

## Learning Rates Are Having Busy Period

### REPORT FROM GOVERNMENT EMPLOYMENT SERVICE

Employment, the bulletin of the Employment Service of Canada states that the employment index figure for the two weeks ending August 27th last was 88.7 as compared with 89.0 two weeks earlier, which practically means little change between the two dates.

The employment situation on Aug. 27th, 1921, was much less satisfactory than it was the year before on the same date, the difference being close to 20 per cent. It is stated that the lumber and woodworking industries reported 700 persons, most of whom were released from sawmills. This movement, which was of a seasonal character, was reported largely in Ottawa and Quebec.

Logging manifested a further increase in activity, 731 persons having been added to the staffs of the 75 firms making returns, an increase of nearly eleven per cent. This represents the commencement of seasonal activity in bush operations mainly in Ontario. The number of employees in the pulp and paper products group was in lesser volume than in the preceding fortnight. The 289 firms making returns reported 33,696 persons on their payrolls as compared with 34,487 employees on August 13, a contraction of 801 persons or over two per cent. More than half the losses occurred in Ontario, mostly through a shut down in one large factory. Quebec firms reported minor losses, spread over a considerable number of firms.

### TORONTO HAVE TELEGRAPHERS IN CONVENTION

In opening the convention of the Commercial Telegraphers' Union of America here, International President Roscoe H. Johnson congratulated the press telegraphers of Canada on having shown the way in recent achievements for the general good of the United States. He said, had many reasons to be thankful for the masterful work of the Canadian committee. While the present Canadian Press maximum scale is lower than that paid to United Press, L.N.S. and United States telegraphers, the Canadian Press minimum of \$45 is five dollars in excess.

C.P.R. members are now working under an agreement of August 6, 1920, carrying an increase of approximately 16 per cent.

Mr. Johnson made his report with the following few recommendations:

"That three vice-presidents be elected who shall devote all their time to the union, one vice-president to be a Canadian who shall become ex-officio deputy president for Canada, and two vice-presidents to be selected for their conducting of and ability to organize commercial telegraphers of the United States;

"That the Mutual Benefit department be abolished and a general benefit fund inaugurated in which all members in good standing for a year or more shall automatically become beneficiaries;

"That the minimum annual dues shall not be lower than \$12 in any division; and

"That the salary of the international secretary treasurer shall be \$3,500 per annum."

Secretary Treasurer Paul F. Schnurr's annual report shows the new charter during the tenure of the present officers to be wholly Canadian, new divisions being composed of Canadian private and government wireless men and operators of the now combined C.N.R. system, embracing the absorbing G.N.W. Telegraph Company and G.T.R. men. A total of 3,145 new members is recorded, membership increase being rated at 63 per cent in the United States and 17 per cent in Canada. Financially, a deficit of \$6,351 in 1919 has been worked down to but \$1,023. Assets have a present valuation of \$6,114.

Receipts for the current year totalled \$13,708.95, with disbursements therefrom \$13,490.10.

### HAMILTON SEES NEW GAME WORKED

The nomination of C. F. Woodley, a farmer of Lynden, as the Farmer-Labor candidate in the federal riding of Westport, was carried out at a joint convention of Labor and U. F. O. delegates, but not without an outburst of opposition from some of the labor men. Declaring that the Farmers had "put it over them," a number of the Laborites refused to make any nomination. Mr. Woodley was unanimously elected.

There were 46 delegates from each party present, and six Farmers and five Laborites were nominated. Mr. Woodley got 49 votes on the first ballot. The Laborites expressed suspicion when it was discovered that one of the Farmer candidates did not get a vote, his mover and seconder having even passed him up.

### STATES RAILROADERS STRIKE VOTE

Heads of four railway unions met at Chicago to make the official count of the nation-wide strike vote of the men on acceptance of the 12 per cent wage reduction that took place July 1, under order of the United States Railroad Labor Board.

The strike ballots of these unions were counted: Brotherhood of Locomotive Engineers; Brotherhood of Engineers and Firemen; Order of Railway Conductors and the Switchmen's Union of North America; the Brotherhood of Railway Trainmen and the members of the Federated Shopcrafts have voted overwhelmingly to strike. It has been announced.

Union officials here estimated that the counting of the vote of the other four unions was a mere formality, as the United Press was informed, the ballots indicated the will of the majority of railroaders was to strike.

Following the strike vote, grievance committees will consider the advisability of a strike. No strike before a month is probable, it was stated.

Two railway organizations already have voted overwhelmingly in favor of a strike rather than accept the wage reduction, but their leaders have announced that there would be no walk-outs unless the other organizations joined in the strike. The shopcrafts employees favored a strike by a vote of approximately 325,000 to 48,000, while it was announced that 87 per cent of the 186,000 members of the Brotherhood of Railroad Trainmen and voted for a strike, the figures being approximately 161,220 to 24,780. These two organizations, numbering about 500,000 men, are waiting for the result of the vote count which begins tomorrow before deciding definitely what action will be taken.

### MINER'S ADMINISTRATION AGAIN UPHELD

By an overwhelming vote, the convention of the United Mine Workers of America at Indianapolis, Ind., killed a motion to require officers of the union to repay part of their salaries which were increased in July last year. President John L. Lewis, in asking rejection of the motion, said its adoption would brand the officers in the public mind as a "band of thieves."

The defeat of the motion was by a vote of 2,866 to 1,540. Only five district delegations, Illinois, Indiana, Washington, Montana and Michigan, cast a majority of their votes for adoption. This division in the vote was similar to that which marked the defeat of Alexander Howat, the Kansas leader, who was directed by the convention to order strikers to return to work.

The roll call vote, following that in the Kansas cases, threw the convention far behind in its work and the administration forces laid plans for a speed-up program. Final adjournment is not yet in sight, but return transportation provided for the delegates was dated as valid until the fare until October 15, completion of the roll call on the officers' salary question was the only work done in one day by the convention.

### CONGRESS WANTS REPRESENTATIVE AT DISARMAMENT CONFERENCE

The Trades and Labor Congress has forwarded a letter to Rt. Hon. Arthur Meighen requesting that should Canada be represented at the forthcoming disarmament conference at Washington as a separate delegation, labor should be given representation in such delegation.

The letter was drafted by the executive. It incorporates the views of the congress on disarmament, and pledges the support of the organized workers of Canada to any measure which the Canadian government might take towards bringing about a lessening of armaments.

This is no new policy on the part of the congress. Its rank back at the annual convention of 1913, held in Montreal, the executive council's report contained the statement that "Canadian workers have identity of interest indisputable with the workers in other countries in stopping wars by their own strength and adding in building up a sentiment among the workers which will make for peace between the common people." This attitude has been reiterated at practically every annual convention of the Trades and Labor Congress, and the declarations contained in the letter to the prime minister were those

### CANADIAN TRADE IS CURTAILED BY NEW U.S. TARIFF

Export of Agricultural Produce is Much Diminished in Volume

OTTAWA, Sept. 24.—The effect of the United States emergency tariff act in reducing Canadian exports to the United States is shown in a table included in the forthcoming weekly bulletin of the Department of Agriculture and Commerce. The act was passed by Congress on May 23 and became effective on May 28, June 1, and August 1, 1920. Canada sent \$176,158,985 worth of goods to the United States in 1919, compared with \$135,895,000 in 1920. The corresponding three months of the present year the total exports of these articles to that country amounted to only \$43,500,000. In cheese and substitutes therefore, only 13,945 pounds were exported during the three months of this year, compared with 29,000 pounds last year. In fresh or frozen beef, mutton, lamb and pork, 5,208,000 pounds for the three months this year, as against 5,430,500 pounds during the similar period of 1920. Meats of all kinds, prepared or preserved, not specially provided for, 142,714 pounds compared with 1,012,925 pounds; fresh milk, 451,522 gallons, as against 573,945 gallons; milk, preserved, condensed or sterilized, 1,122,225 gallons, as against 519,531 gallons; potatoes, 65,749 bushels, as against 249,514 bushels; cattle, 18,811 head, as against 58,867 head; sheep, 1,232,000 head, as against 31,627 barrels as against 74,649 barrels; wool, 18,652 pounds as against 1,288,987 pounds.

The U.S. products which show increases are: wax, \$21,805 bushels, as against 290,291 bushels; wheat, 1,556,598 bushels as against 174,752 bushels; and apples, 17,679 head, as against 15,063 head.

### MINER'S OFFICIALS DEFY ORGANIZATION

Columbus, Kan. — Alexander M. Howat, president of the Kansas Mine Workers' Union, and August Dorchy, vice-president, went to the Cherokee county jail to begin serving the sentences of six months each for violating the criminal section of the Kansas industrial court law, by calling a strike. Announcement was made that the Kansas Mine Workers' Union membership would meet at Franklin to discuss a voluntary strike throughout the state.

Announcement also was made that no strike vote was taken but that it was expected the meeting would reflect the views held in the field on Howat's and Dorchy's imprisonment. The two men went to jail after they had appeared in court and declined to furnish bond of \$2,000 each that they would call no more strikes in the Kansas coal fields. The proceedings were witnessed by hundreds of miners from all parts of the district. There was no demonstration as the two men were taken in custody by Sheriff William Harvey, who took them out by a side entrance to avoid the crowd.

Virtually all of the visiting miners had returned to their homes in Kansas. Howat is going to the courtroom before addressed the crowd of miners, denouncing Governor Henry J. Allen and the industrial court, and speaking at length in condemnation of John L. Lewis, president of the International Union. He charged Lewis and his administration with responsibility for an adverse vote by the international convention at Indianapolis this week in the matter of continuing two strikes called by Howat. The miners leader asserted that the International Association had constantly sought to interfere in the affairs of the Kansas district, and said emphatically that he would never order the men in the two mines back to work, as was directed by the Indianapolis convention.

"I'll suffer expulsion from office and the union before I'll order these men back to work, except under the old conditions," Howat said. "The international convention should never have taken any action on Lewis' proposal to humiliate me so by dragging me into the convention. We are not putting the men back to work."

### NEW YORK LONGSHOREMEN ON STRIKE

Leaders of the 6000 longshoremen who went on strike at the trans-Atlantic steamship piers at New York in protest against the new contract of the International Longshoremen's Association, concerned not only reduced wages and the resumption of the 48-hour week, but the fact that their overtime had been abolished on Saturdays.

The walk-out, according to Joseph Ryan, vice-president of the International Longshoremen's Association, was participated in by only nine of the 29 local unions. Officials of the organization declared the majority of the longshoremen in the port had accepted a wage reduction from \$1 to 65 cents an hour and from \$1.20 to \$1 an hour for overtime.

The overtime during the week on Saturday, strike leaders said, were of profit to the steamship companies in clearing ships at the wharves. Longshoremen who usually labored throughout the lunch hour, at 45 cold rates during the lunch hour, were ordered to work on Saturday afternoon.

Police were on guard at the piers affected by the controversy, which include some of the largest in Hoboken N.J., and the Chelsea waterfront of Manhattan.

### UNEMPLOYED RELIEF PLANS ACROSS THE BORDER

Continuation of repair air similar work on a normal scale.

Doing of repair and alteration work by office building, hotels and winter owners during the coming winter instead of in the spring as usual.

Expansion of street, sewage, repair and building work by municipalities to the maximum volume.

Establishment of part time work for municipalities.

Co-operation during the winter with local leaders in the unemployment relief movement, through the hastening of road, state building and similar construction.

Construction immediately by the federal government of buildings and other works for which appropriations are available.

Action by congress at the present session on road construction legislation.

Enactment by congress of the pending railway funding bill with expenditure of funds conditioned on an increase in employment.

### RENFREW WORKERS WILL NOT UNITE

All negotiations between the U.P.O. political party and Organized Labor in Renfrew, Ont., have been declared off as the latter refuse to accept the conditions for a coalition as laid down by the farmers. The Trades Council at a special meeting recently appointed President Inglis and Mr. R. Stewart to interview officials of the U.P.O. with a view to a combination of forces. The labor men agreed to support the candidate chosen at the Eganville convention provided their delegates were given representation and the one selected was friendly to the cause of the workingman.

The U.P.O. is that any organized body can send a delegate to their political convention for every ten who pay \$2 each for a membership ticket in the "broadened out" party. To these terms local labor men refuse to listen. They declare that it is not to send them to a party which would practically mean renouncing their own party.

### WESTERN OUTLAW ORGANIZATION CHEAP RATES

Organization of the unemployed as units of the One Big Union, in order that they be officially represented, and as an aid to securing the best possible relief for them, was decided at the concluding session of the O.B.U. convention at Winnipeg according to a statement made public.

The proposition, however, that organizations will be taken into the organization without cost to themselves.

### LABORITES LACK MORAL COURAGE

London, Sept. 30.—J. Havelock Wilson, president of the National Sailors' and Firemen's Union, indulged in some plain talk concerning strikes while giving his presidential address.

"The Trades union movement has been wise, he said, when the war was ended it would have made a good compromise with employers to secure industrial peace, but unfortunately a good many of the laborites lacked the moral courage to preach what they actually believed. It is going to be the workers' own fault, he said, to have told him that one of the most colossal blunders labor had made was the strike, and the stoppage of work in the coal mines.

"There are many who want turmoil from end to end of the country," Mr. Wilson said. "How that is going to be the workers' own fault, he said, to have told him that one of the most colossal blunders labor had made was the strike, and the stoppage of work in the coal mines.

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### MANITOBA STRONG ON HOUSING LOAN

More than fourteen hundred houses have been built and a total of \$5,000,000 has been loaned by the Manitoba government for housing purposes, it was announced at Winnipeg. This amount represents greater loans per capita than any other province of the Dominion. The average cost of houses erected was about \$3,500.

Payment of principle and interest on loans are being made promptly, Hon. Edward Brown, provincial treasurer, stated, who also announced that he was "satisfied that not one dollar would be lost through the provincial government's housing scheme.

Of the \$5,000,000 loaned by the province, it was stated, \$1,980,000 was obtained from the federal government.

### HON. F. BIGGS HAS SMALL WAGE RATE

Thirty cents an hour is regarded as a fair standard wage for workers on highways in the rural parts of the Province, according to a statement made today by Hon. Frank C. Biggs, Minister of Public Works, in commenting upon the charge made by George G. Halcorn Labor member for East Hamilton, that the rate was more than was being paid in many sections of the country.

"We are not building streets in the city, he said, in the country."

Mr. Biggs said "and wherever we go we try to get a fair standard wage that will average up with the money being paid locally by private individuals. It doesn't seem to matter much what we do, however, for one set of people says we are paying starvation wages, and the other that we are squandering money in extravagant wages."

### SOVIET STILL BUSY EXPERIMENTING

MOSCOW.—Another marked change in economic policy is announced in the decision of the economic council to permit co-operative organizations and concessionaires to export machinery and raw materials abroad independent of the government. Only the consent of the commissariat of trade will be required. The co-operative societies will also be permitted representation in the economic council. It is also allowed to export Russian manufactured articles with the consent of the commissariat of trade.

This change is designed to enable concessionaires who have already taken over small factories to get supplies of machinery necessary for the resumption of industries generally and it is regarded as a decided step towards complete freedom of export and import trade, which heretofore has been monopolized by the government together with domestic trade, which is not free.

The Soviet announces that hereafter all meat must be butchered in government slaughter houses, five per cent of the meat and certain off-cuts being taken as the government tax.

The official exchange rates are announced as follows—\$100 rubles; an English pound 221,500 rubles; French franc 4,400; German mark 800; Polish mark 15.

The exchange rate of the silver ruble is 10,900 paper rubles.

### KINGSTON CONDITIONS APPEAR BRIGHTER

Employment conditions in Kingston at present are the best since last spring. There are few men out of work. The new power plant for this electrical hospital is to be started today, and the large amount of damage done by the storm yesterday afternoon will give work to many in the building-line.

An order not to have to order ground feldspar from New York State, the Frontenac Floor and Wall Tile Company is commencing the erection of a large grinding plant here. For years feldspar has been shipped from Frontenac County to American points to be ground and the products shipped back into Canada. It is expected that more grinding plants will be established near the mines throughout the county.

### TORONTO THE VENUE FOR SOCIAL SERVICE COUNCIL SESSIONS

At the annual meeting of the Social Service Council of the Church of England in Canada, at Toronto, the executive committee recommended that the council ask Federal, Provincial and municipal governments to provide immediate work for the unemployed by having as much public work as can be arranged for done at once.

The committee in its report sent out to the one hundred and twenty-five members of the council, commends the policy of relief through doles, and also urges that the Government be asked to consider the possibility of extending the policy of vocational training to those who because of accident or health conditions are unable to engage in such labor as they are fitted for. A third request is one for the adoption of some form of unemployment insurance as outlined by the labor convention of the League of Nations.

### ADVERTISING IS AN ECONOMY

Vigorous Newspaper Publicity Recommended to Clothing Trade

New York, Sept. 30.—(Annual savings of 40 per cent, or about \$240,000,000 could be made in the men's ready-made clothing industry of the U.S. with its yearly output of \$600,000,000, declared a report by the American Engineering Council's committee on stimulation of waste in industry, made public today.

What seems to be needed, asserted the committee, is that each manufacturer limit the number of models and cloth styles, bridge the slack seasons by manufacturing for stock, and adopt vigorous positive selling methods backed up by effective national advertising.

### Items of Interest from Overseas

A deputation of South Wales coal miners discussed with the Mines Department of the Government the misunderstanding over the terms of the settlement of the recent strike. The deputation issued a statement adhering to its interpretation of the settlement, but intimating the Government's willingness to refer the question to the chairman of the National Coal Board for a decision.

The Scottish Miners' leaders are hopeful that wages will not be reduced in their area when the new arrangements come into force on October 1. The audit of the agreement will be complete but an informant in direct contact with the trade declares:

"Scotland will not be called upon to suffer any further cut in wages."

Hugh Mounin, the chairman, and Robert Smith, the secretary, of the Scottish Executive, both expressed the opinion that a reduction was not likely. Output they remarked, had gone up considerably although many pits had closed down. It followed that there would be a decrease in the on-cost changes per ton, which would mean a rise in the price of coal. There has been a cut already and the men are not in the mood to accept a further decline. It is expected the District Board will meet shortly to fix the new rates.

As to the attitude of the employers since the resumption of work, our correspondent writes that victimization is reported to be rare. Officially the union knows only of one case (at Brixton) where branch officials were penalized. In other districts attempts at victimization were frustrated. Most of the owners have agreed that all men should be reinstated where work was available, and have acted accordingly. Several firms tried to enforce extra wage cuts, but the unions managed to prevent these.

Thomas Griffiths, M.P. for Pontypool, addressing the workers at Patma, dwelt on the importance of the Labor movement in England, which aimed, he said, at obtaining power speedily. He expressed the hope that the Labor Party would predominate at the next elections, joining either Communist state, or an open ally of Soviet Russia.

The experts who proceeded to Glasgow to discuss with Trades and Labor Congress measures for relieving the unemployment problem

### BRANT RIDING IS A DIVIDED HOUSE

The Brantford Independent Labor party, distinct from the Brantford branch of the I.L.O. of Ontario, met in convention and the Labor Temple was crowded to the doors. The nomination of A. W. Burt as the Labor candidate for Brantford was unanimously repudiated. M. M. MacBride, M.P.P., had a great reception when he rose to speak the applause being given him for his speech at his best and delivered a ringing speech. He threw down the gauge of battle and declared his intention of taking up and down the country from end to end to fight the establishment in Ontario of a dictatorship of men not elected by the people. He told the people of Canada to settle their own family of the and not throw down the taskmaster and let in the hungry hordes of Wall Street.

Nominations were called for and the names of M. M. MacBride, Earl Biggs, John Sottin were proposed. All of these withdrew. Earl Biggs' withdrawal was not accepted. It was evident that he was the choice of the Labor force of Brantford.

### BUY-IN-CANADA MOVE AROUSES U.S. ANXIETY

The Buy-in-Canada movement which is gaining momentum along the Canadian Niagara frontier, and in other parts of the Dominion is beginning to worry American manufacturers. It doesn't seem to matter much what we do, however, for one set of people says we are paying starvation wages, and the other that we are squandering money in extravagant wages."

### Ford Motor Co., Canada, Had Big Year's Business

WINDSOR, Ont., Sept. 30.—According to figures shown in the annual report of the Ford Motor Company of Canada, just issued, \$27,338,400 worth of business was done by the company for the fiscal year ending July 31, 1921. After providing for all expenses and for income tax, the net profits transferred to surplus are shown to be \$2,171,501.11, in addition to which must be added the sum of \$21,127.93 representing a balance remaining in the 1920 business profits tax reserve, making a total addition to surplus account for the year of \$2,192,629.07. The output for the year was 66,822 motor cars and 3,983 tractors, compared with 54,816 cars and 2133 tractors for the previous year.

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Editorial Page of The Canadian Labor Press



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"OPEN SHOP" CAMPAIGN FAILURE

Immensity of effort to instal the "open shop" in the various spheres of industry where organization thrived and prospered is now seeing the strength of the effort on the recoil after its force is expended on the continental wide International Trade Union movement which has been found as the rock of Gibraltar. This greatest of known efforts against the acknowledged movement for co-operative progress has had past the contrary result desired and anticipated. So far from weakening or disheartening the workers in their trade union faith, it has been the dose of medicine that has given courage to those who in the ranks may have been indifferent to their trade affiliation and correspondingly increased effort to those who have been the directing force.

No branch of the worker organized was left unattacked and another link of disaster to the "open shoppers" was added in the amusement world, and has brought forth from the directly affected the following: The controversy which was developed in the burlesque end of the business through the announced determination of the managements of both the Columbia and American Wheels to operate under open shop conditions was terminated on August 30th, 1921, to the satisfaction of the representatives of the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada and of the American Federation of Musicians with whom we were associated in common defense.

If you will refer to Bulletin No. 54, you will note the demands which the wheels made at that time and which they then insisted must be accepted before adjustment could be spoken of.

It will be noted that the terms of settlement provide that the wages of travelling members with burlesque attractions shall remain the same as heretofore. No reduction was conceded at this time; the present cost of living on the road being considered and it was felt especially men married and obliged to maintain families could not fairly be asked to countenance a lowering of the wage scale.

The suspension of the enforcement of the yellow report card for a period of three months was granted in order to afford the General Executive Board an opportunity to determine whether the objections of the burlesque managers to this system have or have not merit. In the event that the General Executive Board of the International Alliance should decide at the end of the three months that the yellow card should be restored, it will be reinstated. Of course, this temporary elimination applies only to the burlesque shows.

The third provision of the agreement protects our locals against being asked to furnish unlimited electrical equipment without having a protective clause to assure the employment of sufficient local men to handle the same. With this in mind, it is understood and agreed to that whenever a burlesque show comes into a city without a travelling electrician and calls for any electrical equipment in excess of two bunches and two strips, then the local union shall place to work the necessary number of extra men in that department to safely and properly handle the same.

The third provision does not interfere with the application of any local union law that may be in effect.

The fourth paragraph of the agreement simply assures to the burlesque managements that they will be given the same treatment in the matter of wages and conditions as may be granted to any other branch of the business. In other words, should you at any time grant a reduction to the other managements in your city, the burlesque houses shall be entitled to participate therein. On the other hand, whenever you effect an increase from the other branches of the business, then the burlesque wheels, both Columbia and American agree to recognize the legitimacy of the increase so arranged.

The fifth provision is that there shall be no strikes or lockouts until such time as the matter in dispute has been referred to the General Office of the International Alliance and an opportunity has been given to the International officials to settle the matter with the representatives of the Columbia and American Burlesque Associations.

The agreement is for a period of one year and as is customary also provides that any legal actions instituted by either party shall be discontinued.

One would be difficult to please who could express anything but satisfaction at the outcome of the controversy. Certainly, it would be difficult to conceive of a more pleasing agreement than that obtained in this instance.

There is also the distinction that the first "open shop" fight attempted against the International organization has been signally defeated and with the minimum loss of time.

The result obtained has been due to the will and the spirit which was put into the controversy by our members who were directly affected and the resistance offered by the local unions where the first test was made served to convince the opposing elements that they had miscalculated the strength of the organization.

SIDELIGHTS OF THE SHOE INDUSTRY

Common with other necessities that assumed peak prices was the one of the shoe industry and labor generally bore the unrest of the criticism levelled against it and being the major note in the high price music was the charge. Innuendo or hints have been generous in quantity to the discredit of employer and employee in the Dominion nothing direct has been forthcoming our neighbor to the south, however, had a special committee of sixteen engineers appointed on elimination of waste in industry. This committee has made its report on alleged waste in the shoe industry which is of a somewhat lengthy nature.

Without additions or omissions the section dealing with labor is given, showing organization placed in the balance and not found wanting.

Extravagant claims are made by certain shoe manufacturers as to restriction in output due to union rules. Many of these assertions are warranted but, on the other hand we find case after case of the manufacturer restricting output through failure to provide a full day's work or by unfair methods of dealing with the worker.

What stands out before all else in the negotiations and con-

THE LONDON & LANCASHIRE INSURANCE CO. Security—\$50,250,000.00

WHY NOT BUILD? Cleveland.—A writer in one of the local newspapers says: "Of course we all know it was a camouflage when the advocates of wage reductions last spring said that if building wages are cut building will boom again. Well, mechanics' wages have been cut now for over four months and yet we forget allow me to draw attention to the fact that building operations in July (few) were fewer in number and involved less expenditure than in any month since last February."

troveries between the employer and the operator is the lack of knowledge of facts that can be used as a basis for the setting of rates.

Certain rules of the union result in the stopping of work in individual departments and the blocking of production in subsequent departments due to the hold-up of the shoes. For example, all the workmen in any operation quit for the remainder of the day provided they are held up fifteen minutes for work. This rule applies whether the delay occurs at 9 o'clock in the morning or at 4 o'clock in the afternoon.

Analyzing these rules, however, we find that they tend in the long run to stabilize production. For example, if a manufacturer by 9 o'clock in the morning cannot provide sufficient shoes for his cutters to prevent their waiting for work, his routing methods are so poor that he should be compelled to take steps to improve matters.

Numerous cases indicate the necessity for union backing in smaller shops where no employee representation exists. For example, cases were found where workmen in open shops called attention of the employers to certain unjust practices or low rates, and, although their point was carried, the man acting as spokesman was discharged within the next two weeks.

In the East frequent newspaper accounts appear of strikes in Lynn. Whereas one strike in 1917 was of a serious nature, most of the strikes of which the papers make so much account have been in individual shops over comparatively small matters. The 1917 strike and lockout lasted six months, affected 18 factories, and threw 4,200 people out of work. The cause was a dispute over a new wage agreement. A chart illustrates the unemployment caused by the dispute. One of the manufacturers involved stated that the manufacturers were as much to blame as the unions. The relations of the manufacturers to the unions varies greatly in different localities. In some cities even, where the shops are highly organized, strikes are rare. Cases for adjustment are constantly coming up, but are usually settled without strike on a basis of compromise. The leaders in other sections, on the other hand, take more hasty action, with the resulting increase in friction.

With perhaps two or three exceptions, shoe shops have no departments exercising modern personnel relations with employees. This gives the worker no unbiased means of approach to his employer, and the employer is at a loss in treating with his own employees.

This important function is commonly exercised by either the foremen or superintendents. Men occupying either of these positions have not as a rule the proper training to discharge the duty properly.

To this fault of the management may be attributed in part the cause for lack of knowledge as to labor turnover, its causes and effects. Under present conditions there is little appreciation of the value of these facts and general impressions of executives close to the employees serve as a basis for the promulgation of policies affecting labor.

Shoe manufacturers must develop employment or personnel departments headed by trained specialists capable of dealing impartially and tactfully with the employees. The department must have accessible at all times accurate and complete information giving the status of the labor situation for any period and create a routine for reaching new employees following them up after one employed to handle all conditions which influence the period of association with the company.

The cost of training an inexperienced man for cutting upper leather in a well managed shop is \$576.00; for a semi-experienced man is \$450.00; and to install an experienced man in a different shop costs \$50.00.

These are facts brought out in a very thorough analysis made in one of the large shoe plants. As this company is exceptionally well-managed, the figures given are unquestionably low for the average shop.

Few manufacturers either in the shoe or other trades, appreciate the losses due to labor turnover and the actual money that can be saved annually by preventing changes in the force.

The hours of work throughout the country vary greatly. In the spring of 1921 Lynn and Haverhill, Massachusetts, were running 45 hours per week with Saturday as a full holiday; Brockton, Massachusetts, was working 48 hours; Auburn, Maine, 54 hours; Manchester, New Hampshire, 48 hours; Brooklyn, New York, 44 hours with Saturday half holiday; Milwaukee, 50 hours; Chicago, 48 hours; Rochester, New York, 48 hours; Cincinnati, 50 hours; and St. Louis, 48 hours.

Bartering between employers and workers, either directly or through association and union business agent, is a basis of all wage agreements, and piece rates. If a new rate is required—and new rates must be set with every change in style in the stitching room—the operatives where unions are dealt with, make a guess through their agent of the time required and therefore the proper price. The manufacturer or the association secretary makes a similar guess which is always lower, in fact perhaps half the guess of the operatives. The compromise is based not on facts but on the selling ability of the two parties. If the rate is set too high, it means unequal payments to the workers or else cutting of rates later on. It is this make shift policy that is responsible for much

AMERICAN FIRMS MAY CLOSE UP THEIR CANADIAN FACTORIES

Over 500 American manufacturing firms have been forced to establish branches in Canada—as a result of our protective tariff. These American branches employ over 80,000 Canadian workmen. They pay out over \$80,000,000 in wages to Canadian workmen every year. If Canada lowers her protective tariff, the bulk of these factories will be scrapped, thousands of workmen thrown out of jobs, and millions lost in wages.

PROTECT THE WORKMEN IN CANADIAN BRANCHES OF AMERICAN FIRMS. PROTECT THE TARIFF THAT PROTECTS THEM.

of the friction. The friction will continue until methods are adopted by which standards are determined so that rates may be set on a basis of facts instead of guess.

In cutting upper leather, piece rates, if used as generally operated, are but little more than a farce unless very exact standards of areas for each style are provided; even the difference in hides is so great that a good cutter is often unjustly penalized. In practice the more expert or more fortunate cutters slow up or turn over their credits to a neighbor. On the other hand, by adopting accurate standards, training the workmen, and providing definite and adequate rewards for saving in leather, large savings may be effected.

The feeling exists among manufacturers that the unions are opposed to the use of the stop watch. The union men state, however, that they are not opposed to its use but only to its abuse in speeding up production instead of determining facts as to the time and best method.

The lack of knowledge of what a man should do results in payments not in proportion to skill and effort but in accordance with precedent. Skilled jobs requiring months of training earn \$40.00 per week. Other jobs requiring maybe three day's training for the operator, earn \$35.00 per week.

One of the worst features of these rate-setting agreements is the fact that factories in a certain locality providing good conditions and plenty of work both through the day and through the year pay the same piece rates as are paid in the most poorly run factory in the district. The manufacturer, therefore, has comparatively little incentive, unless he appreciates fully the saving through decreased overhead and increased production to provide constant work for his employees. The unions often demand the entire benefits of improvements.

The practice of setting a rate for each operation to apply to all factories in a given locality is entirely wrong. A thorough study of the same operation as performed in the different factories in the same locality will prove they are unlike. It may be the same in principle, but not in detail. There is a difference in product, in materials, equipment, methods, or personnel. Each has a bearing on the output and should be considered when determining the output which can reasonably be expected of a workman. Frequently the wage scale is governed by the strength of the union rather than on the skill required in the various classes of work.

Progressive manufacturers who appreciate this defer taking the steps toward standardization, feeling that the unions will disapprove such a movement. Much time must be spent educating the union leaders and the workmen to a point of view that will appreciate these principles.

In one case, for example, the method for cutting stock linings increased production threefold. The work of the employees was lightened at the same time, yet the piece rates remained the same as before.

One of two factories in the country have proved the practicability of fixing accurate rates by the determination of rates based on time study. Even in these plants, however, the plan has not been carried far enough to get the results that have been attained in certain other industries and that are possible here so as to permit the setting of new rates on a basis of unit operations.

Success depends upon faith, goodwill, and co-operation. These things can never be attained, however, until, along with the best of intentions, shop conditions and shop methods are adjusted by keen analysis of causes and remedies, until the present haphazard rate setting is replaced by methods based on fact knowledge.

The big factor behind labor disputes is the attempt of the workers to secure a wage that will make up for the irregularity of work through the day and through the year. Management shares the blame with labor for the disagreements and the strikes and lockouts that occur. When the employer and the worker realize, as they are doing in a number of the most successful plants, that the success of each depends upon faith in one another, and when along with this and of vital importance comes the realization of both that most differences can be settled by determination of fact and the establishment of standard methods in production so as to prevent the causes of friction, most of our labor difficulties in the shoe shop will disappear. And with these same developments will come about the elimination of a large portion of the waste now existing in the boot and shoe industry.

The cost of accidents from the return of the National Council of Workmen's Compensation Insurance shows a comparatively small loss for the boot and shoe industry, the accident cost being 36¢ per \$100 of the pay roll. Even this, however, is appreciable and through "safety first" work reductions in lost time in two different factories have amounted to about 18 per cent.

POSTAL CLERKS ON DECK Washington.—Officers of the National Association of Post Office Clerks who have returned from their annual convention at Minneapolis, report that the union is stronger than ever, without a feather ruffled because of their many bouts with former Postmaster General Burleson. President Hyatt and Secretary Treasurer Flaherty were re-elected and action was taken on more than 100 resolutions dealing with service improvements and matters of organization policy and the executive committee was instructed to bring about closer co-operation with other postal organizations. Specialty Film Import, Ltd. L. E. OUMET, President. Distributors of PATHE FILMS and Producers of the British-Canadian Pathé News. Head Office—MONTREAL.

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Saturday, October 8th, 1921

# PETER WRIGHT IS SEEING THINGS PRESENTS SAME TO SELECTED AUDIENCE

A few days ago at the Capital Hill, Ottawa, a rather remarkable scene unfolded from Peter Wright, the old seaman's leader, who has spent his life in this country for some time.

Several members of the Dominion Command of the G.W.V.A. and other leaders and admirers of Mr. Wright were responsible for the gathering.

Mr. R. H. Maxwell, Dominion president of the G.W.V.A., was chairman. Mr. Tom Moore, president of the Dominion Trades and Labor Congress, was the chief guest. Apart from an introductory speech of the chairman, the only other speaker was Capt. P. Grant, of Ottawa.

The speech of Mr. Wright was unique. He found serious fault in present conditions, and placed a considerable portion of the blame on a small group of international financiers who, he said, exerted a tremendous and more or less secret pressure on the affairs of the world.

He said that in his opinion a majority of the labor party are on the wrong track; he did not believe a free government would be capable of dealing with the situation that today exists.

Others and grandfathers of 50 and 75 years ago.

After Rev. R. B. Whyte had asked the blessing and the toast to the King had been drunk, Mr. Maxwell introduced Mr. Wright as "a man with a message."

**Lack of Leadership**

Mr. Wright said that at no period in history were men of thought and



## Pains About the Heart

ANY derangement of the heart's action is alarming. Frequently pains about the heart are caused by the formation of gas arising from indigestion.

Relief from this condition is obtained by the use of Dr. Chase's Kidney-Liver Pills.

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Because Dr. Chase's Kidney-Liver Pills arouse these organs of activity they thoroughly cure indigestion and overcome the many annoying symptoms.

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action so needed. The whole outlook and vision of men had changed, and today we were passing through a transition. On no one question did we think the same as we did 10 years ago, and hence it was necessary to have men who would cooperate with the evolution of the times and the masses, laws under which we all operated. He had been in many countries lately and in all he had seen the unrest, the constant seeking of something by the people. And everywhere it was the same, no one to give them the lead they desired.

The war had brought every nation closer. It was recognized now that no nation could stand alone—not even the U. S. A. For although the United States today had most of the gold of the world yet its warehouses were filled with unsold goods and unemployment was rampant from Seattle to Boston and the whole national atmosphere of the republic was vibrating with anarchism and bolshevism.

If another war were to come the center of civilization would move from the Occident to the Orient. The nations of the British Empire should cooperate and with the United States attempt to stop future wars. In ten years, whether we liked it or not, a United Russia, Germany and Austria would be joined into one great country and there would then be another attempt to do what Germany attempted in 1914.

"I hate war with every fibre of my being," said the speaker. "I saw every bit of the western front. I know what war is at sea. But I believe if we are to retain our civilization it is necessary to retain our sea power, the sea power of Britain which never yet wronged a smaller nation. Our navy could be placed under the control of an international tribunal to control the highways of the seven seas, and the expense of such navy should be borne by every British dominion and ultimately by the United States also.

"I am satisfied that the Labor party with our own men at its head are on the wrong track and are not capable of dealing with the situation today. To deal with things today we must cut away from all traditions. Labor has favored the nationalization of all industries. I am opposed to this and we must fight it now. There would be more tyranny in nationalized industries than under the present capitalist system.

"For 10 years labor has been fighting capital; but labor and capital must combine to fight the international financiers who are the devils from hell, but for whom at present no one seems to give a hoot. We call ourselves democrats and we fight, but we fight the wrong people. The labor people of Britain are the greatest Tories in Britain. In the House

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## Canada's Favorite Pipe Tobacco

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When buying ELECTRIC SHADES, GAS SHADES, or other Illuminating Glassware, insist on having

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You will then be patronizing HOME INDUSTRY and getting THE BEST.

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The Sealoom will operate from ordinary household lighting system and the cost of electricity is only a few cents per month. As the washer is stowed in construction and absolutely safe anyone in the home can run it.

A COMPLETE LAUNDRY IN 1921!

The wringer and highest grade rubber rollers is operated by power. Both washing and wringing can be done at the same time or separately. See the Sealoom at your dealer or send to us for information.

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LATEST IMPROVED  
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Mixers, Crushers, Rolls, Hoists, Brick Block, Tile, Sewer-Pipe Machines, Contractor's Plant, etc. Write for catalogue.

We equip complete plants for the making of Cement Products.

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Try **Frontenac** INDIA PALE ALE The Good Old English Type



It's good file, well brewed in a special department of the celebrated Frontenac Breweries, by a master of the art, who has been successful in combining in this brew the fullness, winey and snappy hoppy taste, with the creamy and full-mouthed qualities that have made the good ales of Old England so popular the world over.

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**IMPORTANT CHANGE OF TIME**  
effective Sun., October 2nd.

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**CHANGE OF TIME**  
CANADIAN NATIONAL RY.  
Effective October 2nd, 1921

Canadian National Railways announce the following changes in train service, effective Sunday, October 2nd.

Train No. 1, "Continental Limited," Montreal-Ottawa-Vancouver, no change. Will leave as heretofore, 12:30 a.m. daily; actual running time Ottawa-Winnipeg 43 hours 10 minutes.

Train No. 2, "Continental Limited," Vancouver-Ottawa-Montreal, daily, will leave Winnipeg 10:50 a.m., arrive Ottawa 6:40 a.m. second day, leaving Ottawa 6:55 a.m. and arriving Montreal 9:55 a.m., actual running time Winnipeg-Ottawa 43 hours 50 minutes.

Equipment on "Continental Limited" trains No. 1 and 2 will be as heretofore: Through all steel Compartment-Observation-Library, Standard and Tourist Sleeping Cars and Dining and Colonist cars and coaches.

**OTTAWA-TORONTO**

Trains No. 5 and 6 "Queen City" and "Capital City" day expresses, same as at present.

Train No. 7 Night Express, Ottawa-Toronto daily, will leave Ottawa 11:05 p.m. via C. N. Rys. to Brighton, thence G. T. Ry. double track. Stop on C. N. as at present; stops on G. T. R. at Cobourg, Port Hope, Bowmanville, Oshawa and Whitby.

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The Guarantee Investment Receipts of this Corporation are funds invested in Trustee Securities as authorized by the law of Ontario.

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When you want a cool, satisfying, invigorating beverage—ask for O'Keefe's

**The Time Recorder in Office or Factory Stands For ORDER and METHOD Instead of "Rule of Thumb"**

The punctual employee is glad to have the Time Recorder convey to the management every day the record of his punctuality.

He knows that the mechanically-made printed record cannot be tampered with; neither can it err. He knows that, to obtain recognition of his merit, he is not compelled to parade it noisily; and that when the day comes for promotions, selections are not made by guesswork. He knows that he is protected against favoritism or unfairness. He knows that he is not penalized for the tardiness of a co-employee.

Where is the employee who believes that his own best interests—his hope of stable employment and of advancement would be better safeguarded by haphazard "Rule of Thumb" than by order and method?

Order and Method in office and factory begin with the Time Recorder—the systematizing of working time for the greatest possible efficiency.

The clock is the Supreme Taskmaster in the World's work. Is it not logical that the record of the world's work should be written by the unerring steel hands of the clock itself?

**International Business Machine Co., Limited**  
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371 ST. PAUL STREET MONTREAL

## ASSIST UNEMPLOYED BY MEANS OF TARIFF

U.S. Manufacturers Strongly In Favor of Protection  
CHICAGO, Sept. 29.—A demand for the immediate enactment of an adequate protective tariff bill was voiced tonight in resolutions adopted by more than 1,000 manufacturers from over 18 states, who attended the national conference of state Manufacturers Associations.  
"The remedy for unemployment is more work in our factories," the resolutions declared, "which is not to be expected as long as a large portion of our industries are paralyzed by the failure of Congress to complete the pending tariff legislation."

## BOSTON EMPLOYERS INVITE TROUBLE

An advertisement for conductors and trainmen for service on the Bangor and Aroostook Railroad in the event of a strike of train crews was published in morning newspapers at Boston. It read: "Wanted—Conductors and trainmen for services on the Bangor and Aroostook Railroad in case of strike, vice-president of trainmen's organization having been quoted in press as stating there would be an immediate strike if the members so wished, which seemed practically certain."

## Trade Union Membership Shows Immense Total

Geneva, Sept. 23.—Statistics just published by the International Labor Office show that the total membership of trades unions in Europe, except Russia and the Balkans, and in Canada, South Africa, Argentina and Peru, now exceeds 23,000,000. The United States trades unions are not included. The metal workers head the list with 4,600,000 members; the transport workers come second, with 3,000,000. The textile workers follow with 2,500,000; the miners third, with more than 2,500,000; the farm workers, with 2,500,000; the long workers, with more than 2,000,000; the textile workers, with more than 1,500,000, and the post and telegraph workers, with more than 500,000.

TRIDENT enclosed gear train construction does not decrease the efficiency of the Trident Breakable Bottom. The protective compound, having a lower freezing point than water, still further reduces the likelihood of damage to the gear train. Exhaustive tests under service conditions have proved these statements.

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If the average man would keep a detailed expense account for a month showing every trifling expenditure, he would find that, without missing anything worth while, he could have made some very good deposits in the bank — safeguards for the future — material for business progress.

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Our Operations include Banks, Public Buildings, Office Buildings, Re-inforced Concrete Construction, Industrial Plants, Factories, Warehouses, Schools, Etc.  
Call or write for preliminary estimates. Uptown 2640.

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**Wholesale Shoes**  
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**FRIED-GRILLS HAT COMPANY, Ltd.**  
Guelph, Ontario  
Makers of High-Grade Men's Hats. Made in Canada by Canadian Workmen.  
Arrow and Biltmore Brands

## MACDONALD'S Cut Brier

More Tobacco for the Money

Packages 15¢  
½ lb Tins 85¢

The Tobacco with a heart

nearly 3,000,000; the miners third, with more than 2,500,000; then the factory workers, with 2,500,000; the long workers, with more than 2,000,000; the textile workers, with more than 1,500,000, and the post and telegraph workers, with more than 500,000.

## HUGE LUNCH PROFITS

Boston.—Average gross profits of more than 250 per cent. have been made by armchair lunch rooms in this state, according to the commission on necessities of life. In some instances profits have been found to run as high as 500 per cent.

**\$300 SECURES 200-ACRE FARM**—A Live-Wire Opportunity to get established on productive farm where steady job, hearty living, await you; excellent markets; rich loam tillage for 3 tons hay-acre, large lake-watered pasture, well fenced; estimated 2000 cords wood, 100,000 feet timber, 500 sugar maples, lots fruit; comfortable 6-room house, barn, stable, etc. To close affairs \$700, only \$300 cash, easy terms. Detail page 20 FREE New Illus. Canadian Catalog 300 Bargains. Just out. STROUT FARM AGENCY, CY, 206 CF Manning Chambers, Toronto, Ontario, Canada.

**GOOD CO-OP. MEETING**  
East St. Louis, Ill.—The convention of the Central States Wholesale Co-operative society, held in this city, was attended by 146 delegates. The society is in a flourishing condition, its business last year exceeding \$2,555,000.

The purpose of the society is to supply goods to retail co-op. stores operated on the Rochdale system, in this section of the country. A large warehouse, trackage and full equipment is maintained in this city.

## The Friendly Bank

AN atmosphere of friendliness characterizes the efficient service rendered at every branch of this Bank. Prompt, willing and courteous attention to their requirements makes banking a pleasure to our patrons.  
Standard Service means personal service.

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