

WINNIPEG REFUSE TO HOLD CONGRESS

Organized Demonstrations Prevent Tom Moore From Exposing O. B. U. Tactics.

WINNIPEG.—Tom Moore, president of the Trades and Labor Congress of Canada, was shouted down Friday night by members of the One Big Union who flocked to a meeting in the board of trade building called by the Winnipeg Trades and Labor Council.

Mr. Moore made a plucky attempt to speak against the continuous interruptions, but after half an hour's efforts gave up the task, not as he said, because he was intimidated, but because he did not feel it was up to him to persist in announcing the policy of the International Trade Union movement to people who refused to listen.

Keep the red flag flying," was sung by the O.B.U.'s when the president of the Trades Congress arose to speak, and they cut short his remarks several times by striking up the same song. He was also jeered and booed every now and again.

He charged the O.B.U. with creating a condition under which the employers were able to use two sets of workers against each other, under which men were quarrelling with each other instead of quarrelling with their conditions, under which men were wasting valuable opportunities while the standard of living was being driven down.

A demand was made by some of the O.B.U.'s for a place on the platform for the remarks that met by Mr. Moore through the efforts of the International Trade Union movement, and wanted something for nothing.

BRANTFORD CITY COUNCIL ENDEAVORS TO EFFECT SETTLEMENT OF DISPUTE.

BRANTFORD.—After debating for nearly two hours the question of letting a contract for castings to the Hartley Foundry Co. at a cost of \$1,500 less than that of the next lowest tender, the City Council last week withdrew the award of the contract, and appointed a committee of five aldermen to meet with the company and a representative of the Ironworkers' Union, in an effort to settle outstanding differences.

TORONTO PLUMBERS DENY INVESTIGATION INTO GAS POISONING.

TORONTO.—"In the interests of humanity," the Plumbers and Painters' Union of Toronto has denied to Acting Chief Coroner W. Graham to investigate the case of gas poisoning, which the official chain are getting far numerous of late.

J. Storey, writing to Dr. Graham on behalf of the Toronto union, points out that these deaths are due either to "poor workmanship, low gas pressure or carelessness," and demands that a full inquiry be held into each death of this nature.

Mr. Storey had special reference to the deaths of Albert Hopkins, a returned soldier, and George Villeneuve, at the home of Mrs. Annie Madden, 47 Sullivan street, on Friday. Both men were found dead with the gas on.

The acting chief coroner instructed Coroner Julian London to make a full investigation into the case. Dr. Graham has thanked Mr. Storey for his letter, asking him to get into touch with Coroner London about the case, and to furnish any evidence in his possession.

U. S. RAILWAY WORKERS TO HAVE WAGES REDUCED

U. S. Railroad Labor Board Announces That Conditions Justify Readjustment Downward.

CHICAGO.—The United States Railroad Labor Board announces that it had decided that "prevailing conditions justify to an extent yet to be determined, a readjustment downward of the wages of the employees of the carriers which are parties to the disputes already heard by the board."

The Truth Concerning Railway Workers' Wages

Mr. L. L. Peltier, Legislative Representative of the Order of Railway Conductors, Issues Statement, Including Calculations Made by Mr. J. L. Payne, Former Statistician in the Department of Railways and Canals.

Mr. L. L. Peltier, Canadian legislative representative of the Order of Railway Conductors, has issued a statement containing what he believes to be new information about the much vexed question of the wages received by railwaymen. He claims that the subject has been persistently misrepresented.

In referring to the statement as published below Mr. Peltier states: "In order to add confidence as to the reliability of the figures quoted therein, I had included on the last page of the statement, just above the last paragraph, the following: 'The calculations are not even mine. They were made by Mr. J. L. Payne, who was for many years chief statistician of the Department of Railways and Canals, and who is an acknowledged expert in such matters. I went to Mr. Payne and engaged him, in a purely professional capacity, to prepare the statistical statements which I have here used. He is responsible for their accuracy, and for that only.'"

Mr. Peltier's Statement. Mr. Peltier's statement is as follows: "The remuneration given to railway employees has been persistently misrepresented by some and much misunderstood by probably a majority of the people at large. The situation needs the light of facts. It would then be seen that railway workers are not paid the very high wages which have been given publicity in the press. The instances quoted relate to very exceptional cases of overtime, mostly exaggerated, and have no bearing whatever on the steady average. The average rates of pay are not by special means, but by appeal to official statistics based on the sworn statements of the railway companies.

It has been said that an individual conductor received upwards of \$600 for a month's work. It is not worth pausing to ascertain whether or not that is true. What is vital to the issue, however, is the scale of pay received by the railway employees. The Dominion Bureau of Statistics, which is readily available in the official blue book, and are therefore indisputable. The figures, as has been said, come from the railways and may be assumed not to be intentionally favorable to their employees.

The facts will be found on page 24 of the Railway Statistics for the year ended June 30, 1919. They show that there were in the employ of all railways in the Dominion 735,000 employees, of whom 2,549 road freight conductors, the former worked a total of 2,154,588 hours, and were paid \$1,719,510.79. The latter had 4,252,297 working hours and received \$5,713,815.88. By a simple calculation it will be seen that the passenger conductors averaged \$1.39 per hour, and the freight conductors \$2.64.59.

Average Pay of Conductors. By another equally easy sum in division it will be seen that the passenger conductors were 78.81 cents per hour, and for freight conductors 67.82 cents per hour. If the number of hours worked be divided by the number of employees the result will be an average of 2,919 hours per annum for passenger conductors, and 3,395 hours for freight conductors. This would mean an average of 2.33 hours for each day.

Official Family Budget for food, fuel, light and rent, as shown by the Department of Labor for 60 cities in Canada: Increase over Preceding Year. 1914 ... \$14.31 1915 ... 13.54 1916 ... 18.16 1917 ... 20.16 1918 ... 22.15 1919 ... 27.18 1920 ... 33.18 1921, Mar. ... 23.87

There are two aspects of the work of a railway which should be brought into the reckoning. In the first place, he is engaged in a hazardous vocation. His life is constantly in danger. In the second place, he has heavy responsibilities. The conductor is "captain of the ship." The passenger conductor is not only in charge of very valuable property of that value will not be lost if the conductor is negligent. The freight conductor is responsible for the safe transport of goods worth about \$400,000, but he has the lives of many individuals in his charge. The freight conductor is responsible for the safe transport of goods worth about \$400,000, but he has the lives of many individuals in his charge.

Complaint has been made that when the McAdoo award was applied to the railways, which were made retroactive, on the surface, a point like that might impress the unthinking; but it loses all force when the conditions which followed the outbreak of war are taken into account. The cost of living had risen very materially after 1913, and with each rise the purchasing power of the dollar shrank proportionately. The effect on all classes of wage earners was precisely the same as if their scale of pay were reduced. In other words, wages must at all times have direct reference to what they will buy of the necessities of life. The average rate of pay for passenger conductors, as shown by the Department of Labor, showing wholesale prices and the weekly family budget. These statistics are as follows: Index Number of Wholesale Prices. Year. Number. Percent. 1914 ... 100.00 1915 ... 102.00 1916 ... 104.00 1917 ... 106.00 1918 ... 108.00 1919 ... 110.00 1920 ... 112.00 1921, Mar. ... 114.00

The foregoing statement reveals that the average pay of a passenger conductor, calculated on the basis of 313 working days in the year (which merely takes out Sundays) was \$1.39 in 1917, \$1.47 in 1918, and \$1.55 in 1919, and \$2,329.79 in 1919. To earn that amount the average hours of work per day for 313 days was 2.33 hours, and 3.395 hours in 1919, and 79.81 cents in 1917, 82.13 in 1918, and 82.13 in 1919. These earnings were based on an hourly rate of 56.26 cents in 1917, 58.91 cents in 1918, and 79.81 cents in 1919.

With regard to freight conductors, the average annual pay is shown to have been \$1,761.25 in 1917, \$1,871.25 in 1918, and \$2,329.79 in 1919. These earnings were based on an hourly rate of 56.26 cents in 1917, 58.91 cents in 1918, and 79.81 cents in 1919. These earnings were based on an hourly rate of 56.26 cents in 1917, 58.91 cents in 1918, and 79.81 cents in 1919.

Important questions to be considered is why farms are being deserted for the cities. The investigators will try to discover the real social and economic reasons behind the discontent with rural life, and to bring to light the forces that contribute to the welfare of country conditions. A system of charts, tables, pictures and diagrams will be prepared, and a glance at the resources and actual production of the province.

PAPERMAKERS RESUME OPERATIONS AT EDDY'S PLANT.

OTTAWA.—The strike of the paper makers at the E. B. Eddy mill, Hull, Que., which started two days ago, and which has resulted in nearly 400 employees of the company being kept out of work, came to an end this week. The paper makers returned to work under the same conditions and with the same rates of pay which prevailed prior to May 1, on the understanding that if a reduction in wages is decided upon by the majority of the big mills in Canada, and the United States, the employees will go on strike.

League of Nations Has 100 Treaties

GENEVA.—That open diplomacy has made some progress since the war, despite all setbacks, was shown today when the League of Nations announced a total of 100 international treaties had now been duly registered with it since Versailles.

One of the Most Important Questions to be Considered is Why Farms are Deserted.

WINNIPEG.—Manitoba's Department of Agriculture, will, this summer, send out an army of specialists, practical farmers and community workers to take a complete agricultural survey of the province. This was authorized by the Legislature the plan in full details worked out by the department.

TORONTO COOKS AND WAITERS SCORE SIGNAL VICTORY.

TORONTO.—Cooks and waiters at the King Edward Hotel, Toronto, and at the Royal Connaught, Hamilton, Ont., and Clifton Hotel, Niagara Falls, Ont., were on strike for about two hours on Saturday. It is said the only question at issue between the employees and the company was the "open shop" principle, which had been threatened.

Laundry Workers' Minimum Wage

TORONTO.—Minimum wage regulations affecting at present only laundry workers in Toronto are shortly to be extended to laundry workers throughout the whole province, according to a report presented by Dr. J. W. MacMillan, chairman of the minimum wage board, to Hon. Walter Rolfe, Minister of Labor, this week.

Railway Brotherhood Chairmen Will Pass on Wage Award.

CLEVELAND.—Approximately 600 chairmen of the Four Big Brotherhoods and the Brotherhood of United North America will attend a joint conference in Chicago on Friday, July 1, to consider and pass upon the wage award made by the United States Railroad Labor Board, which becomes effective on that date.

Condensed Survey of Manitoba's Agriculture

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WESTERN MINERS TO HOLD SPECIAL CONVENTION AT CALGARY ON JUNE 14

Consideration of the Restoration of Autonomy to District 18 in Conformity With Laws of U.M.W. of A. Purpose of Convention.

The special committee appointed by the International Executive Board to reorganise District 18 has issued a call for a special District Convention to be held at Calgary, opening on June 14. The call reads as follows: CALL FOR SPECIAL CONVENTION OF DISTRICT NO. 18, UNITED MINE WORKERS OF AMERICA.

To the Officers and Members of Local Unions of District No. 18, United Mine Workers of America. Greeting: Acting in conformity with instructions of the International Executive Board, you are hereby notified that the special convention of District 18 will convene in the Labor Temple, Eleventh Avenue East, Calgary, Alberta, commencing at 10 a.m., Tuesday, June 14, 1921.

This convention is called to consider the restoration of autonomy to District No. 18, to adopt a constitution in conformity with the laws of our International union and to provide for the election of district officers and an International Board Member.

Article 7 of the District 18 constitution provides that the basis of representation shall be as follows: "See in Delegates to the special convention shall be entitled to one vote for every 100 members or fraction thereof, provided that such fraction is not less than 51 members."

(Note.—This shall not prohibit a local union from having representation in the special convention which has less than fifty-one members.)

(a) No delegate shall have more than five votes, and only one delegate shall be allowed for every 100 members or fraction thereof, provided that such fraction is not less than 51 members.

JOHN P. WHITE, WILLIAM DALRYMPLE, DAVID WATKINS, Committee representing the International Executive Board, United Mine Workers of America.

provided that such fraction is not less than 51 members. (b) The basis of representation shall be upon the average paid-up membership for the three months previous to the convention. (c) District Officers, members of the Executive Board, and the International representatives shall have seat and voice in the convention but no vote. (d) No member shall be eligible to be a delegate unless he has attended at least one of the meetings that were reasonably possible for him to attend, for six months prior to the convention.

All newly organized Locals must be organized at least three months prior to the annual convention and have two months standing at the time of the convention; the fact that a Local is composed of members of an old Local must be attested to by the Local Secretary. In accordance with the provisions of Section 1, Article 5, of the District Constitution, the wages and expenses of the delegates will be paid out of the funds of the District Treasury.

You will find enclosed original and duplicate credentials, and you will return the duplicate to Robert Livett, Acting Chairman of the International Commission in charge of District No. 18, Box 1844, Calgary, Alberta.

FINANCIAL SUCCESS OF GREAT PUBLIC ENTERPRISE

Assets. Provincial Commission's plant proportioned over municipalities ... \$14,745,499.17 Municipalities' plant and other assets ... 30,774,911.56 Ontario Power Company plant and other assets ... 25,206,593.48 Total ... \$70,727,004.21

Liabilities. Provincial Commission's debt proportioned over municipalities ... \$14,745,499.17 Municipalities' debt and other liabilities in respect of local systems ... 18,440,645.20 Ontario Power Company's debt and other liabilities ... 26,867,750.79 Total ... \$58,953,895.16

Reserves. Sinking fund, plant renewal and other reserves ... \$11,075,476.08 Surplus ... 2,789,233.04 Total ... \$13,864,709.12

Editorial Page of the Canadian Labor Press

Official Organ Allied Trades and Labor Council of Ottawa. Endorsed by Hamilton District Trades and Labor Council. Hamilton Building Trades Council. Associated Federal Employees (Every member a subscriber.)

Always Demand the Union Label. The one surest way to combat the effort of the employers and their organizations, who are attempting to disrupt the labor organizations by their "Open Shop" campaign, is for trades unionists to be more insistent than ever in demanding and accepting only such articles as bear the Union Label.

Support all Union Labels. The duty of supporting all Union Labels cannot be too often or too strenuously urged upon the attention of every member or organized labor, both male and female. The subject is not considered often enough either in local union meetings or in the minds of individual members.

Thomas and Halford. The arrival in New York recently of the Rt. Hon. J. H. Thomas, M.P., chairman of the Parliamentary Committee of the British Trade Union Congress, recalls the verbal tiff the British labor leader had with vice-President H. J. Halford, of the Trades and Labor Congress of Canada last November during the convention of the International Federation of Trade Unions in London.

When the representative of the Canadian workers undertook to make his maiden speech, Mr. Thomas, who was presiding in the absence of Mr. A. A. Appleton, refused to let him speak. Mr. Halford couldn't understand the reason and demanded to know. It appears that the British parliamentary procedure differs from that which prevails in Canada. Those who desire to speak during a debate must sign their names to the Speaker's list. Not having been enlightened as to the British custom, Mr. Halford's name was absent from the list.

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Politics and People Through the Telescope of Labor

By J. A. P. Hayden. The Canadian Government continues to mark time. No orders having been issued to the contrary the present session of Parliament drags on with no action on the march of legislative progress. The Budget has been disposed of with a Government majority of 20. The end came later than was expected, due to the desire of many of the back benches in getting their political grievances off their chests. Perhaps the entire pages of Hansard which are filled with the various addresses on the Budget contain less than 1,000 words in direct reference to the Budget. As we have previously stated, there are two occasions when members can talk about everything under the sun. One of these occasions arises when Hansard is introduced on the days of the present Parliament are numbered the members miss an opportunity in placing their views on record to be used later on the hustings.

Wrong Impression About the British Miners' Strike

By Henry Evans, Earsdon, Eng. There is no sign at this time of a settlement in our national coal conflict. There must be a great change in the employers' demands before there can be a settlement, and rightly so when we think of the drastic reductions called for in the various districts. There are five districts where the reductions called for are over 40 per cent; there are four districts where the reduction is from 35 to 40 per cent; four districts where the reduction is from 20 to 40 per cent; one district where the reduction is a little under 20 per cent; in Durham the reduction is 15 per cent; in South Wales the reduction calls for about 44 per cent. Now I observe that there is an entirely wrong impression being given by the press, not only by the American press, but the British press as well, stating that the British miners are fighting against accepting any reduction in their wages. That is not true. We suffered a reduction of \$5.25 per week in February and March, and in the present negotiations the employers on their side were ready to suffer a reasonable wage reduction—let us say 50 cents per day. That would contribute about \$10,000,000 to the present coal deficit per annum.

Support all Union Labels

By CHARLES L. BAINE, Secretary-Treasurer Boot and Shoe Workers' Union, in the Shoe Workers' Journal. The duty of supporting all Union Labels cannot be too often or too strenuously urged upon the attention of every member or organized labor, both male and female. The subject is not considered often enough either in local union meetings or in the minds of individual members. Why is it that in a large industrial city that the requirement that a label be placed on every article of clothing is so hard to satisfy? The answer is very simple. The Unions of that city are not active throughout the year and are not the prospective delegate looks for certain Union Label wearing apparel for convention attending purposes. He finds it difficult to obtain them. If the prospective delegate, and his fellows, had been using only Union Labelled articles in his every day life, he would not need to make special arrangements for such things at convention time.

Trades and Labor Councils

OTTAWA—Organized labor, as represented by the Ottawa Allied Trades and Labor Association, gave notice to the Ottawa City Council that the workers of this city will oppose any change in the present by-law which provides that a fair wage clause be inserted in each and every contract awarded by the city. At the regular meeting of the association on Friday last a committee of five members were appointed to interview the Mayor and Board of Control, the City Council, the Public School Board and the Hospital Commission, to insist in the continuance of the fair wage law. The committee consists of Messrs. J. A. P. Hayden, P. M. Draper, F. W. Blair, Daniel McCann and A. A. Appleton.

57,071 WORKING DAYS LOST THROUGH INDUSTRIAL DISPUTES IN APRIL. Makers of High-Grade Men's Hats. Made in Canada by Canadian Workmen. Arrow and Biltmore Brands. WHEN IN NEED OF RAILWAY CONTRACTORS' AND MARINE SUPPLIES Communicate with F. H. HOPKINS & CO., LIMITED, Head Office—MONTREAL, Branch—TORONTO.

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57,071 WORKING DAYS LOST THROUGH INDUSTRIAL DISPUTES IN APRIL. Makers of High-Grade Men's Hats. Made in Canada by Canadian Workmen. Arrow and Biltmore Brands.

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OUR LOWER WAGES BOGEY

By Charles C. Jenkins in Maclean's Magazine.

Nearly ninety years ago, in a series of articles he was contributing to Fraser's Magazine, under the title of "Factor Rosarius," Thomas Carlyle wrote: "I say, there is not a red Indian, hunting by Lake Winipeg, can quarrel with the squaw. Not the whole world must smart for it—will not the price of beaver rise?"

Carlyle's subtle inference as to the direct effect of the mood of labor on the cost of life necessities has surely been made plain by the experience of the past few years, when industrial unrest was inevitably followed by higher and higher prices. It is nevertheless philosophy that needs to be examined with the discernment of the erstwhile demagogue who preached a doctrine of higher labor costs and shorter hours of production, and the squaw who demanded that the cost of what labor produced be lowered when it reached the consumer.

As this man's philosophy has been fashioned a double-bladed axe that is now busy slashing both ways. He goaded the public into a mood that demanded a lowering of prices all round, and when he referred to the High Cost of Living he overlooked the coincidence that the initials for High Cost of Living are the same as those for High Cost of Labor—that labor was the commodity having undoubtedly the greatest bearing on the cost of everything else that we buy; for without labor, as everyone must know, nothing essential or worth while could be produced.

A Rule That Works Both Ways.

Let us use an illustration to show a little more clearly in what an intimate way the High Cost of Labor and the High Cost of Living are interlocked and thereby note the inevitable circle in which the effect of a movement works:

Well, say a plumber and a carpenter are looking in a tailor's show-window. "Prices are still too high," remarks the plumber. "I'm going to have a spring suit made up of that goods, but I'm hanged if I'm going to pay \$65.00 for it. Clothes have got to come down before I buy."

"Same here," agrees the carpenter. "I'm going to make my old clothes hang out till prices get somewhere within reason."

That same day the master tailor goes to his workmen. "Men," he announces, "there are two courses open to you; either you accept a reduction in wages or we close up the shop indefinitely."

The men naturally want to know the reason for such a sudden ultimatum. "Well," explains the master tailor, "prices are falling off at a remarkable rate and I've had my mind set to the ground to find out the reason. The plumber, the carpenter, the butcher, the baker and all these other leading customers are holding off for lower prices. To get their business back, I've got to slash the price of clothes twenty to thirty per cent, and that means I've got to cut the cost of production or go out of business."

Taken into their employer's confidence and shown that reductions are absolutely essential all around, the men agree to a cut in wages and the little business is saved from the red flag of the sheriff.

But wait. It didn't end there; the price-slashing movement completes its deadly circle with the prediction of Fate. About the time the building contractor drops in to see the master tailor, who, by the way, is one of those progressive citizens who are in keeping his money in circulation.

"How about that row of houses you were talking of building up on the hill, Jim?" the contractor inquires casually.

"Absolutely nothing doing," declines the tailor. "I'm not going to build till the building prices come down. We've had to reduce our prices, and what's fair for one is fair for another. Your contractors are highway robbers. Why, a plumbing job I had done at a my home cost me fifteen dollars a day for the men's time alone, and—"

Thus the tailor continues to the point where the construction cost line is away too high. The contractor, after seeing several other good prospects fade in thin air for the same reason voiced by the tailor, finally calls in the representatives of his men. "Boys," he tells them, "there are mighty few contracts in sight unless I can get the cost down. That means we've got to reduce the cost of labor and materials or remain comparatively idle for the season."

There is only one answer: the plumber and the carpenter, who would not buy the tailor's goods until the tailor had readjusted his business so that he could sell a suit of clothes at 20 to 30 per cent less, and had to cut the cost of labor to accomplish that end, find that the wave of protest to force lower prices which they helped set in motion has travelled the fateful circle and returned to smite their own pocket-books. It is only an illustration of what has really been happening and now to show that the man who demands that the world serve him at lower cost must be prepared to serve the world at lower cost himself.

The Ripple Goes On and On. This circle of readjustment and many others like it start even more disastrous circles of readjustment in motion that are country-wide in their scope. Thousands of tailors and building contractors throughout the land find themselves in the same position as the tailor and the contractor in the little story. They become panicky over a situation that had an artificial beginning. They decline to order new materials on the supposition, originated by the ultimate consumer, that prices will come down. Travelling salesmen return to headquarters with blank order-books, the wholesalers become overstocked—and in turn the manufacturer, the producer of the raw material and the transportation organizations suffer. Factories close down for readjustment, railways freight rates are cut and a general depression is thrown out of equilibrium.

One result goes on tracing the dire effects of an industrial strike. The demand for lower prices is hastily put forward by the public at large. In fact, become a sort of commercial Frankenstein, a monster machine automatically operating a thousand slashing knives on the cost of everything. And the man on the street, winning his work cries out in savage glee, "Hitt 'em again—and again!" until in consternation he sees the wicked blade poised over his own pay envelope.

The lower prices movement has been in operation in steady earnest for somewhat over a year, but it has been within the past six months that labor has suffered succeeding blows. From coast to coast newspapers have testified to this in reports at factories closing and of wage reductions in most every line of endeavor—and in some cases reductions of wages with extension of working hours per day. This deflation of labor costs has not been uniform in many lines throughout the country, but it has occurred where

the pressure proved great enough to force readjustments. For instance, this nature have taken place in mining work at Cobalt, building trade reductions at Ottawa and elsewhere. A scale of wages set at \$9 to \$6-hour week for Montreal slumbers, decrease of 10 per cent in elevator workers' wages in some plants at the head of the lake, a proposal to cut wages by 10 per cent in furniture factories at Stratford, reductions in big implement and meat packing plants, and other similar incidents. Meanwhile, armies of the workless grow in the larger centres of population, unemployment in Canada reaching its peak in March.

Employers Put Cards on Table. In some instances there have been voluntary acceptance of wage cuts, notably where the employees have been taken into the confidence of the firm to which the work, and shown that a cutting down in labor costs was absolutely necessary. But, unless the observations of leading labor students of this phase of the situation are misinterpreted, these same men who have accepted a lower price for the product of their skill will demand lower prices for the necessities which they must buy. That mood is but fair and to be expected. Lowering of rents will possibly present the greatest problem until such time as construction under reduced costs supplies sufficient dwellings to take care of the urban populations. The rent problem also applies to the retail merchant, who finds he has the same overhead—and in some cases a higher one—to carry in this respect than he had to carry during the wartime carnival of high prices.

What do employer and employee individually think about the situation? Naturally, there is a conflict of opinion as to how reductions should take place and how much as to how reductions should take place and how much of a reduction is necessary. After several weeks of mixing with representatives of both in the larger Canadian cities, I think the composite opinions of employer and employee might be individually condensed to the following:

"It ought to be all very simple to the employer," says the employer. "Before the cost of raw materials and manufacturing goods is reduced to meet public demand the cost of raw material and of the principal components of production must be reduced, namely labor, must be reduced. Surely the financial difficulties many manufacturing firms are facing are due to the fact that raw materials and production costs ought to be reduced. It's up to labor to save the situation by accepting the inevitable."

"There is nothing complicated about it," argues the employee. "The cost of the necessities of life should come down before the working-man is asked to take a reduction in his pay. A reduction of wages means a reduction of the spending power of the nation. Will rents come down? Will taxes come down? Will our national debt be reduced? These things were incurred during the hours of labor, strikes and lock-outs, and they seem bound to remain there. How are we to meet these obligations with a lowered earning power?"

Workers Offer Co-operation. If these attitudes were to continue inflexible a national crisis would soon or later be the result. Happily, however, there is a new spirit of co-operation springing up between employer and employee in this crisis in Canada. A notable instance is the case of the national Harvester Limited. At the Hamilton branch of this concern a reduction in wages and piece-work rates was declared by the executive. The Works Council of the plant dealt with the matter of five of the representatives of the men spent five days investigating the records of the company upon which the proposed reduction in wages had been based. They were given the open sesame to the books of the firm, and at the end of the investigation made a frank announcement that they found the company was quite justified in making the reductions called for and that in all fairness they should be accepted by the men. Here was a case of commendable co-operation. The company, upon closing shop, put it up to their men and supplied proof of conditions; the men, after discovering the allegations of the company to be facts, in a reciprocal spirit of fairness accepted the reductions called for. There have been a number of similar instances of co-operation. A firm, whose manager I am not at liberty to disclose, told a committee representing the workmen that there was a choice of three alternatives: increase in wages, increase in production or close up shop. The men asked time to put in recommendations to the company and later declared that they could considerably increase production per day if certain suggestions on their part were put into service. The company in turn saw the wisdom of the suggestions made by the men, put them into effect and the result has been that they so far have found it unnecessary to make the wage reductions proposed. As an instance, one of the numerous suggestions made by the men was the removal of an oil-house in the yards which necessitated a wide detour on the part of men engaged in transporting material by hand from one building to another. The acceptance of this suggestion alone resulted in a considerable saving of time and labor.

Co-operation between employer and employee during the present industrial crisis is generally hailed as the readiest and most satisfactory solution of the greatest problem Canada has on her hands at the present time—that is, the problem of readjusting values. A former official of the Canadian Manufacturing Association, in a public statement made recently, predicted a general impulse to business all over the Dominion once building operations now held up by the strike situation were resumed. He said that the co-operation of labor and employer in such circumstances. "We all have to play our part to bring back better conditions," he said. "It seems to me that above all else we ought to give our attention to the question of housing. Architects' offices are criss-crossed with plans, but back simply on account of the high cost of building."

Sir Frederick Williams-Taylor, general manager of the Bank of Montreal, recently took for the keynote of his remarks on the present situation. "Keep your eye on the ball," he said. "Employer and employee must gauge the value they place on their product and their efforts on the trend of the times. What we want today," he declared, "is Sir Frederick, less imported, but if you cut down importations you lessen national revenue. The answer to this is to increase the population by immigration, and to

amount for overhead charges on the cost of every article turned out by the plant."

A lowering of the wages of labor should not precede a fall in the cost of living," concluded Mr. Moore, "and further it should not of necessity follow down the scale with any such decreases. Improvement in machine production should be reflected in improved standards of living for the workers. The workers know, and do not need any teaching, that they can only share in that which they produce. They are not foolish enough to participate in any policies that would lead to the destruction of necessary capital to maintain and develop industrial enterprises."

Railwaymen's wages have been perhaps more in the limelight of late than any other. "The McAdoo award," said D'Arcy Scott, a former member of the Dominion Railway Board, in an address before the Canadian Club at Toronto, "meant an immediate increase of \$77,800,000 in wages to be paid by Canadian railways. The result of the McAdoo award and the award of the Chicago conference was an application for the railways for power to increase their rates for normal conditions." The Government Board granted. The high railway wages keep up wages in other industries, and retard a return to normal conditions. "The Government," he said, should deal with railway wages on their own merits.

Speaking of the McAdoo and Chicago award at Calgary, Hon. F. B. Carvell said the real inquiry of the rulings was not the amount of wages to be paid for work, but the conditions that allowed overtime. The chairman of the Dominion Railway Board struck a unique chord when he declared in the same address that he would like to see the day when Canadian business men could gather around a table in Canada and settle their own differences instead of adopting awards made in the United States.

On the other hand, Hon. Gideon Robertson, Minister of Labor, declares that railway wages in this country, consisting of the responsibilities of their work, are not too high. He added that railway engineers, incidentally, at the other end of the incident on their runs they had to pay for their lodging and meals out of their own pockets. The railway engineer did not believe there was a locomotive engineer making over \$300 a month.

Are Women Cause of Class Strife? L. L. Feltner, Canadian deputy president, Order of Railway Conductors, seen at Ottawa, frankly

commented the efforts of the Minister of Labor in arranging conferences between employers and employees. Mr. Feltner was of the opinion that such conferences should not only take up the question of wages and conditions of labor, but should discuss economic issues such as the international exchange, foreign trade, the national debt and other matters of national scope having a bearing on the sale and distribution of what labor produces.

Mr. Feltner did not think it was so much a question of high wages with the Canadian workman as it was of insisting that he receive reward for his toil that is sufficient to maintain himself and his family in a manner befitting a self-respecting Canadian citizen. It was the attempt to set up class that caused bitterness leading to industrial strife in this country, he said. "Let me tell you a story to illustrate the point," urged Mr. Feltner. "I was riding one day in a beautiful motor car with a well-known and successful Canadian manufacturer—a charming gentleman it is a delight to talk to—when he turned to me and said: 'Feltner, these workmen are getting too much money.' Then he laughed whimsically as the beautiful roadway whirled around us with velvety ease. 'Do you know, Mrs. Blank and I were out for a spin last Sunday when my foreman and his family came whirling along in a new car and gave us their dust. Now what do you think of that for modern audacity?' The circumstances and the way this owner of a six thousand dollar car took it amused me. 'Well,' I replied, 'the preachers used to be preaching against the poor man envying the rich. And the newspapers indulged in similar diatribes. Now everything is becoming reversed; the rich man is actually envying the workman.' That struck Mr. Blank as so unique that he begged: 'Do come to Concluded on Page Four.'

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THE BUILDING TRADES WOULD SETTLE STRIKE

But Oppose Reduced Wages Or Lower Living Standard.

At an enthusiastic mass meeting of the Ottawa Building Trades Council in Monument National, last evening, strong resolutions were passed, against the attempt to reduce wages or to lower the standard of living. Resolutions also expressed willingness to settle the present dispute. The building was crowded to overflowing, and many high officials of international organizations addressed the meeting. President W. R. Williams, of the Building Trades Council, occupied the chair.

The two resolutions passed read, in part, as follows:
"That this mass meeting of the workers of all branches of the building industry again expresses its determination to oppose to the limit any movement that is intended to reduce our wages and that will tend to lower our standard of living and that the present rates do not warrant any reduction, and that we place ourselves on record as being ready and willing to take part in any negotiations that will tend to bring about a satisfactory settlement of the present dispute."

Mr. J. W. Bruce, of Toronto, general organizer of the plumbers and steamfitters, accused the employers of attempting to destroy the workers' organizations and of importing members of the National Catholic Union as strike breakers. The local situation in the building trades was encouraging. Of a total membership of 2,400, less than half were on strike. The others were working under last year's agreements or at increased wages. Mr. Bruce's speech was translated in French by Mr. A. Maréchal for the benefit of the French-speaking workmen.

Other speakers were Mr. F. Lafertune, of the Engineers Union; Mr. McInnes, Hamilton, general organizer of the Painters and Decorators Union; Mr. E. Ingie, London, vice-president of the Electrical Workers Union.

U.S. SHIPPING OWNERS STAND FAST ON WAGE

Cut of 15 Per Cent Only Basis For Settling Strike.

NEW YORK, May 25.—The wage and working rules committee of the United States Steamship Owners' Association modified certain regulations relating to duty aboard ship which had been laid down by the operators in their negotiations with striking marine unions.

The modifications, according to Winthrop L. Marvin, general manager of the association, were made to accord with suggestions advanced by Federal mediators, seeking to end the nation-wide strike. Mr. Marvin asserted, however, that the association stood firm in its determination to cut wages 15 per cent, and not to sign any more agreements with sea-going unions. The modifications will be presented to Secretary of Labor Davis at another conference in Washington Friday.

CONFERENCE ON FRIDAY IN BRITISH COAL STRIKE

LONDON, May 25.—The Government has decided to make an effort to find a solution of the situation created by the coal strike, and will summon the miners and the mine-owners to a conference on Friday, Austen Chamberlain, Government leader, made this announcement in House of Commons this afternoon.

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OUR LOWER PRICES BOGEY

Continued From Page Three.

the house and tell that to Mrs. Blank. Though I did not then see his drift, I consented. Wine and cigarettes were brought in on a wheeled cart. Mr. Blank artfully brought the conversation around to motor cars when Mr. Blank let it drop that they owned no less than three. Blank referred to the incident of his foreman passing them in his car on the Sunday previous and asked me to repeat what I had said to him about the rich now envying the working-man. I did so. The foreman says to warn the boss against the sin of envying the rich, said I. "Now the shoe seems to be on the other foot; the rich actually envy the poor man. Mrs. Blank stared at me in consternation and she let her lighted cigarette fall heedlessly into the fold of her expensive gown where it did irreparable damage before she was smothered. Nevertheless, when Blank was driving me back to my hotel, I heard him chuckling to himself. Then he began to explain to me why he wanted me to repeat what I had said to him to his wife. Blank didn't in the least mind his having a car, but he was anxious to bring along in front of him and behind him on the road—but his wife, Mrs. Blank, did mind—most decidedly! There is the root of most of our industrial troubles. On the other hand, the womenfolk of the workmen will never consent to going back to pre-war standards of living. If you want trouble, make women of the nation discontented. Our friend, Kipling, was right about the female of the species.

J. A. Woodward, of Montreal, who is often described as a coming national leader of Labor, and the publisher of The Railroader, insists that the present situation cannot be healed. "What will grow out of it, if it is allowed to work out its own salvation, is perilous to contemplate," he declared. The crying need of the country, Mr. Woodward added, is for politicians who can visualize the future and devise means of averting an industrial and financial crisis from the standpoint of national welfare. Mr. Woodward does not agree with those labor leaders who have been endeavoring to stem the tide of immigration in large numbers to our unpopulated West and North would be our salvation," he declared. "Every man who goes into our hinterlands with an axe to cut down the trees is an asset and another unit in establishing the most valuable asset of the country. Woodworkers are not to be clothed and fed while he is helping to hew the raw materials into saleable products.

Woodward is a decided believer in co-operation between employer and employee, but, he points out, "if a lowering of costs has to be effected, the employer must be prepared to meet the consequences of the inconveniences that retrenchment brings with it; he cannot expect the workman to stint himself in order to save the employer's boss and family carrying on their old-time extravagances in home and social life. The boss must be prepared to pay some of his accumulated wealth into the workman's toil to meet deflation, or let me tell you there may be a day when he will have it all taken from him."

A feature of the railway wage situation that has not been generally commented on is that ninety-two per cent of the membership of the railway workers' union is located in the United States. It has been pointed out that the remaining eight per cent of the members of the union in Canada could not secure a lowering of the scale even if they wanted to. One authority stated that it was inevitable that the McAdoo award would result in a change in accepted by the Brotherhoods. Another feature is that the McAdoo award was not simply a gift handed to the workers by the United States; it was a concession made by the railway labor in Canada with the result that the Canadian Railway War Board, which was empowered to act in the Canadian railways, advanced concessions somewhat similar under the same pressure as was felt in the States, and it was felt desirable to run the risk of being compelled to grant something even more onerous.

S. J. Hungerford, Vice-President of the Canadian National Railways in charge of Operation and Maintenance, could not see that railway labor is particularly better or particularly more honest than any other branch of labor in holding out for high wages or that it differs in its methods except that it is more strongly organized and therefore in a better position to enforce its demands.

In Manitoba and the Western Provinces, organized labor has not yet recovered from the effects of the disastrous sympathetic strike of 1919. There are still two sets of labor units in the West—the international union and the O.R.U.—resulting in divided forces. Leaders are now trying to obviate this division to some extent by securing a working agreement between the governing forces of the two bodies. The situation in the meantime has resolved itself into an effort on the part of labor to have what it has, with the employer generally willing to consent to maintenance of wage

scales providing no other concessions are demanded. Contractors report an increase in individual production on the part of their workmen, owing principally to the lack of construction work this season and the consequent shortage of employment. J. W. Mitchell, Director of Employment for Alberta, recently reported an improvement in conditions in that province. The demand for farm-hands was largely responsible for this, 926 men being placed on agricultural jobs during the month of March alone. The United Farmers' Associations have decreed a twenty-five per cent reduction in farm wages. Fifty and sixty dollar farm-hands in comparison with last year's standard wage of eighty dollars a month.

Good Times are Just Ahead. All in all, the lower prices bogey need have no terrors for either employer or employee if both decide to accept the facts and necessities of the situation fairly. The danger lies in subterfuge on both sides or either side. Readjustment of the price of life's necessities must be recognized and the sooner it is completed the sooner will there be a return of public confidence, a rehabilitation of retail business, a reopening of factories, an increased building programme, lower rents, and employment for everyone.

Leaders of thought seem all agreed that there is a real period of reconstruction just ahead—not the reconstruction many visionaries conceived would follow immediately on the conclusion of peace, but a reconstruction made imperative by worldwide exhaustion following the war period.

What matters it, say, if there are only half as many dollars in circulation, provided one can obtain twice the value or more for every dollar he spends?

CANADIAN LABOR PARTY TO MEET AT TORONTO ON DOMINION DAY.

TORONTO.—The convention call to the Trades Union, I.L.P., Farmer, Socialist and Co-operative groups which compose the Ontario section of the Canadian Labor party, for July 1, has been sent to affiliated members by Secretary James Simpson, who explains in the call that the purpose of the convention is to organize for the next Federal election.

Organizations not affiliated with the Canadian Labor party are receiving literature on the forthcoming convention, urging them to take part in it. "The workers," says Secretary Simpson, "are passing through momentous times, when unity and solidarity are essential to combat the aggressions of the enemy and make new gains in the interests of the men and women who are rendering useful and necessary service to the country."

From Many Sources.

It is a peculiar fact that where the shoe factories are busiest is where there has been no talk of reducing wages. Perhaps if those who have been talking about reducing wages had given more energy to the selling of shoes they would not need to talk so much about reducing wages.—Shoe Workers' Journal.

It is better to vote for good than to talk against evil.

There can be no brotherhood of man so long as there are classes of men.

In Ireland they are beginning to realize that there is nothing civil about civil war.

"Policeman: 'Where are you going to at this time of night?'"
"Wanderer: 'Two-hic-goin' to a lecture.'"
"Sketch."

Teacher: "Who can tell me the meaning of Political Economy?"
"A embryo politician: 'Gettin' the most votes for the least money.'"

"In my judgment, the House of Commons has in recent years increased in usefulness and in authority."—J. W. Lowther.

"It is untrue that the miner is a Bolshevik."—Bishop of Birmingham.

"If the economic law finds itself in conflict with the Kingdom of God, then the economic law must be changed."—Bishop of Truro.

In the fifteen years ending 1914, 22,000 men and boys were killed and 3,000,000 were injured in British coal-mines.

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U.S. SENATE APPROVES OF DISARMAMENT PLAN

Vote For International Conference Is Unanimous.

WASHINGTON, May 25.— Unanimous Senate approval was given today to Senator Borah's proposal for an international naval disarmament conference. By a vote of 74 to nothing the Idaho Senator's amendment was added to the naval appropriation bill authorizing and requesting the president to invite the Governments of Great Britain and Japan to send representatives to a conference with representatives of the United States in an effort to reach some agreement on disarmament.

The vote was in conformity with the understanding reached last week by administration forces to give their support to Senator Borah's plan. Besides the forty-six Republicans and twenty-eight Democrats voting for the amendment, announcements were made on behalf of many absentees that they, too, favored the disarmament plan.

Upon passage of the bill, the amendment will go to conference with the house, but its advocates believe it will be endorsed and then approved by President Harding.

RAILROAD UNIONS TO MEET ISSUE FAIRLY

President of Brotherhood Advises On Wage Conference.

MONTREAL, May 25.— The meeting of the Brotherhood of Railroad Stationmen and Employees Alliance closed here this afternoon, after a two-days' session, and resulted in a thorough thrashing out of the situation as it exists presently in relation to the attitude in their conference with the Grand Trunk Railway consequent on the lapse of the working agreement as to rates of pay now obtaining. This conference is scheduled to take place some time in June.

R. H. Neil, grand president of the organization, advised the men to be honest in their deliberations and to meet the issue squarely from an economical standpoint and with fairness to all concerned. The exact terms of the plan to be followed were not disclosed, but it was stated that the idea prevailed among the majority of the members that if a wage cut was to be met, it should be effective from the highest official of the road downward.

CANADIAN RAILROADERS FORFEIT UNION CHARTERS

CLEVELAND, May 25.—The liveliest fight of the triennial convention of the Brotherhood of Locomotive Firemen developed today in the debate over the renewal of the agreement between it and the Brotherhood of Locomotive Engineers and Firemen for the joint settlement of grievances between members of both organizations. The agreement was negotiated in Chicago 10 years ago. The question will come up again tomorrow. The convention today approved the suspension of the charters of nine Canadian divisions on the Canadian Pacific line. These divisions were given 30 days in which to obtain reinstatement by agreeing to comply with brotherhood rules and instructions.

**TOM MOORE FOR FREE
UNIVERSITY FOR ALL**

REGINA, Sask., May 25.—"Final" qualifications should no longer be a necessity for those who desire to continue their education in the universities. Intelligence and ability to learn should be the only qualifications required of those who desire to acquire the knowledge to be gained in the higher education institutions," declared Tom Moore, president of the Dominion Trades and Labor Congress, speaking at a luncheon today at the Canadian Club. "The highest pinnacle of education should be within the reach of every child in Canada."

THAT'S WHY.
Mrs. Henry Peck—"She's very pretty, but she never says a word. I can't imagine why all the men are in love with her."
Mr. Henry Peck—"I can."

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