

THE SWORN PAID CIRCULATION OF THE CANADIAN LABOR PRESS IS OVER 32,000 INDIVIDUAL SUBSCRIBERS

O. B. U. FAILS TO WEATHER THE STORM

O. B. U. FORM OF ORGANIZATION NOT FEASIBLE AND RANK AND FILE DEMAND CRAFT UNIONS SIMILAR TO INT.

"Rainbow Chasers" Have Had a Complete Change of Heart—Workers Are Realizing More Than Ever That International Trades Union Movement is the Only One That Stands For Progress and Prosperity.

As the Canadian Labor Press has repeatedly stated, the Labor movement is as progressive as its members make it—the ranting "rainbows" notwithstanding. The International Trades Union movement, founded as a sound principle, has moved and is moving as rapidly as the rank and file wish it to move, and the leaders of the One Big Union are finding that the rank and file do their own business and carry it out as they see fit.

The lumber workers are doing this and immediately comes with a dispute with their employers. Recently the One Big Union gas workers of one of the Pacific coast cities applied for and had established a Board of Conciliation to deal with a dispute with their employers. This was also demanded by the rank and file and we are sure that the O. B. U. leaders, if their previous declarations are worth anything, were opposed to such action. But again the change of heart, for the General Secretary of the O. B. U. was named as the gas workers' representative on the board. Leaders in the One Big Union have repeatedly stated that they did not believe in agreements, and yet they have sanctioned a Board of Conciliation that will bring in an award upon which an agreement will be based. The One Big Union officials have on many occasions made it quite clear that they could not and would not have anything to do with the Government, and yet they have sanctioned a Board of Conciliation that will bring in an award upon which an agreement will be based. The One Big Union officials have on many occasions made it quite clear that they could not and would not have anything to do with the Government, and yet they have sanctioned a Board of Conciliation that will bring in an award upon which an agreement will be based.

The O. B. U. butchers and form of receipt, but otherwise there is little similarity in the Lumber Workers' Industrial Union and the O. B. U. The general secretary of the O. B. U. says it down that this is all wrong. "The Lumber Workers," he says, "have sent organizers throughout the country and are overlapping has taken place, and competition between the lumber workers and other branches of the O. B. U. has occurred. The rank and file of the International Trades Union movement has been founded on a solid foundation and is the best possible form of organization." It is quite apparent that the only feasible one is the craft form of organization. O. B. U. leaders now admit that it is so.

It seems to us that the One Big Union leaders have had a change of heart within the past few months. We well remember the statements of Joe Knight when addressing a meeting of workers at Pembroke some months ago when he stated: "The rank and file do their own business and carry it out as they see fit." The lumber workers are doing this and immediately comes with a dispute with their employers. Recently the One Big Union gas workers of one of the Pacific coast cities applied for and had established a Board of Conciliation to deal with a dispute with their employers. This was also demanded by the rank and file and we are sure that the O. B. U. leaders, if their previous declarations are worth anything, were opposed to such action. But again the change of heart, for the General Secretary of the O. B. U. was named as the gas workers' representative on the board. Leaders in the One Big Union have repeatedly stated that they did not believe in agreements, and yet they have sanctioned a Board of Conciliation that will bring in an award upon which an agreement will be based. The One Big Union officials have on many occasions made it quite clear that they could not and would not have anything to do with the Government, and yet they have sanctioned a Board of Conciliation that will bring in an award upon which an agreement will be based.

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"THE STRONG MAN"



Drawn Exclusively for the Canadian Labor Press by our own cartoonist.

MANY APPLICATIONS MOTHERS' PENSIONS

Labor Dept. Receives Initial Applications.

The Mothers' Pensions Commission has been actually named the Applications have been pouring in to the Department of Labor of Ontario. Hundreds are already on file, and it is anticipated that the number will run into the thousands for the preliminary applications.

The initial applications contain no detailed information whatever, and the names and address only are noted. Later, when the machinery of the commission is in operation, blanks for the applicants to fill in will be sent out, and the actual work of investigation will begin.

The first meeting of the commission will be called by the Hon. Mr. Rolie, Minister of Labor, who will formally name the chairman and vice-chairman of the board. The chairman, as has already been announced, is the Rev. P. Bryce. The vice-chairman is yet to be selected. Having constituted the office, the commission will be given by the minister the data and applications now on hand, and the business of the commission will be to supply, including investigators, will immediately follow.

BRITISH LABOR LEADERS TO CONFER WITH FRENCH LEADERS.

William Adamson, Labor member of Parliament, and Henry Goeling, leader of the transport workers, have been chosen by the council of action of the Triple Alliance of Labor of Great Britain to go to Paris and consult leaders of French labor and the chiefs of the French Socialist parties relative to their attitude toward Russia. The council has called on trade unionists throughout Great Britain to supply information regarding munitions upon which they are now working or transporting.

The purpose of the council of action in sending representatives to Paris is to secure a common understanding between the labor forces of France and Great Britain, with a view to co-operating to prevent war against Russia.

EVERY BROOM AND WHISK MAKER GETS AN INCREASE.

Secretary-Treasurer Boyer, Ontario International Broom and Whisk Makers' Union, announces that during the past year 100 per cent of the membership secured wage increases and improved working conditions, in most instances without a strike or lengthy controversy.

ON REASON FOR INCREASED TELEPHONE RATES.

The Telephone: "I'm going to cost you more."

Householder: "Why?"

The Telephone: "Oh, the usual reason—increased efficiency."

SLIGHT DECREASE IN THE FAMILY BUDGET

\$16.84 Average Cost During Month of July.

The prices movement was again marked by decreases in wholesale prices of many materials and seasonal changes in foods, some of which were increases and some decreases, says the Labor Gazette. The net result was another decline in the index number of wholesale prices, which fell to 245.8 for July as compared with 249.3 for June, 255.6 for May, 254.9 for July, 1919, and 134.6 for July, 1914. The chief decreases for the month were in grains, fish, fruits and vegetables, textiles and lumber, with increases in livestock and meats, butter and eggs, sugar, coal and coke, some building materials and some chemicals.

In retail prices, the average cost of family budget of staple foods in some sixty cities averaged \$16.84 at the middle of July as compared with \$16.97 for the middle of June, \$17.77 in July, 1919, and \$7.43 in July, 1914. The chief decrease for the month was in potatoes.

BRITISH MINERS TAKE STRIKE VOTE.

Delegates of the Miners' Federation met in conference on Friday to consider the Government's reply to their demand for reduction of 14 shillings and twopence per ton in the selling price of coal and two shillings per shift increase of wages per adult miner. Smillie, the federation's president, had returned a blank refusal to their claim and this conference would be required to decide the next step. By 163 votes against 3, a resolution was passed ordering the executive to make the issue the subject of a strike ballot of all coal fields, the minority representing the view that the demand for a decrease in the selling price of coal should be dropped and a claim for four shillings wage advance substituted.

Ballot papers will be returned by August 1 and a two-day strike majority is certain, a national stoppage of the coal mining industry will commence on expiration of 14 days' notice from the day the ballot is complete. It was also decided to ask the two other parties to the Industrial Triple Alliance, the National Union of Railwaymen and the Transport Workers' Federation, to co-operate with the miners in event of a national stoppage. Finally the conference strongly recommended their members to vote in favor of a strike.

ONTARIO I. L. P.'S ANNUAL PICNIC.

The annual picnic of the various branches of the I.L.P. throughout the province will be held at Wahsawo Park, near Hamilton, on Saturday, August 21. Hon. Walter Kollo and a number of the Labor members in the Canadian Pacific railway, western division, and the men have begun to press their claims before the Board of Railway Conciliation at Winnipeg.

RAILWAY TRAINMEN SEEK INCREASES.

Wage increases ranging all the way from 50 to 100 per cent, are being sought by trainmen of the Canadian Pacific railway, western division, and the men have begun to press their claims before the Board of Railway Conciliation at Winnipeg.

A preliminary hearing of the case was held this morning when David Campbell, Winnipeg, appeared on behalf of the trainmen, and Isaac Pitblado, K.C., attended as representative of the company.

The men are asking for an increase to accord with the rise in the cost of living since 1916. E. H. Cooke, chairman of trainmen, Moore Jaw, announced at the close of the meeting, but he refused to state the exact increase sought. He said that the demand was not less than 50 per cent, and that it might go as high as 100 per cent.

No information as to the stand of the company could be obtained. Trainmen anticipate that the hearing may last a week or longer.

BRANTFORD'S CO-OPERATIVE SOCIETY IS THRIVING.

Profits earned at the rate of 65.5 per cent per annum on the paid-up stock of the society was reported at the semi-annual meeting of the Brant Farmers Co-operative Society. Earnings were \$18,410 for the six months, an increase of \$1,541 over the six months of the preceding year. The net surplus was \$1,175 on a paid-up capital of \$7,000. The profits are retained for use in the society's business as a reserve, the annual dividend being usually at the rate of 4 per cent.

HINT TO "HIGH BROWS."

In the current issue of American Federalist, President Gompers drops this hint to "industrial unrest solvers":

"Those who undertake to construct statements of principles and the creation of programmes for the improvement of industrial conditions must some day come to realize that the object can not be achieved by the writing of essays and that industrial wrongs can not be removed without offending those who are engaged in the perpetuation of such wrongs or without dislodging them from the autocratic position they seek to maintain."

Cornwall Workers' Progress Most Remarkable

During the past week the Cornwall Trades and Labor Council was granted a charter by the Trades and Labor Congress of Canada. The workers in Cornwall have made wonderful progress during the past year and have today one of the best organized towns in the Dominion of Canada. It is little more than a year since the first union was organized, yet they have been able to increase their wage standards and maintain 100 per cent organizations. The Cornwall Trades and Labor Council, electing a full slate to the City Council and have eight of the twelve councilors thereon. The most recent class of workers become organized at Cornwall is the paper-makers and we are credibly informed that this union is a 100 per cent organization. Other organizations in the factory town are textile workers, steam and operating engineers, painters, bricklayers and stone masons, and a federal union of general workers. The workers there purpose celebrating Labor Day, and a live committee is on the job to make sure the event is a memorable one.

ONTARIO BRICKLAYERS' CONFERENCE BOARD TO MEET AT HAMILTON.

On September 5 in Hamilton, the annual assembly of the Ontario Bricklayers and Masons' conference will be held when about 100 delegates, representing the 32 provincial locals, under the jurisdiction of the International union, will be on hand. Local No. 1 is leaving no stone unturned to insure unqualified success and a convention committee has been named to prepare for the big event. Walter Thomas, Toronto, and James S. Barker are the delegates-elect to represent Hamilton. It is many years since the conference met at Hamilton and a hearty welcome is assured to the visiting delegates, during the four days' session. General Organizer John McLeod and a close shop and non-union members are respectively president and secretary-treasurer of the conference board.

NEW YORK DOCKERS' STRIKE OVER.

With the adoption of resolutions by the teamsters and chauffeurs' unions authorizing the truckmen to go back to work on all lines of the coastwise pier, the New York longshoremen's strike is practically at an end.

Despite this vote, a large number of the teamsters, on arriving at the piers and finding the longshoremen's strike still on, refused to return to work until that is settled.

It is believed that, although the truckmen have returned, the real trouble between union and non-union labor has been merely deferred, and that when the present agreement with the deep sea longshoremen expires next month, demands will be made for a close shop and increased wages. A friendly conference of both sides is expected to discuss the demands which the longshoremen are now making, but it is believed that the steamship companies will refuse both higher wages and the closed shop. The longshoremen are now saying that if their terms are not agreed to by October 1, they will inaugurate a strike that will hit the whole port.

SMALL INCREASE REACHES TREMENDOUS PROPORTION WHEN MANUFACTURERS COME TO THE ULTIMATE CONSUMER

Montreal Cotton Manufacturer Lets in Some Light on the Manipulation Taking Place For Which the Workers Must Pay—Reasonable to Suppose Some Juggling Follows Wage Increases.

The pressing need of co-operative buying and selling is illustrated in a statement by a leading cotton manufacturer of Montreal last week. He was giving evidence on the increased freight rates but incidentally he let some light on the manipulation that is taking place all over the country for which the workers—consumers—have to pay. No doubt the increase in freight rates is a very real thing, but it is not the only thing that has increased. He says that the smallest increase in freight rates may become a large increase in the price charged by retailers for their goods.

"Take a shipment of 3,500 yards of cotton goods weighing 500 pounds gross and 450 pounds net," he said. "First we will move it from the Montreal mill to the Toronto wholesaler. Then from Toronto to a Winnipeg retailer. The freight bill on this shipment is \$12.50. The existing freight rate of 54-1-2 cents per hundred pounds adds \$12.12-1-2. The Toronto wholesaler pays, therefore, \$42.72-1-2 cents. Now the wholesaler adds 20 per cent to the mill price, and 30 per cent to the freight bill to arrive at his selling price of \$67.67. Next the Winnipeg retailer pays this price, plus the freight from Toronto to Winnipeg—\$1.05. He adds 50 per cent to the wholesaler's selling price and 50 per cent to the freight bill, or in all \$78.16. In order to arrive at his selling price—\$77.44. Out of this selling price the railways have actually taken only \$11.71-1-2. But the consumer of cotton goods has paid \$18.27 on account of freight rates."

"Taking the proposed forty per cent increase in freight rates in the effect: Our freight bill on the raw cotton from Texas for the 3,500 yards of cloth referred to, rises from \$1.14 per 100 lbs. to \$1.62. This brings our cost up \$2.28, making our price to the wholesaler \$42.28 instead of \$42.00. The wholesaler now adds his twenty per cent to our slightly increased cost, and also to his slightly increased freight bill (\$2.11-1-2 instead of \$2.12-1-2). He thus arrives at a price of \$51.12 for the goods."

"Next, the Winnipeg retailer adds fifty per cent to his own freight bill from Toronto to Winnipeg, which has risen from \$1.14 to \$1.62. He thus arrives at his selling price of \$78.97. In other words, although the mill price has risen only from \$42.00 to \$42.28, the price to the public has risen from \$77.44 to \$77.47. The railways receive only \$6.39 more than before the present rates, but the public pays on these 3,500 yards \$11.45 cents more on account of freight rates."

SEAMEN WILL REFUSE TO TRANSPORT TROOPS IN EVENT OF WAR.

The International Seamen's Congress at Brussels, last week, adopted a motion to the effect that in order to prevent future wars the seamen will refuse to transport troops and munitions. This measure is applicable to the Russo-Polish conflict, the seamen's delegates refusing to transport troops and munitions.

COAL EMBARGO TO BE MODIFIED.

The embargo on the export of coal recently declared by Hon. B. Carvell, fuel commissioner and chairman of the Dominion Railway Commission, is to be modified so as to permit at least some exporting from the Province of Nova Scotia, according to the statements of miners' union officials and operators.

What the nature of the partial lifting of the embargo will be was not stated, but it was said that it would permit coal to be shipped to the shipment to be sent out, and that nothing would be done which would cause the mines to close down while markets were available.

DIRTY TACTICS OF THE ONE BIG UNION AT WINNIPEG DURING JOINT DEBATE

O.B.U. Do Not Believe in Free Speech, Yet Have Been Shouting For Free Expression of Opinion in Canada—International Unions Gain as Result of O.B.U. Tactics.

Last week a joint debate of the respective merits of the International Trades Union movement and the One Big Union was scheduled to take place at Winnipeg. The International unions chose Wm. Hoop, of the Winnipeg Trades and Labor Council and Robert C. McCutcheon, of the Roller-makers' Union, as their representatives, while Joe Knight and John Houston took the platform for the O.B.U. Fred J. Dixon, M.L.A., officiated as chairman. The meeting assembled as per schedule, but only one side of the debate was heard. The O.B.U. element "nacked" the meeting and suppressed free speech, and the representatives of the International Trades Union movement were not given an opportunity to express their views. This procedure is to be expected from the O.B.U. Its leaders admit about the rights of free citizens, declaring that there is no freedom of speech in Canada. They do not believe in

Editorial Page of The Canadian Labor Press

J. A. P. HAYDON, M.C., Editor. A. H. BLACKBURN, Circulation Mgr.

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A WEEKLY NEWS LETTER.

RECORD OF PROGRESS.

WITH the closing of the Convention of the International Typographical Union, held at Albany, N.Y., last week, an opportunity is offered through the actual presentations of the reports to prove conclusively that the past year has, from the point of success, been the banner period of the organization's existence.

The financial report shows that the mortuary fund increased to \$288,486.66, and the old age pension fund an increase of \$245,393.39, placing to the credit of the latter fund on May 31, 1920, a total of \$986,859.76.

Another record was established in membership growth, with 71,849 members in good standing, an increase of 5,742 for the twelve-month term.

Not unlike other organizations in texture, the Albany convention was productive of its little touches of discord, but the heart of the typos' formation is as sound as the proverbial bell, and likely to so remain, notwithstanding the loudest voice of all which is that of the disturber and wrecker.

Credit is due to the same leadership with which the union has to date been guided, and the executive are justified in saying "a continuance of the policies that have already been inaugurated and the adoption of such further advanced measures as from time to time come up insure the success of the International Typographical Union for all time."

DIFFERENCES THERE BE.

ON the 15th September, in Winnipeg, the sittings of the Tariff Commission will commence. It is understood that all sections of the community desirous of placing their views on record in this particular will have an opportunity, and if this offer is accepted there is as likely to be as many proposals for a "sound tariff arrangement" as there are articles that may be in a tariff schedule.

Outside of the trade union movement voices call for Free Trade, restricted tariff taxes on this or other articles or sources. All agree that revenue has to be secured, but the going of the other fellow's ox is the most popular pastime in tariff reform.

Should the organized trade union movement representatives enter this free-for-all, we are quite justified in expecting that versions presented will be as wide apart as the poles. The boot and shoe worker wants his protection, the stonecutter prefers to let the stone on this side of the line, the tailor, sheet metal worker, painter, right down the whole craft line, are claimants for home industry, giving an impression in the direction of fair, rather than a free trade policy.

With a division of opinion at all times so much in evidence outside the workers' ranks on this question, to expect a united thought from the workers is asking the impossible; yet not an uncommon procedure. If labor places its views before the Commission, it is as well not to expect an enunciation of similar plan or in the same tone, or a disappointment is in store.

Here's To Woman.

Once Our Superior. Now Our Equal.—Can.

FRANCE'S TRIBUTE TO CANADA

CALIFORNIA WOMEN BENEFIT BY MINIMUM WAGE LAW.

Many thousands of women employed in industries in California will receive the benefit of the new minimum wage scale of \$16 which is announced by the Industrial Welfare Commission, and which went into effect July 31.

In its findings the commission sets the least wage adequate to supply to women and minors employed in industry the necessary cost of proper living at \$16 per week. The commission has also established a standard for conditions of employment for the comfort, health and safety of employees and they are vested by the state Legislature with power to enforce these regulations, and to inflict a penalty for violation.

The scales of wages and hours cover every sort of industry and employment, including fruit and vegetable packers, laundry, dry cleaning, manufacturing, ganery, printing, engraving, bookbinding, graphing, military workers, waitresses in hotels and restaurants and those employed in agricultural occupations and mercantile establishments.

No person may employ a woman in any occupation at less than 12-1/2 cents per hour, or minor at less than 10 cents per hour, exclusive of those times of apprenticeship is provided for. No employer may compare tips or gratuities as being part of the legal minimum wage.

Records must be kept of all employees for a period of one year, also the printed schedule of wages prepared by the commission regarding wages and hours and the conditions of employment must be posted in a conspicuous place in the workroom, violation of any of its provisions will constitute a misdemeanor.

MT. HAMILTON WOMEN'S LABOR PARTY. During the meeting of the Mount Hamilton Women's Labor Party, a communication was read from Senator Gordon Robertson, relative to a query sent him by the women concerning the price of oleomargarine.

During the discussion the speakers expressed indignation and characterized as disgraceful, that the Government and its board of commerce should allow the pretenses opportunity to charge what they liked for margarine.

Announcement was made by President Mrs. Inman that everything would be ready for the bazaar, which would be held in the Mission hall one week next Wednesday. Arrangements are also under way respecting the annual picnic of the six Westworth District Council affiliated I.L.P. branches, scheduled to take place in Bartonville on Saturday, August 28. Candies and ice cream for the youngsters, refreshments and confections will be provided free to adults, and expected that about 2,000 men and women will take in the affair.

HAMILTON WOMEN'S I.L.P. The Hamilton Women's Independent Labor Party held its regular meeting last week in Foresters' chambers, East Main street, with Mrs. Madden, president, in the chair. There was a large attendance. Following the regular business the secretary read, among other correspondence, the resignation of the president, who found herself unable to continue in this office owing to ill health. The ladies would not accept Mrs. Madden's resignation and offered to help her in every possible way if she would decide to remain in the chair.

A discussion took place on the provincial picnic to be held in Watkinsburg on Saturday, August 21; also on the memorial to be erected to the late Allan Studholme, by a committee to act for the central body of men and other branches throughout the province.

A letter of sympathy will be sent to Mrs. J. Gimblett on the death of her sister.

The next meeting will take place on the second Monday in September.

MANITOBA WORKERS AND FARMERS WILL NOT UNITE. Conferences between Farmer-Independent, Conservative and Labor members of the Manitoba legislature took place on Thursday with a view to the formation of a coalition Opposition against the Norris Government.

Nothing further than this was officially announced, but it was gathered that there is a decided indisposition on the part of the bulk of the Farmer-Independents to have any alliance with the Labor party in view of the first plank in the platform of the Dominion Labor party declaring that it stood for "the transformation of capitalist property into social property with production for use instead of for profit."

Across the Atlantic.

What Our Brothers in the Motherland Are Doing.

OUR WEEKLY BRITISH LETTER.

LONDON, England (Saturday).—The outstanding feature in the Labor world this week have undoubtedly been the quantity of the Labor delegates in the determination to enjoy direct action to prevent war with Russia, and the miners' decision to ballot for a strike in order to enforce demands for a reduced price of coal and an increase of wages.

The national Labor conference on Friday proved to be more solidly united in favor of resorting to general strike action, if it should be necessary, to prevent war with Russia, than the most optimistic of leaders of the movement had dared to hope for.

According to the best informed opinion of the miners' leaders your correspondent learned that the unanimity of decision on Thursday to take the strike ballot reflects the general feeling in the coal fields that the view of Robert Smillie and other officials of the organization that it would be impolitic to abandon the claim for reduction in price of coal prevailed over the contention of some of the miners that the federation ought to drop this demand and ask only for a larger increase in wages.

It is considered likely that during the next few days, efforts will be made to secure co-operation between British and French Labor to oppose further intervention in Russia, while it is believed that full co-operation of Italy is already assured.

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The finishing touches are being put at the present time, to the statue reproduced above, by the sculptor M. Balleue of Paris. When it is completed it will be sent to Canada and erected at Quebec as France's tribute to the many gallant Canadians who fought on her soil.

THE ASSOCIATED FEDERAL EMPLOYES OF OTTAWA.

Continued From Page One. Poor deluded individual outside the reckoning and with all his fine talk and feathers, it has not succeeded in removing the ponderous load from the bent back of the Service. Goodness knows, we wish it hid! Their ears, as we go from branch to branch, would not be greeted with the cry of discontent, the cry of indifference and one of satisfaction.

NOBLESS OBLIGE. (After Bertrand). (Mr. Tom Moore recently stated that civil servants who refused to affiliate with Labor were preserving their dignity at the expense of their bread and butter).

My curled mustaches resemble the tail of the taraxac, my linen is as white as a tablecloth at the Chateau, and my evening clothes not older than the throne within the Senate and Chamber.

What a beautiful night! The stars sparkle like the Crown Jewels. How clear the Hall sounds out in the moonlight as one approaches from the Rook-hurst pile.

Ah! If from yonder balcony which holds that sylvan-like form, a roasted pigeon had only fallen in the hollow and smelted on the floor instead of the floor!

A pretty wit has young Lord Beville; but, curse the fellow, my laughter at his jests causes my ribs to beat upon my spine, and thus he adds to my suffering.

Fresh lemonade! Ices with macaroons of Napsin! To gods! Let me once more dip my finger in life as I pass. Exitus acta probata. Do I not see yonder Marion Chulmondeley on the arm of Sir Pere de Bore? Three lay dogs from the Department follow her, yapping. She has five diamonds in her ears, the young coquette! He has fine rubies on his nose, the old courtier!

And the Civil Service gallant struts about, 788 on hip, showing the men and smiling on the women. But he had not dined that day; he had bought himself instead a bouquet of violets.

Women in Politics. Lady Astor, British representative at the International Woman's Suffrage Congress at Geneva, Switzerland, recently urged all women to strive to consecrate the victory of the League of Nations. She said that the question of women's suffrage was one of justice.

The modern bungalow—a hunkie which is owed for. In June there were 217 articles in "nationalized" factories in Russia. As a consequence "colleges of political education" are being put in every factory. The workers will have to attend lectures on the benefit of Soviet rule.

Fair Rates To Pay Fair Wages

In common with all other workers, the 13,450 employees of the Bell Telephone Company have found that the purchasing power of their wages has materially decreased in the last few years.

The company has met this condition by making substantial wage increases. For example, the increase in wages for the year ending June 30, 1920, amounted to \$3,800,000 more than would have been payable under the scale of wages in force the 30th of November, 1918. The average wage of telephone workers has risen 95.1% in five years.

These increases, together with the advanced cost of every commodity used in telephone operation due to increased cost of labor, has rendered existing revenues insufficient to enable the Bell Telephone Company to fulfill the demands for telephone service made upon it.

If fair wages are to be paid to both employees and investors it is obvious that new rates must be granted.

The Bell Telephone Company of Canada

NOVA SCOTIA STEEL & COAL COMPANY LIMITED.

New Glasgow, Nova Scotia. Western Steel Sales Office - Room 14, Windsor Hotel, Montreal.

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NOTICE TO CONTRACTORS.

Bulk and Separate Tenders, addressed to the Board of Control, and enclosed "Tender for Fire Station" will be received by the Board's Secretary until 2 o'clock p.m. of Tuesday, 19th August, at the Board's Office, 100 St. James Street, West, Montreal.

NOTICE TO THE PUBLIC.

Commencing 8 a.m. Monday next, August 23rd, 1920, the Bridge Company will start the work of the removal of the two eastern spans of the present Combourg Bridge.

DEBENTURE BYLAWS.

Notice is hereby given that the following bylaws of the Council of the Corporation of the City of Ottawa were passed at the amount of \$5,000 on the 2nd day of August 1920, and that the same were registered in the Registry Office of the said Corporation on the 8th day of the said month.

Come for a Glorious Boat Trip

COMMENCE your boat-trip holiday at Lewistown, where one of our luxuriously-appointed Steamers will connect with your train. Thence across Lake Ontario to Toronto—through the Thousand Islands and the Rapids, in the Cities of Montreal and Quebec. Such is the route of the trip from "Niagara to the Sea".

terminating in the canyon-like scenery of the Saguenay. We approach Cape Eternity, a towering mass of rock that looks down upon us in isolated grandeur, making our craft look like a microscopic organism in some spectral picture.

LABOR NEWS FROM COAST TO COAST

FORTY-FOUR HOUR WEEK RECOMMENDED IN OTTAWA WOODWORKERS' AWARD

Two Reports Made—Differ Only in Regard to Fixing of Minimum Rates of Pay—Many Trade Union Principles Recognized by Award.

A forty-four hour working week, with the establishment of minimum wage rates for each of the three groups of workers classified in the woodworkers' trade, viz: skilled, semi-skilled and unskilled workers, the institution of an apprenticeship system, and provision for time and a half overtime payment for all hours worked over the eight-hour day, are recommendations contained in the majority report handed to the Minister of Labor in connection with the board of conciliation which adjudicated the inside woodworkers' dispute at Ottawa, brief mention of which was made in these columns last week.

OTTAWA.

BACK FROM ALBANY. P. M. Draper and Michael Powell returned from Albany on Saturday, where they attended the meeting of the Trades Council at the Hotel Hamilton. It is expected that a membership of at least 1,000 will be shown at the end of the present month.

OTTAWA NEWS BRIEFS. The report of the Board of Arbitration considering the dispute between Ottawa inside woodworkers and their employers was not brought before the meeting of Ottawa Building Trades Council at its regular meeting this week as had been expected. Only routine business was transacted.

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The sports and entertainment at Lansdowne Park, in the afternoon, will surpass anything yet attempted here, and many children's events will be held and contests between some of the unions will also take place. Efforts are being made to have some contests between the Ottawa and Hull fire fighters, while a team of workers will fight it out with a team of workers in Hull at tug-of-war. A soccer game is also anticipated.

Business Agent Pat Green, of the Ottawa District Council of Carpenters, was in the city over the week-end. He paid a visit to Renfrew last week and reports that the unsatisfactory state of affairs existing in that town, due to the efforts of the Town Council, are about to be settled to the satisfaction of all concerned.

The Associated Federal Employees of Ottawa, Federal Union No. 66, are making very good progress, and now have a membership of about 500. Meetings are being held daily and "the service," generally, is learning something of the labor movement. Interest in these meetings is growing and the civil servants are realizing as never before that progress can come only through labor activity. It is expected that a membership of at least 1,000 will be shown at the end of the present month.

HAMILTON.

L. P. PICNIC. A meeting of representatives of the Hamilton and Wentworth district Independent Labor party branches met in the Labor hall recently to consider matters in connection with next year's first annual picnic of the Ontario Labor party, which will be held at Wabasso park. The meeting was presided over by H. G. Foster.

Next Thursday night in the Labor hall a summons meeting of the members of local No. 709, steam and operating engineers, will be held. Business Agent H. Longfellow has announced that important matters relative to the international convention which meets in Pittsburgh Pa. on Monday, September 12, are to be disposed of. It is expected that several resolutions, having great bearing on provincial engineers, will be discussed prior to their being forwarded on to International headquarters. From now on it has been decided that the executive committee shall meet every second and fourth Thursday. Bro. Longfellow will make the Pittsburgh convention trip.

F. A. Dunn, city, who recently was named provincial secretary of the Ontario engineers' conference in Niagara Falls, Ont., having resigned that office, Business Agent Longfellow has been appointed his successor.

At Thursday's meeting several candidates will be initiated, two at \$25 each and one at \$5. At the present time there are only nine striking hostilities engineers on the strike pay roll, every one of whom are receiving in the neighborhood of \$30 per week.

HAMILTON DELEGATION FOR CONGRESS CONVENTION. When the 36th annual Trades and Labor Congress of Canada convenes in the armories, Windsor, Ont., on

Monday, September 13, among the big assembly of accredited delegates will be found a big quota from Hamilton. Already a number have been named by the various affiliated bodies at Hamilton, and more will be named to make the trip before the end of the month.

Business Agent H. Longfellow, of the Hamilton Trades and Labor Council, is in the city over the week-end. He paid a visit to Renfrew last week and reports that the unsatisfactory state of affairs existing in that town, due to the efforts of the Town Council, are about to be settled to the satisfaction of all concerned.

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Inquiry Into Mill Closing Demanded

A Federal investigation to discover the real reasons for closing down woolen and worsted mills in the U. S. is asked by John Golden, president of the United Textile Workers of America, in a letter sent to Secretary of Labor Wilson. Mr. Golden said he had been instructed by the executive board of that organization to make the request in behalf of the organization's 100,000 textile workers. But he added that the union for the time being would not assume to know the real reasons for closing.

States, but which Montreal master barbers, he claims, have been content to leave in abeyance. Mr. Dimuro emphasized that these sanitary measures, which would prevent the now common practice of using the same towel for several customers, and like habits, would be all to the benefit of the public.

Another aim of the union is to secure registration of barbers, and prevent outside men from working in barbers' shops, in evenings and on Saturday afternoons. Such men, Mr. Dimuro said, have no qualifications for doing clean, sanitary work, and the public would be better taken care of by regular barbers.

Regular inspection of barber shops was another point the union wished to put into force. He stated that the union also wished the masters to appoint a small delegation to meet one of the men, and go over these and other matters for the benefit of the public and of the parties interested.

Mr. Dimuro stated that the employing barbers had refused to cooperate with the men in these matters, but he had private information that they would do so, if they were object to individual employers doing as they wished. In support of this he produced a contract signed by A. M. Dore, president of the Master Barbers Association in Montreal.

He claims to have 200 union shops in Montreal, but is working to get more.

NORTH SYDNEY STRIKE SETTLED. The North Sydney longshoremen's strike of seven weeks duration was settled on Friday morning on the following basis: Rates of pay 80 cents per hour from 7 a.m. to 6 p.m.; 90 cents per hour from 7 p.m. to 6 a.m.; increases of 10 cents per hour all around; meals and accommodations provided when employees are ordered away from home by the company. When men are ordered out by company they shall be paid from time they report for work.

Previously considerable time was being wasted around the grievances committee is to bring complaints to the attention of the company's officials at North Sydney. The committee is to be such time as selected by the company.

MIGHT BE RIGHT, AT THAT. "Maw," "Well, junior," "Paw don't know much about music, does he?" "Not very much, but why do you ask?" "At the show this afternoon a man told your lady on the stage was singing like G, and paw said it sounded like H."

Send for free book giving full particulars of the world-famous preparation for kidney and bladder troubles. It is a complete course of treatment.

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HALIFAX LONGSHOREMEN'S CONGRESS DELEGATES.

The Longshoremen's Association has nominated "Ming" Coolen and Michael Murphy as delegates to the Canadian Trades and Labor Congress meeting which opens at Windsor, Ont., Sept. 12.

LONDON LETTER-CARRIERS WANT BOARD. At a meeting of the members of Branch No. 4, of the Federated Association of Letter Carriers, London, Ont., held last week, it was decided to accept the back pay checks under protest.

The secretary was instructed to notify the department of this, and also to ask for a board of conciliation. The postman wanted a letter carrier appointed to the board to represent the men, and request that the board sit in London.

The members of the association stated that they are not satisfied with the back pay, and want the board of conciliation to deal with the grievances as to wages and also concerning the provisions which have been made under the new classification.

NOVA SCOTIA COAL MINE CLOSED THROUGH STRIKE. The Springhill mine of the Dominion Coal Co. is idle, nine hundred miners and other employees of the company being out of work as a result of a strike of sixty boiler firemen on Monday.

The firemen want better working conditions. They formerly worked ten hours a day, each working two fires. The men recently secured the eight-hour day, but were required to tend three fires each, with slightly higher pay. This, especially in hot weather.

TOOKE'S SHIRTS, COLLARS AND NECKWEAR. Wear them for style, comfort and their wonderful quality. At Good Dealers Everywhere.

TOOKE BROS., LIMITED. MONTREAL TORONTO WINNIPEG VANCOUVER.

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DESPITE BLOCKADE CHURCH MAKES REPORT

Failure to Purchase Evidence Steel Trust Tries Other Methods.

It is not surprising that the Steel Trust made such extraordinary efforts to prevent the publication of a report of a survey of the steel industry made by the Interchurch World Movement.

HEAD MOTHERS' PENSIONS COMMISSION.



REV. PETER BRYCE, a prominent social worker, who has been named by Hon. Walter Rolfe, Minister of Labor, as chairman of the newly created commission on mothers' pensions for Ontario.

together and prevent another serious investigation of industrial justice. The report is judicial in tone, comprehensive in scope and startling in its conclusions.

ETERNAL JUSTICE.

Charles Mackay. (Published in 1882.) The man is thought a knave or fool. Or bigot, plotting crime. Who, for the advancement of his kind, is wiser than his time.

EMPLOYERS FAVOR ANY PLAN BUT UNIONS

Works Council Plan Same Old Lemon.

"Last week," says Editor Blaud of the Union Leader, "the newspapers devoted columns of space to the International Harvester Company's announcement of a profit-sharing plan—60 per cent to the employees and 40 per cent to the company—on paper, of course, but the newspapers failed to relate the details of this wonderful plan, so that discerning readers might be able to satisfy themselves whether this 60-40 arrangement is a reality or whether the 60 per cent is actually deducted from the employee's be-lated wage increases or other ways for which the so-called profit-sharing institutions are noted."

Bates & Innes, Ltd. CARLETON PLACE, Ont. Manufacturers of Felt and Paper Mill Felts, and Men's Knitted Underwear: Ottawa Valley and Velvokit Brands.

Keep the Machinery Going

The factory would stand still if the belts that turn the wheels were to fail. Belts that make the longest run with the least repair and adjustment, are the workman's best friend. No lost time. Machinery in every factory should be driven well.



BELTS Gutta Percha & Rubber, Ltd. Head Office and Factory: TORONTO.

Canadian Shoes Limited Manufacturers of Women's High Grade Welt Shoes Toronto, Canada. Trade Marks: Nadia, Adian

Fancy Fruits—Olive Oil—Soft Drinks—High-Class Groceries. Choice Vegetables At All Seasons. ANGELO APRILE 198 MAIN STREET EAST TORONTO. Beach 1222.

2173 Gerrard Street E., East Toronto, Ont. Beach 44. MACK BURIAL COMPANY Undertaker and Embalmer. JAS. Mc. Farquhar, Prop. Prices Reasonable. Open Day and Night.

The Electric Steel & Metal Co., Ltd. WELLAND, ONT. High-Grade Steel Castings—Carbon—Manganese—Chrome.

DECHAUX FRERES, Limitee Cleaners and Dyers Nettoyeurs & Teinturiers. Branches—Succ. 197-710 St. Catherine E. Works—Ateliers, 651 to 661 Montcalm St. MONTREAL. PHONE E. 5000.

Nelson B. Cobbleidick Undertaker—Private Motor Ambulance, 1506-08 Danforth Avenue. TORONTO. 2068 Queen Street E. Phones—Beach 73-876.

ST. MAURICE PAPER COMPANY, LTD. BOARD OF TRADE BLDG.—MONTREAL. MANUFACTURERS OF GROUND WOOD LUMBER SULPHITE AND KRAFT PULP NEWSPRINT PAPER OLAPBOARDS SHINGLES MILLS AT Cape Madeleine—Three Rivers—Charlemagne St. Gabriel de Brandon—Montcalm.

LESS TIME LOST IN JULY THAN IN JUNE

1,442 Workers Involved in Disputes at End of Month.

The loss of time on account of industrial disputes was less during July than during June, 1920, or July, 1919, according to the Gazette. There were in existence at the end of July, as compared with the end of June, 1920, and 58,316 working days in June, 1920, and 58,316 working days in July, 1919.

WAGE ADJUSTMENT IN NEW ZEALAND

Joint Conference of Labor and Capital to Be Held.

The New Zealand waterside workers recently concluded a new agreement with the employers of waterside labor, and the fact that they secured a substantial increase in wages is reaching on other occupations in the country. Much of the waterside labor is unskilled and scarcely any of it can be regarded as highly skilled.

LABOR MAY JOIN THE CO-OPERATORS

Affiliation With Trades Unions Almost Certain in Britain.

Before the British Co-operative Annual Congress meets again the co-operative movement will, by means of sectional and district conferences, have fully discussed and it is expected, have made up its mind on the proposed Co-operative and Labor Alliance, this year's congress having decided on this course as a means of getting the full and considered judgment of the movement.

It is becoming clear that wages generally have got to rise in New Zealand, in order to keep pace with new prices and new standards. The large part of the increase in the cost of living must be regarded as permanent, and a corresponding percentage must be added to wages, which must further benefit by the increased wealth and prosperity of the country.

SOME PIANOS have many good features. MOST PIANOS have some good features. Courlay Pianos have all the good features known to modern musical science. WRITE FOR CATALOGUE GOURLEY WINTER & LEEING, LTD. 158 Yonge Street, TORONTO, ONT.

CANADIAN FUR AUCTION SALES CO., Limited. CAPITAL \$5,000,000.00. Commissioners—Importers—Exporters. 132 LAGACHETTERE ST. WEST MONTREAL.

Pembroke Woollen Mills Limited. PEMBROKE ONTARIO

LAPORTE, MARTIN, Ltee. (Established 1870). WHOLESALE GROCERS. EPICIERIS EN GROS. 584 St. Paul St., West Montreal.

THE REDMOND COMPANY, Limited MONTREAL WINNIPEG. Wholesale Manufacturers of FURS, CLOTH CAPS, SHEEP LINED COATS, MITTS and GLOVES. Importers of BATS.

SILVER Over 30,000,000,000 dollars worth of silver and gold metal "must be found," says the American Chamber of Commerce in London, to back up the thirty billion dollars worth of paper money issues floating in Europe today, in addition to America's increasing volume of trade with China and India, creating an almost unlimited demand for the precious metal. Quebec Mining Corporation NORTH TEMISKAMING, P.Q.

A DAIRY whose wide and increasing patronage is founded on service to the public. Pure Rich Milk Fresh From Fine Farms Pastured in the Best Equipped Dairy in Canada. THE FARMER'S DAIRY Walmor Rd. and Bridgman St. TORONTO. Phone Hillcrest 4400.

Cream of Malt Extract BEER versus SUMMER HEAT. What the day has been hot and dusty, and you are feeling tired out and thirsty, nothing will so refresh so please you, as a drink of good cool beer. Sparkling, wholesome beer, 5-7 gallons of it, obtained from a 2 1/2 lb. can of Cream of Malt Extract and a package of hops, price 12 1/2 for Saskatchewan, Alberta and British Columbia; \$2.00 for the rest of Canada. Easily made, free from all chemicals, and with simple, clear instructions, the heavy demand proves this beer to be second to none. Satisfaction guaranteed or your money refunded. Agents wanted everywhere. Splendid proposition. Write for particulars. Canadian Malt Extract Company

A Vast Organization of Canadian Workers is building the New Oldsmobile EIGHT. A new epoch in the manufacture of Canadian quality motor cars is ushered in with the advent of the new Oldsmobile. Both the Seven-passenger Thorobred and the Speedster models possess those daring lines of construction, and are finished throughout to a standard hitherto not attempted in Canada. Oldsmobile Motor Works of Canada, Limited OSHAWA, ONTARIO

COAL PRODUCTION INCREASED BY MINERS

Many Reports Indicate Coal Shortage Not Due to Labor.

That labor is producing its maximum in reports appearing in the press during the past week. Reports from different sources indicate that the miners have produced more coal this year than in any year in the history of the industry. Yet we have a shortage—so they tell us at any rate. Here are some of the facts:

A bright picture of the national coal situation is painted by the Geological Survey in figures made public covering coal production for the week of July 31.

Despite a decrease in production of 1,523,989 tons, as compared with the previous week, due to the strike of mine laborers in Illinois and Indiana, the end of July found bituminous production since the beginning of the year to have reached 392,727,989 tons, an increase of 44,599 tons over the amount mined up to July 21, last year.

Anthracite production also compares favorably with 1919, having reached 59,575,000 tons on July 31, as compared with 47,397,989 tons at the end of July of 1919.

Tidewater shipments, during the week of July 31, established what the survey believes to be a new record for coal handled over tidewater piers in a single week. The total tidewater dumpings amounted to 27,461 cars, an increase of 1,771 cars over the previous week.

The first week of shipment of coal under the order granting priority to the northwest, however, was not up to the expectations of the railroads. The increase over the previous week amounted to 112,113 tons. Shipments to Lake Erie ports for the month of July are estimated to be 6,514,000 tons, which is five and a third million tons behind 1919, and six and a third million tons less than 1919.

Belgian miners have increased production according to a Canadian Press despatch of August 12, which states: "Belgian coal miners have almost reached pre-war production. The output of the Belgian mines for the month of May, 1920, reached 4,903 per cent. of the production for May, 1919, amounting to 1,727,088 tons as compared with 1,316,719 for the same period before the war."

What is more remarkable still, production for Mons coal fields, taken alone, was even greater during May than during the same month before the war, the percentage being 104.3."

What A. J. Hills Meant By Basic Five-Hour Day For Enginemen

The following statement has been handed out by A. J. Hills, assistant to the president of the Canadian National Railway, with the purpose of removing some misapprehension regarding his evidence before the Railway Board at Ottawa. In the matter of the basic five-hour day for enginemen.

The chief commissioner's question was with reference to this note, and was:

"I should like to know if I correctly interpret one statement, is it a fact that passenger trainmen are only working five hours a day?"

"Passenger enginemen, in the recent schedules, base their day's work on a five-hour day."

This answer is correct. Note that the expression is base their day's work on a five-hour day. Our wage table was designed to show the increase in compensation for a day's work, and as the generally accepted measure for a day's work as compared with other employes—with some exceptions—has been 100 miles, the pay per hundred miles was used in preparing this data for the comparative table for such employes as have a speed basis of pay of 20 miles per hour. This explains the note which raised the chief commissioner's question. It was explained later on in the evidence that trainmen in passenger service have a speed basis of 20 miles per hour but that their day's work is based on 150 miles and that they also have a daily and monthly minimum and a mileage rate. They receive overtime when this speed of 20 miles is not maintained. This overtime is generally paid at regular rates, but on some roads it is paid at one terminal delay. Overtime is paid pro rata when the speed basis of 20 miles an hour is not maintained.

It is only in slow freight service that train and enginemen get paid overtime on a time and a half basis. In the memoranda with reference to this condition it was recognized that "these freight train employes who are habitually employed in freight service, which does not rise above and generally falls below a speed

basis of 12 1/2 miles per hour, do not receive a compensation which is relatively sufficient as compared with train service employes in freight service, which trains maintain a speed of not less than 12 1/2 miles an hour, with a general tendency to make a higher basis, or as compared with employes in passenger or train service. It was therefore ordered that overtime in such service be paid at the rate of time and one-half, or three-eighths of the daily rate. This means that if a freight crew fall to make the basic 150-mile run in eight hours (8x12 1/2 equals 100) and made it in nine hours, they would be paid for the extra hour at three-eighths of the daily rate. These men are regarded as having an eight-hour day, but this is only the basis of computing overtime for the standard of 150-mile run.

It should be noted that if a freight crew made a 175-mile run at an average speed of 15 miles an hour, they, having maintained a speed basis of over 12 1/2 miles an hour, would not earn any overtime, although on duty for the run 11 hours and 45 minutes.

It is therefore seen that the matter is a complicated one and that the basic five or eight-hour day does not prevent longer hours being put in but merely forms a basis for computing the day's work.

The conditions referred to above are not affected by the recent C.S.R.R. Board's award, which merely provides flat increases of pay, varying for different groups.

Excepting the time and a half provision in slow freight service, the present working conditions as represented generally above have not been materially affected by the McCaig award and supplement. The effect of the award and supplement is the standardization of working conditions as between the various lines, representing something like the average or normal working conditions. As Mr. Hills stated in his evidence, the Canadian Northern engineers preferred to retain some of their conditions as against the acceptance of the standard conditions, in slow freight service, and an agreement was reached with them on this point.

Passenger enginemen, as previously stated, base their day's work on a five-hour day, that is their minimum, which is guaranteed, or 100 miles, but, of course, if their run requires a greater length of service they perform it. Generally speaking, they are paid at the mileage rate, within some initial and final terminal delay. Overtime is paid pro rata when the speed basis of 20 miles an hour is not maintained.

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"BIG FOUR" NEGOTIATIONS PROCEED.

Frank Morrison, secretary of the American Federation of Labor, declared at a meeting of the federation's executive council at Atlantic City last week that a "threatened abandonment of negotiations for merging the big four railroad organizations with the American Federation of Labor has been temporarily halted. Prospects for an eventual consummation," he added, "were brighter than ever."

"You can say positively that the engineers' application for admission has not been withdrawn," Mr. Morrison declared. "The case of the conductors is in the course of adjudication."

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"Five thousand men are millionaires because they invested in new things."—George Westinghouse.

"The foundation of wealth is the first \$100 well invested."—J. P. Morgan.

"Other men's brains have made me money—'tis said I have more money than some. If so, 'tis because I have more courage than some."—Andrew Carnegie.

"Don't delay, get in while you can."—John D. Rockefeller.

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\$100 invested in Goodyear Tire Co. is now worth	\$25,000	\$100 invested in Burroughs' Adding Machine Co. is worth	\$41,340
\$100 invested in Bell Telephone Stock has returned	\$54,000	\$100 invested in Morgan and Wright Tires is worth	\$24,000
\$100 invested in Goodrich Tires is worth	\$69,600	\$100 invested in National Cash Register Stock is worth	\$42,870
\$100 invested in Cream of Wheat is worth	\$10,000	\$100 invested in Welsbach Mantles is worth	\$50,000
\$100 invested in Dunlop Tires is worth	\$31,000	Taken from Poor & Moody's Manuals.	

Now, do not stand in the path of your own prosperity, and hinder the multiplication of your money.

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CO-OPERATION.

Any one familiar with industrial relations of course recognizes that one cannot take a particular factory or industry and say to it: "Now and at once co-operate." For co-operation is first a thing of the spirit and then must be worked out with careful adaptation to the time and the place and the conditions. What can be done in one place is impossible in another. What will succeed here will fail yonder, but the answer to the problems which are controlling as regards the relations of employer and employee is found in studying them from the standpoint of human fellowship, and the competition and combination is to be found in obtaining first the spirit of co-operation with the background of mutual understanding that implies and so to work it out as to produce the public good—will outside of the shop, the value of which is well known to us as a business asset, and then to add to it that good-will inside the shop concerning which the vision of many has hitherto been too short.

I do not believe that in this country there is any antagonism to large rewards for large services or any hostility to business that is big because of its bigness, if only it is as big a servant as it is an operator. The public dreads misused power, whether it be industrial or financial, and it is a normal instinct that makes it so dread. That power which is used co-operatively, which is the result of sound values placed upon the duty of service, to the public, upon the obligation of the workman, upon the duties as well as the rights of the owner, on the proper sense of the right inter-re-

lations between these three, that kind of power is not dreaded and will be welcomed. It is a part of this spirit of co-operation that industry should give to labor that which it expects labor to give to it. It has always been strange to me that a corporation should do nothing but a union of capital should object to dealing with a union of labor and require labor to bargain as individuals when it itself bargains collectively. This is essentially wrong in principle and the labor union leader might just as well say to the corporation: "You cannot act collectively if we must not and if you insist that we must act individually then must you ignore your corporate form and act as individuals with the consequent disadvantages." What is right for one is right for the other. Collective bargaining is here to stay. It has long existed and been welcomed on the side of the corporation and co-operation will admit its right to be here on the side of the employee. Co-operation recognizes that the greatest asset in the shop is the response of human nature to wise and intelligent leadership. It has passed beyond the atmosphere that pervades the shop driver. Men follow leaders normally but to do so require confidence in the leader and that confidence is not merely in his ability but in his humanity, his fairness, his sense of justice. It is based on trust that he is a fair and balanced man.

I care very little whether in any formal way the principle of co-operation is recognized or whether as a phrase it is even understood. It is, however, of the utmost importance to the commerce of the country that the spirit of co-operation should continue. I have spoken of the wonderful example of it during the great war when business men by hundreds forsook their affairs and leaving the ordinary paths of reward took up service for the Government—often laborious,

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usually self-sacrificing, always unrewarded, simply because they felt their duty to help the country in its need.

I think the example cannot be lost. Side by side the man of capital and the man of labor gave of their best to help the nation. We may not continue at the flood tide that thus flowed but it will never recede to the ebb from which it took its rise.

May we not take some step which shall point the way to a broader spirit of understanding between men engaged in similar lines of trade and in the same factory so that there shall come to be in America an industry which rests upon the willing consent of the public good will and which operates upon the willing responsiveness of intelligent operatives to wise and humane leadership?—William C. Redfield.

"There was a young man so be-nighted, Who never knew when he was slighted, He went to a party, And ate just as hearty, As if he'd been really invited."—N. Y. Globe.

A Scotchman, annoyed by a Yankee's cool cheek, said: "Do you see those four chimneys? That's something ye haven't got in America—four distilleries and all workin' overtime."—Bristol Evening Times.

U. S. CIVIL SERVANTS WANT DEPARTMENT.

Representatives of the four big national organizations of civil service employees of the United States government announced last week that petitions have been filed with the executive council of the American Federation of Labor for the creation of a civil service department for them within the federation.

These organizations are already affiliated with the federation, but desire to have a department of their own similar to the building trades, printing trades, metal trades, railway department and others. The petitions are signed by Luther C. Stewart, president of the National Federation of Federal Employees; Thomas F. Fishery, secretary-treasurer of the National Federation of Post Office Clerks; Edward J. Gainer, president of the National Association of Letter Carriers; and Edward J. Ryan, president of the Railway Mail Association.

The object of such a department, according to the petitioners, is to attain greater solidarity. Their problems are compelled to be similar, in that they involve legislation and a common employer, the United States government represented by Congress, the President and his cabinet. The employees are demanding uniform and better standards, which they point out will make for greater service to the public.

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