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National and Rational.

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Live News and Views.

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C. P. R. PORTERS GET INCREASES

Majority Report of Board of Conciliation Makes No Recommendation Re S Dismissals.

By an award of a Board of Conciliation filed with the Labor last week, the porters employed by the Pacific Railway are to be treated as follows: Tourist car porters, \$75 the first year, \$80 the second, and \$85 for third year. The present rate is \$70 a month. Observation, observation and buffet sleeping car porters are to get \$92.50 a month as compared with the present rate of \$75.

The award is signed by Judge C. Snider of Hamilton and U. E. Gillen of Toronto. The majority award makes no recommendation on the dismissal of seven porters, whose cases were heard by the Board. Fred Hancock, the third member of the board, has not signed the agreement and will present a minority report.

There are about 500 porters involved, and they reside in Montreal, Toronto, Winnipeg, Calgary, Vancouver, and other points. The schedule grants them their white coats at the expense of the company, the right of appeal in case of discharge to the highest officers of the company, and they are to receive their meals at half price when travelling on the train.

In his report to the Labor Department, Mr. Hancock's minority representative recommends a straight advance of \$35 per month for each porter over the prevailing rates which are \$75 for the class of service. This would mean a minimum wage of \$110, and an additional \$10 per month for all sleeping car porters.

Dismissing the question of reinstating the seven porters who were dismissed by the board, Mr. Hancock states that the evidence given before the board clearly shows the existence of two distinct classes of men. There are two organizations, he states, the Order of Sleeping Car Porters and a "Warehouse" organization. It is said that the former is the "real" organization of the company, and has conferred with the Order of Sleeping Car Porters on wages and working conditions.

Mr. Hancock claims that the majority report is a "real" one, and that the company has refused to do anything to help its own organization and representatives. He states that the majority report is a "real" one, and that the company has refused to do anything to help its own organization and representatives.

ACCOMPLISHMENTS OF A 100 P. C. ORGANIZATION

From time to time the Canadian labor press pointed out the advantages of a hundred per cent. organization. This is the ideal in more or less complete form. The Plumbers and Steamfitters Local 488 has concluded most satisfactory schedule negotiations with the Master Plumbers Association of that city.

The new agreement which goes into effect on May 1, provides for a closed shop, \$2 per hour, and the 44 hour week. The negotiating committee of the union was composed of President G. Latham, Vice-President A. G. S. McMillan, Secretary J. S. Branham, F. Shaw, J. Halkerson, and J. Fairhead.

Miners hold international congress at Geneva. The executive committee of the International Mine Workers, at a meeting in Geneva, Switzerland, held an international congress in Geneva, Switzerland, on February 15-16, 1920.

Canadian shopmen watching results in U. S. A. Representatives of the Canadian section of the United International Workers Order of America, which is negotiating at Washington for increased pay, are in Montreal awaiting the outcome of the United States negotiations with the Railway Association of Canada, which represents all the Canadian roads in negotiations with the Brotherhoods, on whatever issue may be raised as a result of the American deliberations.

Hamilton iron moulders' strike drawing to close. After a strike lasting since Monday, May 4, 1919, Hamilton Local No. 28, Iron Moulders' International Union, has accepted a settlement.

U. S. Railway Shop Laborers postpone action. The strike of 300,000 members of the Brotherhood of Maintenance of Way, Employes and Railway Shop Laborers of the United States has indefinitely postponed Saturday night by Allen Barker, international president of the union.

Farmer-labor alliance proposed for Manitoba. To form an alliance between Manitoba farmers and labor, with the object of electing a Farmer-Labor Party in the province similar to the one in Ontario, a convention is to be held in Winnipeg in April.

Railway clerks' convention at Montreal. A two-day convention of the Brotherhood of Railway and Steamship Clerks concluded at Freeman's Hotel on Friday after a session of two days. The convention was held at the Hotel de Ville in Montreal.

J. L. P. WILL START CAMPAIGN IN ONT.

Mr. J. L. P. will start his campaign in Ontario, will tour Province on Organization Campaign.

According to information from headquarters of the Independent Labor party of Ontario, an organization campaign is to be inaugurated in the very near future. Ever since the Ontario elections last October, requests have been made from almost all of the industrial centres for organizers. Branches of the Independent Labor party have sprung up all over the province and the membership is growing very rapidly.

Nothing revolutionary or even radical asked by I. L. P. from Ontario government. "Labor's fitness to govern" has not been challenged in Canada to the same extent as in the Old Land.

Canadian printers increase during January. Halifax, N.S.—Newspaper (day)—Handmen, operators, \$35. Eight hours, day or night. Book and job (night)—\$4. Book and job, \$6.

Men not machines, says Edison. Thomas A. Edison recently celebrated his 73rd birthday. The day was signalized by messages of congratulation that poured in upon him.

Joint industrial councils in the building industry. In all parts of Canada where the building trades are organized to any great extent there comes a demand for joint industrial councils.

Use unions for purposes intended. Speaking at Derby recently J. H. Thomas, M.P., one of the Labor leaders of Great Britain, warned his hearers that the industrial machine must be used for industrial purposes.

British piano makers correct misleading report. During the past few weeks a number of the members of the Trade Union movement have been misled by a certain press article, one of the piano firms in Great Britain was compelled to close its factory.

JAPAN'S LABOR GIANT

The wrestler (to the worker)—Ghosts of my ancestors! But how you've grown all of a sudden!



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Masters, mates and pilots to apply for a F. of L. charter. Seven harbors from Canada were represented at the recent convention of the National Association of Masters, Mates and Pilots, held at Washington recently.

Forty-eight hour week for Italy. Carlo Ferraris, Minister of Industry, Commerce, Labor and Food, presented a bill to the Italian Parliament on Tuesday.

Telegraph companies to discuss wages. One of the Toronto officials of the Commercial Telegraphers' Union said on Tuesday that general committees representing the telegraphers in the employ of the C. P. R., G. N. W., and the Government will meet in Winnipeg early in March.

Says workers' inability to provide insurance is causing bolshevism. Inability on the part of the average worker to provide the necessary safeguards for the health of his family is one of the chief causes of the Bolshevism in Russia.

Municipalities now under Quebec compensation act. Quebec Workmen's Compensation Act was further amended last week. A clause was added to this bill by Hon. Mr. Perreault which places the burden of the cost of the act on the municipalities.

Provinces to deal separately with Int. Labor Conference Conventions. Recommendations made by the International Conference held in Washington last week will be dealt with by the provinces separately.

MINIMUM WAGE LAW NOW NECESSARY

Dr. Bryce of Ontario Coalition Will Introduce Bill at Approaching Session.

The Minimum Wage Act which the Drury Government is being asked by the Labor branch of the Coalition to put through at the approaching session of the Legislature applies only to women and minors.

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SOME FACTS ABOUT U. S. STEEL STRIKE

Organization Will Continue and Principles Will Prevail.

In the current issue of the Federalist, the official organ of the American Federation of Labor, the facts concerning the steel strike appear. It is pointed out that at the time of the convention of the American Federation of Labor in June, 1919, the steel workers had an organization of 100,000.

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Editorial Page of The Canadian Labor Press

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A WEEKLY NEWS LETTER.

REJECTING DECISIONS.

UNDER any circumstances and at any time repudiation of settlement of dispute endorsed by selected representatives of the workers is a matter of regret. Happily such incidents are of infrequent occurrence, and to this reason may be ascribed the use that is made of same by the opponents to the workers' cause. It further shows that in the selection of the representatives implicit confidence goes with the selection, and whatever may be the outcome of the final agreement, that those who have advocated the Labor side of the cause are given credit for having sanctioned the best possible results obtainable, even if some are not considered of a just nature, to whom they apply.

In these isolated instances it is sometimes a rather difficult matter to fathom reasons for rejection of leaders' recommendations, realizing full well that those who are benefited by the attendance at conference have a first-hand knowledge of vital information from which to draw conclusions in the making of settlements. An allowance for this position by the majority of the organized workers involved is one of the guarantees of assurance of the final findings being accepted.

In the unanimous award of the McKinnon Arbitration Board, on which J. C. Watters represented the mine workers, appointed to settle the wage dispute between the Dominion Coal Company and their employees, such a case of rejection has actually happened. Involved in this is the open hostility to their counsel, President Baxter and Secretary-treasurer MacLachlan. Whether the award is of such a nature or otherwise to merit this action, is not so much the principle involved as the repudiation of their officers, which is a matter of regret.

One of the causes for this situation may be ascribed to the preaching of these same officers, who on their return home from the Hamilton convention, went out of their way in assailing the selected leaders, and claiming their lack of faith in their integrity. They were, thus guilty of peddling just exactly the medicine that is now being returned to them in such copious doses. The chickens have come home to roost, and now may the lesson be seen, that those who seek to lead and hold confidence, must expound this lesson in its general application to International Trade Union movement, and the officers selected constitutionally.

OLD AGE PENSIONS.

QUITE a number of the international organizations have successfully carried out the old age pension system, and the benefits derived therefrom can be imagined only by those who contribute to such a fund, but the realization is left to those especially who are aided over the stile by such financial assistance as this fund gives not in charity dole, but financial aid to which the recipients are entitled.

The International Typographical Union instituted this branch some 13 years ago, considered largely a step in the nature of experiment, but the success attained in this venture has been rather remarkable. Not only is weekly payment made to the aged of 60 years and over but the incapacitated members whose cases are not suitable for the treatment at the Union Printers' Home, are also given \$6 per week. The members have recently voted favorably to increase the sum to \$8 per week.

At the present time more than 1,200 members are enjoying this financial benefit, but full provision has been made that during the present year the reserve fund will be at the million dollar mark. This proves positively the passing of the experimental stage and permanency assured as long as the necessity exists.

The question of hours and wages does not cover the activities of International Trade Unionism, but as in the case of old age pensions the benefit of the membership from every angle finds a necessity observed and just as surely attended to in practical manner.

FIXED IT UP.

WINSTON CHURCHILL, Secretary of War, has declared that Labor was unfitted to govern "over" one. Having apparently heard this voice, intellectual workers in Paris have formed an organization recognized by the Labor forces. This new gathering is formed of dramatists, engineers, scientists, teachers, artists, poets, song writers, journalists and dramatic experts are also eligible. This action will prevent any plagiarist in France from repeating Winston's opinions there.

BENEFITS OF SOVIET?

GEORGE LANSBURY, former Socialist member in the British House of Commons, now visiting in Russia, gives information by his first telegram, "That the blockade and civil war have let loose disease and want of every description." This news coming from one of their kin, should be sufficient answer to our reactionary friends of the Dominion, who persistently expound on the glories of a Soviet Government. Lansbury has rendered them a service eye-opener, or will they continue to dream?

Across the Atlantic.

What Our Brothers in the Motherland Are Doing.

UNEMPLOYMENT INSURANCE. Labor Minister Horder, of Great Britain, has introduced an unemployment bill in the House of Commons which proposes to extend insurance on a contributory basis to substantially the whole employed population of the United Kingdom between the ages of 17 and 70.

CHILDREN NEEDED. Mr. Justice Darling made strong comments recently when W. O. Gardner (49), of Southampton, was sentenced to 12 years penal servitude for performing an illegal operation on a young Southampton girl. Sentences of five years and 18 months, respectively, were passed on W. E. Eason (42) and George Titman (34) for aiding and abetting.

FARMERS LEARN. Speaking to branch members at Ekington, W. E. Bancroft, organizer of the British Agricultural Laborers' Union, disclosed an extraordinary effort of the farmers of Yorkshire to oppose the shorter working week. These gentry contended that farms could not be carried on at less than 63 hours a week, and that they would have to submit to the 54 hours in operation or pay overtime, they promptly reduced the hours. The farms are still working.

FRENCH MINERS POSTPONE STRIKE. The Council of the French National Federation of miners has decided to postpone the strike called for March first. This action was taken, it is announced, to give the Government sufficient time to consider the demands of the miners.

SACKED IF JOINED UNION. A man just interviewed, Mr. F. Wakefield, of Nottingham, England, 74 years of age, says a special correspondent of the Daily Herald, who excited the comment of Mr. Justice McCardie, who is in the Divorce Court recently that he worked till 11 o'clock at night.

APPRENTICES ARE HELPED IN BRITAIN. Although comparatively little has been heard about the work, no fewer than 49 separate schemes, including between 700 and 800 apprentices in operation in Great Britain for assisting young fellows whose apprenticeships were interrupted by the war. Some 23,000 apprentices are taking advantage of the conditions offered by the government through the Ministry of Labor and about 800 are accepted weekly. In a certain number of cases the difficulty is to find an employer to take the place of one who has gone out of business.

LABOR COUNCIL FOR FRANCE. Formation of a national labor council has been announced officially. This council will have jurisdiction over all matters relating to the employment, recruiting of labor, particularly foreign workmen.

APPRENTICESHIP IN FRANCE. A bill has been introduced in the French Chamber of Deputies which will provide for the employment of foreign workers should be under Government supervision. The council will consist of 16 representatives of employers and 19 representatives of labor, besides representatives of the Governments interested in the protection of foreign workmen.

PRaise and Recognition FROM A HIGH SOURCE. The Secretary of the American Navy in his annual report for the year 1919, has this to say: Labor was the rock upon which our preparation and supplies depended. It was mobilized and efficient. Acting with closest accord with the Department of Labor, it was the privilege of the Navy to aid in stabilizing labor and in providing that the government is the best employer. The day of giving to skill and toil a more living wage has passed. It is entitled after a fair day's work, to a fair day's wage, sufficient for comforts and some luxuries as well as necessities. Navy wages have never lagged. They have generally led, and for good pay it has, from its patriotic workers, received a good day's work. Without the greatly increased production, due to the skill and industry of the laborer, the Government could not have been furnished the required munitions and supplies.

POLITICS and PEOPLE THROUGH THE TELESCOPE OF LABOR. Activities of the week in Government circles have been centered around the opening of Parliament on the 26th inst. Considerable attention has to be paid to the arrangements for the session being held in the new buildings. The work is being pushed day and night and the woodwork, such as galleries, etc., now being erected, is one of the principal operations.

For some considerable time it has been confidently hoped that the Government would bring forward some of the advanced social and labor legislation agreed upon at the International Labor Conference at Washington. However, in Government circles, we learn that the Labor legislation at this time is likely to be of a minor character. This will not satisfy the workers of Canada, who have been tolerant for a long time.

The Dominion Trade and Labor Congress, recognized by the Government as the official mouthpiece of Labor in Canada, recently laid its legislative programme before the Dominion Cabinet. When the proposals were made it was expected that legislation would be forthcoming to remedy many of the existing evils in the industrial fields. The Government has before it



BURNING THE BRIDGE BEHIND HIM. —From the Columbus (Ohio) Labor News.

Service Button Workers.

Notes of Particular Interest to Ex-Service Trade Unions.

EX-SERVICE MEN ARE NOW BEING EMPLOYED.

Labor conditions throughout Canada, are improving insofar as the ex-service man is concerned. Reports of the Information and Service Branch of the Department of Soldiers' Civil Re-establishment, show a reduction in the number of unemployed recorded. In Saskatchewan it is reported that the number of unemployed is actually below the average usually shown in this period of the year. In British Columbia, efforts to replace foreign labor by ex-service men are being rewarded and a more satisfactory condition now prevails. In Manitoba similar efforts are meeting with success and one large contractor has established separate housing for the English-speaking worker. The foreign element has been the chief support of the O. B. U. and employers are realizing the instability.

EARL HAIG URGES 'VETS' TO COMBINE.

While Earl Haig is pleading all over the country for employment for ex-officers and regretting the large number of employers who have not done their duty in this respect, he also frankly refers to a certain number of rotters who are doing great harm, fellows who won't work or are unemployable. Marshal Haig says the ex-officers' association is on the watch for such to show them up. He adds: "I am confident we shall get what we want better by combining than by listening to the promises of this or that political party."

AMERICAN LEGION WANTS LARGER GOVERNMENT GRANT.

The United States is going to see a bigger gratuity drive on the part of the returned soldiers. Reversing the position taken at the caucus in St. Louis recently, the executive committee of the American Legion has come out flat-footed for "adjusted compensation" for service men in the late war. Freshness will be brought to bear on congress.

NINETY-FOUR PER CENT. SOLDIERS REHABILITATED.

Ninety-four per cent. of the ex-soldiers graduated from the vocational training classes of the Soldier's Civil Re-establishment. The statement made on Tuesday afternoon by Captain C. J. Hanratty, Civil Re-establishment, when speaking at a meeting of the Catholic Women's League at Montreal.

Mr. Conductor, cut out the "fly bells." —Some day the motorman may think you mean it and start the car while passengers are boarding.

Here's To Woman.

Once Our Superior, Now Our Equal—Cain.

BRITISH WOMAN'S OPINION OF THE INTERNATIONAL LABOR CONFERENCE.

Miss Mary MacArthur, secretary of the National Federation of Women Workers of Great Britain, upon her return to England after attending the International Labor Conference at Washington said that she was satisfied that a good start had been made, in spite of the unfortunate circumstances in which the conference had been held. It was greatly to be regretted that the United States had not been officially represented.

The very chilly reception the congress met with in Washington, she thought, did chiefly to three things: President Wilson's condition, the attitude of certain senators, and the serious Labor position due to the strikes among the iron and steel workers and the coal miners.

For once, she continued, the United States failed to live up to its reputation for magnificent hospitality, and with the exception of a trip to Washington's tomb the conference, as a body, was not entertained either by the Government or by any public bodies.

Miss MacArthur has a high opinion of the women in the American Labor movement. They are, she says, most active and very enlightened, although they are not so well organized as in Great Britain. She referred with particular gratification to the amount of unanimity that had been displayed at the conference, saying that the conference had adopted a standard far in advance of anything that had yet obtained. Of course, she pointed out, still remained to be seen which support the various Governments were prepared to give to the reforms adopted when they were laid before them. She also referred to the advance made by the Asiatic countries, particularly Japan, in regard to hours of work, night work, and the employment of children.

Miss MacArthur was well satisfied with the part taken by women in the conference proceedings, although she was naturally disappointed that no woman had had the full status of a delegate. She herself, however, had voted on several occasions in place of the delegate, and had addressed the congress.

In connection with the appointment of women advisers to delegates at the conference, it is interesting to know that a Japanese woman who had been nominated by the

Victory Bonds

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Baird & Botterell Grain Exchange, Winnipeg.

30 Days Hard Labor or---

"JUST a minute, your worship."

AN Officer in uniform steps forward, and holds a quiet conversation with the magistrate and other court officials.

THE story is simple and oft repeated. Just a lad-in this case from N. C. Got into fast company. Gamble, got money from employers. Hoped to win and pay it back.

FOUND out — arrested and jailed.

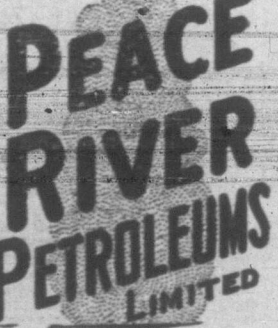
OF course he's sorry—but the Officer has sized him up. Believes he has the stuff to make a man of. Knows that a jail sentence may only harden him and start him toward continued criminality.

THE Officer in uniform was the Salvation Army Probationer, by mainly control, supervision and prayer, he enables the lad to regain control of himself and get another start, free from the stigma of a prison sentence.

IF someone you know makes a false step don't judge them harshly.

"HERE is so much good . . . you know."

308 Service Posts in this Territory. Use them!



Shares Are Now Selling at 50c each Write For Prospectus and Information. W. C. Goffatt & Co. 10-12 KING ST. EAST, TORONTO Telephone Main 13.



Advertisement for Old Chum Tobacco. "Old Chum Tobacco is the 'chum' of more pipe smokers, than any other tobacco smoked in Canada. EVERYBODY SMOKES 'OLD CHUM'".

Japanese Government, personally thanked Miss MacArthur for the part British women had taken in getting women represented. If it had not been for their action, who told Miss MacArthur, the Japanese Government would never have thought of sending a woman to the conference.

THE PRAYER FOR WOMEN WHO TOIL.

O God, we pray Thee for our sisters who are leaving the ancient shelter of the home to earn their wage in the factory and the store and the press of modern life. Save them from the strain of unremitting toil that would unfit them for the holy duties of home and motherhood, which the future may lay upon them. Give them grace to cherish, under the new surroundings, the old sweetness and gentleness of womanhood, and in the rough mingling of life, to keep their lives unharmed. Save them from the terrors of after want, teach them to stand loyally by their sisters, that by united action they may better their common lot. If it must be, so that our women toil like men, help us still to reverence in them the mothers of the future. But make us determined to shield them from unequal burdens, that the women of our nation be not drained of strength and hope for the enrichment of a few, lest our homes grow poor in the wifely sweetness and motherly love which

AGENTS WANTED. "New Heat With Coal 4 Wood." Price \$15. Agencies open 225 West Notre Dame street, Montreal.

Advertisement for FITS. "Send for free brochure. FITS. OVER 20 YEARS SUCCESS. TRENCH'S REMEDIES LIMITED. 1207 St. James' Chambers, 70 Adelaide St. Toronto, Ontario."

Advertisement for AGENTS WANTED. "We want a local representative in every town and city in Canada to take yearly subscriptions for the Canadian Labor Press. An excellent spare time proposition with unlimited possibilities. For full particulars address Canadian Labor Press, Agency Division, Room 110, 123 Bay Street, Toronto, Ont."

Advertisement for Schrader Universal Tire Pressure Gauge. "The Schrader Gauge contains a large air chamber which has only one opening. During the operation of testing the air pressure, the air chamber of the gauge, become one combined, continued chamber, so hermetically connected that no 'sak, no matter how infinitesimal, is possible. The inner mechanism is such that no matter in what position the gauge is applied to the tire, top, side or bottom—the indicating sleeve remains at the point to which it has been forced by the air pressure, until pushed back into place. Guaranteed absolutely accurate and endorsed by Tire Manufacturers as the most reliable gauge on the market. Price in leather case, \$1.75. Manufacturing by Schrader & Sons, Inc., Chicago, Ill."

Advertisement for CANADIAN LABOR PRESS WEEKLY. "Union Members—Mail This Today. 246 SPARKS STREET, OTTAWA, CANADA. Enclosed please find \$1 for one year's subscription. Name . . . Address . . . City . . . Province . . . Use Post Office Money Order, Express Money Order or Cheque."



LABOR NEWS FROM OTTAWA

WOODWORKERS' CONCERT.

Local No. 646, Inside Woodworkers' Union, will give a free concert at the St. Paul and Hall on Thursday evening of next week.

HULL CIVIC EMPLOYEES GET INCREASE. All of the civic employees of Hull have been granted a 25 per cent. increase.

UNION NEWSWRIERS TO SP LAK AT OTTAWA. Some months ago a Newswriters' Union was organized at Montreal and the Canadian Patriotic Press Association in Ottawa.

MORE EMPLOYMENT FOR OTTAWA MEN. It is expected that within a week or so the present unemployment conditions will be alleviated to a large extent.

THE CANADA CEMENT COMPANY has commenced operations at Hull. It is also stated that the British American Nickel Company at Deschenes will also have employment for nearly fifty men within a few weeks.

THE J. H. Booth mills at the Chaudiere, which were considerably hampered in their operations during the recent cold spell, which necessitated laying off a number of men, are now working at capacity.

BUILDING LABORERS' UNION NEARLY 2,000 STRONG. At the last regular meeting of Ottawa Local No. 825, Building Laborers' Union, 22 new members were initiated.

THE BUILDING LABORERS' AND HOOD CARRIERS' INTERNATIONAL UNION has now some 14 locals in Canada.

THE GARBAGE COLLECTORS, who are members of the local union, have been granted a 44-hour week and \$3.60 per day.

IF circumstances will permit, the International president of the Building Laborers will visit the local in July next.

SOME OLD OTTAWA TIFOS. After a period of anxiety we at last know the worst in the Government Printing Bureau.

After a period of anxiety we at last know the worst in the Government Printing Bureau, says the Ottawa correspondent of the Typographical Journal.

AMONG the incinerators include a number of furnace men.

PRINTERS BACK T WORK. Hamilton's twenty striking job printers, printing pressmen and bookbinders returned to work at the Reid Press last Tuesday.

GETS APPOINTMENT. Samuel J. Landers, formerly International Organizer at Warrington, Ontario, has been appointed to the position of chief clerk of the Ottawa Police Department.

BAD NEWS. Business Agent Richard Riley, Mechanics' Union, received bad news from Montreal last Sunday.

FOR AN INDEPENDENT LABOR PARTY IN NEW BRUNSWICK. An independent labor party to contest civic, provincial and federal elections was organized in New Brunswick.

MAIL CLERKS ELECT OFFICERS. At the regular meeting of the Ottawa Mail Clerks' Association, held at St. John's.

BRANTFORD FIREMEN GET INCREASE. The Brantford City Council has endorsed increases to the members of the fire department.

WINNIPEG BUILDING LABORERS DEMAND 65c HOUR. The building trades laborers at Winnipeg will demand 65c an hour from their employers.

PRACTICAL ALSO. She—Isn't it romantic sitting out here by the yellow light of the moon? He—Yes, and besides your father can't kick about his electric light bill.

A WORD TO THE PUBLIC. Give your custom to those who solicit it—who tell you they want it; who tell you who they serve in your interests.

Shop Where You are Invited to Shop

spent years on the road appreciation comes readily to his unfailing courtesy, good manners and kindness toward everybody.

CIVIC EMPLOYEES INCREASE. At a meeting of the Ottawa City Council on Monday night the mayor and members of the Board of Control were given a substantial increase.

HULL TRADES COUNCIL OFFICIALS. Elections of officers of the Hull Trades and Labor Council resulted as follows: President, O. Hebert.

MUSICIANS. The G. V. V. and International Harvester bands at the March meeting affiliate in bloc with Local No. 124 Musicians' Union.

BUILDING TRADES COUNCIL. There is an intended merger in the Hamilton Building Trades Council.

STAGE EMPLOYEES. It is expected that the conference between the theatre management and representatives of Local No. 129, theatrical stage employees' union.

A DISAPPOINTMENT. Last Tuesday the members of the Montreal Labor party suffered a disappointment.

IN FAVOR. The Carpenters and Joiners' unions of Hamilton will ask the contractor for a 50 cent per hour raise.

BRANTFORD FIREMEN GET INCREASE. The Brantford City Council has endorsed increases to the members of the fire department.

FOR AN INDEPENDENT LABOR PARTY IN NEW BRUNSWICK. An independent labor party to contest civic, provincial and federal elections was organized in New Brunswick.

MAIL CLERKS ELECT OFFICERS. At the regular meeting of the Ottawa Mail Clerks' Association, held at St. John's.

BRANTFORD FIREMEN GET INCREASE. The Brantford City Council has endorsed increases to the members of the fire department.

WINNIPEG BUILDING LABORERS DEMAND 65c HOUR. The building trades laborers at Winnipeg will demand 65c an hour from their employers.

PRACTICAL ALSO. She—Isn't it romantic sitting out here by the yellow light of the moon? He—Yes, and besides your father can't kick about his electric light bill.

A WORD TO THE PUBLIC. Give your custom to those who solicit it—who tell you they want it; who tell you who they serve in your interests.

Shop Where You are Invited to Shop

Secretary in Ottawa had the Contractors' Association proved advantageous. Business Agent Frank Parfitt is making marked headway since his appointment.

ENGINEERS SCARE. The referendum vote of members of Local No. 749, Steam and Operating Engineers' Union, respecting the wage increase.

MACHINISTS TO OPEN NEGOTIATIONS. Negotiations are expected to commence next week between the Toronto Carpenters' Union and the representatives of the machine industry.

TORONTO BRICKLAYERS GET \$1 PER HOUR. The settlement of the wages and conditions of the bricklayers in Toronto has been retroactive to April.

CARPENTERS NEGOTIATE. Negotiations between the representatives of the Toronto District Council of Carpenters and the employers in the building trades.

AT ST. JOHN'S. The classification schedule as affecting railway mail clerks was discussed and satisfaction expressed at the pledge of the Government.

ELIMINATE PIECE WORK. Shoe and bootmakers ask for \$1 per hour, a 44-hour week and the abolition of piece work.

MRS. SINGER TO HEAD I.L.P. Mrs. W. F. Singer, vice-president of the Independent Labor Party of Toronto, is being honored for her services.

BRICKLAYS ARE BUSY. Toronto bricklayers are enjoying an extremely busy season this year, according to John T. Vick.

TORONTO MACHINISTS TO RESUME NEGOTIATIONS. The Toronto machinists are expecting to meet their employers in conference some time this week.

TORONTO POLICE UNION HAVE INFERRED. The Toronto Police Union deny the inference thrown out at the libel suit by Detective George Young.

NEW VICE-PRESIDENT FOR MONCTON TRADES COUNCIL. At the regular meeting of the Moncton Trades and Labor Council, Charles Dickson of the Canadian Brotherhood of Railroad Employees.

PRINTERS BACK T WORK. Hamilton's twenty striking job printers, printing pressmen and bookbinders returned to work at the Reid Press last Tuesday.

GETS APPOINTMENT. Samuel J. Landers, formerly International Organizer at Warrington, Ontario, has been appointed to the position of chief clerk of the Ottawa Police Department.

BAD NEWS. Business Agent Richard Riley, Mechanics' Union, received bad news from Montreal last Sunday.

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Three Labor Members of the Ontario Legislature. Frank Greenlaw (centre), Labor M.P.P. for St. Catharines, Ont.; Mavor, M.P.P. Brantford (on the right); and Chas. Smyke, M.P.P. Niagara Falls (on left).



Executive—A. H. Troy, Campbellton, P.E.I.; E. P. Gailant, Charlottetown, P.E.I.; Z. Cowan, St. John's.

WINDSOR LABOR DELEGATE INDUSTRIAL COUNCIL. Alderman Albert Strong, labor representative on the Windsor City Council, notified the Industrial Committee in session on Saturday.

PETERBORO BOARD MEETS. The Board of Conciliation to enquire into the differences between the Canadian General Electric Company at Peterboro, and its workers.

HALIFAX POLICEMEN GET INCREASE. At a recent meeting of the Halifax City Council the policemen of that city were given a raise.

WESTERN CANADA. Thirty-two bookbinders and assistants walked out of the printing office Wednesday noon when, after four months of negotiation, the union and employers were unable to come to an agreement.

EDMONTON BOOKBINDERS WALK OUT. Thirty-two bookbinders and assistants walked out of the printing office Wednesday noon when, after four months of negotiation, the union and employers were unable to come to an agreement.

WINDSOR BOOMING. The Canadian Labor Press is in receipt of the following communication from a trade unionist at Windsor.

WE are becoming a progressive body and at the recent municipal election returned four Labor aldermen to the City Council.

HALIFAX PORTERS NEW OFFICIALS. The C.R.E. Steeping Car Porters' Union, No. 432 (Halifax), held their regular meeting recently.

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N. B. ORGANIZED LABOR'S LEGISLATIVE PROGRAMME. At a recent meeting of the Manitoba Amalgamated Trades and Labor Council the legislative programme of the N. B. Federation of Labor was presented.

WORKERS' COMPENSATION. The Workmen's Compensation Act to be amended to provide for the payment of pensions during life in permanent partial and total disability.

VANCOUVER TEACHERS WANT ARBITRATION. Vancouver school teachers last week asked for arbitration proceedings to settle the salary question.

REGINA CARPENTERS SEEK INCREASE. Regina carpenters, we understand, are seeking to have their scale raised from \$26 per hour to \$1 per hour.

SASKATOON TRADES COUNCIL. Considerable healthy discussion resulted at the regular meeting of the Saskatoon Trades and Labor Council meeting, regarding the report of the committee appointed to attend the recent conference held in Regina.

MINIMUM WAGE ACT. The Minimum Wage Act legislation to be enacted providing for minimum wage, board comprised as follows—Two representatives of labor.

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Advertisement for Toronto-Vancouver (Both Ways) train service. Includes a calendar showing dates from Sunday, October 5th to Saturday, October 14th. Text: 'Every Day in the Week'. 'Toronto-Vancouver (Both Ways)'. 'Commencing SUNDAY, OCTOBER 5th, leaving TORONTO STATION 9.15 P.M. DAILY. MOST MODERN EQUIPMENT. Standard Sleeping, Tourist and Dining Cars. Colonist Cars and Coaches. Parlor Car, through the Rockies. Toronto - Winnipeg. Department - Observation Library Cars'. 'Leave OTTAWA (Central Station) 5.45 p.m. DAILY'. 'For PEBROKE, NORTH BAY, SUDBURY'. 'Trains leaving Sun. Mon. Wed. Fri. connect at Gopswell with Toronto - Winnipeg - Vancouver Service.'. 'City Travel Office cor. Sparks & Metcalfe Sts. and Central St., Ottawa. 148'. 'Canadian National Railways'.



THE MINES FOR THE NATION.

The following article written by Frank Hodges, secretary of the Miners' Federation of Great Britain was published in the old land before the government decided against the nationalization of the coal industry.

Last week the British government laid down the proposal of the Labor members and national strike of the coal miners is expected within a very short time.

The Trades Union Congress will in a very short time from now, be again called together for the purpose of discussing the proposal of nationalization of the coal industry.

The workers in all industries are present quietly thinking out the relation of nationalization of equal themselves, their families, their industries, and British society generally.

In order that the facts of the situation may be clearly impressed upon the minds of trade unionists generally, I propose to set forth these facts in this article.

The industry under private enterprise reached its highest point of productivity in the year 1913, in which year it produced 27,499,000 tons. The estimate of Sir Auckland Geddes for the year ending July, 1920, is that output will be reduced to 21,900,000 tons.

There were 1,269 different Boards of Directors, all working without any plan of co-ordination with their neighbors; there were no central generating stations to produce power economically, and use coal scientifically.

Human life was held to be cheaper in 1913 than in 1920, for in 1903 4.41 men lost their lives per million tons of minerals raised, as against 5.56 men per million tons in 1918.

As to non-fatal accidents in 1902, 117 persons were injured for every 1,000 persons employed, whilst in 1918 123.4 persons were injured per 1,000 persons employed.

Human life has become cheaper, whilst coal has become scarcer, and as we now know from ascertained co-operation's ever growing popularity.

"Why don't you and the Labor men get together and thrash out some of your questions between you? You could agree on a good deal of legislation before it goes to the legislature."

The deputation, which was headed by Charter Beeson, asked that they be advised of legislation and its effect in 1903. Premier Stewart in reply said:

"I can tell you frankly and openly that this Government is down on these corporations. We are perfectly willing to consult with you or any organization or industry in regard to any legislation affecting them."

From this we are led to believe that Labor will also be advised of pending legislation. This is desirable. We had enough of "black legislation" during the last session of the House of Commons when changes in the Immigration Act were rushed through both Houses and the Royal Assent in less than an hour.

As already announced the popular subject of superannuation has undergone a sudden and practical development: the government having appointed a sub-committee of the cabinet to collect information and to report to council.

Some of the other important topics which will require attention are: Independent Board of Appeal; Whitley Councils; Adequate Cost of Living Bonus; Amendments to the Constitution.

THE AMATEUR BOLSHEVIST.

The shades of night were falling fast. When through the crowded high-ways passed.

His trousers bagged, his hat was cracked. His vest important buttons lacked.

"What makes you bear that thing, my lad? I asked his life so really bad.

He glared at me through bloodshot eyes. That there could live a wight so low.

He roared, "I wish I had my wight! This world should be remade today.

He raked me with a wicked leer: "Bourgeois!" I thought I heard him sneer.

Then, lifting high that sign of red. He stalked away, but, parting, said.

INCREASED COST OF MAKING MATCHES.

Some most interesting illustrations backed by facts and figures are given by A. F. J. Taylor, secretary-treasurer of the E. B. Comply, at Chaudiere, as to the reasons for the advance of prices of matches in comparison with those prevalent before the war.

With regard to matches, before the war the company used to pay \$1,000 for the lumber used in their manufacture.

Notwithstanding these enormous increases in the cost of the raw materials, the prices of matches has not been advanced since August, 1918.

Hurray! For once increased wages are not given as the reason for increased cost.

PAPER WORKERS AND EMPLOYERS TO CONFER.

On March, representatives of the paper, pulp and sulphide workers of Canada and the United States will confer at Buffalo, N. Y.

The conference between international union officers and the paper manufacturers was held at Buffalo last week.

Paper mills throughout Canada are now operating to their full capacity. Modern machinery is installed in all of the mills.

Information some 37 new paper-making machines were to be installed in Canada during the year.

ONTARIO AND QUEBEC PACKING HOUSE EMPLOYEES FOR JOINT ACTION.

Louis Brakthwaite, business manager of the Packing House Employees in Toronto, who recently returned from a convention of the various unions connected with the industry in Ontario and Quebec.

The company has been organized for the purpose of manufacturing coal-oil, gas, refuse and city wastes, and culm of silt, the waste from the coal fields of Pennsylvania.

Oakleaf was originally manufactured in the summer and fall of 1918, in a brick plant on Greenwood avenue, Toronto.

The company purpose the erection of plants in the cities of the Provinces of Ontario and Quebec, where population exceeds 25,000.

RETURN OF U. S. RAILROADS TO PRIVATE CONTROL.

Urging that federal operation of the United States railroads be continued for at least two years more, H. M. Sewell, acting president of the railroad employees' department of the American Federation of Labor.

The letter was signed by heads of 14 railroad unions, including the four big brotherhoods, who have been acting as a unit in urging federal government ownership of the railroads.

Reversion to private ownership, the letter said, would mean an increase in rates of 25 to 50 per cent. an addition of a billion dollars a year.

"LABOR AND THE COMMON WELFARE"

(By Samuel Gompers, President of the American Federation of Labor).

For nearly forty years Samuel Gompers has been battling for an ideal and that ideal has been to secure better hours, wages, and conditions for the workers.

And during all these years he has been guided by a fundamental set of principles which are the same today as they were when he founded the American Federation of Labor.

The keynote of the social philosophy of Mr. Gompers was struck in testimony before the House Lobby Investigation Committee in Washington in 1913, when he said:

"I believe it is the duty of man to make his life and that of his fellows better today—not in the remote future, but today—that he may be better prepared, by reason of his improved conditions, to meet the human problems that will confront him tomorrow.

Mr. Gompers has never been swayed by the passion of the moment. In his early life he plowed a trail through the wilderness of American economic life along which the American worker has been traveling.

Throughout the volume rings the clarion call of a true and loyal American. American institutions are Mr. Gompers' institutions and in season and out of season he has denounced those who would tear them down.

Speaking of Bolshevism he says: "My aspirations know no limit for my fellow men, but I do have some, or at least I am vain enough to believe that I have some, common sense and better sense than the operations of the human mind."

His is only one of a chain of OAKOAL factories that will extend from Sarnia and Windsor to Quebec in cities having populations of 20,000 and over.

Shareholders in OAKOAL will participate in profits of nearly a million and a quarter a year, when this output has been attained.

This Toronto Plant is now being erected and will turn out some 200 tons of fuel daily (two shifts). The machinery has been bought and fully paid for, thus benefiting shareholders to the extent of a substantial cash discount.

OAKOAL Engineers and workmen are now loading this specially designed briquetting machinery—British made—from the famous Yeoman Company.

OAKOAL is made from ground, dried garbage, coal dust and chemicals. These pulverized materials pour out of the big press at the rate of 10 tons per hour, under a pressure of 5,000 pounds per square inch.

All these buildings will be equipped with the most modern type of machinery, so to eliminate every possible cost, that the public may purchase at the minimum price consistent with a fair profit.

The capital that is building and equipping this Toronto plant has been subscribed by some 500 citizens, including bank managers, wholesale, professional and scientific men, manufacturers, as well as farmers, mechanics and all classes of people generally.

This capital has been subscribed since last June, and as this was done without any tangible assets other than the Company's process and patents, it is reasonably certain that with this big, valuable plant, and the confidence and co-operation of Toronto's best citizens, the stock now offering for the erection of plants in Montreal, Hamilton and Ottawa this year will be quickly subscribed.

We advise you to buy as much of this stock as you can secure.

H. J. BIRKETT & CO., 502 C. P. R. Building, Toronto, Ont.

Please send me full particulars of 'OAKOAL'.

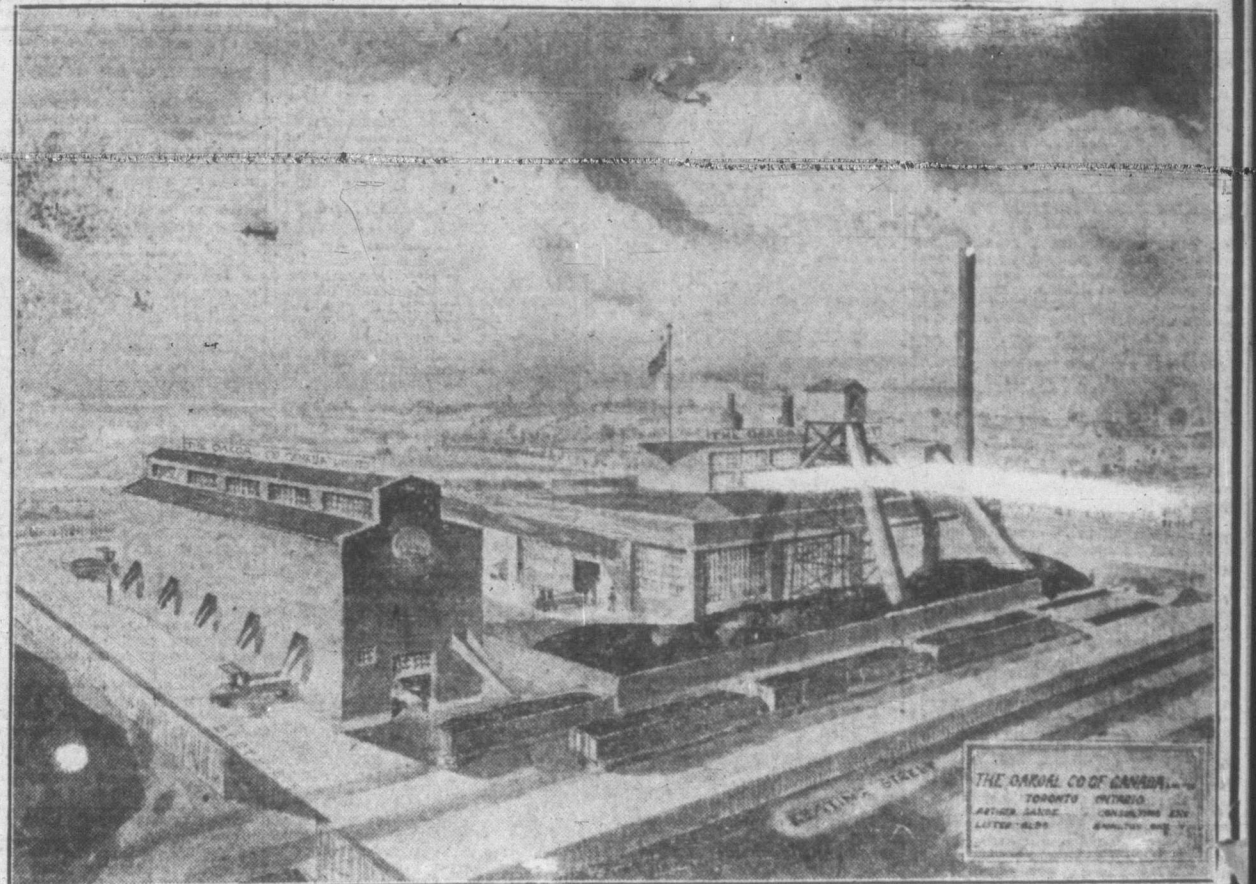
Name . . . . . Address . . . . . P. O. . . . . C.L.P. Feb. 13.

SET MINIMUM WAGE.

A minimum weekly wage of \$16.50 has been recommended for women employees of hotels, restaurants, clubs, hospitals and apartments in Washington.

Under the District of Columbia minimum wage law for women and minors a commission of three, representing employers, employed and the public, issues these orders after hearings are held by representatives of all parties.

Here's A Chance For You To Be A Partner In A Real Fuel Factory



THIS is only one of a chain of OAKOAL factories that will extend from Sarnia and Windsor to Quebec in cities having populations of 20,000 and over.

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H. J. BIRKETT & CO. Govt. Municipal & Corporation Securities C. P. R. Bldg., Toronto, Ont. Includes a form for requesting stock information.



ADVANCED LABOR AND SOCIAL LEGISLATION IN SOUTH AMERICA.

(By Mrs. George Hamilton, M.A., late Fellow of the Department of Political Economy, University of Toronto.)



MRS. W. F. SINGER, recently elected President of Toronto Branch of the Independent Labor Party of Ontario.

South America is coming more and more into international affairs and, in so doing, is acquiring a new standing in the world. There is nothing chimerical in the change. It is part of a greater change which is throwing the emphasis of the world's production from Europe to America. The Americas, both North and South, are in a strategic position to supply Europe. Suffering less from the war than Europe, they are following much the same course as Europe, but with the advantage of possessing unlimited raw materials. The American continent is taking up the burden and opportunities of the world's production to make up the deficit and to develop new lands.

The industrial development of South America has been accompanied by very interesting developments in labor legislation, and the part of such legislation has been enacted within the last few years. Perhaps the most curious is to be found in Uruguay. It is known as the Law of the Right to Live. In some respects, it will be as revolutionary in the eyes of the orthodox parliamentarian as was the Declaration of the Rights of Man drawn up by French Revolutionaries in 1789. In presenting to the House of Representatives in Montevideo the Bill on the Right to Live, the President of Uruguay declared that:—

"This bill recognizes the right of every inhabitant of the country who may be found to be destitute of resources, to be fed by the state. It is inconceivable that a person should die of hunger in a civilized nation. To avoid such occurrences, it is not enough that philanthropic societies may exist in the land; because such organizations may prove entirely impotent during industrial panics, the very times when such destitution is caused and must be relieved. The right of every person to live should be recognized just as is recognized the right of every one to public assistance in the case of serious diseases. The terms of the law provide that any persons without means of subsistence and without employment shall be fed by the state in commensurate amounts with the appropriate obligations. The obligation of the state shall cease when the person assisted, without just cause, refuses any work. The law is devoted to be by no means a dead letter. At times of crisis, as many as 2,000 laborers have been fed, but such times are apparently of very short duration. The law is a high note of public duty—it illustrates the fervent enthusiasm of the Latin American for social and political ideals. To us, it may seem rather grandiose and impracticable. But the Latin American loves idealism even in his laws. Such phrases as these resound in the chambers of the southern republics. The conservation of those who, after having loyally discharged their tasks in the struggle for life, are threatened by destruction, is an imperative social duty."

The Law of the Right to Live is termed by an eminent South American statesman to be "something peculiar of its kind." The philosophy of life and labor in the South American republics is quite different from that which is native to North America and Europe. The Darwinian theory of the survival of the fittest has bolstered up many a harsh practice among us. The legislation of South America indicates another strange medley of eastern philosophy and western energy. Apparently, South American reasoning is along these lines—The laborer is a family man, not responsible for the strange, inscrutable laws of human fate, his misfortune is not of his own making—therefore the state should aid him. But the republics, quixotic in their sympathy for the unfortunate, do not on the whole encourage dependence by the worker on the state. Unlike the considerable ingenuity in preventing it, indeed the workman often times does not even receive the same protection under the law as he would under that of countries less advanced in social legislation.

The tradition of state control comes down to South Americans from the Incas. Unlike the settlers in North America, Spanish settlers in South America found a highly developed civilization a 100 countries which they conquered and assimilated many of its characteristics. Under that old civilization, practices now considered ultra-socialistic were carried out under a form of government which had resources, means of distribution were all nationalized, while poverty, destitution and unemployment were apparently unknown.

Even before the International Labor Conference called under the League of Nations, Peru had adopted the eight-hour day. Ecuador and Uruguay had done likewise. In Panama Republic, the eight-hour day also prevails. The Congress of the Argentine has under consideration a bill providing for the eight-hour day. The Peruvian eight-hour day applies to agriculture as well as to industries.

Advanced laws protecting women and children have been adopted in Peru. Women and minors under 15 years of age are given not only the eight-hour day, but the 45-hour week. Night work between 8 p.m. and 5 a.m. for all women and for youths under 21 years of age is forbidden. Children are, however, allowed to work at industrial occupations at 14 years of age, or at 12 years of age if they can fulfill educational requirements and provide a medical certificate that they are physically fit for the proposed work. All under 15 years of age entering industry must undergo a medical examination. Mothers of children in industry are given extra time off with pay. When the child is born, the mother is given two months' holiday with full pay in a private concern or with full pay if employed by the Government.

All fines collected for infringement of the child labor laws go to the state but for the benefit of poor children in primary schools in the vicinity. The protection of women in those republics where the industrial centres are found is, however, less generous. Some among the Latin-American republics deal in a summary manner with certain industrial problems. For example, on the question of unemployment, the Argentine Government blandly states in a report: "The problem of unemployment does not exist in the republic." The Government of Guatemala was asked by the International Labor Office what it had done to control unemployment in its territory. Naively came the reply: "Guatemala reports that she has no unhealthy processes." Hearty Guatemala! Contrasting with the advanced labor legislation are laws reflecting very backward conditions in the Argentine Republic children of ten

INDUSTRIAL CHANGES.

Only those who are watching the course of events in Great Britain can realize the vast changes which are quietly and unostentatiously taking place there in economic and industrial affairs. Yet the cause of great interest owing to the fact that, should they prove successful in creating greater stability in the national life, they may be found applicable and equally adaptable to conditions in other parts of the Empire. It is in regard to industrial matters to which reference is especially made. The recent enactment of Industrial Courts Act is one of the most important changes that have been made, and some of its provisions are of a nature which are worth noting. The act itself may be looked upon as a corollary to the Whitley and Sankey report, and to the various other reports of the Royal Commission on the subject of settling industrial disputes, without recourse to the strike weapon.

In the first place important modifications are made to the Wages (Temporary) Regulations Act of 1918 and 1919 which it was discovered failed to effect a number of changes. This was taken full advantage of by the Engineering and Allied Trades, but there were other trade unions which, owing to imperfect or lack of organization, did not receive the full benefit. The new measure makes provision for the payment by employers of not less than the prescribed rates of wages to particular classes of workpeople, or, as an alternative, an agreement or settlement approved by the Minister of Labor, or an order issued by the Minister extending the scope of an award by the Interim Court of Arbitration, may be substituted. It will thus be seen that those unions, which have not yet secured the benefit of the Wages Regulations Act, have an opportunity of leveling up. Neither side can force the other into arbitration, and in the event of both sides agreeing to submit their difference to the Industrial Court, the decision of that body depends entirely upon a moral obligation for acceptance.

Having agreed to arbitrate on a dispute it can be safely assumed that both sides will acknowledge this obligation. Then, moreover, the employers of federated unions will pay out increases awarded, but that those who are not federated will not do so, on the ground that they are not parties to the agreement. But this will not be likely to cause much trouble. This will be seen, if the engineering firms of the London district are taken as an example. Of these, out of 1,100 not more than 60 are affiliated with the London and District Association of Engineering Employers. The major of the regulation of wages will thus pass into the hands of the Arbitration Board which will prescribe the ways to be followed, and the trade-unions will be relieved of the trouble and worry of getting the non-federated employers to agree to the new rates or changed conditions.

Imported Ideas Cause of Unrest in Australia.

Industrial unrest is prevalent in Australia, and its causes have just been examined by Prof. Jethro Brown, president of the States Industrial Court, and an authority on constitutional international and industrial law. Professor Brown agrees with C. M. Schwab, "one of the keenest intellects in the United States," that "we are on the threshold of a new social era." It means but one thing, and that is that the major of labor with his hands, who does not possess property, is the one who is going to dominate the world—not merely Russia, Germany and the United States, but the whole world. Professor Brown attaches considerable importance to this prediction, while recognizing the possibilities that the workers may be through lack of leadership, or other causes, to achieve the result.

LABOR SLACKNESS IN FRANCE IS DENIED.

Paul Jourdain, the new French Labor Minister, in a communication to the press, meets the charge that a "wave of lassitude" has swept over France, to the detriment of French credit. Although recognizing that production in France is still far from sufficient, Mr. Jourdain says that the critics realize the conditions under which French factory holders are working at the present moment. Being a manufacturer, Mr. Jourdain can speak freely on this subject. Complaints pour in at the Ministry of Labor that here raw materials are lacking, their motive power is short, and their machinery is in need of repairs. He says that the indispensable repairs demand months in which to complete them, and these factory owners have only one supply for one or two days ahead. Needless to say that in the liberated regions these difficulties are not so acute. Prodigious efforts are needed to set the existing factories in working order. Nevertheless, the factories are opening undauntedly every day, and the office of industrial reconstruction notes new progress every month.

"LOONY, FAIR LOONY."

The Referee, London, Eng. The methods of American workmen have never found favor in the eyes of British trade unionists. Their idea of earning all they can by piece-work—a system which practically treats the British output, as an abhorrent to our east-going tailors. The American workers themselves throw out the incapability, "Can't any one do the job better than I?" and the right to a living wage. The American workers themselves throw out the incapability, "Can't any one do the job better than I?" and the right to a living wage. The American workers themselves throw out the incapability, "Can't any one do the job better than I?" and the right to a living wage.

WAGES INCREASED. A satisfactory agreement has just been reached through the representative of the International Ladies' Garment Workers' Union, Local No. 18 (St. John's, N.B.), and the National Clothing Co. A twenty per cent. increase above present rate of wages is to be given to each and every female employed in the establishment with three legal holidays with full pay, namely, Dominion Day, Labor Day and Good Friday. The male help is also to be increased from ten to fifteen per cent. Negotiations have been attended with two men of the local manufacturers.

Quebec Mining Corporation, Limited

(Incorporated Under the Laws of the Province of Quebec) Public Issue of 100,000 Shares

CAPITAL 2,000,000 Shares—Par Value of \$1.00 Each.

DIRECTORS H. ROBERT, Gentleman, of Haileybury, Ont., President. J. D. BASTIEN, Gentleman, of Ville Marie, P.Q., Vice-President. G. GULLAUME, Gentleman, of North Temiskaming, P.Q., Director. A. LEGAULT, Merchant, North Cobalt, Ont., Director. E. MONTFORT, N.P., North Cobalt, Ont., Secretary-Treasurer.

Stevens Bougie—Superintendent. Consulting Engineer Henry Hollands Hurst, M.E. Manager of the Dixon Creek Mining Co., of London—Haileybury, Ont.

BANKERS Bank of Hochelaga—Haileybury, Ont. Address all correspondence to the Company—

HEAD OFFICE: NORTH TEMISKAMING, P.Q.

The World Cry "Silver More Silver"

Historic Summary of Results

The Company was incorporated under the Quebec Companies' Act by Letters Patent issued under the seal of the Lieutenant-Governor of the Province of Quebec, dated November 3rd, 1916.

The powers conferred to the Company in its Charter are very wide on all matters concerning its objects, and more particularly about acquiring and exploiting mines, metals and minerals of any kind; treat, refine or amalgamate said minerals in view of giving them a market value for profit.

Our Beginning The first step taken by the Company was to secure the mining rights on 800 acres of Crown Land; this was accomplished by Assignment dated November 14, 1916. The property is located in the unsurveyed territory situated in the southwestern part of the Township of Guerin, County of Pontiac, Province of Quebec, originally staked by the "Montfort Syndicate."

The possibilities of that mineralized section is, according to the opinion of experts, unlimited. This opinion was confirmed by the report of Henry Hollands Hurst, M.E. Copy of this report will be given free on request to any interested party on demand.

This property is located only 20 miles from the great mining centre of COBALT, and 6 miles east of the Casey Copalt Mine, controlled by the Mining Corporation of Canada, a good dividend paying concern; the market value of its shares are now quoted at \$2.20 each.

Encouragement The war, in full swing when we started about three years ago, is now terminated, putting an end to much trouble the mining industry experienced during that period. The Cobalt Miners' Strike is also over.

The metallic bridge built by the Federal Government at the approximate cost of \$200,000 is nearing completion. Two big dams at the foot of Des Quinze and Temiskaming Lakes are also completed.

The development of the Kee Kee rapids on the Quinze River of a capacity of 250,000 horse power, by M. J. O'Brien, is also announced while the long-expected construction of the C. P. R. through the Temiskaming section of Quebec is assured for the coming summer and officially announced in the Speech from the Throne at the opening of the present session of the Quebec House by Sir Lomer Gouin, Premier of Quebec.

Development While all these gigantic enterprises were going on, our Company did not stay inactive; we performed a good deal of work on a number of the most promising veins, and the results have fully confirmed our Engineer's report, to the satisfaction of the Directors of the Company. Of our constructions on the property, one, the blacksmith shop, has been destroyed by fire.

A steam-plant consisting of a 35 horse power boiler with hoist, steel cable, bucket, steel car, pump, etc., is now on the property, in contemplation of a more aggressive policy, to carry on the Engineer's advice, up to the time the steam will be replaced by the electric power developed by the M. J. O'Brien Co., thus saving to us the cost of an expensive steam plant.

Fill in without delay the following application form. Remember that the amount of stock now offered is limited to 100,000 shares. Make sure that your application reach our office before the amount of stock we offer you in this special offer is over subscribed.

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# Black Horse ALE and PORTER

## Increased Production By Industrial Training To Reduce the High Cost of Living

Increased production is recognized by representatives of labor, employers and economists to be essential not only to reduce the cost of living here, but to enable us to assist stricken European nations. The relation of factory industrial training to this world-wide problem was given consideration at a special meeting recently called by the chairman of the Industrial Training Department of the American National Civic Federation, Captain Francis B. Mayer, president of the Franco and Canada Steamship Company. In this connection it was recognized that there must be created a sentiment among employers in favor of discontinuing the custom of cutting piece rates and giving scientific consideration to the setting of wage scales in the different industries so that payments, to workers may be on an equitable and stable basis, insuring them the full reward of their efforts. Restriction of output on the part of workers, which came about through the careless setting of rates by employers at the inception of the piece-work system, would then no longer be essential as a matter of self-protection. It is recognized that limitation of output to provide occupation for a greater number of workers is no longer necessary, but that increased efficiency, both on the part of workers and management, is now requisite to secure maximum production. When the piece-price system was substituted for the day wage, the output per individual was unexpectedly large and the natural result was the inclination of the employer to cut the price per piece, thus reducing the day's wage. This discouragement of individual effort and its attendant "leveling process" became one of the greatest evils and causes of industrial friction. Enormous increase in war production resulted where piece-work was introduced in an industrial establishment a so-called vestibule school (i.e., entrance room) used not only to train beginners and to upgrade the skilled, but also to test employees for proper placement in jobs according to their fitness therefor. Reduction in labor turn-over, lessened spoilage and improved quality and quantity of production and happiness of individual workers due to pleasure in performing their tasks were commonly experienced. Many national trade associations and large corporations have evidence to the desire to develop peace-time shop industrial training along the lines proven to be sufficient in munition making, the manufacture of airplanes and the machinery for making all sorts of tools and instruments. It has indicated that the factories of the United States, with their fine equipment, having a payroll of \$5,000,000,000, can be advantageously used for educating in their occupations the 12,000,000 persons who work in them. This covers: 1. New workers without any knowledge of the job. 2. Less competent workers who are handicapped by low efficiency. 3. Able workers for better jobs. It was achieved by aggregating types of machines in a separate room, having instructors especially competent in production and training and paying wages to learners, or by special instruction in shops on certain "trade" machines where segregation is not feasible. It was found desirable in each trade to form committees to work out the methods of training common to all plants. Declaration of Signers. The world is in dire need of the necessities and the comforts of life. It, therefore, becomes the duty of everyone in industry to exert himself to the limit of health and comfort in augmenting production. This is to be done in the industrial field through improvement in management and in the efficiency of the workers. While recognizing the value of vocational education, it is deemed necessary as a part of this effort that the workers of America be given every reasonable opportunity to increase their knowledge, skill and interest in production in their several fields and, to this end, it is deemed vital to improve and extend facilities for the development of our workers through the establishment of training departments in the various industrial plants. This training should take place in the course of production, wages being paid learners. Plans should follow methods jointly approved by management and wage-workers in their respective occupations. It is imperative that labor should reap the rewards of this increased production by compensation based on its direct contribution thereto; employers should benefit through decreased overhead; and that the public should benefit by the resulting lowered cost of the product. Captain Francis B. Mayer (President, Franco and Canada Steamship Corporation), Chairman, Industrial Training Department, The National Civic Federation, New York. Matthew Wall—(Vice-President, American Federation of Labor and President, International Photo Engravers' Union), Chicago. Louis A. Coolidge (President, United Shoe Machinery Company), Chairman, Welfare Department, The National Civic Federation, Boston. Hugh Payne—(General Organizer, American Federation of Labor, New York). Percy S. Strass—(R. H. Macy & Company) and Vice-Chairman, War Section on Industrial Training for the War Emergency, Committee on Labor, Council of National Defense, New York. John Golden—(International President, United Textile Workers of America), New York. John F. Perkins—(J. M. Forbes & Company), Boston. H. E. Miles—(Chairman, former Section on Industrial Training for the War Emergency, Committee on Labor, Council of National Defense), Manufacturer, Racine, Wis. James W. Sullivan—(International Typographic Union), Brooklyn. Edwin Farnham Greene—(Treasurer Pacific Mills), Boston. Ralph M. Easley—(Chairman Executive Council, The National Civic Federation), New York. Mrs. Sara A. Conboy—(Internat-

## LABOR IS ALL RIGHT, DECLARES EMPLOYER OF LONG EXPERIENCE

There is nothing to worry about in the present industrial situation, in the opinion of Samuel M. Yasbain, president of the Baldwin locomotive works, who addressed the Bond Club of New York recently. "Many people think that the country is menaced on account of Labor," he said. "Forget it. Labor will forget it, too. Get busy attending to your own business and Labor will attend to Labor's business. "If some of us who can afford to waste an hour as we are in getting to work as the workman and stuck on the job as faithfully the worker would not be so much cause for complaint. If you want peace of Labor it must be pie for pie or call for call. I have had many years' experience, and I tell you that Labor is all right and will prove it is all right."

## HOURS OF WORK IN AMERICA INDUSTRY

Hours a Day—Even in Some Trades. Interesting facts relating to American industries are brought to light in a compilation just completed at the office of the American Federation of Labor. The chart was made up from reports on the conditions obtaining in 111 trades and occupations, as submitted by officials of the unions in these trades. The number of workers involved in these trades borders close on 8,000,000. Additional reports from a score of other unions with a membership of 150,000 are not included in the report. The table shows, roughly, that some hours of work and other evils still obtain in many trades. Of 99 trades which gave complete figures, 22 report that they enjoy the 44-hour week, 41 other trades 48 hours per week, while 27 trades work more than 56 hours per week. Of these the following are most important: Fire-fighters, 12 hours daily, seven days (continuous employment); barbers, 10-14 hours daily; retail clerks, 10 hours daily, averaging 60 to 62 hours weekly; glove makers, 5-9 hours daily, 44 to 56 weekly; marine engineers, 5-12 hours daily, for seven days per week; hotel and restaurant employees, over nine hours daily for six and a fraction days per week; iron, steel and tin industry, 4-12 hours; house operatives, 52 hours per week; laundry workers, 48 to 54 hours weekly; masters, mates and pilots, 3-12 hours daily; railway mail employees, "no limit"; seamstresses, 8-12 hours daily; stage employees, "indefinite." It is also noteworthy that woman labor and child labor obtain in many of the trades which demand long hours of toil. Thus 15 of the trades which require more than 56 hours of labor per week also use women and children workers. Of the 111 trades listed, 77 required overtime work. Most of the overtime, however, is compensated for by time-and-one-half or double time rates of pay. Ten trades give unemployment benefits to their members, in practically every case amounting to one-half of the normal benefit, however, being limited. To the question: "Is the 4-hour day too long; if so, what standard would you recommend for the general average of the 44-hour week?" The brick and clay workers said they would be "glad to get eight hours," the diamond workers hoped for a maximum of 48 hours while the draftsmen, federal employees, granite cutters, jewelry workers, miners and fishermen desired from 36 to 48 hours as a maximum. In 22 of the crafts the unions attempt to seek employment for out-of-work members through their business agent or through lists issued at headquarters or published in the official journals.

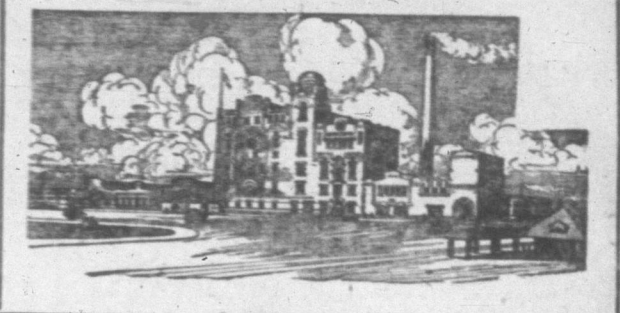
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## SEVERAL CAUSES BRING COFFEE PRICE INCREASE.

Visions of further increased prices in coffee faces the public following the statement that coffee imports in 1919 doubled in value as compared with 1918, though there was but a slight increase in quantity. A blighted coffee crop in Brazil, prohibition in Java and a general advertising campaign are blamed for the jump, which will have to be met by every household. According to Department of Commerce figures, 1,235,532,192 pounds of coffee were imported by the United States at a cost of \$23,400,128. This is more than double what was paid for the 1,215,288,752 pounds imported in 1917. In 1918, 928,514,595 pounds were imported at a cost of \$22,529,368. Prices are still rising according to latest monthly statistics. In November 1918, 690,000 pounds were imported at a cost of \$23,321,726. October figures showed coffee imported amounted to 102,000,000 pounds, valued at \$24,445,458.

## CANADA COMPLETES SHIP-BUILDING PROGRAMME.

"With the delivery of the steamships War Vixen and the War Magpie at the port of Halifax, N.S., in January, there was completed the Imperial Government's shipbuilding programme in the Dominion of Canada under which there were turned out 46 wooden vessels of 142,690 tons deadweight and 43 steel vessels of 296,563 tons deadweight, making a total of 483 vessels and a total of 349,163 tons deadweight. "Great secrecy was observed in the filling of these contracts and this is the first survey of the operations of the Imperial Munitions Board in Canadian shipyards that has been made public."

## RE-CONSTRUCTION.

Unemployment is due to under-consumption. Under-consumption is caused by low or insufficient wages. Just wages will prevent industrial stagnation and lessen periodical unemployment. Give the workers just wages and their consuming capacity is correspondingly increased. A man's ability to consume is controlled by the wages received. Just wages will create a market at home which will far surpass any market that may exist elsewhere and will lessen unemployment.—A. F. of L. Reconstruction Program.

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## CANADA'S 1919 FIRE LOSS WAS \$2.90 PER CAPITA.

Fire losses in 1919 were \$23,500,000. With the war over, with no munition plant fires, with industry under the protection of fire insurance, Canada in 1919 reached the above enormous total of fire waste equal to \$1.20 per capita, averaging 69 to 62 hours weekly; glove makers, 5-9 hours daily, 44 to 56 weekly; marine engineers, 5-12 hours daily, for seven days per week; hotel and restaurant employees, over nine hours daily for six and a fraction days per week; iron, steel and tin industry, 4-12 hours; house operatives, 52 hours per week; laundry workers, 48 to 54 hours weekly; masters, mates and pilots, 3-12 hours daily; railway mail employees, "no limit"; seamstresses, 8-12 hours daily; stage employees, "indefinite."

## B. C. CLERGY URGE CO-ORDINATION.

In an official circular read in all archdiocesan churches recently His Grace Most Reverend Timothy Casey, D.D., Archbishop of Vancouver, addressed the clergy of the Catholic archdiocese on the subject of the relations between "capital and labor" and urged "co-ordination" between the employer and the employee. He said in part: "The great struggle of the day is between capital and labor; the employer and the working man, as each looks upon the other as an adversary. "There is some right and some wrong on the side of both; that is of the employer and the employee, and it is for us to point out where the right shall be promoted and the wrong set aside, so that justice and charity prevailing, the different elements of society may, according to God's design, draw close together to carry on just co-ordination, and so work in harmony that the peace and prosperity of the community may be assured. "The right of ownership is unassailable, doubtless, and is founded on the law of nature. Besides that, it is sound economic and social policy to reform, but not of destruction. It is for us then, to preach and teach those things which will accord not only with justice, that in each instance, draw close together to carry on just co-ordination, and so work in harmony that the peace and prosperity of the community may be assured. "The right of ownership is unassailable, doubtless, and is founded on the law of nature. Besides that, it is sound economic and social policy to reform, but not of destruction. It is for us then, to preach and teach those things which will accord not only with justice, that in each instance, draw close together to carry on just co-ordination, and so work in harmony that the peace and prosperity of the community may be assured."

## COPPER PRODUCTION DECREASED IN 1919.

The official report of the British Columbia Provincial Department of Mines, just issued, shows the value of production in British Columbia during 1919 was \$12,421,908, or 85 per cent of the value of production in 1918. The year's decrease is almost entirely because of the falling off in the production of copper. Due to it is pointed out, to a weak market price being obtainable for the product. To this must be added the consequent lessening of the production of both gold and silver to the extent that these metals would be obtained in the decrease of tonnage of copper ore mined. "Copper," says the report, "is such an essential war metal that all the allied nations had felt obliged to accumulate within their borders a sufficient supply for war needs for a considerable time in advance, in case transportation facilities should cease. The sudden coming of the armistice in the fall of 1918 found all great nations with these very large stocks of copper on hand and no further demand for war supplies. It was estimated roughly that the stocks on hand were sufficient to supply the demands on a peace basis for about two years without further production by the mines."

## SUGAR DISCOVERED IN FIR TREES.

Discovery of the growth of sugar on fir trees in British Columbia, is announced in the current number of the American Forestry Magazine. The discovery, which is said to be of great value to chemistry, came as the result of the investigations of Professor John Davidson, chemist of the Botanical Department of the University of British Columbia at Vancouver. Specimens of the product upon analysis are said to have indicated the presence of a large percentage of an extremely rare variety of sugar. While the sugar is not so sweet as it becomes a factor in the food supply like the product of the cane and the beet the article is said to be of great value for experimental purposes. Indians have made use of the sugar in British Columbia for many years, the article states.

## CHEAPER ELECTRICITY.

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