, the spirit of international trade unionism, is stronger today among the international trade unionists of Canada than it has ever been in their history. They are not carried away with the idea that the international organizations as they are at present constituted are perfect, by any means, but they realize that through the international labor movement they can more quickly realize their ambition

than through any other movement, no matter how strong it may appear from a local standpoint, and that is the one thing that must be felt in referring to the "One Big Union." Its strength at any time has been a local strength. But, while it is true that our members are stronger today than before, while it is true that the "One Big Union" movement has been considerably checked, I want to say that there never was a time when we required the assistance and co-operation of the different organizations operating in Canada than we do now, in order that the movement to which I refer may be more effectually checkmated.

But the "One Big Union" is only one phase of the opposition with which we have to contend. We have also operating within our ranks men who have been or are propagating doctrines of a national labor movement, and these men are using that argument that I think has been very successfully contradicted by the Secretary of the American Federation of Labor when he made the statement—or I think it was our honored President who made the statement—that the money that is being sent over to the United States by the Canadian Unions is being returned to them, and then some more, and, in some instances, in some organizations, as much as three dollars is being returned for every one sent across the line. We know that, and we feel that when this information is made known to those people who are giving ear to the statements made by those responsible for this national organization movement, they will realize that their best interests lie in affiliating with the international labor movement, or remaining loyal to it.

We have still some further opposition to contend with. This opposition I don't intend to go into detail about, but I may say that it is causing the workers of Canada, particularly in the Province of Quebec, a tremendous amount of concern. I refer to what is known as the Catholic Labor Union. We are hoping some day that this American Federation of Labor will take this matter up and give it

very serious consideration, and appoint a committee with power to investigate and to use whatever means they deem necessary in order to stop, or put an end to, the work of this particular organization. I think that when they start an investigation they will find a condition that is, to say the least, appalling. We have taken this matter up at our Trades and Labor Congress convention, and I know that I express the feeling of the delegates to that convention when I say that the matter should be treated by a special committee, as I have suggested.

But notwithstanding the forces that are arrayed against us, both in the opposition movement and in the opposition of the employer and the apathy of the workers, I have here the figures supplied by the Secretary of the Trades and Labor Congress of Canada, which will prove interesting and I am sure pleasing to you. One year ago we had 1,897 Local Unions with a membership of 201,432; today we have 2,309 Local Unions with a membership of 260,247 or an increase of 412 Local Unions and an increased membership of 58,815, representing ninety-nine international representations.

The Trades and Labor Congress of Canada is the official legislative mouthpiece of the international workers, of the organized workers of Canada, and it is unfortunate that all of the international organizations having membership in Canada are not affiliated with that body, for there are something like one hundred thousand members of international unions in Canada who are not represented in the Trades and Labor Congress of Canada. I sincerely trust that those of you who are not affiliated will see the wisdom of strengthening our hand to the fullest extent, as our Congress is the only organization in Canada recognized by the governments of the country, both Federal and Provincial, and of course the greater will be our success in proportion to the degree in which the membership that we represent increases.

Through the Trades and Labor Congress of Canada the workers of Canada have direct representation in a large number, in fact in all, of our commissions that are appointed to deal with many of the important topics that are considered. We had one Commission which was known as the Industrial Relations Committee that travelled throughout the country, and on which we had two representatives. They travelled through the country obtaining a lot of data, and as a result of their work a conference of manufacturers and representatives of the different unions was called. There was also a third party to the conference known as the group representing the public. Everything, or practically all the matters that are continuously before the minds of the workers were represented on the agenda presented to that conference. They were all discussed at length, and these are some of the points that were discussed: the eight hour day, minimum rates of pay, industrial disputes legislation, employees' right to organize and collective bargaining, etc. We discussed these things for a whole week and there we had the round table conferences that we so often talk about and that are so glibly represented as being the panacea for most of the ills that occur between employer and employe. As a representative of a large section of the workers of Canada, I personally have found no appreciable difference in the attitude of the employer as a result of our conferences. As a matter of fact, we have had more strikes in Canada since that conference took place than we had in any given period in the past. We sat down and we argued the points. I think we are successful in having the best of most of the arguments, if not all of them. We say we had the best of all of them.

But that is the wrong way, apparently, to argue with an employer. It would appear that the only way the employer will appreciate an argument is when the workers are on the street arguing. That has been our experience,

and today it is our bitter experience. We had, prior to that conference, a large number of firms with which we had agreements. We were able to sit down and talk over our working conditions, but some of these employers decided that it was necessary, in order to strengthen their position, that they amalgamate, and they decided to form a combine, a combine with a capitalization of somewhere around five hundred million dollars. What has been the result since the combine? In every one of these firms with whom we were able to sit down and get agreements prior to the combine, we have had to go out on strike to get agreements today, and yet those men who combined to strengthen themselves refuse that right of combination to the workers in their employ. But I think it is safe to predict that the further these people get away from the spirit of collective bargaining and the closer they get to the spirit of recognizing their employes only from the standpoint of a commodity, the closer they get to their own destruction; and I believe that in speaking that way I represent the voice and the thought of the organized workers of Canada.

With reference to the political situation in Canada, we have not been able to follow in the footsteps of our brothers in the British Isles to the extent they have gone, but it may be information to many of you to know that we have a real, live Labor Party operating in the Dominion of Canada; it is growing and it is doing something. We haven't made very great successes in our Federal elections, but we at least made one pronounced success, inasmuch as we were successful recently in electing to the Federal Parliament of Canada a member of the Mine, Mill and Smelter Workers' Union in the person of Brother Angus MacDonald. We are hoping within the very near future to give him greater support than he has at the present moment in the House.

We have made some successes in our Provincial work. We have elected members

of the Provincial Houses in many Provinces, but in some of them not in sufficient numbers to do very much. I will, however, have the pleasure to read to you something of what has been accomplished by the representatives of the workers who have been elected and who form a portion of the government of the Province of Ontario, and, remember, they have only had one session. I refer to the Farmer-Labor government of the Province of Ontario. During one session of the House they have passed legislation or enacted legislation that abolishes property ownership qualifications for candidates in municipal elections, something that we in Canada appreciate very, very much. They have passed legislation to provide for the appointment of a Minimum Wage Board to fix minimum wages for women and youths. We had some evidence brought forward at the conference at Ottawa, which I referred to a few moments ago, showing the wages paid to women in the textile industry in this section of the country, and if this will bring any relief to them alone, and if the Farmer-Labor government of Ontario did nothing else than that, they would have at least justified their existence.

They have gone further than that; they have passed legislation to provide pensions for widows with children dependent upon them. We feel extremely proud of this legislation for the Province of Ontario, and we are hoping that the time is not far distant when, through the united efforts of the workers of the Dominion of Canada, we will have augmented our present representation in the Federal House, and we will have some legislation enacted there covering all the workers.

The Workmen's Compensation Act of that Province has been in operation for quite a number of years and has been considered a very good act; in fact, it has been taken as a pattern by many of the other Provinces, and they have enacted similar legislation. The workers of the Province of Ontario, through

their representatives in the House, have increased the allowance to injured workmen from 55 per cent. to 66 2-3 per cent. of their wages. They have gone further; they have established a law that not less than \$12.50 can be paid to any injured workman, regardless of what wages he may have been receiving. They have gone even a little further in that act, and they have increased the allowance for the widows of men killed in industry from \$20 and \$30 per month to \$40 per month, with an increased allowance for the children from \$5 and \$7.50 to \$10 per month for each child. They have also passed a law giving the workers the right to any unimproved land that they can use for garden purposes, and they have passed an election law which gives transient workers the right to vote in constituencies where resident at the time of the election; they have taken the preparation of the voters' list out of the hands of the dominating political parties.

One other thing—I don't know that this is all, but I have noted it here—they have passed a law giving fire fighters on all permanent fire brigades in incorporated towns and cities one day off in seven.

Now, Mr. President, I won't detain you any longer. I might summarize the labor movement in a lengthy discussion of the conditions which we meet from time to time, but which you meet just the same, and with which you are familiar; but, I want to say about our labor movement in Canada that, though we have our dissensions, and though we have opposition movements, we have a real, live body of men working in our international trade union. We are not so much interested in a new form of organization, but we are interested, and deeply interested, in a better form of organization. We believe that the organizations that now exist can work much more closely together than they have been doing. We believe it is absolutely necessary that the organizations should all co-ordinate their efforts to the fullest possible extent, so that when we meet opposition we

can more successfully cope with it than we have been doing in the past.

I want to assure the delegates in this convention that, so far as our affiliation with the American Federation of Labor movement is concerned, with the feeling that our membership throughout the country has towards internationalism, we not only are determined

to remain a portion of the international labor movement as it is understood by you and by us, but we are determined to affiliate, and are affiliated with, the international labor movement as it is understood by the delegate who preceded me. We believe, and we are absolutely convinced, and we are working to the end that the workers of the world must unite if they intend to survive.



ST. MARY'S CHURCH, WAUKEGAN, ILL.

**Address of Fraternal Delegate J. W. Ogden,  
of the British Trades Union Congress, to the  
Delegates of the American Federation of Labor**

*Mr. President and Friends:*

I feel sure that I shall have the indulgence of this great Congress this morning in the circumstances under which I am giving my short address as one of the British delegates to this convention. The illness of my colleague has certainly not made me more joyful in my mixing up with this conference. I have been devoting a great deal of my time to my friend Jones in the hospital, because I feel that to a great extent I am his keeper while he is over here, and I want to see him safely back home, if possible. He is making favorable progress, and I have advised him that you will understand the circumstances of his not being able to be here in person. And it is necessary, even though he came here on an important mission to you, that he give the greatest part of his effort to restoring his health and getting well first.

I was anxious that my colleague should speak and speak first, because I believe he has better information on the movement in England than I have myself. He is a member of the House of Commons; I am not a member of the House of Commons. I am just out. He succeeded in just getting in; he was one of those who succeeded in the 1918 election in being elected to the British House of Commons and I just succeeded in falling short of that honor. I hope to be more successful, Mr. President, at the next attempt.

It is certainly a very great honor and a great responsibility, Mr. President, to convey to you the greetings of the British Trades Union Congress. At the last Congress in

Glasgow, we recorded considerably over five million members represented in that Congress. I am hoping that when the Congress meets in September of this year, at Portsmouth, we shall have well nigh upon six million members represented at that convention. That is an achievement, friends, that has never been known before in the old country, and I don't think, Mr. President, it has been known in the history of any country. I quote that to show the great progress still being made in the great trade union movement in the country. There was an idea, perhaps, that the results of the war would leave our trade unions inactive and diminishing in membership. That has proven not to be so. The spirit of trades unionism, the spirit of organization, is more alive today in Great Britain than it has ever before been known in that country. Organization in almost every industry has become almost perfect, and the non-unionist is almost extinct; so that on those grounds the British Trades Union Congress has reason to congratulate itself.

During the past twelve months the Trades Union Congress Parliamentary Committee, which, as you know, is the mouthpiece of the trade unionists of the old country and of various societies throughout the country, have been devoting their attention to great, pressing problems that have affected us as after-war problems. We haven't yet got over the war; I don't think we shall get over it for many years to come. We are constantly and persistently protesting against the high cost of living, the constant tendency upwards

in the cost of living. We are told [by the employers and the capitalists that that is to some extent the result of our demands for increased wages. I can assure you that the reverse is the truth, that wages are engaged in a mad rush after prices. We can give a guarantee, as trade union representatives, to the government of Great Britain, that if they will stop the upward tendency of prices and the cost of living and profiteering, that advances in wages will not be heard of so often in the future. It is an unpleasant thing for the trade union officials and the members to be asking every few months for wage increases in order to keep pace with the cost of living, and if the government will only use the strong hand to smash prices and smash profiteering, then we can give assurance to the government that wages at any rate will attain some amount of stability.

We have succeeded, as you will doubtless know, in getting the hours of labor reduced all through the country, though we haven't got the universal forty-eight hours or forty-four hours. Speaking of my own particular trade, if the delegates will excuse me for particularizing in that respect—that is the cotton trade of Lancashire, and what we consider the cotton trade of the world when we speak of Lancashire—in that trade we have had our wages increased since the war commenced to a total of 210 per cent. We have got the hours reduced in the Lancashire cotton mills from 55½ to 48 per week by voluntary agreement with the employers; it is not yet a legal enactment. So that we of the textile trades of Lancashire feel that we have not done very badly as a result of our recent agitation.

The wage question had just been settled before I came away. An agreement has been reached that the wage question shall not be reopened again for a period of twelve months; the question of hours will come up for consideration again in a matter of about eight months, and our people claim that we shall have either forty-four or forty-six

and one-half hours. I only quote that to show you the progress of the cotton trades in Lancashire. There are some trades more fortunate; some of them got forty-four hours, some forty hours per week, so that the trade unions are thoroughly active in reducing the hours of labor and getting wages commensurate with the cost of living.

We have had some very grave situations in our country in reference to the housing problem. It is most difficult to secure houses for people to live in in many parts of the country, and if people decide to move they have to see where they are going to move first, or they will move outside and never get in again. We find there isn't quite the same readiness to build that we should like to see exhibited. We want the government to take this matter up, we want them to compel, or to aid in the building of houses for the working people, believing that the housing problem is at the bottom of many of our social evils. We believe that people that are not well housed cannot live a right and Christian life.

We have also had the question, as you may probably see in the newspapers, of the scarcity of commodities. I don't know how you find it in Canada or in Montreal, but some of our provisions are yet very limited. We cannot get all the coal we need, although the miners are now acknowledged by all authorities to be turning out as much production as ever known in the history of the country, so it is not the miners who are not getting coal enough for us, but for some reason or other there isn't quite coal enough to go around. We don't see why that condition should exist.

We also find that there is a scarcity of commodities so far as butter and sugar are concerned—and when I say butter I mean butter, I don't mean margarine; we can have plenty of that, but we don't want war-time commodities now; we are expecting something better at least eighteen months or two years after the war. I am giving you an indication

to show you that even yet we are suffering from some of the evils of the war period. If I may give a superficial view—and perhaps it may be correct or not, because at a conference of this description you would not thank me to go into too many details referring to the cost of living in our country—but as I see it and know it since I came to Montreal, although we complain very seriously about the cost of living in our country, I don't think the cost of living is any higher in England than it is in Montreal.

I will give you some of the problems the working people have had to deal with. You know the greater problems, the two great outstanding features of the labor movement were the demands by the miners for nationalization of the mines, and the demands made by the transport workers. You know how the government played with the miners and deceived them on that question; you will have seen the great inquiry that resulted in the mining industry when, in my opinion, Robert Smilie and Frank Hodges showed that the working man was equal to the college professor in giving evidence and in dealing with the great problem of nationalization of mines. You will have seen from the inquiry that took place with the transport workers' federation, when Ernest Bevin made such a splendid showing in that inquiry and did so much for the people he represented. You will have seen also that the temper of the miners especially, and of some of the trade unionists generally, was brought to a very high pitch by the action of the government on the mining question, when they began to talk about taking direct action, and you will remember that the government protested only last week that the trade unions should not take direct action on what they call a political question. Prime Minister Lloyd George has declared that the strike against munitions going to Ireland was interfering with what they considered a constitutional political question. I can only say for myself

that an individual who sets himself up to discriminate where an industrial question stops and a political question begins sets himself a very difficult task indeed, and, in my opinion, those things depend upon circumstances.

There is one moral to be drawn, and that is this: if we cannot attain in the industrial arena, by our trade union organizations, what we think is necessary to us as working people in that industry, and the government says we must obtain those objects through political methods, I am very glad of that argument myself, because it is an argument in favor of the workers forming their own political party in the House of Commons and throughout the country; and therefore I think we have received an endorsement by the government and by the Prime Minister in favor of political action, as well as industrial action.

As you know, the trade union movement in our country for years has run with the Labor Party movement. The Labor Party, at a meeting this month in Scarborough, will be discussing practically the same questions as those that concern the industrial movement. I believe that the Labor Party of the industrial movement has a great future before it. We made wonderful successes in the 1918 election; we didn't get all we desired—there are very few people that get that—but we placed a Party in the House of Commons that has made itself heard and is now the second great party in the country. In my opinion, there are only two parties in Great Britain, the Coalition Party and the Labor Party. The old Liberal Party, the "Wee Frees" party, seems to be crushed out of existence almost, and the only party that will fight the Coalition government, the only party that is equipped with men and with the material to fight the Coalition government—and it requires fighting—is the Labor Party of Great Britain.

Now we have had no chance of testing the country since 1916. We have had nothing but by-elections. By-elections are supposed



to be a very good indication of which way the wind blows. We have had some magnificent successes, and I can assure you that we have nothing at all to be disheartened about in what has taken place. We didn't succeed with Maggie Bondfield, that capable and cultured young lady that came here a year ago to this convention. We ran her as a candidate against McCurdy, a strong government candidate, a few months ago, and she didn't fall very far short of defeating Mr. McCurdy.

So I say we have no reason to be disheartened. The by-elections, if not going entirely for us, are not going strongly against us. We are getting within our Party workers of all classes. Those who disagree with the government are compelled to come with us if they want to be in active opposition to the government. That is an indication, friends, of what is taking place there, and the Labor Party will welcome a general election at any time that the Prime Minister of England decides to have one; we are not afraid of the verdict of the people.

One other topic, and then I close. That is in regard to the British Trades Union Congress. The Congress has been adding to its activities during the past two or three years greater efforts towards international organization, and when I use the word "international" I want to explain that I am perhaps using it in a different sense to what your honored President used it in his address. I find the word "internationalism" has different meanings. When I speak of internationalism I mean that we feel as trade unionists and as representatives of the workers that we should not only link up with the American Federation of Labor, we should not only link up with the Canadian representatives of labor, but we should link up with all organized workers the world throughout. We believe that the only way to prevent wars and to prevent misunderstandings is for the workers and their representatives in all countries to get together, to keep in close touch with each other and

prevent misunderstanding, and we believe that by that method, friends, we shall not only make greater progress as workers of the world, but we shall have a method of preventing future wars.

Now, friends, we are anxious that international relationship on a right, proper and reasonable basis should be established the world over, and that is one direction in which the Trades Union Congress has been exerting its efforts during the past two or three years more than it did in previous years.

I don't wish to say any more, friends, because I don't believe in long speeches. I want to give the message as it comes from the heart, and then close. May I say in conclusion, friends, that I watched your Congress very closely last week. I have been attending Trades Union Congresses for nearly thirty years, so I know the methods of the British trade unionists. I have been trying to find out the difference in your methods; I find there are differences in the methods here, and I am not surprised at that. I realize that you have different problems of organization to deal with. The wonder to me is, that with the difficulty you have in organization, you succeed as well as you do. That is my wonder in watching your Congress.

But, after all, the method does not matter so much if the heart and motive is right. What does really matter is the spirit and enthusiasm, the same desire to help the workers the world over, the same desire to take the rags from the bodies of the people and from the minds of the people, and to give them a free outlook on life—that is the thing that matters to all of us; and while we may differ as to methods, while we may find that circumstances compel us to adopt different methods, I believe that you and us, all through the struggling, all through the disappointments and sometimes the magnificent successes, will ultimately lead to one grand goal, and that is the emancipation of the workers.

I thank you very much.



THE WINDSOR CONVENTION COMMITTEE

J. P. MCKAY, SECRETARY—UPPER LEFT HAND CORNER  
ALF. CARROL, UPPER RIGHT HAND CORNER  
F. J. CLANCY, CHAIRMAN, CENTRE  
B. ALDEN, LOWER LEFT HAND CORNER  
G. S. PENWILL, LOWER RIGHT HAND CORNER



WILLIAM C. KENNEDY, M.P.  
REPRESENTING NORTH ESSEX IN THE HOUSE OF COMMONS



F. J. CLANCEY, PRESIDENT

## *The* Border Cities Trades and Labor Council

*By the President and  
Secretary*



J. P. MCKAY, SECRETARY

**L**IKE the municipalities they reside in, the labor men and women of the Border Cities are progressive and enterprising.

Organization work has been persistently carried on and to-day nearly every trade and calling is thoroughly organized. An historical sketch of the Border Cities Trades and Labor Council will give but a faint insight into the activities of the workers who reside on the Canadian side of the river.

The Border Cities Trades and Labor Council was organized on August 20th, 1902, under the name of the Windsor Trades and Labor Council, by charter of the Trades and Labor Congress of Canada. The charter bears the names of the following members as officials: Samuel Jenkins, President; David Lamb, Corresponding Secretary; John Hillman, Vice-President; Chas. Bray, Secretary-Treasurer.

During July, 1918, the Council took out a charter from the American Federation of Labor, with the following as officials: Michael Bell, President, and F. J. Clancey, Secretary.

The membership of the Council consists of five members from each local union, and at the present time there are thirty-five locals represented in the Council, which assures the Council of well-attended meetings and lively debates.

Last year the Council sent delegates Geo. Pennell and A. H. Carroll to represent them at the convention of the Trades and Labor

Congress of Canada in Hamilton, and these two delegates were instructed to bring the Convention to the Border Cities for 1920 or walk home, and as neither of them are pedestrians they simply got busy and "landed the bacon."

The Council has taken a very active part in municipal affairs during the past two years with the result that they have four delegates elected to the Windsor City Council and two on the Board of Education. Messrs. Geo. Wood, Albert Strong, A. Hooper and T. H. Warren are the delegates who are members of the City Council, while Messrs. Geo. Pennell and Harry Brumpton are members of the Board of Education.

Mr. F. J. Clancey, the present President of the Council, is labor's representative on the Retail Merchants' Association and Border Cities Chamber of Commerce.

Mr. A. H. Carroll, one of the active delegates of the Council, is American Federation of Labor Organizer for the district, and since the session of the Trades and Labor Congress of Canada in September last, Organizer Carroll has placed eleven new locals in the district.

The delegates attending this year's convention of the Trades and Labor Congress of Canada will have an opportunity of becoming acquainted with Mr. J. P. McKay, one of the live-wires of the Council, and they can judge for themselves who and what is "Mac".



HON. WALTER ROLLO  
MINISTER OF LABOR AND HEALTH  
PROVINCE OF ONTARIO

## THE BORDER CITIES

WINDSOR, WALKERVILLE, FORD, SANDWICH AND OJIBWAY

**M**ERELY place your finger upon the most southern extremity of the map of Canada, just opposite the City of Detroit; on the World's Greatest Inland Water Ways. Could there be a more favorable strategic location?

From the small city class, as Windsor was known for years, the Border Cities have become, almost overnight, the most talked of community in Eastern Canada.

Their industrial expansion is paralleled only by some of America's greatest manufacturing centres. Workers in all lines are

in demand, and at wages greatly in excess of those prevailing in other Canadian cities.

The Border Cities now stand third in Ontario in value of manufactured products.

The prospects for future development are truly wonderful—across the Detroit river and only 800 yards distant lies Detroit a city of more than 1,000,000 people.

Present population of Border Municipalities, conservatively estimated at 52,500; number of industries, 206, 44 of which established during 1919. This record renders the Border Municipalities easily the most



DEVONSHIRE ROAD, WALKERVILLE, LOOKING NORTH



RIVER FRONT, WINDSOR, SHOWING DETROIT SKYLINE

rapidly developing industrial section of all Canada.

We have 28 chartered banks and branches thereof, their total assets in 1918 amounting to the almost incredible sum of \$2,638,839,399.

We are paying the highest wages paid in Canada.

We have 26 public schools, one collegiate institute; one college; one technical school; scholars number 7,041.

All leading religious denominations are duly represented; one-third of our population is of the Roman Catholic faith.

Our recreational opportunities for labor's leisure Detroit's and our own are inexpensive and infinitely varied. We are nearer to the amusement centres of Detroit than are most of the dwellers of that city. Only an eight hundred-yard wide river divides us from Detroit - America's great "Motoropolis," the population of which now exceeds 1,100,000.

Our transportation facilities cannot be excelled; we have five railways: C.P.R., G.T.R., Michigan Central, Pere Marquette and Wabash; all of these are connected up by a local terminal line which absorbs switching charges. Two regular steamship lines ply from this port to the head of the Lakes.



GILES BOULEVARD, LOOKING EAST FROM O'LEARY AVENUE, WINDSOR

In Essex County there are 6,539 passenger automobiles registered, or one car for every twelve people.

There are 603 motor trucks in these municipalities.

Owing to our geographical location, coal is cheaper here than in any other section of Ontario.

Our Power is Hydro Electric from Niagara.

These communities took the initiative in an effort to supply, at cost, good dwellings for industrial workers, and are doing more in this direction than is being done anywhere else in the entire country. More than two thousand of such dwellings were erected during 1919, a record which it is confidently anticipated will be exceeded during the present year.

Seventy-five per cent. of our streets are paved. Few communities on the entire North American Continent can boast of such an exceptional record.

One great recommendation that the Border Municipalities possess and which appeals

so forcibly to American manufacturers desiring to locate in Canada is that we are so conveniently close to so many large and important industrial centres in the adjacent United States. For instance, we are only 4 hours and 5 minutes from Grand Rapids; 7 hours and 53 minutes from Chicago; 1 hour and 50 minutes from Toledo; 4 hours and 45 minutes from Cleveland; 8 hours and 50 minutes from Pittsburgh; 9 hours from Milwaukee and so forth. United States industries are therefore able to operate branches here with their one highly paid headquarters executive; and within a day, their executive heads can conveniently visit their branches here and get home again.

Some indication of the progress of the Border Communities may be gathered from the fact that for months past the increase shown in their bank clearings has been by far the greatest record in the Dominion. Last week this increase was 84% and it is occasionally even higher.



DUFFIN AVENUE, WINDSOR, LOOKING NORTH





SIR LOMER GOUIN, K.C.M.G.  
EX PREMIER OF THE PROVINCE OF QUEBEC

COMPLIMENTS

*v*  
A. Ramsay & Son Co.

---

Paints and  
Varnishes

---

MONTREAL

QUEBEC



"The Clothes with a National  
Reputation for Style  
and Quality."

Agents in every City  
and Town in Canada

THE LOWNDES COMPANY  
LIMITED

144 West Front St., Toronto

## The Ogilvie Flour Mills Co., Limited

(By Special Appointment to His Majesty the King)

Makers of the Famous

### ROYAL HOUSEHOLD

and Other High-Grade Hard Spring Wheat Flours

The Largest Millers in the British Empire  
Daily Capacity 21,750 Barrels

Mills at:

MONTREAL

FORT WILLIAM

WINNIPEG

MEDICINE HAT

Buy "Made in Canada" Goods



SIR HENRY DRAYTON, K.C.M.G.  
MINISTER OF FINANCE FOR THE  
DOMINION OF CANADA

# Carhartt Overalls



**T**HE sort of things you admire in a well made tool are to be found in my Carhartt Overalls—staunch materials, sound workmanship, long wear. The button holes are made to fit the button and then reinforced. Interlacing suspenders (my own invention) are non-skidding—they can't slip off your shoulders, or separate in the wash. Reinforced bands give a bull-dog grip to the suspender buttons. Angular rule pocket and swing pocket remove the vexation of picking up pencils and tools whenever you stoop. Generous sizes—but examine my Carhartt's for yourself. You won't wonder then why you see so many around the shop.

*Hamilton Carhartt*  
President

HAMILTON CARHARTT  
COTTON MILLS, Limited  
Toronto Montreal  
Winnipeg Vancouver  
Manufacturers of Men's Overalls and Work Gloves and Carhartt Abovers for men and boys



51



## ALWAYS ASK FOR CANADA BREAD

and you will always be served to the best of bread—the taste pleases—the flavor satisfies—and that is your guarantee for wholesomeness and nutriment.

Begin to use  
Canada Bread  
to-day.

Ask Your Grocer—or  
get it from a Canada  
Bread Salesman.

Bakeshops at—

TORONTO MONTREAL  
WINNIPEG HAMILTON

## ANGLIN - NORCROSS, LIMITED

*Contracting Engineers and Builders*

65 VICTORIA STREET

MONTREAL



HON. N. W. ROWELL, K.C.  
EX-PRESIDENT OF THE COUNCIL OF THE  
DOMINION CABINET

The  
Independent Order  
of Foresters

Organized 1874

Total Benefits

Paid to Members and their  
Beneficiaries

\$66,000,000.00

Policies Issued From  
\$500 to \$5000

R. MATHISON  
Secretary

W. H. HUNTER  
President

G. R. COTTRELLE  
Treasurer

EUREKA  
REFRIGERATORS

Direct from factory to user.

Simple but efficient.

Made in Canada by Canadian  
workmen for 34 years.

Solid Oak Case. White  
Enamel Interior. Equipped  
with Eureka patented cold  
dry air circulation system.

Eureka Refrigerator Co., Limited

Head Offices • Owen Sound

Branches:— Toronto Montreal Hamilton

PROVINCE OF QUEBEC

The First Province in the Dominion to build Trunk Roads

Over \$25,000,000 Spent on Roads Since 1910

Over 3000 Miles  
of Gravelled or Macadamized Roads

Five Trunk Roads Connecting:

Rouse's Point and Montreal  
Quebec and Jackman (Maine)  
Montreal and St. John's, P.Q.  
Montreal and Quebec  
Sherbrooke and Derby Line (Vt.)

For full information apply to

HON. J. A. TESSIER,  
Minister of Roads.

The Construction of Trunk Roads in the Province of Quebec has permitted the carrying  
out of the famous

MIAMI-QUEBEC ROUTE

# PROVINCE OF MANITOBA

HON. GEO. A. GRIERSON, Minister of Public Works

## BUREAU OF LABOR

Office : 312 New Parliament Buildings

'Phone: Main 700, Local 52-53

This Bureau is established to co-operate with employers, Trades Unions, and others to bring about better relations between employers and employees, and is charged with the enforcement of the following Acts:

- "The Manitoba Factories Act."
- "The Shops Regulation Act."
- "The Bako Shops Act."
- "The Public Buildings Act."
- "The Building Trades Protection Act."
- "The Passenger and Freight Elevator Act."
- "The Steam Boiler Act."
- "The Fair Wage Act."
- "The Electricians' License Act."
- "The Licensing of Cinematograph Projectionists under The Public Amusements Act."
- "The Minimum Wage Act."

### LAWS GOVERNING CHILD LABOR IN FACTORIES

No male child under fourteen and no female person under fifteen to be employed in any factory.

### LAWS GOVERNING STEAM BOILERS AND STEAM ENGINEERS

All boilers carrying a pressure of over 20 pounds must be in charge of a licensed engineer.

### LAWS GOVERNING ELEVATORS

No elevator shall be operated without a certificate being first obtained from the Bureau of Labor.

All persons operating elevators carrying passengers shall be over the age of seventeen years and must obtain a license from the Bureau of Labor.

### LAWS GOVERNING ELECTRICAL CONTRACTORS AND JOURNEYMEN ELECTRICIANS

All contractors and journeymen electricians must obtain a license from the Bureau of Labor.

### LAWS GOVERNING THE LICENSING OF CINEMATOGRAPH PROJECTIONISTS

All Cinematograph Projectionists must obtain a license from the Bureau of Labor as provided for by Section 18 of "The Public Amusements Act."

The Co-operation of all is desired, and information as to the violation of any of the provisions of the above-mentioned Acts will receive prompt attention, and be treated as strictly confidential.

E. McGRATH,  
Secretary.

## MOTHERS' ALLOWANCES

Government Stipends for Dependent Mothers in Manitoba

One of the most beneficent plans ever introduced by a Government in Canada is the system of Mothers' Allowances which was legislated into being in Manitoba in 1916. Its purpose is to enable the mother of a family bereft of its breadwinner by death or from any other cause, to remain at home and care for her children when otherwise she would have to go out to earn a living for them.

Manitoba was the first Province of Canada to adopt this humane and far-sighted policy, the great and practical object of which is to ensure that the children will have the benefit of a mother's care and thus have a normal chance to grow up into good and useful citizens.

Mothers' allowances were inaugurated in 1916, and have proved very successful, even in a Province where there is little poverty. In 1919, there were 519 widows who received allowances, thus enabling 1245 children under fourteen years of age to have the constant care of their own mothers, when in ordinary circumstances, the mothers would have to leave the children to themselves while absent from home working for them.

## PUBLIC HEALTH NURSING IN MANITOBA

In 1916 the Manitoba Provincial Board of Health, armed with the necessary legislative authority, inaugurated a system of inspection and instruction by Public Health Nurses in the Public Schools of the Province.

The nurses examine every child periodically throughout the school term. Where found necessary and advisable, report is made to the parents where medical or dental care is required, and mothers are instructed in cases where home care is all that is necessary.

Instruction in the care of the body and on all health topics is given regularly to the pupils, and a system of home visiting is carried on for the purpose of aiding and instructing mothers in the proper care of their offspring.

In 1917, following the great success of Public Health Nursing in the schools, there was a further and most important extension of the work. Public Health Nurses are now sent into many districts of the Province where there are neither resident nurses nor doctors. These nurses are now doing invaluable work among people who would otherwise be without trained medical care or instruction of any kind. This work is being constantly enlarged and extended as properly qualified nurses are found available.

## Synopsis of Legislation Affecting Labor in the Province of Manitoba

THE Bureau of Labor came into existence as a result of repeated solicitations of the Winnipeg Trades and Labour Council, and an Act cited as "The Bureau of Labor Act" was enacted by the Legislature during the session of 1914-1915 and assented to on March 10th, 1915. This Act provided for the appointment of a secretary and such other officers as were deemed necessary and defined the duties of the Bureau as follows:

To collect, assort, systematize and publish information and statistics relating to employment, wages and hours of labor, co-operation, strikes, lockouts or other labor difficulties, trades unions, labor organizations, the relations between labor and capital, and other subjects of interest to workmen throughout Manitoba, with such information relating to the commercial, industrial and sanitary condition of workmen, and the permanent prosperity of the industries of Manitoba, as the Bureau may be able to gather.

On April 28th, 1915, Mr. E. McGrath, a well-known labor man of Manitoba, and past President of the Winnipeg Trades and Labour Council, was appointed as Secretary of the Bureau.

It soon became obvious that the Act was of little practical use in its then existing form, and the present Government on January 3rd, 1916, amended the Act by providing for the reorganization of the Bureau along practical lines, which amendment was assented to on March 10th, 1916, and at that time the bureau was charged with the enforcement of the following Acts:

"The Manitoba Factories Act," which was made to include Chinese laundries.

"The Shops Regulation Act," on the Statutes but not previously enforced.

"The Bake Shops Act," on the Statutes but not previously enforced.

"The Building Trades Protection Act."

"The Public Buildings Act."

"The Steam Boiler Act," in which was incorporated "The Steam Boiler Inspection Act" and "The Stationary Engineer's Act," which includes the examination and licensing of steam engineers.

"The Passenger and Freight Elevator Act," new legislation passed at the 1916 session of the Legislature.

"The Fair Wage Act," also new legislation passed at the 1916 session of the Legislature.

At the 1917 session of the Legislature, there were amendments made to both "The Factories Act" and "The Shops Act," whereby it became essential for an employer, before employing any young person under the age of sixteen years, to obtain a birth certificate or a written statement from the child's parents, also, exempting all persons under the age of seventeen years from working overtime.

"The Electrician's License Act" was also passed at the 1917 session of the Legislature and became law on the 1st January, 1918, and the Bureau is charged with the enforcement of same.

At the 1917-1918 session of the Legislature, new legislation, viz., "The Minimum Wage Act" was passed and became law on the 15th April, 1918.

On the 1st May, 1918, the licensing of Moving Picture Machine Operators was transferred from the department of the Provincial Treasurer to the Bureau, and during the 1918-1919 session of the Legislature the following new legislation affecting labor was passed:

The Industrial Conditions Bill.

"Barber's License Act."

"The Passenger and Freight Elevator Act" was also amended at this session, so that at the present time the Bureau is charged with the enforcement of the following Acts:

"The Factories Act."

"The Shops Regulation Act."

"The Steam Boiler Act"

"The Passenger and Freight Elevator Act."

"The Fair Wage Act."

"The Building Trades Protection Act."

"The Bake Shops Act."

"The Public Buildings Act."

"The Electrician's License Act."

"The Public Amusements Act," (Clause 18, governing licensing of Moving Picture Machine Operators.)

"The Minimum Wage Act."

"The Barber's License Act."

"The Industrial Conditions Bill" passed at the 1918-1919 session of the legislature has been proclaimed and is now being administered by the Joint Council of Industry.



THE HOME  
OF THE  
MUTUAL  
OF  
CANADA  
—  
WATERLOO  
ONTARIO



OUR  
GOLDEN  
JUBILEE  
1870  
1920

## BE A MUTUALIST!

You are cordially invited to share in the benefits provided by the Mutual Life of Canada. It will mean much to you and more still to your family to secure membership in our Company. Protection for them, peace of mind for yourself and a profitable investment for your money are all assured. Policies are issued by the Mutual Life on all the standard plans and that one will be recommended which appears best suited to your especial requirements. The mutual system of life insurance is the most economical, the most equitable and the most democratic system in the world.

We have agents in all leading centres. Consult the nearest and you will meet a friend.

THE MUTUAL LIFE ASSURANCE COMPANY OF CANADA  
WATERLOO - ONTARIO

KITCHEN'S  
"Railroad Signal"  
OVERALLS  
AND WORK SHIRTS

UNION MADE



Clark's  
Boiled Dinner

Quality and Economy  
combined with Perfect  
Cooking

W. CLARK LIMITED, - MONTREAL

QUALITY (*Union Label*) BROOMS

Wrapping Papers Twines Grocers' Sundries

WALTER WOODS & COMPANY  
HAMILTON AND WINNIPEG



**W**E Extend a Hearty  
Welcome and the  
freedom of our stores to all  
the delegates, their wives  
and friends while attending  
the convention here.

*W. & A. Smith Company*  
LIMITED

15 SANDWICH ST. EAST-12-14-16 PITT ST. EAST  
28 OUELLETTE AVE.



DEFEITE AVENUE, WINDSOR, LOOKING SOUTH

# LENNOX

*Headquarters for*  
**Leather Goods  
 and Novelties**

**Largest Assortment of  
 Trunks, Club Bags  
 and Suit Cases on the  
 Continent.**

**JOHN LENNOX & CO.**

18-22 King Street East  
 HAMILTON - ONT.



# THE MINIMUM WAGE ACT

BY REV. PETER BRYCE  
IN THE TORONTO DAILY STAR

**T**HIS Bill, Number 226, is an Act to provide for a Minimum Wage Board with power to regulate in certain cases the minimum wages of women and girls. It received its third reading on the 27th of May, 1920, in the Ontario Legislature, and it comes into force and takes effect on the 1st day of October, 1920.

This law is designed to protect women and girls in industry, workers peculiarly susceptible to exploitation. It has been demonstrated that such a law is necessary because employers of female labor have again been found guilty of paying wages insufficient to maintain the worker in decency. Men may protect themselves through their unions, but women are not easily organized.

It is conceded that wages have advanced considerably in recent years and many employers may be highly commended in this regard, but sufficient evidence is available to prove the necessity for a Minimum Wage Board in Ontario. The operation of the Act, under wise direction, will be of real public value.

The Act will be administered by a board composed of five persons, two of whom shall be women, appointed by the Lieutenant-Governor-in-Council, and known as the Minimum Wage Board. The members of the board shall serve without remuneration, but a per diem allowance may be paid to the members on their attendance at the meetings of the board, and in transacting the business of the board.

The board shall possess all powers that may be conferred upon a commissioner under the Public Inquiries Act, and shall have authority to conduct such investigations as it may deem necessary, for the purpose of ascertaining conditions prevailing in any class of industry where women and girls are employed, and the scale of wages being paid therein. After full inquiry the board may establish a minimum wage for employes in any trade in Ontario. If the scale of wages so established is considered inadequate or unfair, the board may direct a conference between representatives of employers and employes in the class of employment in question "for the purpose of reaching an agreement and recommending to the board minimum wages to be payable in that class of employment." Every conference shall consist of an equal number of representatives of employers and employes respectively, with a disinterested person appointed by the Board to act as chairman of the conference, who shall not vote in the conference, but may advise the representatives as to their procedure and assist the conference in arriving at a just conclusion. He shall report the conclusions to the board in writing, but a minority of the members may make a separate report to the board. The board upon receipt of the report of the chairman of the conference may remit the matter of difference to the same or to a new conference for consideration, or establish a minimum wage in the class of employment affected.

A wage lower than the minimum wage may be established for handicapped, part time,

or apprentice employes. An apprentice means "a person who, whether under articles of apprenticeship or not, is receiving instruction in any trade, occupation or calling, while employed thereon."

The amount to be allowed for witness fees is regulated by the Lieutenant-Governor in Council.

The Board shall publish in the Ontario Gazette all orders, and notice thereof shall be given to the representatives of the employers and the employes. Upon publication of the order it shall be binding as to the minimum wages to be paid in the class of employment dealt with under the order. The Board may direct that notice of such order be posted in such positions as to be easily read by the employes in each factory, store, etc., concerned. Any employer paying a wage of less amount than that fixed by the Board shall be guilty of an offense and shall incur a penalty not exceeding \$500, and not less than \$50, for each employe affected, and in addition shall upon conviction be ordered to pay to such employes the difference between the wages actually received and the minimum wage fixed by the Board. In default of immediate payment of such penalty, the employer shall be imprisoned for a period not exceeding six months and not less than two months.

The Act does not apply to farm laborers or domestic servants.

A similar Act is in force in Manitoba, British Columbia, Saskatchewan and Quebec. The principle has been introduced through legislative action in New Zealand, Victoria, New South Wales, Western Australia, Queensland, Tasmania, Great Britain, etc. At least twelve American states have legally endorsed the principle. When minimum wages are paid, although possibly fixed by different methods, they have two similar characteristics. The wages form a basic standard of remuneration, they are the lowest rate which can be paid to the wage earner in any given trade, and the rate is legally protected. The

employer failing to pay the minimum scale and the employe who accepts less are both subject to penalties imposed by the law. Provision is usually made for infirm or aged workers by application for variation from award rates.

The labor of women outside of the home constitutes one of the vital problems in Canadian life. It is estimated that 800,000 women are now engaged in gainful occupations in Canada. In 1880 women workers formed 13.5 per cent. of the total bread winners in the United States; in 1910 they formed 21.2 per cent. A conservative estimate would today place the figure at 26 or 28 per cent. The protection of this great army of women workers, potential mothers, is not simply a problem of industry, it is a matter deeply affecting the health and well being of the race.

We have travelled far since a committee appointed by the British Parliament to consider the woolen industry gave an interesting statement of the rights of Englishmen. "The right of every man to employ the capital he inherits or has acquired according to his own discretion without molestation or obstruction so long as he does not infringe on the rights and property of others, is one of the privileges which the free and happy constitution of this country has long accustomed every Briton to consider as his birthright." The laissez faire doctrine of letting things alone was the policy of the Government.

If the working classes attempted to improve their own conditions by striking or forming unions, they were met by the wages fund theory: "A certain definite proportion of the national income was supposed to be spent in wages, consequently if any particular group of workmen wished to raise their wages they were told that they could only do so at the expense of some other group." These theories—Laissez Faire—and Wages Fund have happily been abandoned, although not completely until recent years. The question is now within the realm of practical politics.

Governments claim the right to step in between the employer and the person he employs.

The hearings before committees of the Senate and the House of Representatives of the United States, inquiring into the principle of the minimum wage, disclosed a lack of opposition to the principle of minimum wage determination for women and girls. Mr. Charles J. Columbus, representing the Merchants and Manufacturers' Association of the District of Columbia, declared that his association was actively in favor of the measure. Mr. Edward A. Filene, Manager of a departmental store in Boston with 3,000 employes, stated "we bosses get just as much from the minimum wage law as our workpeople do, because a \$5.00 a week girl

makes a cheap boss. You cannot get real organization out of people who are unintelligent, and people cannot be intelligent who have not enough to live properly on."

The recent National Industrial Conference in Ottawa, composed of representatives from employers, employes and the general public, agreed that the principle of a minimum wage law for working women is no longer in debate.

In previous articles I have discussed in detail criticisms commonly advanced against the Minimum Wage Law. Suffice it now to say that the many dire predictions of opponents of the law, have not been realized in the countries where it is in operation.

Copies of the Act may be obtained upon application at the offices of the Department of Labor, Parliament Buildings, Toronto.

*Canada's Most  
Famous Tobacco*

**IMPERIAL  
MIXTURE**

**Hudson's Bay Company**



Canadian  
National  
Railways

*The line of Transportation  
that builds and binds a Nation*

NOW OPERATING

Canadian Northern Railway System  
Intercolonial Railway  
Transcontinental Railway  
The Great North Western Telegraph Co

14,000 MILES OF  
RAILWAYS

56,000 MILES OF TELE-  
GRAPH LINES

*Traversing every Province in Canada's Dominion  
and directly serving the great Sea Ports of*

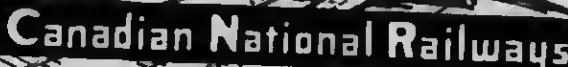


OCEAN LINERS  
CANADIAN GOVERNMENT  
MERCHANT MARINE LTD  
From MONTREAL  
to  
London, Liverpool,  
Cardiff, Swansea,  
Buenos Aires,  
West Indies.  
From VANCOUVER  
to  
Australia,  
New Zealand.

Halifax St. John  
Sydney Quebec  
Montreal Vancouver  
Victoria

PASSENGER FREIGHT EXPRESS  
TELEGRAMS HOTELS

C. A. HAYES, Vice-President  
H. H. MELANSON, Passenger Traffic Manager  
GEO. STEPHEN, Freight Traffic Manager  
TORONTO, ONT.



Canadian National Railways

# LIST OF CONTRIBUTORS

J. A. McLaren Co., Limited	Toronto, Ontario.
E. R. C. Clarkson	Toronto, Ontario.
Provincial Paper Mills Co., Limited	Toronto, Ontario.
Tilley, Johnston, Thomson & Parmenter	Toronto, Ontario.
F. W. Woolworth Co., Limited	Toronto, Ontario.
W. R. Brock Co., Limited	Toronto, Ontario.
Oser & Hammond	Toronto, Ontario.
Dart Union Co., Limited	Toronto, Ontario.
R. A. Lister & Co., Limited	Toronto, Ontario.
Gundy, Clapperton Co., Limited	Toronto, Ontario.
Canadian Yale & Towne, Limited	Toronto, Ontario.
Plymouth Cordage Co., Limited	St. Catharines, Ontario.
A. E. Ames & Co.	Welland, Ontario.
Gillies-Guy, Limited	Toronto, Ontario.
Boston Insulated Wire & Cable Co., Limited	Hamilton, Ontario.
Wood, Alexander & Jones	Hamilton, Ontario.
Stamped & Enamelled Ware, Limited	Hamilton, Ontario.
The Hespeler Furniture Co., Limited	Hespeler, Ontario.
Shurly-Dietrich Company, Limited	Hespeler, Ontario.
Getty, Scott, Limited	Galt, Ontario.
The Hurlbut Co., Limited	Galt, Ontario.
George Pattinson	Preston, Ontario.
The Canadian Office & School Furniture Co., Limited	Preston, Ontario.
Cowan & Co., of Galt, Limited	Preston, Ontario.
The Katie Foundry	Galt, Ontario.
The Goldie & McCulloch Co., Limited	Galt, Ontario.
R. L. Pollock, Shimer, Cutterhead Co.	Galt, Ontario.
The Regal Shirt Co., Limited	Galt, Ontario.
McLarens, Limited	Hamilton, Ontario.
	Hamilton, Ontario.



The Sheet Metal Products Co. of Canada, Limited	Toronto, Ontario.
Canadian Metal Products, Limited	Guelph, Ontario.
International Malleable Iron Co., Limited	Guelph, Ontario.
Guelph Spring & Axle Co., Limited	Guelph, Ontario.
Robert Stewart, Limited	Guelph, Ontario.
Dominion Cannery, Limited	Hamilton, Ontario.
Guelph Soap Co.	Guelph, Ontario.
Canada Cycle & Motor Co., Limited	Weston, Ontario.
Union Drawn Steel Co., Limited	Hamilton, Ontario.
Pure Milk Co.	Hamilton, Ontario.
Hamilton Dairy Co.	Hamilton, Ontario.
The William Peace Co., Limited	Hamilton, Ontario.
Richardson, Gowan & Watson, Accountants	Hamilton, Ontario.
The T. A. Lytle Co., Limited	Hamilton, Ontario.
Thos. C. Watkins, Limited, The Right House	Toronto, Ontario.
Kingston Milling Co., Limited	Hamilton, Ontario.
A. Davis & Son, Limited	Kingston, Ontario.
The W. J. Crothers Co., Limited	Kingston, Ontario.
Abbott, Grant & Co., Limited	Kingston, Ontario.
The Perfection Stove Co., Limited	Brockville, Ontario.
Gull River Lumber Co., Limited	Sarnia, Ontario.
Horn Brothers Woollen Co., Limited	Lindsay, Ontario.
Canadian Meter Co., Limited	Lindsay, Ontario.
The T. Sisman Shoe Co., Limited	Hamilton, Ontario.
Interlake Tissue Mills Co., Limited	Aurora, Ontario.
Metropolitan Motors, Limited	Toronto, Ontario.
Union Stock Yards Co., Limited	Toronto, Ontario.
Browns Brass & Copper Rolling Mills, Limited	Toronto, Ontario.
McClary Manufacturing Co., Limited	New Toronto, Ontario.
Robinson, Little & Co., Limited	London, Ontario.
London Concrete Machinery Co., Limited	London, Ontario.
Northern Electric Co., Limited	London, Ontario.
Sun Life Assurance Co. of Canada	Montreal, Quebec.
Canadian Cottons, Limited	Montreal, Quebec.
Drummond, McCall & Co., Limited	Montreal, Quebec.
Canada Iron Foundries, Limited	Montreal, Quebec.
Merchants Bank of Canada	Montreal, Quebec.

Canadian Vickers, Limited	Montreal, Quebec.
Canadian Pneumatic Tool Co., Limited	Montreal, Quebec.
Eugene F. Phillips Electric Works, Limited	Montreal, Quebec.
The G. Golding & Sons	Toronto, Ontario.
Dowswell, Lees & Co., Limited	Hamilton, Ontario.
Victoria Wheel Works Co., Limited	Galt, Ontario.
St. Clair Bros.	Galt, Ontario.
Williams Glove & Gauntlet Co., Limited	Kitchener, Ontario.
Beaver Furniture Co.	Kitchener, Ontario.
Narrow Fabric Weaving & Dyeing Co., Limited	Galt, Ontario.
The Waterloo County Loan & Savings	Waterloo, Ontario.
John M. Garland, Son & Co., Limited...	Ottawa, Ontario.
J. H. Connor & Son, Limited	Ottawa, Ontario.
MacKenzie, Limited	Ottawa, Ontario.
M. J. O'Brien, Limited	Ottawa, Ontario.
Dufton, Limited	Ottawa, Ontario.
The Stratford Brass Co., Limited	Stratford, Ontario.
Thomas Organ & Piano Co., Limited	Stratford, Ontario.
Hay & Co., Limited	Woodstock, Ontario.
Harvey Knitting Co., Limited	Woodstock, Ontario.
The James Stewart Mfg. Co., Limited	Woodstock, Ontario.
Sterling Textile Co., Limited	Woodstock, Ontario.
The Bain Wagon Co., Limited	Woodstock, Ontario.
Grahams, Limited	Woodstock, Ontario.
The Deacon Shirt Co., Limited	Belleville, Ontario.
Maxwell's, Limited	Belleville, Ontario.
The American Hat Mfg. Co.	St. Mary's, Ontario.
The General Accident Assurance Co. of Canada	Toronto, Ontario.
The Sherwin-Williams Co. of Canada, Limited	Toronto, Ontario.
Wayagawack Pulp & Paper Co., Limited	Montreal, Quebec.
Wabasso Cotton Co., Limited	Three Rivers, Quebec.
Laurentide Co., Limited	Three Rivers, Quebec.
King Brothers, Limited	Grand Mere, Quebec.
The Riordan Pulp & Paper Co., Limited	Quebec, Quebec.
W. & J. Sharples, Reg.	Montreal, Quebec.
The John Ritchie Co., Limited	Quebec, Quebec.
Shawinigan Water & Power Co.	Quebec, Quebec.
	Montreal, Quebec.

Crane, Limited	Montreal, Quebec.
P. K. Company, Limited	Montreal, Quebec.
H. R. Goodday & Co.	Quebec, Quebec.
The Colonial Lumber Co., Limited	Pembroke, Ontario.
International Harvester Co. of Canada, Limited	Hamilton, Ontario.
Belding Paul Corticelli, Limited	Montreal, Quebec.
G. D. Moore Co., Limited.....	St. Mary's, Ontario.
E. T. Wright & Co., Limited	St. Thomas, Ontario.
Oscar Rumpel	Kitchener, Ontario.
J. E. Wigand & Co., Limited	Kitchener, Ontario.
Kitchener Buttons, Limited	Kitchener, Ontario.
British American Nickel Corporation, Limited	Ottawa, Ontario.
Office Specialty Mfg. Co., Limited	Toronto, Ontario.
M. G. Campbell .....	Windsor, Ontario.
J. R. Eaton & Sons, Limited ...	Orillia, Ontario.
The Walkerville Brewing Co., Limited	Walkerville, Ontario.
Standard Paint & Varnish Co., Limited	Windsor, Ontario.
The U.S. Playing Card Co.....	Windsor, Ontario.
Fisher Body Co., of Canada, Limited	Walkerville, Ontario.
The McLean Lumber Co., Limited .....	Windsor, Ontario.
Windsor Machine & Tool Works .	Windsor, Ontario.
McCord Manufacturing Co. .	Walkerville, Ontario.
Walker & Sons, Limited (Planing Mill)	Walkerville, Ontario.
Wallace R. Campbell .....	Ford, Ontario.
Gordon M. McGregor	Ford, Ontario.
The Hamilton Pressed Brick Co.	Hamilton, Ontario.
E. Beck Manufacturing Co., Limited	Penetanguishene, Ontario.
Midland Engine Works ..	Midland, Ontario.
Lufkin Rule Co. of Canada	Windsor, Ontario.
The Hayes Wheel Co. of Canada	Windsor, Ontario.
Chick Contracting Co., Limited	Windsor, Ontario.
R. Westcott Co., Limited .	Windsor, Ontario.
Leggett & Platt Spring Bed Co., Limited	Windsor, Ontario.
B. W. Vallat	Windsor, Ontario.
Merlo, Merlo & Kay	Windsor, Ontario.
Canadian Lamp & Stamping Co.	Ford, Ontario.
Hartwell Brothers, Limited	Walkerville, Ontario.

Cast Stone & Block Machine Co., Limited	Walkerville, Ontario.
Eclysse Machine Co., Limited	Walkerville, Ontario.
Windsor Truck & Storage Co., Limited	Windsor, Ontario.
The Bayer Co., Limited	Windsor, Ontario.
Windsor Lumber Co.	Windsor, Ontario.
Wood, Gundy & Co.	Toronto, Ontario.
The Toronto, Hamilton & Buffalo Ry. Co.	Hamilton, Ontario.
George H. Marin.	Windsor, Ontario.
Excelsior Granite & Marble Works	Windsor, Ontario.
R. J. Whitla & Co., Limited	Winnipeg, Manitoba.
United Grain Growers, Limited	Winnipeg, Manitoba.
A. Macdonald	Winnipeg, Manitoba.
The Vulcan Iron Works, Limited	Winnipeg, Manitoba.
Great West Electric Co., Limited	Winnipeg, Manitoba.
The Godville Co., Limited	Winnipeg, Manitoba.
G. F. Stephens & Co., Limited	Winnipeg, Manitoba.
The G. McLean Co., Limited	Winnipeg, Manitoba.
Congdon, Marsh, Limited...	Winnipeg, Manitoba.
The J. H. Ashdown Hardware Co., Limited	Winnipeg, Manitoba.
The Martin, Bole & Wynne Co., Limited	Winnipeg, Manitoba.
Western Steel Products, Limited	Winnipeg, Manitoba.
Western King Manufacturing Co., Limited	Winnipeg, Manitoba.
Brown Optical Co.	Windsor, Ontario.
Smith, McDonald & Gow Co.	Windsor, Ontario.
J. F. Smith & Co., Limited	Windsor, Ontario.
Laing's Drug Store	Windsor, Ontario.
William Bolman	Windsor, Ontario.
Oak Hall	Windsor, Ontario.
W. K. Pond	Windsor, Ontario.
Paul Eberwini	Windsor, Ontario.
Baun & Brody	Windsor, Ontario.
John McHutchison & Co., Bakers	Brantford, Ontario.
Waterous Engine Works Co., Limited	Brantford, Ontario.
Dominion Sewer Pipe & Clay Industries, Limited	Toronto, Ontario.
Dominion Crown Cork Co., Limited	Toronto, Ontario.
The Brandon Shoe Co., Limited	Brantford, Ontario.
Slingsby Manufacturing Co., Limited	Brantford, Ontario.

The Dominion Steel Products, Limited	Brantford, Ontario.
Eisman & Company, Limited	Toronto, Ontario.
R. S. McIndoe	Toronto, Ontario.
The Northwestern Elevator Co.	Fort William, Ontario.
Port Arthur & Fort William Mfg. Co., Limited	Port Arthur, Ontario.
Canadian Feed Manufacturing Co., Limited	Fort William, Ontario.
Port Arthur Shipbuilding Co., Limited	Port Arthur, Ontario.
Spanish River Pulp & Paper Co., Limited	Sault Ste. Marie, Ontario.
Algoma Steel Corporation, Limited	Sault Ste. Marie, Ontario.
Wickham's	Windsor, Ontario.
White Laundry & Dry Cleaning Co.	Windsor, Ontario.
E. H. Gregory	Walkerville, Ontario.
Bowlby & Gluns, Limited	Windsor, Ontario.
Lanspeary's, Limited	Windsor, Ontario.
N. A. Gowdy	Walkerville, Ontario.
H. E. Guppy & Company, Limited	Windsor, Ontario.
D. H. Bernhardt	Walkerville, Ontario.
Walkerville Hardware Co., Limited	Walkerville, Ontario.
W. Weir, Pitt Street W.	Windsor, Ontario.
W. J. Stoops, Agent	Walkerville, Ontario.
Pennington & Laing	Windsor, Ontario.
Essex Provision Co., Limited	Windsor, Ontario.
H. E. Blood	Walkerville, Ontario.
Chas. S. King	Mayor of Walkerville.
W. L. McGregor	Walkerville, Ontario.
F. C. McMath	Walkerville, Ontario.
White Machine Works, Limited	Windsor, Ontario.
Lake Erie Coal Co.	Walkerville, Ontario.
Detroit & Windsor Ferry Co.	Windsor, Ontario.
Geo. E. White & Son	Windsor, Ontario.
The Brantford Cordage Co., Limited	Brantford, Ontario.
The Bluebird Corporation, Limited	Brantford, Ontario.
Thomas Lowe	Renfrew, Ontario.
The Hiram L. Piper Co., Limited	Montreal, Quebec.
The Reg. N. Boxer Co., Limited	Toronto, Ontario.
St. Mary's Cement, Limited	St. Mary's, Ontario.
W. J. Gage & Co., Limited	Toronto, Ontario.

Gordon McKay & Co., Limited  
Goodyear Tire & Rubber Co. of Canada  
Standard Tube & Fence Co., Limited  
The Ottawa Electric Railway Co., Limited  
Waterloo Mfg. Co., Limited  
The Arcade, Limited  
Crowe's Iron Works, Limited  
The T. Eaton Co., Limited  
John Harrison & Sons Co., Limited  
The Collingwood Milling Co.

Toronto, Ontario.  
Toronto, Ontario.  
Woodstock, Ontario.  
Ottawa, Ontario.  
Waterloo, Ontario.  
Hamilton, Ontario.  
Guelph, Ontario.  
Hamilton, Ontario.  
Owen Sound, Ontario.  
Collingwood, Ontario.

**HENRY K. WAMPOLE & CO.**  
LIMITED

*Manufacturing Pharmacists*

PERTH, ONTARIO



E. B. WINTER  
MAYOR OF WINDSOR

## MIXERS Famous Heart-Shape Design

MADE IN CANADA  
Noted for Mixing Concrete Fast and Thorough  
Built in all Sizes and Styles

Will outwear  
other makes  
with less  
repairs

Write for Our  
Catalogue and  
Special Offers.



All Our  
Machines  
Are  
Guaranteed

## CONCRETE MACHINERY

Latest Improved Type Crushers, Rolls, Hoists,  
Paving Mixers, Brick, Block, Tile and Sewer  
Pipe Machinery, Screens, Road Machinery,  
Mixers, Engines, Boilers, Elevators, Etc.

CONTRACTORS' AND BUILDERS' EQUIPMENT, ETC

WETTLAUER BROS., LIMITED

178 Spadina Avenue, TORONTO, ONT.

## That Stubborn Cough

whether from a fresh cold, Bronchitis or  
Asthma will readily yield to

NA-DRU-CO

## SYRUP OF TAR

with Cod Liver Oil Compound

Sold by all Good Druggists

This dependable cough medicine gives quick relief when the throat is sore or irritated. It heals the inflamed membranes; loosens the phlegm; and completely cures the most stubborn cough.

Its pleasant agreeable taste makes this excellent remedy particularly suited to children. Keep a bottle always in the house. None genuine except in Red Package bearing the trademark Na-Dru-Co.

Manufactured by

NATIONAL DRUG & CHEMICAL  
COMPANY OF CANADA, Limited

## Are you going to Build or Repair?

If you are going to build or repair  
you owe it to yourself to investigate  
the superior quality of

### NEPONSET ASPHALT SLATE SURFACE TWIN SHINGLES

In a NEPONSET Twin Shingle Roof are  
combined the good qualities of slate,  
tile and wood. They are handsome,  
lasting and fire resistant. They do not  
rust, rot, warp, split nor blow away.

Send for Samples and Descriptive Folders

MANUFACTURED BY

BIRD & SON, LIMITED, Hamilton, Ont.

For Sale by Dealers Everywhere

## Dominion Foundries & Steel Limited

Basic and Acid Hearth  
Steel

Electric Steel

Steel Castings

Locomotive and Car  
Axles

Heavy Forgings

Alloy and Special Steels  
to Specifications

Hamilton - Ontario

OUR New Factory has been equipped throughout with automatic machinery and travelling ovens and every other modern device which tends to improve the working conditions of the bakery and to produce better bread, therefore the public are assured of getting

## "IDEAL" BREAD

Manufactured under "Ideal" Conditions

IDEAL BREAD COMPANY, Limited

183-193 Dovercourt Road, Toronto

DUNDAS STONE

## CRUSHED STONE

Dundas Crushed Stone has the big advantage of being a tried and proven material. In miles of roadway throughout the Province Dundas Stone is making good. We can give you much valuable information in this connection, if you are interested in good roads. Write to-day.

Toronto Office: ROOM 209 MCKINNON BUILDING

CANADA CRUSHED STONE CORPORATION

DUNDAS, ONTARIO

LIMITED



# WESTINGHOUSE

MOTORS

GENERATORS

TRANSFORMERS

SWITCHBOARDS, ETC.

---

AIR BRAKES

AIR COMPRESSORS

---

*Household Conveniences:*

IRONS TOASTERS HEATERS PERCOLATORS  
AUTOMATIC ELECTRIC RANGE

---

ASK YOUR DEALER

Canadian Westinghouse Co., Limited

HAMILTON, ONTARIO

VANCOUVER    EDMONTON    FORT WILLIAM    OTTAWA    HALIFAX  
CALGARY    WINNIPEG    TORONTO    MONTREAL

The  
Empire Mfg. Co.,  
Limited

---

*Manufacturers of*  
Plumbers' and  
Steamfitters'  
Brass Goods

---

London

Toronto

Producers and Manufacturers

*of*  
BAR STEEL  
AND IRON

AND THEIR  
PRODUCTS

---

The Peck Rolling Mills  
Limited

Established 1838

MONTREAL

Tetrault Shoe Manufacturing Company, Limited  
MONTREAL

---

Largest Shoe Manufacturers  
in Canada

---

LES PLUS GRANDS FABRICANTS DE CHAUSSURES AU CANADA

Canada Ingot Iron Company  
Limited

---

*Manufacturers of*  
Armco Iron Corrugated  
Culverts

---

Guelph Sherbrooke Winnipeg Calgary

The Standard Fuel Co.  
of Toronto, Limited

58 King Street East  
Toronto

---

TELEPHONE M. 4103



# MASSEY-HARRIS COMPANY Limited

The largest manufacturers of Agricultural  
Implements in the British Empire.

Head Office: TORONTO, CANADA

Factories at Toronto, Weston, Brantford (two) and Woodstock.  
Branches at Montreal, Moncton, Winnipeg, Regina, Saskatoon,  
Swift Current, Yorkton, Calgary, Edmonton. Transfer Houses  
at Vancouver and Kamloops.

## THE MOLSONS BANK

Incorporated 1855

Capital Paid Up \$4,000,000  
Reserve Fund 5,000,000

HEAD OFFICE . MONTREAL

130 Branches throughout Canada  
Savings Department at all Branches

Windsor Office

H. E. BIEBER, Manager

## THE FARMERS' DAIRY COMPANY, LIMITED

Walmer Rd. and Bridgman St.

Telephone 1111 ext 4400

TORONTO

*Use More Milk, It is Nature's Finest Food*

## "PEERLESS" PRODUCTS

"Made in Canada"

FARM AND FIELD FENCES  
POULTRY FENCES  
ORNAMENTAL AND PARK FENCES  
FARM AND ORNAMENTAL GATES

Styles for every purpose

The best that skilled mechanics, modern machinery  
and careful supervision can produce

Manufactured by

The Banwell Hoxie Wire Fence Co. Limited

AT

HAMILTON, ONT. WINNIPEG, MAN.

## WM. HAMILTON CO. LIMITED

Saw Mill Machinery

Pulp Mill Machinery

Hydraulic Turbines

Steel Plate Work

Transmission Equipment

Gray Iron Castings

PETERBOROUGH - ONTARIO

COMPLIMENTS

*of*

THE WILLIAMS-TROW  
KNITTING CO., LIMITED

STRATFORD

ONTARIO

COMPLIMENTS

*of*

GALT MALLEABLE IRON  
CO., LIMITED

GALT, ONTARIO

CANADIAN CEREAL AND  
FLOUR MILLS CO., LIMITED

STRATFORD, ONT.

*Millers of*

MANITOBA BLEND WINTER WHEAT  
FLOUR

THE R. McDOUGALL CO.  
LIMITED

Manufacturers of

Iron Working Machine Tools  
and Pumps for All Duties

Excellence of Quality Guaranteed

GALT, ONT.

CANADA

## "Maltese Cross"

Is the name to remember  
when you are looking for the  
easiest and best-wearing

# RUBBER HEELS

Made by  
**Gutta Percha & Rubber**  
Limited  
TORONTO, CANADA



**MONTAUK WATCHES**  
ARE MADE TO GIVE SERVICE

To be had in all sizes from your Jeweler.

*Wholesale Distributors Only*  
**THE GOLDSMITHS' STOCK CO.**  
OF CANADA, LIMITED  
TORONTO

WITH COMPLIMENTS

*of*

# CANADIAN EXPLOSIVES

LIMITED

MONTREAL

## The Canadian Shovel and Tool Co., Limited

Hamilton, Canada

# SHOVELS SPADES SCOOPS

*Brands:*

Bull Dog

Moose  
Black Cat

Fox





All outdoors invites your

# KODAK

Picture-making with an  
Autographic Kodak or  
Autographic Brownie  
means the story complete  
picture, date and title.

CANADIAN KODAK CO., Limited  
TORONTO, CANADA



## *Floglaze*

"The Finish that Endures"

A Finish for every surface  
and Every purpose.

"Save the surface and  
you save all" *Paint & Varnish*

IMPERIAL VARNISH & COLOR CO.  
WINNIPEG TORONTO VANCOUVER  
CANADA

## Dominion Oilcloth & Linoleum Co., Limited

Montreal

Manufacturers of

Plain and Printed Linoleum

Battleship Linoleum

Cork Carpet

Floor and Stair Oilcloth

Table and Enamelled Oilcloth

FELTOL Floor Covering

Sanitary Wall Covering

Wall Burlaps

Handled by all leading Retail and  
Departmental Stores in the Dominion

## Electro Metals, Limited

Welland, Canada

Manufacturers of

Electrolytic Ferro Silicon

15', and up

Electrolytic Silico Manganese

Carbon Electrodes

For use in Electric Furnaces, all sizes

Works and Head Office:

Welland - Canada



Ames Holden Shoes bear the Union Label because it is a guarantee of proper factory conditions and the highest standard of workmanship

## AMES HOLDEN McCREADY LIMITED

"Shoemakers to the Nation"

ST. JOHN      MONTREAL      TORONTO      WINNIPEG      REGINA  
                         EDMONTON      VANCOUVER

## THE HAMILTON BRIDGE WORKS COMPANY, LIMITED

HAMILTON      -      -      CANADA

Steel Bridges	Steel Viaducts	6000-ton Beams
Steel Buildings	Steel Roofs	Angles, Plates, Tees
Steel Construction of all kinds	Channels on hand for prompt shipment or fabrication	

Estimates, Prices and Designs furnished on application





**WAGSTAFFE'S**  
Real Seville  
**Orange Marmalade**  
*All Orange and Sugar—  
No camoufflage.  
Bottled with care in Silver Pans.*  
ASK YOUR GROCER FOR IT.

**"When you eat let it be the Best"**



**WAGSTAFFE'S**  
Pineapple Marmalade  
Celebrated Bramble Jelly  
Ginger Marmalade  
ARE GREAT APPETIZERS  
BOILED IN SILVER PANS  
Ask Your Grocer for Them

Compliments

of

Renfrew Knitting  
Co., Limited

RENFREW  
ONTARIO



**MACDONALD'S**  
**PRINCE OF WALES**  
*"The Tobacco  
with a heart"*  
*The Workman's  
favorite chew—  
everywhere*  
2 sizes 15¢ & 20¢

THAT QUALITY IN A PIANO  
 which above all others leaves its  
 impress, is the tone and its adapt-  
 ability to the expression of musical  
 thought. The best critics of tone have  
 insisted that the tone qualities of  
**MARTIN-ORME PIANO**  
 are not equalled.  
 MADE AT OTTAWA, CANADA

### Mechanics Supply Co., Limited

#### TOOLS AND SUPPLIES

For Gas and Steam Fitters, Plumbers,  
 Moulders, Tinsmiths, Roofers, Engineers,  
 Machinists, Electricians, Etc.

80-90 St. Paul Street - Quebec

DRINK  
**Stadacona Teas**

*Sold by All Grocers*

**WHITEHEAD & TURNER**  
 PROPRIETORS LIMITED

### 20,000 Horse Power Available

For Industrial Purposes in the City  
 and Vicinity of

**QUEBEC, P.Q.**

We own and offer suitable sites for industrial  
 plants, with railway and water facilities,  
 continuous power, lots of room for housing,  
 Good Labor Market.

**The Quebec Railway, Light, Heat & Power Co., Limited**  
 Write for Particulars QUEBEC, P.Q.

**Dobell, Beckett & Co.**  
*Timber and Lumber*  
*Merchants*

QUEBEC, MONTREAL, THREE RIVERS  
 Also Richard R. Dobell, 110 Cannon St., London, Eng.

### Brown Corporation

*Manufacturers of*

Spruce Lumber White Pine  
 Banksian Pine Cedar Shingles  
 Sulphate Pulp Screenings  
 Turpentine

56 ST. PETER ST. - QUEBEC, P.Q.

WHEN BUYING  
**Illuminating Glassware**

ALWAYS ASK FOR  
**Jefferson Glass**  
 (MADE IN CANADA)

Thus you will help Home Industry and get the best

### "Canuck" Bread Mixers



Make home breadmaking easy. The  
 mind directs the mixing, but the hands  
 do not touch the dough — the machine  
 does all the laborious physical work in  
 a clean, scientific way.  
**FAILURE IS IMPOSSIBLE** if the  
 simple instructions with each machine  
 are faithfully followed.

Two sizes - 4 loaf and 8 loaf

**F. T. WRIGHT CO., LIMITED**  
 HAMILTON, CANADA

For Sale by all Tinware and Hardware Dealers



**"There is but—a Slater Shoe"**

*Buy Shoes Made in Canada*

*Keep your money on this side and  
our factory bus.*

This will give work to our own labor,  
and provide a home market for our  
farm products. It will help to solve  
high cost of living by increasing the  
buying power of our own dollar  
instead of having it discounted in a  
humiliating manner.

**Burlington Steel Company**  
Limited

---

**STEEL BARS**

Rounds      Squares  
Flats   Angles   Bands

---

Special Sections for Agricultural Implements

---

Specialty of Steel Bars  
for Concrete Reinforcing

---

HAMILTON

::

CANADA

**J. R. BOOTH**

*Manufacturer*

LUMBER, PULP,  
NEWSPAPER *and*  
CARDBOARD

Wholesale Lumber Yard:  
BURLINGTON, VT.

OTTAWA  
ONTARIO

## Acid Resisting Bronze Castings of All Kinds Pulp and Paper Mill Castings Made to Any Pattern Desired

Immediate Deliveries, Prices Right, Work Guaranteed



Our New Brass Foundry is one of the largest and best equipped in the Dominion, and is now open for business. We have one of the most modern Machine Shops in Canada, and are in position to machine castings of every description.

**OTTAWA CAR MANUFACTURING CO., LIMITED**  
OTTAWA, CANADA

*"For 69 Years First in the  
Hearts of Canadians"*

## Christie Biscuits

Over Five Hundred Varieties

**THE PUREST OF  
ALL PURE FOODS**

In the homes of the fishermen of the Atlantic Coast, the industrial workers of Ontario, the grain-growers of the Canadian West, and the lumbermen and coal miners of British Columbia the Christie Biscuit is so well and favorably known that its sale surpasses all others.

**Christie, Brown & Co., Limited**  
TORONTO, CANADA

## ONYX SHOES

FOR WOMEN

Made in Canada by Canadians, giving all that is best in quality, up-to-the-minute in style, the equal of any shoe in the world, and you save the duty by buying them.

*Good Dealers Handle Them*

**Blachford Shoe Mfg. Co., Limited**  
TORONTO, CANADA



UP in the morning into your combinations (in with your socks)

If you wear Underwear and Hosiery bearing the Mercury trade mark you start the day well fitted and comfortable. A day of comfort from well fitting well made garments is assured you.

Hosiery and Underwear in materials for light or heavy wear.

Ask for Mercury — the name that stands for the best quality you money will buy.

If you desire to see our latest styles we will order for you.

MERCURY MILLS LIMITED, Hamilton, Canada

Makers of Underwear and Hosiery for Men, Women and Children

**Mercury**

Underwear and Hosiery, Inc.



## Pendrith Machinery Company, Limited

MACHINISTS

Manufacturers of  
Bakers'  
Machinery

970-972 QUEEN ST. WEST

TORONTO - ONTARIO

Established  
1914

Office and Warehouse 7-11 Mary Street  
HAMILTON

## THE JAMES MONCUR ELECTRIC CO.

Distributors Electrical Apparatus and  
Supplies for Light and Power Purposes

Representing

The Benjamin Electric and Mfg. Co., Limited  
The Canadian General Electric Co., Limited  
The Canadian Sunbeam Lamp Co., Limited  
The Canadian National Carbon Co., Limited  
The Crompton-Hinds Co. of Canada, Limited  
The Condit Co. of Canada, Limited  
The Harvey Hubbell Co. of Canada, Limited

Accounts solicited with Contractors' Dealers  
doing an annual business of \$15,000.00 and over

PHONE Regent 5004

WHOLESALE ONLY

## The Belgo-Canadian Pulp & Paper Co. Limited

Manufacturers of

Wood Pulp  
News Print  
Paper and  
Lumber

SHAWINIGAN FALLS, P. Q.

## NATCO HOLLOW TILE

Contractors for Fireproof  
Construction

NATIONAL FIREPROOFING COMPANY  
OF CANADA, LIMITED

General Office - TORONTO

Factory - ALDERSHOT

**Rubber Goods**



**Made in Canada**

**THE EMBLEM OF QUALITY AND HONEST WORKMANSHIP**  
for

**RUBBER FOOTWEAR —**

"Jacques Cartier," "Merchants," "Dominion,"  
"Daisy," "Maple Leaf," and "Granby" Rubber  
Boots and Shoes and "Fleet Foot" Outing Shoes.

**"DOMINION RAINSTERS"**

"Made-in-Canada" Raincoats for men, women and  
children.

**"DOMINION TIRES"**

For autos, trucks, carriages, bicycles and motor-  
cycles.

**DRUGGISTS' SUNDRIES**

Including "Diamond" Hot Water Bottles, Fountain  
Syringes, Hospital Sheetting, Invalid Cushions,  
Rubber Gloves, etc.

**MECHANICAL RUBBER GOODS**

Belts, Packing, Hose and Rubber Rolls.

**MOULDED RUBBER GOODS**

Mats, Matting, Plumbers' Supplies, etc.

*When buying Rubber Goods, ask for the Dominion Rubber System products*

**DOMINION RUBBER SYSTEM**

HEAD OFFICE MONTREAL.

SERVICE BRANCHES AT

Halifax, St. John, Quebec, Ottawa, Toronto, Hamilton, Brantford, London, Kitchener, North Bay, Fort William, Winnipeg, Brandon,  
Regina, Saskatoon, Edmonton, Lethbridge, Calgary, Vancouver and Victoria.

**DOMINION BRIDGE COMPANY**  
LIMITED

*Builders of*

Railway and Highway Bridges  
Steel Buildings and Plate Work  
Hand and Electric Power Travelling Cranes

**MONTREAL, P.Q.**

TORONTO, ONT.

OTTAWA, ONT.

WINNIPEG, MAN.

What the Name  
"BALLANTYNE"

Means in Knitted Goods

First and foremost, it means full value for the price paid and this is the result of the very favorable conditions under which they are produced. They are made by skilful workers, operating under splendid working conditions and the materials that go into all Ballantyne products are of the most dependable quality. Ballantyne Knitted Goods are noted for their style, durability and uniform high quality a result that can be obtained only by an entire organization working in the closest harmony.

ASK FOR

BALLANTYNE'S

when buying any of the following: Knitted Coats, Pullovers, Caps, Toques, Mufflers, Hosiery, Mitts and Gloves, Men's and Boys' Jerseys, Children's Suits, Bathing Suits, etc., and "The Ballantyne Glove," (Scotch Knit.)

R. M. BALLANTYNE, LIMITED  
STRATFORD, ONTARIO

THE BROCK HAT

(MADE IN CANADA)

As Good as Its  
Name

AT ALL GOOD DEALERS

F. G. SIMMONDS

BAKER AND  
CONFECTIONER

279 ST. PAUL ST.

PHONE 1190

ST. CATHARINES

*A dainty and  
pleasing confection*

Nobility Chocolates

Made in Canada and sold from  
the Atlantic to the Pacific

Nobility Chocolates, Limited  
St. Thomas, Ontario

Richard L. Baker & Company

The Glove, Hosiery and  
Underwear House of  
Canada

84 Wellington St. W.

TORONTO

Buy Canadian Made Goods

McCORMICK'S BISCUITS AND CANDY

Makers of

JERSEY CREAM SODAS

VISIT OUR SNOW-WHITE, SUN-SHINE FACTORY AT LONDON, CANADA





# Comfort for life

**SIMMONS  
BEDS, SPRINGS  
and MATTRESSES**

*Built for Sleep*

AT ALL GOOD FURNITURE STORES

# Rest for the weary

MONTREAL

TORONTO

SIMMONS LIMITED

WINNIPEG

CALGARY

VANCOUVER



