

SANE LABOR SHOULD STAND SOLIDLY BEHIND PRESENT CONGRESS

ES, HE HAS NO COMMON SENSE

By CHARLES W. WOOD

Arthur Nash is the most unreasonable employer I ever met. He happens to be the most successful, the richest, and the best loved employer I know; but he hasn't any judgment, any common sense.

Five years ago, now, he was a perfectly normal person. He was a sane, sensible man, and ran his business according to business principles. He hired labor at the low figure at which labor would agree to work; and he got as much work out of his employees as he could. He wasn't one of those "laborers' mind you. He was a fine, sane fellow, with generous impulses, a good Christian who wished everybody well; but he ever forgot that business is business and that we're not living in any Utopian Society. He had moods, of course, in which he would feel like chucking it and becoming a day laborer himself. Oh, to be rid of those eternal possibilities! How he worried day and night, and how he envied those who had no such worries on their minds! Most every struggling business man has these moods. But he-man he is apt to say profoundly, not chuck his responsibilities like that. He must go on with his work. He must continue his career as executive, a leader of mankind. It is only fair that he shall receive the profits of a capitalist instead of the meagre wages of a workman.

And Arthur Nash in those days was sane.

But his business didn't thrive very well. And to add to his periods of sickness, his eternal worries caught on a physical collapse. It was then that the "mood" got the best of him. It was then that he began to act like a perfect fool.

Perhaps you have heard the story which he did. I shall make it as brief as possible; for behind that story is another one which I am going to try like everything to tell. In probability I shall not succeed, it is almost impossible in our rotten civilization, to follow the wishes of Arthur Nash's mind. But shall try. First, however, let me review the external happenings.

Sweating by Golden Rule.

Mr. Nash was president and general manager of the A. Nash Company, wholesale tailors of Cincinnati. The firm was incorporated in 1916 with a capital of \$60,000. It was in 1919, after three years of anything but success, that Mr. Nash decided to liquidate the business and spend the rest of his days on a farm. His reasons were strange enough.

He was a Christian, I said, and he realized that he was running a sweatshop. He didn't own the machines on which the Nash clothes were made; they were owned by a contractor who employed such help as he could find employment in the clothing factories. This contractor wanted to go to Europe to look relatives from whom he had not heard since the outbreak of the war. Mr. Nash agreed to buy the machines. That meant that all employees would work directly for the Nash Company thereafter.

There were twenty-nine employees. They were working for starvation wages, and still the company was not making a profit. Mr. Nash, I said, as a Christian. As he studied that wage scale, he decided that a Christian simply could not cut it any lower, and the only alternative was to liquidate.

But he found he couldn't liquidate then. He had to have the consent of the minority stockholders. They wouldn't consent. It was imperative, it seemed, for him to continue running a sweatshop paying less-than-Christian wages.

I have made it plain, I hope, that his nerves were overwrought at the time. Hence, as president and general manager he decided that he would start in paying Christian wages instead, figuring that it wouldn't be long before everybody would be glad to end the business up.

But what were Christian wages? The only answer he could arrive at was the answer of the Golden Rule. He had thought first of living wages—human wages or wages in which each should share according to his ability. But the Golden Rule said something about that. The Golden Rule said: "Therefore all things whatsoever ye would that men should do to you, do ye so even unto them."

Wages That Don't Pay.

He went into the shop with his head swimming. He saw one old woman, nearly eighty, sewing on but-

tons for \$4 a week. A good, sensible employer might have reasoned that she couldn't possibly be worth any more; but Mr. Nash by this time wasn't reasoning. When he looked at her she reminded him of his mother. How would he want an employer to treat his mother if she were sewing on buttons?

He couldn't answer. With his head still swimming, he simply set the figures at \$12 a week—a 300 per cent raise. This furnished a precedent, and before he left the room the twenty-nine were notified of a wage increase ranging from 50 to 300 per cent. Then he ran away to the country to get some real sleep and to wait for the business to wind up itself.

In two months he came back to view the remains, but this is what he actually discovered:

The firm had an excellent balance in the bank. It had done three times as much business as it had done in some period the year before. It had not only done the business, but it had made and delivered the goods. Only one additional employee had been hired.

This was in 1919—that strange year when buyers went mad and anybody who had anything to sell could sell it. The only trick that year was to produce the goods. Labor, it was said, was simply not producing, but the usual law of economics were miraculously suspended here. When, later, the buyers went on strike, the A. Nash Company, instead of deflating, went on expanding marvellously. In 1918 it had done only \$132,190.20 worth of business all told. In 1919, the beginning of the Golden Rule, this figure was increased to more than half a million. In 1920 it had gone to a million and a half, in 1921 to more than two millions, and in 1922 to \$3,751,181.52. And the first three months of 1923 indicated that the business was increasing by nearly 100 per cent once more. In 1918 the A. Nash Company was so insignificant that it could hardly be classed as a wholesale house. Today it employs 2,000 workers and is the largest business of the kind in the United States.

"Due to the increase in wages?" I asked Mr. Nash.

"No," he said. "It was due to the working of divine law in place of what we have been calling business principles."

Mr. Nash concedes that low wages are an economic falsehood. They don't pay. They never have paid. Workers must live, he says, before they can work. Even horses must eat before they can pull; and if we try to make them pull without giving them a chance to develop pulling power, they won't pull very much.

But that isn't the big story. The big story is that even high wages won't accomplish very much if our purpose in paying them is to add to our profits.

Mr. Nash had no such purpose. He was not "bound to win"; and his story is of no value whatever to the average inspirer of our American youth, who insists that success can come only through a mighty determination to get ahead. Mr. Nash was bound to lose. He was determined to get behind. His only purpose in taking the step he took was to give up the law of business and to follow the law of love instead.

And Jesus said: "Seek ye first the kingdom of God and his righteousness; and all these things shall be added unto you."

"He didn't say," says Arthur Nash: "If your greatest desire on earth is to get all these things, try to incorporate some of the principles of the Kingdom of God into your plans and you'll run a better chance of getting them. If your chief desire is for 'these things,' that settles it. That's all you'll get—and you'll be lucky to get that. But we have something far more important in our Cincinnati shop. We have the Kingdom of God there. We can have it all over America just as soon as we go after it as our first objective. Incidentally when we get the Kingdom of God, peace and plenty follow as a matter of course."

Applause in the Wrong Place.

Mr. Nash is telling his story over the United States. Churches and business organizations and labor-study groups are listening; but he isn't telling the story they want to hear. They want to know his "system." Mr. Nash says he hasn't any. They want to know how he meets labor problems. He says he hasn't any labor problems to meet. They want to know the secret of his business success; but he persists in telling.

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THE UNITED FRONT IN THE SOVIET SENSE

(From the I. F. T. U. Press Service.)

On June 25 a plenary session of the Executive Committee of the Red International was held at Moscow. Although the agenda had been decided upon some time before, an addition was made of the question, "What shall be the form of organization of the Opposition within the Trade Unions of the Amsterdam International?" The "Pravda" explains the addition as being necessary on account of the dissatisfaction expressed by minorities on the side of the Red International with the inadequate form of organization.

There is much talk in Russia just now about the "collapse of the Amsterdam International" and the "treachery of the reformist leaders." The Executive Committee having approved the action of the Russian delegates at the Berlin Transport Workers' Conference, Losowsky proceeded to attack the Amsterdam International, declaring that the occupation of the Ruhr had made manifest to all the world its incapacity and the divisions among its leaders. The action begun at Berlin must be continued, and the other International trade organizations approached. From their fear of the left, the Amsterdam leaders had not dared to make their resolution other than very elastic; they had merely declared that they were not bound by the agreement made at Berlin. There were excellent prospects of winning over the whole of the trade unions to the Red International. In a very few years the Reformist Leaders would be driven out of their lost positions.

The subject was also treated by Sinoviev, in a long article in the "Pravda", entitled "New Phenomena in the International Labor Movement." He declared that the action of the "yellow" leaders in the question of the Ruhr had led to their desertion by the European Labor Movement.

The pressure exercised upon the Russian Government by the Conservative British Government had done great service to Soviet propaganda. The Soviet Government had forced Curzon to nail his true colors to the mast, and this exposure of imperialism had greatly contributed to the conclusion of the Transport Workers' agreement.

Their real object evidently, was to make political capital of the incident, and to show that all the world is at their feet. Nothing was heard about the interests of the workers; the really important thing was that the Amsterdam International should collapse and that all Europe should hasten to range itself behind the standard of the Red International.

Trade Unions.

On June 25th, the second congress of the Austrian Federation of Trade Unions was held. 358 delegates representing 1,049,949 members took part in the congress. The I.F.T.U. was represented by Sassenbach, and visitors from Germany, Hungary and Czechoslovakia were also present. Hueber, who delivered the General Report of the Federation, contested the view that wages had reached the gold par level. He pointed out that the foreign control was in some respects hostile to the achievements of the workers in the social sphere. The question of the creation of industrial unions was considered, but no final decision was reached. The slight decrease in the membership of the Federation was explained by the withdrawal of women from their organizations and consequently from their unions. The membership of some of the larger unions is as follows:

Metal workers	170,000
Land workers	71,600
Textile workers	53,000
Transport workers	47,000
Workers of the Food and Drink Trades	39,000
Commercial and Clerical Employees	34,000
Wood workers	32,000

AGRICULTURAL WORKERS IN SILESIA, GERMANY STRIKE

The causes of this strike, which has already lasted for several weeks, and which affects some 90,000 workers in all, are to be found in the conditions of the best workers and the breaches of contract by the employers. The wages of the workers can perhaps best be measured by the amount of rye which they can buy with their labor. In March, 1922, a worker could buy a cwt. of rye in 46 hours of work; in May, 1923, it had to work for 145 hours in order to buy the same amount. The conduct of the workers has been excellent, and they are very determined to hold out. "If we give in," they say, "we shall have only bread and water to live on, we are no worse off when striking." They continue to do such emergency work as the feeding of cattle, and the milking of cows, but even that will cease if strike breakers are brought in. Some of the farmers are willing to make separate agreements, but the Union is well aware that any such arrangements would probably be short-lived, and is resolved to make no comprehensive agreement. The industrial unions of the district are giving assistance and making representations to the authorities, who may intercede, but the Union is resolved not to call off the strike until a satisfactory agreement has been concluded.

THE 1923 DOMINION TRADES AND LABOR CONGRESS CONVENTION IS TO BE HELD IN VANCOUVER, B.C., COMMENCING SEPT. 10th.

The utmost effort is called for to see that the present Dominion Trades and Labor Congress is returned to office one hundred per cent strong. Under the able administration of Mr. Tom Moore as President and Mr. P. M. Draper as Secretary, the Trades and Labor Congress has made substantial progress, and has pursued its course diligently in the advancement of sound trade unionism in Canada.

While we are not overly pessimistic as to the results of the Convention, believing that the majority of Canadian workmen are exercising common sense and good judgment in all their dealings, at the same time caution is to be observed by all Trade Unions to see that only delegates are sent to the convention who are truly loyal to Trade Unionism as it should be practised in Canada. It is well known that Western Trade Unions are swayed by radicalism and unless the foundation in the East is set solid with the proper Trade Union ideas to counteract any signs of disruption, and full preparations are made beforehand to meet expected opposition, disastrous results might ensue. If it should so happen that a radical leader be elected to the Presidency of the Congress and the present administration overthrown, Canadian Trade Unionism would receive a severe setback, which is very much from being desired at the present time. Labor has come through a hard siege these last few years; many setbacks and difficulties have been encountered and the end is not yet in sight. It is a poor time to swap horses in the middle of the stream; more so if you are riding a good horse and change him for a poor one.

The Dominion Trades and Labor Congress, representing as it does, the majority of Canadian Labor, is necessarily a dominant factor in the welfare of Canada and Canadian Industry and is no place for a man having ideas and notions that are detrimental to the welfare of the country. We are a young country and great care is necessary to see that only men of the right calibre are chosen as leaders; men who are able to see that co-operation is the keynote of our success and who have the proper foresight for the continued advancement of Canadian Trade Unionism. Such men are Tom Moore and P. M. Draper. It is worthy of note that Mr. Draper has been Secretary of the Dominion Trades and Labor Congress for the past twenty two years, and during that time has rendered invaluable service to his brother workers. In fact his years of service speak for themselves and he must have proven to be a leader of men throughout the years or he would not be re-elected at each Convention. Mr. Moore was elected to the Presidency of the Dominion Trades and Labor Congress in 1918 and during the past five years has demonstrated his ability as a leader of men. He has brought labor through times of great stress and his perseverance in the face of great difficulties has won the respect and admiration of all his associates.

GENERAL REVIEW OF THE INDUSTRIAL SITUATION

The Labor Situation.

Employment at the beginning of June showed a further large increase, continuing the upward movement indicated in the previous month. The expansion, which was of a general character, caused the situation to be more favorable than in any period since December, 1920.

At the beginning of June, the percentage of unemployment among members of the trade unions was 4.3 as compared with 4.6 at the beginning of June, 1922.

The Employment Service of Canada reported a gain in the daily business transacted during May, 1923, as compared with a year ago, while a slight decline in the number of vacancies offered during the month as compared with April, 1923, was reported. Placements during the month under review continue on the upward trend.

The following is a brief survey of employment conditions at the end of June, 1923, as noted by the Superintendents of the offices of the Employment Service of Canada.

Increased activities in the farming and construction groups were reported from the Maritime Provinces with numerous vacancies available for carpenters, bricklayers, road construction laborers and farm hands. Considerable summer logging was under way near Sydney and in Northern New Brunswick and a number of workers were placed in employment in this group. There was a strong demand for trained domestic servants with a slight shortage in applicants.

Employment conditions in Quebec showed little alteration at the end of June as compared with reports for May. A brisk demand for farm workers was reported with a shortage of applicants, especially in Montreal. The logging group continued to absorb numbers of workers and placements of men in camps in Northern Quebec and Ontario were frequent. Briskness in demand in the building trades was shown with many public buildings and residences being erected. Road construction and railway maintenance work was active and provided employment for many. The reports indicate that the manufacturing industries were active especially the metal trades, textiles and clothing industries. An increase in work along shore was indicated from Montreal, Quebec and Three Rivers.

In Ontario the demand for farm help and fruit pickers continued in excess of the supply, while outdoor work of all kinds was available for all who desired it. In most centres the building under way was sufficient to employ all local tradesmen and laborers, while road construction and steam and electric railway repair work continued to provide employment for a large majority. River drivers were placed in small numbers in Northern Ontario while many workers for saw mills, and pulp and paper mills were required. At Cobalt skilled and unskilled workers for the mines were in demand. The manufacturing industries were very active with a demand for workers. The greatly increased demand for maids, waitresses and cooks, was due to the orders from summer hotels and resorts in addition to the normal requirements from city homes.

In Manitoba there was a slight falling off in the demand for farm workers but a high percentage of placements was maintained. Building tradesmen and mechanics were employed and little change was reported in this group. Railroad construction and maintenance work showed a decided betterment.

In Saskatchewan the orders from farmers continued in large numbers though not so many as during the early part of April and during May. Numerous opportunities were offered for employment in building trades, road, and highway construction, and on railway maintenance work. Owing to the shortage of trained household workers few of the offices were able to meet the growing demand for cooks, maids and housekeepers.

In Alberta no material change was noted in employment conditions. With good prospects for the crop, the demand for farm help showed a slight increase. Activities in the construction group were not great, residential construction providing the bulk of employment. Near Edmonton some loggers and saw mill workers were placed, while the mines near Lethbridge and Drumheller were reported as active.

Placements of loggers and sawmill workers in British Columbia continued fairly brisk in some localities. Little construction was under way at the end of the month and a considerable number of carpenters, painters

and building mechanics were available for employment. The demand for farm help continued about the same as formerly reported, while little change was shown in mining. Casual jobs and longshore work gave employment to numbers of men on the Coast.

Employers' Reports.

A further marked increase in employment was reported by employers of labor to the Dominion Bureau of Statistics at the end of May, when greater activity was indicated than at any period in 1922 and 1921. Practically all industries contributed to the gains which, however, were greatest in construction, manufacturing and transportation. The level of employment in all provinces was higher than in April, Quebec firms registering the most extensive gains. The improvement in Ontario and the Prairie provinces was also pronounced, while in the Maritime district and British Columbia the expansion was on a rather smaller scale. Increased activity was recorded by firms in the six cities for which separate tabulations are made. In Montreal, where over 7,000 persons were added to the staffs of the employers reporting, the greatest improvement was indicated in shipping and stevedoring and construction, while gains were also shown in manufacturing and trade. The expansion in Toronto, which was on a much smaller scale, occurred chiefly in construction, trade and transportation. Sawmills, pulp and paper factories registered the bulk of the increase in Ottawa, although there was also considerably increased activity in construction. General but moderate improvement was indicated in Hamilton and Winnipeg, the largest gains in both cities being reported in construction. In Vancouver sawmills and rolling mills were busier and expansion was also recorded in construction and in several other industries. Essentially all groups within the manufacturing division except leather, textiles, and musical instruments reported improvement. The increases in payroll in sawmills, iron, steel, fish canning, pulp and paper factories were especially pronounced. Fruit and vegetable canneries, biscuit, tobacco, glass and electric current works were decidedly busier, as were also smelters and refineries. The losses in boot, shoe, garment, thread, yarn and cloth factories were largely of a seasonal character. River driving operations caused employment in logging to show some temporary recovery from the heavy seasonal contractions recently recorded, the late spring having delayed the work to some extent. Mining, transportation and construction reported considerably increased activity, the last named industry in particular absorbing a very large number of workers. The employment afforded in communication, hotels and trade also increased, although the gains were rather less than in the above-mentioned industries. The level of employment in all groups was higher than at the same period of last year.

INDIA.

A New Labor Party.

The Labor Party and Kisan Party has been formed in Madras. Its first act was to protest against increased taxes on the necessities of life.

The Board of Directors of the G. I.P. Railway in India are about to introduce in their railway staff councils based on the Whitley system.

A long strike of the Ahmedabad Mill hands has at last been terminated, the reduction of wages is to be 15 instead of 20 per cent.

JAPAN.

Labor in Japan.

Some weeks ago the Japanese Government raided the Socialist headquarters, suppressed the radical press, and threw into jail certain persons who had criticized its policy. The police are now turning their attention to labor, and it is expected that many of the prominent labor officials will soon be arrested. On May 27 a lecture to workers, organized by the Kansai Federation, was broken up by the police. More than 10 speakers were seized, and there were hand-to-hand fights between the police and the excited audience.

Factory Workers in Osaka.

The average working day for factories in Osaka is 9 hours women in spinning factories work about 10 hours. The shortest hour is that of mechanics, which averages 8 1/2 hours a day.

The average income of the male factory worker is nearly double that of the women.

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CHILD LABOR

The Canadian Labor Press is reproducing stirring articles from time to time on this momentous question of the day. In manner. Co-operative methods of arbitration are productive of and much publicity is being given to the situation.

Child labor in Canada has perhaps not developed in the same ratio and to as great a degree as it has in the United States, but at the same time steps should be taken now to see that the evil does not grow here. Child labor is most undesirable from every standpoint. It not only is manifestly unfair to the child but is a serious economic waste of potential assets to the country. It reminds us of the fairy tale of "killing the goose that lays the golden eggs." Industry and Society should combine to stamp out this growing menace to our country.

THE STRIKE IS OFF

And the Cape Breton miners have returned to work totally unsuccessful in their attempt to hold up the mining industry. Not but what the miners have certain grievances that should be adjusted, but because they had the wrong kind of leaders.

Cape Breton coal strike was a matter to be deplored from every angle and instead of doing any good, has only served to lower the dignity of Trade Unionism in Canada. We wish we could impress upon the mind of every Canadian workman, that strikes are the last resort in the gaining of an objective and if a strike cannot be avoided it should be conducted in an orderly manner. Co-operative methods of arbitration are productive of far more good. When you deal with your employer through arbitration and can back up your arguments with sound facts as to why certain concessions should be made—then it is that the victory of the worker is practically assured and you also have public sympathy with you which is a fact worth considering. As soon as you start the "mob" stuff, all sympathy is gone and the employer knows that he has the advantage, for he realizes that you have no sound facts to back up your contention. The moral of the foregoing is that "the pen is mightier than the sword."

SUMMER CARE OF POULTRY

There is a tendency among some people to believe that poultry do not require any special care during the summer months, and may be allowed practically to shift for themselves. While it is true that conditions are more favorable for growing stock, and for egg production in adult stock yet at no time of the year is more care necessary to prevent disease and vermin than during the warm summer months. Poultry kept in close, stuffy sleeping quarters cannot be kept in the best condition of health, and are fit subjects for the ravages of lice and mites. It would be much better to have wire netting put in place of the glass windows in order that more fresh air might circulate in the house.

A very strict watch must be kept for any evidence of lice or mites as soon as warm weather commences. If lice are present on the birds, treat each bird individually with some Blue Mercury ointment, or some reliable dusting powder, and if red mites are present on the perches or walls, the birds should be removed from the house for a day or two, and the building thoroughly fumigated, followed by really good cleaning of every part of the interior.

INDIA.

About 48,000 workers are now involved in the Ahmedabad mill strike. Out of the 61 mills in Ahmedabad, 56 have been completely closed by the strike, which promises to be the longest in the history of the Ahmedabad mill industry.

More than 10,000 Burman and Indian laborers are involved in strikes in the Burma oil fields and Ahmedabad mines. The strikers are demanding increased wages and the recognition of wage equality between American and Burman skilled workmen.

IRELAND.

Railway shopmen of Northern Ireland, who had been on strike for nearly six weeks, returning to work June 13, following their acceptance of the terms agreed upon between representatives of the railway companies and the trade unions concerned.

At the close of April 1923, there were 45,032 persons totally unemployed in Northern Ireland, and the Minister of Labor submitted to Parliament a supplementary estimate of \$45,000 for the purpose of carrying out approved schemes for the relief of unemployment.

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IS THIS TRUE DEMOCRACY?

Using as my motto, Mr. Baker's three essentials, fairness, honor, and good faith, I want to reply to some of his views on employee representation or the "Atterbury Plan" as applied to the shopmen on the Pennsylvania Railroad.

Mr. Baker says this "is the case of the second largest employer in America . . . establishing in co-operation with these employees an industrial democracy," etc., as an alternative to the plan of putting the "interests of the shopmen, in negotiating with the railroad, into the hands of the officers of System Federation No. 90, who act under orders from the national officers of the Railway Employees Department of the American Federation of Labor."

What is "Industrial Democracy?" Is it a condition where the employer permits organization of his employees within the confines of their constitutional, legal, and moral obligations to society, granting to them the same liberties, locally and nationally, as he reserves for himself? Or is it a condition where the employer realizing that he can no longer prevent organization among his employees, comes to them in the guise of a benefactor and says: "We have decided to permit you to organize and select representatives, but we are going to draw up the plan telling you how they shall be chosen. We, of course, have one or two employees who were in on this thing, and we called upon them to help us work it out, but the plan will not be submitted to you for adoption or rejection, neither will consideration be given to any objection even though expressed by a majority of some group affected."

Of course, every liberty-loving American citizen will say that the first plan represents "Industrial Democracy" and that the second is "Industrial Autocracy," but what I have outlined is just what happened on the Pennsylvania Railroad. Let us turn to the record of May 24, 1921, when this question was discussed in the company's office at Philadelphia. This record shows that the management proposed individual representation only, while the representatives of System Federation No. 90 asked that a ballot be spread among the employees which would permit them to determine by majority vote whether they wanted representation through organization or by individuals. This latter plan meant "Industrial Democracy," but it was rejected by the management, which distributed its ballot for individuals only, with the result that out of more than 35,000 active service employees only 10 1/2 per cent voted as directed, while the 89 1/2 per cent, who were not given an opportunity to vote against it, took the only available means of registering their protest, and refused to vote. The election being finished, the management recognized those voted for, although some of them had received only one vote (the vote probably being cast by the individual himself), and proceeded to hold meetings at which new wage rates, rules, and working conditions were adopted and applied to the shop-craft employees as a whole. This is the substance of the record on which the Labor Board, and finally the Supreme Court were called to act, and on which they decided in favor of the employees.

In the meantime the management has refused to recognize the organization wanted by the 89 1/2 per cent by refusing to discuss grievances with local representatives, by cancelling furloughs granted to officers of the System Federation, and ordering them to return to work in the shops thus depriving the organization of its active leaders. This these officers refused to do, so they were marked out of service and their transportation lifted in July, 1921. Is it not a mockery to speak of such methods as representing Industrial Democracy?

As a government, we have our county, State and national organizations. In business we have local boards of trade and city and national chambers of commerce. In the railroad industry we have separate system organizations of management which are merged in the National Association of Railway Executives, but in the case of railroad workers the "doctor" comes along and says to us on this railway system, as he is saying on many others: "No matter what the Constitution of the United States, the Bill of Rights, the Congress the statutory law, or the United States Railroad Labor Board says, we have decided that we don't want you to have a national organization, so we are going to prescribe for you. Our medicine is an organization of employees on this railroad which has no affiliation with the employees on other railroads, and when we have sold you our gold brick, and when your national organizations are all broken up, we will begin to collect from you what it has cost us for advertising and salesmanship. The medicine may be a little bitter, but it will be good for somebody."

More Points for the Jury. Do not be deceived Mr. Baker. The railroad workers are not, since they

know what is hidden inside the sugar-coated pill. And only a few of the employers, such as the Pennsylvania management, which has evidently lost a few pages out of its history of the labor movement, are blindly butting their heads against the wall.

Mr. Baker alleges the plan is being successfully operated on the Pennsylvania System. If that is so, why is it that, after a year of operation under it, more than 32,000 shopmen suspended work beginning July 1, 1922? And with few exceptions they are refusing to return unless the Labor Board's decision is complied with. Since that time many of those who remained at work have quit the service because of wages and conditions to which they have been subjected. At Verona, Pa., where about 250 shopmen are employed normally, eighteen old men have quit recently. The clerks and telegraphers have both sought through the courts to have an injunction granted, restraining the management from further violations of the similar decisions affecting them. Sufficient evidence to convince anyone of the dissatisfactions existing in several groups of the employees could easily be obtained by anyone who will go among the men and women in the shops and other departments instead of going to a few of the employees who are now assisting the management in trying to sell its plan.

In the matter of handling grievances it seems to me that co-operation is the answer, and the co-operation of the management was not entered by System Federation No. 90. The management has not at any time attempted to conceal its antagonism toward this organization and is now bending every effort to destroy it, while it is doing everything possible to create a market for the "Atterbury Plan," the product of management, which it is trying to sell to the employee.

I have made a partial check of the figures quoted by Mr. Baker, tending to show the casual reader that in 1922 there were altogether 9,481 cases taken up and only 223 went so far as the System Reviewing Committee. It is at least implied that this covers all employees in the service. From a reliable source I find that the four transportation brotherhoods alone submitted 347 cases to the reviewing committee and decisions were rendered on 268. To this number must be added those from the shopmen, clerks, signmen, telegraphers, maintenance of way, miscellaneous, and other groups, all of whom must, to say the least, have filed some cases.

Regarding the suggestive statement of Mr. Baker that, "I heard, incidentally, a good deal of inside labor union history that would interest you if I could report it," it should be said in fairness to the thousands of honest and honorable men who are members and officers of trade unions that Mr. Baker spoiled his story. It reminds me of the time I was a kid in school, and we could taunt each

other by saying: "I know a secret but I won't tell." Come on, Mr. Baker, let's live up to our motto. If you want to take a good stiff punch at us, go ahead. That is a man's game, but let's lay off the mud.

To a close student of conditions on the Pennsylvania System, who has spent seventeen years in its service, and to others, some of whom have spent as much as forty-seven years it seems that in reviewing this question the great jury of the American Public needs to consider the following:

First.—The present strike of 32,000 shopmen on the Pennsylvania System and the court action sought by others.

Second.—The fact that the Pennsylvania management has complied with every decision favorable to it rendered by the United States Railroad Labor Board to which it was a party as well as some to which it was not a party, and it is now seeking to evade obedience to the one decision against it. Is this a land of special privilege for big corporations?

Third.—That there are those abroad in our land that are teaching that individual rights are greater than State rights, and, if we decide that the desires of a corporation are paramount to its moral obligations to government or society, what doctrine are we teaching?

Fourth.—Whether the blood that was shed in the Revolutionary, Civil, and World Wars was intended to guarantee to us the same freedom in selecting our industrial organizations that it guarantees to us in the selection of our political or religious organizations. If it does not, then our Constitution and Bill of Rights should be changed.

Fifth.—Whether the management of the Pennsylvania Railroad should recognize its moral obligation to society or whether this large employer of labor is more powerful than our Government, and, therefore, has a mandate to set aside congressional enactments at its convenience. The Pennsylvania management exercised its constitutional rights by testing the case in court. The Supreme Court has decided against it, and has said that the Transportation Act (a statutory law) authorized the Labor Board to determine what ought to be done by railroad management and employees in the interest of public welfare, and imposes on them a moral obligation to obey. The employees are seeking the application of the board's decision.

Sixth.—Whether the employer can reserve for himself certain privileges of organization and deny them to his employees.

What is your decision?
—Collier's, The National Weekly.

NEW ZEALAND.

According to a recent statement of the Prime Minister, there is a probability of a fund approximating \$1,000,000 being raised by the Government for the aid of persons desiring to build homes. Under the proposed plan, it is said that the Government may advance 95 per cent of the cost price of the homes which applicants seek to have erected.

Deciding that another good year is necessary within which financial stability may be attained, the New Zealand Arbitration Court has concluded that it is unnecessary and undesirable to make a general order reducing money wages for the ensuing half year.

AUSTRIA.

Unemployment continues to decrease slowly in Vienna and other industrial centres of Austria. The number of persons drawing the government unemployment dole dropped, in Vienna, from 97,800 in February, 1923, to 75,075 in May, 1923, while the total of this class in Austria fell from 178,147 to 122,353 during the same period.

FRANCE.

Stripes labor difficulties are feared in connection with the lockout against the Marseilles metallurgical workers. Workmen are claiming about 2 1/2 hrs. per day, and employers in all metal plants, fearing a strike, enforced a lockout.

CANADA.

Many immigrants arrived and registered in Montreal at the end of June, 1923, awaiting the new quota of the United States to be available per day, and employers in all metal plants, fearing a strike, enforced a lockout. Many of those seeking admission arrived in Canada at the end of the last year or two.

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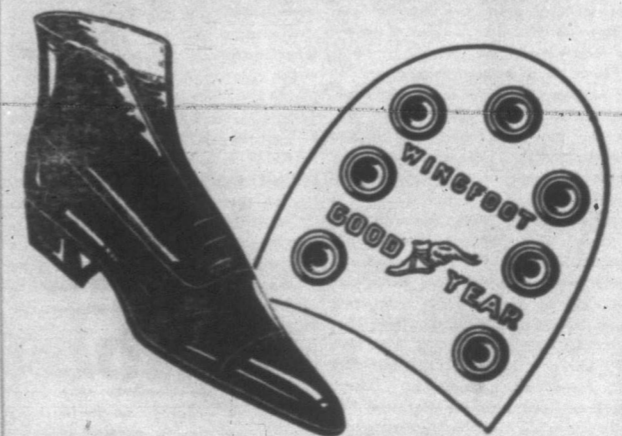


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Goodyear means Good Wear

OUR HOME PAGE

SAVING THE BABIES

Citizens who live in communities where their infant death rate could consider carefully the results of the co-operative rural health work being carried on in Green County, Missouri. A report just received by the United States Public Health Service at Washington shows a remarkable reduction in the infant mortality rate in Springfield and Campbell Townships since the establishment there of a whole-time city health department.

In 1918 the death rate in these Missouri townships was 105 per cent. That is, out of every 100 babies born alive, 105 died that year. Then Green county decided it could no longer afford to stifle unaided of its baby death rate and a health department was organized.

In the following year 1919, the infant death rate in these two townships dropped to 96 per thousand. In 1920 it went to 85, in 1921 to 82 and in 1922 the decline reached 78.

In other words Springfield and Campbell townships reduced their infant mortality rate 42 per cent within the short space of four years.

This forty-two per cent reduction is a striking example of what can be accomplished in child welfare carrying out, with economy and efficiency, a well balanced general program of health work affecting all sex groups in a community with well administered health departments under the direction of a whole-time health officer.

The example of Missouri in saving babies should give cause to every town of other communities not equipped with health departments or health officers giving their full time to the work. It is time for the thinking men and women who live in such

communities to organize; time for them to shake off their indifference and set about earnestly to save the lives of babies born in such communities. A county health department under the direction of a full-time health officer is the first objective. Missouri is showing the way.

GREAT BRITAIN.

On June 11th, 1923, the wholly unemployed on the live registers tallied approximately 1,197,000, which was an increase of 9,953 over the preceding week.

Wages of the railway and transport workers have been reduced by two shillings a week on account of the decrease in the cost of living.

ITALY.

Statistics compiled by the National Bureau of Employment show a steady decrease in the number of persons wholly or partially unemployed.

JAVA.

As a protest against the arrest of one of its principal leaders, and to block the movement of sugar, the recently proclaimed general railway strike which temporarily crippled the movement of trains throughout the north coast of Middle Java. By governmental decree the strikers were declared to be revolutionists and the places of those who did not return to work within the time set by the Government were filled by entirely new workers.

CZECHOSLOVAKIA.

A decrease in the number of unemployed person receiving government subsidies is reported by the Czechoslovakia Ministry of Social Welfare.

Good Night Stories

THE PUZZLED LITTLE DRAGON-FLY.

"Oh, me," sighed the little water boy. "I feel dreadful. I just can't seem to get enough air. Does it seem stuffy to you today?" he inquired of his neighbour, Croaker Green Frog.

"What! Stuffy—under this lovely clear water? Why I should say not," croaked his neighbour. "Who ever heard of cool water being stuffy? But maybe if you'd crawl up into the sunlight for a few seconds you'd feel better. When I get restless I usually go up on the bank for a while." And away Croaker Green Frog hopped out of the water to the mossy bank.

The little water boy watched the water where his neighbour had disappeared. Then a thought popped into his funny little head, and he swam over to a swaying weed and crawled up the stem into the sunshine.

"Funny," he laughed softly. "I never knew it was so lovely above the water. Queer—I've never thought of coming up here. But I guess I've never felt so funny before. My, I'm better already."

"I think a change of scene always makes one feel better." And Tilly Turtle crawled over to the edge of the log, nearer the weed to which the little water boy clung.

Two weeds grew close together, and the little water boy fastened the hooks on his feet into them winging his little body between them. He felt so queerly he would have cried if Tilly Turtle had not been so near him. He began to twist and squirm, all the time trying to smile so Tilly Turtle wouldn't think him a baby. But he did feel strangely queer. His little back seemed to tremble. Then a funny thing happened. The little water boy's suit ripped straight down the back.

He tried to laugh, but he felt so badly he couldn't. And Tilly Turtle seeing his embarrassment, acted as though she didn't see his ripped suit.

Then another strange thing happened. The little water boy gave a big gasp, and out of his funny little suit he came. He was terribly excited, and there's no telling what might have happened if Tilly Turtle hadn't glanced his way.

"Why, my dear," she cried, jumping over to the very edge of the log. "You have another suit under the one you just took off. Did you ever in all your life! Yes, sir, as true as I'm alive, you're a dragon fly."

Tilly Turtle was so excited she nearly tumbled off the log into the

1000 EGGS IN EVERY HEN

New System of Poultry Keeping—Get Dollar a Dozen Eggs Next Winter Famous Poultryman TELLS HOW

"The great trouble with the poultry business has always been that the laying life of a hen was too short," says Henry Trafford, International Poultry Expert and Breeder, for nearly eighteen years Editor of Poultry Success.

The average pullet lays 150 eggs, if kept the second year she may lay 100 more. Then she goes to market. Yet, it has been scientifically established that every pullet is born or hatched with over 1000 minute egg germs in her system—and will lay them on a highly profitable basis over a period of four to six years' time if given proper care.

How to work to get 1,000 eggs from every hen, how to get pullets laying early; how to make the old hens lay like pullets; how to keep up heavy egg production all through cold winter months when eggs are highest; triple egg production; make slacker hens bustle; \$5.00 profit from every hen in six winter months. These and many other money making poultry secrets are contained in Mr. Trafford's "1000 EGG HEN" system of poultry raising, one copy of which will be sent absolutely free to any reader of this paper who keeps six hens or more. Eggs should go to a dollar or more a dozen this coming winter. This means big profit to the poultry keeper who gets the eggs. Mr. Trafford tells how, if you already have chickens and want them to make money for you, cut out this ad and send it with your name and address to Henry Trafford, Suite 1112a Herald Bldg., Southampton, N.Y., and a free copy of "THE 10000 EGG HEN" will be sent by return mail.

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water. "A beautiful dragon fly! Sit still until your wings dry."

"Wings dry!" exclaimed the little newly-made dragon fly. "Have I really and truly beautiful wings?" He glanced down at his reflection in the pond and laughed with joy. Sure enough, he had crawled right out of his ugly old suit into another lovely one. But, oh, how tired and ill he felt. He could hardly move. It took all Tilly Turtle could do to get him to try those wings.

"You've got the chance of your life to see the world now," she told him. "Don't sit there like a dummy or some bird may eat you. Try your wings. Fly!"

Dragon-fly didn't know what a bird was, but he was so happy he didn't care to be eaten. So he spread his lovely wings and sailed away.

Who is he?

Who is the man in the private office?

He is—the man your salesmen are afraid to stop on the street;

—the man who is always "out" or "busy" when they call;

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Phone Queen 1186

As a moth gnaws a garment, so does envy consume a man.

A man may as easily fill a chest with guano as the heart with gold. The air fills not the body, neither does money the covetous heart of man. All men are worthy of observation—not all are worthy of imitation.

Consider This



THE result of the best thought of many geniuses covering a period of about 150 years—and the expenditure of millions of dollars in experiments and equipment—is what you buy for a most modest sum when you turn the switch that floods your home or business place with light or gives you power for a hundred uses, for which we of the present age should be duly thankful. And the citizens of Ottawa have a further cause for gratification in their own electric service, which keeps electric rates at their present low level.

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YES, HE HAS NO COMMON SENSE

Continued from Page 1.

ing them how they may enter the Kingdom of God.

"I can't say that the audiences are not enthusiastic," he told me, "but they applied the wrong points. The fact that the A. Nash Company is not a union shop seems terribly significant to some employers, until they learn that it isn't an anti-union shop. What right would I have to object to my fellow workers want to join a union?"

"They ask me if I would let in agitators. We have been increasing the force so fast that there is nothing I know of to keep them out. I have heard it said that a certain union had planted a number of members occasionally inside of our organization. I don't know and I don't care. If they do get in they seem to stay; I don't hear of anybody quitting."

"No. I have no objection to the unions. So long as industry is a fight, both sides are bound to organize. I'm all for the unions under those conditions, but I'm not for the fight. We don't have to defend ourselves from each other when we are doing to others as we would like to have them do to us."

"Is it true," I asked, "that some of the union shops pay a higher scale for certain kinds of work than you do?"

"I don't know," he said. "I hope so. We aren't paying very much attention to the wage question in our establishment. Whenever there is an increased profit, the family gets it. Sometimes they raise their wages and sometimes they decide to give it to the public by putting better material or more time into the suits."

"You mean that they refuse wage increases?"

"Let me tell you," he said, "one of the first experiences we had. When the company notified the employees that there was a surplus to be divided, the highest-paid help got together and petitioned us not to distribute it as we had thought of distributing it, giving each employee a certain percentage on actual earnings but to distribute it equally among all. That meant that these highly-paid men and women voluntarily refused large sums of money, so that the unskilled, the beginners, and the old women whose earning power had long since waned might all receive \$91 apiece. In some cases this represented more money than they had ever owned in one time in all their lives."

"But it wasn't the \$91," he hastened to add, "it was the spirit behind this distribution. That was something you could feel all through the shop. The spirit of Christian brotherhood."

"Were these highly paid employees all Christians?"

"Yes, all Catholics and Protestants and Jews and people who professed no special creed. They were just living the teachings of Jesus, that is all."

Which is why Mr. Nash simply cannot be understood. Also, why visitors to the Nash factory are generally nonplused. There are no scriptural texts on the walls. There is no hymn singing hour, no prayer meeting, nothing to denote that this is an unusual factory. There is not even any complex system of welfare work to spy on the employees and say how they shall spend their time after working hours. There are no time clocks here, but otherwise it is just like other factories except for a spirit which the others lack.

Pants and Vests all the Year Round.

I went through the various rooms. Some of them were on piecework, some on a weekly wage. I couldn't tell the difference. All of them were working fast, but nowhere could I find a face that was drawn and tense. They looked as though they actually enjoyed making pants and coats and vests. They work, I was told eight hours a day, five days a week, but they work the year around. Some transformation, it must be conceded, from the old rule of overtime during the rush season and unemployment for the rest of the year.

"Do you think this scheme would work with the damned aliens and Bolsheviks in our shop?" Mr. Nash is often asked.

"It won't work with aliens," is his answer, "and it won't work with those who are damned. It will work only with brothers and sisters in the human family."

"So long as we look upon people as alien the best we can hope for is to bargain with them. When we see them as brothers and sisters, the problem vanishes. We don't try to bargain any longer; we just see how much we can do, and the law of love does the rest."

"Are you sure that your success will be permanent?" I asked him. "Perhaps the story itself has just advertised Nash clothes so extensively that thousands of people who have bought a suit out of curiosity will find they can do better eventually by patronizing firms that are more businesslike."

"Perhaps," he said. "But what of that? I can think of lots of things which are more important than my financial success. Can't you?"

Listen, folks! Did you ever hear anything quite so unreasonable?

—Collera, The National Weekly.

THE UNITED FRONT IN THE SOVIET SENSE

Continued from Page 1.

to good the miners into striking, which would have the effect of depleting the union fund.

TURKEY.

Labor in Turkey.

Up to the armistice of 1918, Labor organizations in Turkey were uncoordinated and local only. The so-called Party of Union and Progress passed legislation prohibiting the formation of trade unions, and suppressing the right to strike. After the armistice Turkey felt something of the general wave of labor ardour, and the first attempt to organize a comprehensive Trade Union was made by Hilmi Effendi, who attached his organization to the reactionary "Liberty and Entente" party. By this means he was able to build up trade union organization much superior to anything that had been done before by Turkey, but his party lost influence when the tramway strike was suppressed under British pressure. Two other organizations were also established under this period: the Association of Turkish Workers founded by a worker who had studied in Germany, which occupied itself chiefly with educating its members, and the International Union of Workers established by an agreement between the National Builders' Union and the Carpenters' Union. At the end of December, 1922, both these organizations were dissolved by the Government. The Labor Movement in Turkey is now in confusion—but ideas are stirring, and economic forces are working which will in all probability lead to a new and more powerful movement.

FRANCE.

Labor Shortage and Militarism in France.

French employers are finding themselves faced with a considerable shortage of labor, which they are careful to attribute to the decline in their population and their losses in the great war. They omit to add that 800,000 men, who would otherwise be productive workers are still being kept under arms. To do the work these men could do, they are recruiting labor from Poland, Italy, Jugoslavia and Czechoslovakia, and spending large sums of money in erecting dwellings for the immigrants who are Poles, some of whom came straight from Poland, and others from the Ruhr district.

DENMARK.

The Labor Bank in Copenhagen (founded by the Danish workers' organizations) had a turnover last year of 429 million kroner, or 89 million kroner more than the previous year. There was a balance of 105,254 kroner. In order to comply with the legal regulations, the share capital has had to be increased by 1 million kroner.

TAXATION IN GERMANY AND THE UNITED STATES OF AMERICA.

The well known German statistician, Dr. Kuczynski, has recently visited the United States and now publishes certain comparative statistics as to the incidence of taxation in that country and Germany. "One of the most outstanding facts," he declares, "is the small number of taxpayers in the States, chiefly employed in the textile industry, the leather and boot and shoe industries, agriculture and miners. Only 6% of the population pay income tax, while in Germany the workers (using the word in the wide sense) pay 95% of the total proceeds of income tax. In the United States no worker pays income tax, and very few salaried employees and civil servants. Thus the classes that, in Germany, pay only 5% per cent of the total sum raised by income tax pay in the States no less than 87% of this amount. In Germany the workers now pay about one third of the total revenue of the Government, in the United States they pay not more than one thirtieth at the outside."

Socialist Young Workers Conference

The National Conference of the National Union of Socialist Young Workers (Arbeiter Jugend) of Germany, took place at Gorlitz from 81 to 13 May. The report showed that at the end of the year the membership was 105,000, distributed over 1600 local branches. Comrade Olenbauer spoke on the subject of international relations. It was resolved to make a special levy of 100 marks per member in the month of May for the support of the National Holiday Home.

Arrangements were also made for closer co-operation between the National Union of Socialist Young Workers and the Young Socialists which is to be affected by means of mutual representation at one another's meetings and by the removal of the National Centre of the Executive Committee of the National Union of Socialist Young Workers. A proposal to raise the age limit was rejected by a large majority.

Fascism and Anti-Fascism in the United States of America.

The Italian population of America consists almost of organized workers. They constitute a substantial number of the miners, the needle trades operatives, the textile workers and

the shoe workers. Efforts are being made by subsidized agents to organize Fascist groups in the U.S.A., and to counteract these efforts the anti-fascist alliance convenes meetings and conducts propaganda.

U.S.A. Railroads Conducting Propaganda Against Nationalization.

The U.S.A. railroads are endeavoring to "educate" the public on the railroad question. Publicists, some of whom will be college professors, will tour the country explaining "the highly successful manner in which the railroads are meeting their responsibility." All this is presumably intended to influence the Interstate Commerce Commission, when it opens its enquiry during August.

INTERNATIONAL CO-OPERATIVE TRADE.

Co-operative trading is increasing. The international exchange of goods through co-operative societies in 1922 amounted to well over \$137,385,000. The British Societies were the largest buyers, and the American societies the largest sellers; these latter supplied 47 per cent of all the goods circulating in international co-operative exchange.

THE ARMAMENTS RACE

The following publications appeared in the press on one and the same day:

A New Powder.—In Washington a new powder has been tested. This powder, which is intended for guns, pistols and revolvers, produces no smoke, and is not susceptible to damp. The U.S.A. is expecting great things from it.

A Giant Aeroplane.—At Dayton, Ohio, the largest aeroplane in the world has just been launched. It weighs 20,000 kilograms, and its dimensions are 9 x 19 x 38 metres. It should be powerful enough to carry sufficient explosive to destroy the whole quarters of towns.

The Mysterious Submarine.—The largest and most powerful submarine in the world has just been launched at Chatham. It has a displacement of 3600 tons. It carries 30 cm. guns and has a speed of 25 knots. It is driven by steam when above water, and by electricity when submerged. Jugoslavia has just increased her standing army giving as a reason the

possibility of danger from Bulgaria. Poland has called up three reserve classes, and is expected to mobilize other classes also. These preparations are apparently directed against Germany. Poland refuses to recognize the pronouncement of the Allied Commission giving Germany the Danubius region.

Holland.—A bill has just been brought in which sets aside 300 million guilders for new naval construction.

New Zealand is doubling her naval budget. The new naval base at Singapore.

Great Britain is building a giant airship which can carry a whole fleet of aeroplanes. One of these aeroplanes is made wholly of steel, and could pierce a ship without difficulty. While piercing its wings would fold up, and when work was done, they would again unfold.

Armaments are Universal.—An important Dutch newspaper contains a communication to the effect that there is much uneasiness in diplomatic circles on account of the very large orders for war material which have been placed within the last few days. These orders go far beyond what would be needed to replace material destroyed by the war. In many cases they come from states who would not, unaided, be able to bear the enormous expense of paying for the supplies ordered.

All this from one day's press! On another day we hear of a rapid-firing cannon capable of firing 1 1/4 lb. shells at the rate of 120 a minute. The cannon can be used in aeroplanes as well as on land and sea, and its range is 7 miles. It is being made in Utah, U.S.A.

Thus is peace systematically undermined and the world transformed into a volcano which will be ready to recommence its work of destruction at the earliest opportunity.

CHILE

Shortage of labor at the nitrate plants is causing the immediate absorption of all incoming workers.

NORWAY.

Paper mill workers in Eastern Norway recently declared a strike.

WALES.

Declaring that the Co-operative Wholesale Society has endeavored to enforce reductions by lock-out notices, that it has refused arbitration and that it has denied to trade unions the right to negotiate for their members, the National Union of Distributive and Allied Workers has called a strike in an endeavour to bring about a complete stoppage in the stores of the Co-operative Wholesale Society, and to persuade workers in retail stores to refuse to handle goods distributed by the society.

NETHERLANDS.

Slackness in the building trades in the Netherlands is said to be the probable cause of the fact that an extraordinary large proportion of the Dutch emigrants now proceeding to the United States is composed of bricklayers, carpenters, masons and other building artisans.

NORWAY.

In a meeting with the official Government Arbitrator, on July 9, 1923, his proposals for the settlement of the fustlers' conflict in the Drammen Waterways district were accepted and sympathetic strike of 14,000 paper, cellulose and wood pulp workers was called off.

SWITZERLAND.

Unemployment in Switzerland decreased more than fifty per cent during the year ending May 31, 1923.

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