

CANADIAN LABOR PRESS

A National, Sane Labor Paper

VOL. V. \$1.00 Per Year. National and Rational OTTAWA, ONTARIO, FRIDAY, FEBRUARY 23rd, 1924. Live News and Views Single Copies 5c. No. 25.

Canadian Textile Workers Need Protection

The Canadian Textile Industry is threatened with elimination if something is not done to keep out unfair competition.

The textile industry in this country has many special difficulties to contend with in meeting European competition. These difficulties render reasonable protection a matter of absolute necessity if our textile industry is to carry on and expand and do its proper share in the building up of our industrial centres which latter, in their turn, will provide the surest, the most remunerative and most satisfactory market for Canadian agricultural products.

First among these handicaps is the competition from Great Britain. In the year 1922, the British preference was increased in such a manner as to open the market in Canada much more widely to British made goods manufactured under conditions which cannot possibly be duplicated in this country—and some of which it would be very undesirable to duplicate, here, even were it possible to do so—and which, to a large extent, were goods cut in price below costs and held in stock as surplus and dumped in Canada rather than on the home market. Then, in 1923, the British preference was still further increased and the results are being reflected in the imports of textiles into Canada in a most marked and unmistakable way. Canadian textile factories are being closed in many instances. In many more they are working part-time. The industry has a recognized place to fill in the development of the industrial life of this country. It cannot fill it adequately unless and until it is given a reasonable amount of protection against goods entering Canada—goods which are manufactured under conditions and at costs with which the Canadian manufacturer cannot compete.

Great Britain is the chief competitor the Canadian textile manufacturer has to face in his home market. And in Great Britain the wage scale in textile factories is, on the average, not more than half that in Canada, and, in many instances, a good deal below half. For example, in a typical Canadian mill, grinders will receive \$21.05, and in a typical Old Country mill from \$10 to \$12; drawing frame tenders will receive here \$16 and in the Old Country about \$8; slubbing frame tenders will get \$21.30 here and about \$8.60 in the Old Country; intermediate frame tenders will get \$20 here and about \$8 in the Old Country; roving frame tenders will get \$18.28 here and about \$7.75 in the Old Country; the wages of spinners here are just about double what they are in Great Britain. And so it goes all along the line and in practically all branches of the industry—the wages here are twice what they are in Great Britain.

Not only wages but the cost of building and machinery are much higher in this country than in Great Britain. A cotton mill of 60,000 spindles, for example would cost \$1,710,000 in Lancashire and \$2,600,000 in Canada. The depreciation on machinery in such a plant would be \$1,308 a week in Lancashire and \$2,000 a week here. Then, again, it undoubtedly takes less money to finance in Great Britain than it does here, by reason of the fact that, in the former country, there is less money tied up in business. Then, again, still looking at the cotton branch of the industry—the mills in Manchester, the great centre of the manufacture of cotton goods in the Old Country, know that there is plenty of cotton for their needs only eighteen miles away in Liverpool, and so they do not need to stock up. Canadian cotton mills, on the other hand, have to stock up for months ahead, and, further, they pay for their cotton two months before they see it. Moreover a Lancashire mill, as a rule, will make only one class of goods, and, consequently, only has one or two classes of cotton, whereas, in Canada, a mill, owing to the wide range made in each mill, will require to carry between ten and twenty grades and staples. This, of course, entails great additional expense.

Then, too, the cost of distribution in Canada is enormous in comparison with that in the Old Country. The product of a Lancashire mill, for example, is sold right in Manchester. In Canada, mill representatives have to travel from the Atlantic to the Pacific selling to the wholesaler who, in their turn, are, very largely, the bankers of the country merchant, because they give him from three to six months credit, whereas everyone else from whom he buys only gives him thirty days credit. In this way and other ways the spread accounted for between the price paid by the consumer and that paid to the manufacturer. For example, a commodity has a factory price of \$1.00. A sales tax of 6 per cent. has to be paid thereon, and this, with an incidental expense of 1 per cent. to land it in the wholesaler's warehouse, brings its cost to \$1.07. It is reasonable to assume that the wholesaler adds 20 per cent. to this distribution cost, thus making it, at this stage, \$1.28. The incidental expenses of landing it to the retailer's store necessarily vary, but, putting them at 1½ per cent. we now get a landed cost to the retailer of \$1.30. The retailer adds 50 per cent., to give him 33 1-3 his resale price. And so our \$1.00 article costs the consumer \$1.95.

But to return to our main argument, building costs are approximately 65 per cent. higher here than in an Old Country mill. Heating expenses are vastly greater, and so is the cost of humidification. As a matter of fact, an Old Country mill generally has not got any humidification. We casually mentioned just now, the higher cost of machinery here. Cotton mills in Canada use English machinery at \$100, for the sake of argument, packing increases that cost by \$12.50. Another \$11.25 has to be added for duty, and this, with the addition, of a six per cent. tax brings the cost up to \$131.17. Freight adds another \$5.62 making it \$136.80. To this has to be added the cost of cartage, cleaning and erecting, \$13.68, making the total cost in the mill \$150.48.

It is thus apparent that such protection as is nominally given does not afford a Canadian manufacturer in such case any real protection at all, especially when it is considered that sterling is about four per cent. below its parity in Canadian dollars. On the other hand, in advocating an adequate protection against British textiles we believe that in building up Canadian industries we shall do a great service to the Empire. Great Britain must export her surplus population, and the policy of protection will make Canada a desirable country for Britons to emigrate to. The present policy turns these emigrants to the United States, with a consequent loss to the Empire while at the same time a foreign country is built up.

Boycott Canadians at Niagara Falls, N.Y.

Niagara Falls Men Barred From Factories Over River

Niagara Falls, Ont.—A boycott against Canadian workmen has been started across the river and the first victims were turned back when they arrived at various plants and construction works. They were curtly told by foremen and others that

henceforth there would be no Canadians employed, and that the policy of preference for Niagara Falls, N.Y., men would be carried out to the limit. It is believed the new policy is the result of a recent agitation, when it was claimed that Canadians were being preferred by many firms. Representations, it is said, will be made to local firms in an attempt to organize retaliation here. There are many more Americans employed in this city and at the power houses than there are Canadians working over the river.

BESCO OFFERS 1923 RATES AS AN EXPEDIENT, RATHER THAN JUSTIFIED BY COAL PRICES, SAYS WOLVIN

Montreal—(Special)—After the meeting of the Board of Directors of the British Empire Steel Corporation, the President R. M. Wolvin made the following statement with reference to the wage dispute and the present stoppage of coal production in Nova Scotia.

There is considerable misunderstanding in the public mind as to the earnings of the corporation. Newspapers as a rule, refer to the minimum wage instead of the average wage in the industry.

1923 Miners' Annual Wages:
Earnings of the mine employees of the British Steel Corporation during 1923 averaged as follows:

Day paid men on the surface—per day \$4.11; per month \$97.18.
Day paid men on underground—per day \$4.54; per month \$102.71.
Miners, and other workers, paid on tonnage rate per day \$6.84; per month \$165.55.

Average all classes of mine workers per day \$5.23; per month \$115.90.
The monthly average is an actual average obtained by dividing the total wage disbursements by the number of individuals.

The number of days worked by the collieries which is the real measure of the opportunity for earnings by individuals was during 1923 as follows:
Glace Bay mines—225 working days.
Sydney Mines—217 working days.
Stellarton Mines—257 working days.
Springhill Mines—265 working days.
The number of possible working days, during 1923, was reduced by the unauthorized and illegal strike during July, which not only laid the mines idle for a period exceeding three weeks during the busiest season of the year, but was the direct cause of loss of business that resulted in further loss of working time at the collieries during the last quarter of the year.

At the Springhill Mines, where no strike occurred and the earnings were not lessened by the cause, the annual earnings were in 1923 as follows:

Peak of prices	wages	cost of living	real wages
1914	100 p. c.	100 p. c.	100 p. c.
1920	237 p. c.	215 p. c.	119 p. c.
1923	293 p. c.	124 p. c.	132 p. c.

From this comparison, the interesting fact is disclosed that the mine workers were better off financially in 1923, under a scale of wages reduced from the high level of wages of 1920, than was the case at that date.

(1920, because of the increased purchasing value of the dollar at this time.

At no time in the history of coal mining in Nova Scotia did the miner earn higher "real" wages than during

	1917 wage per day,	1923 wage per day,
Day paid surface worker	\$2.62	\$4.11
Day paid underground worker	\$2.90	\$4.54
Contract miner	\$4.21	\$6.84
Average	\$3.25	\$5.23

This comparison is more favorable to the mine workers than would at first sight appear as throughout the whole period of fluctuating prices and money values, which has intervened between 1914 and this date, the rents of miners' houses have remained unchanged, and the price of domestic coal to the workers was advanced only 40 cents per ton, namely, from \$1.85 to \$2.25 per ton.

The rental of miners' houses varies from the nominal figures of \$1.50 to \$2.00 per month to a maximum of \$5.00.

The average is around \$6.00 per month. The working day of the mine workers was, in 1919, reduced from nine hours to eight hours, which fact must also be taken into consideration when comparing the wages of 1917 and this date.

The lowest rate paid to mine laborers, namely, \$3.25 per day of eight hours, is widely represented as typical and representative of the miner as a class.

The Dominion Coal Company at their Glace Bay, Cape Breton mines out of 3,990 day paid employees, has only 101 persons paid this at the minimum rate, chiefly boys and old men.

This statement should sufficiently show the misleading nature of arguments which quote Labor rates as typical.

Cape Breton Operations

The Dominion Coal Company operates a large number of mines in the Glace Bay district in Cape Breton, and the Nova Scotia Steel Company operates other mines in the Sydney Mines district of Cape Breton. The output of coal in the Glace Bay district, during 1923, was 2,348,185 gross tons. The present wage dispute centers particularly on the operations in the Glace Bay district and the necessary production of coal at lower prices. The original proposal made by the corporation in these negotiations for a new wage scale for 1924, asked for a reduction during the winter months of 20 per cent. from the 1923 scale, to permit larger produc-

and in terminals at Montreal, Three Rivers, Quebec and other points, for the discharging of the vessels and furtherance of this coal. Over one-half of this coal is consumed in the province of Quebec, under highly competitive sale price conditions, and the wages in the coal mines must be governed by what the consumer will pay in competition with other coal. The cost of production of coal in the Glace Bay district, in the year 1923 was more than could be absorbed in profitable production of steel products at the steel plants in Sydney and New Glasgow.

The coal used in the mining of ore in Newfoundland, the fuel of the vessels transporting the ore to Sydney, the production of coke for the blast furnaces, the operation of the various steel mills, the Sydney and Louisburg railroad carrying coal to the steel plant, and the transportation of the finished steel products to the consumer, actually uses more than five tons of Cape Breton produced coal, for every ton of rails or other finished steel manufactured by the British Empire Steel Corporation in Canada.

The wage scale in the Glace Bay mines of Nova Scotia concerns the coal and steel users of Canada entirely. There have been committees in the Senate, in the House of Parliament, investigating means to increase the number of mines and the coal production of Canada and how to make the country more self-contained as to its coal supply. These investigations may very well include how to be self-contained as to its steel supply instead of being dependent upon the United States for coal with which to produce its steel.

Tariff Now Inadequate

The steel industry of Nova Scotia was fostered in its early life by government subsidies and a custom tariff on importations of steel. Long ago the subsidies were discontinued and the customs tariff which is supplied in steel and coal as a specific charge of so much per ton, instead of a percentage of its market value as on most commodities, has lost one-half of its protective value to the industry and its revenue value to the country.

Result of Recent Negotiations

Our recent negotiations have been carried on in a very friendly spirit. We realize that our miners are dissatisfied, but this is due to a long period of very radical teaching which has influenced the young men growing up. We are most anxious for a long period of peace and harmony so that our workmen can better understand the conditions governing the company's ability to pay. To gain this period in the hope of better understanding our vice-president offered to continue the 1923 scale of wages in all districts, for the proposed deduction during the winter in Cape Breton but this offer has been refused. This offer of wages is more a matter of expediency than a scale which the company is justified in making as an economical proposition.

Labor Unions Must Shape Policies

To Suit Canadian Problems

(By Tim Duck in Labor Herald)

The 25,000 miles of railway in Canada is embraced in two systems, each of which extends from coast to coast, and each of which centres in Montreal. While the whole of Canadian railroad workers make a small number compared with the railroad workers in the United States, yet they are the most important body of organized workers in Canada, and they have to deal with a highly centralized Canadian branch, centered in the government at Ottawa. And while an upheaval among the railroaders in Buffalo produces scarcely a ripple in Toronto, less than 100 miles away the repercussions of the slightest incident among railroad workers in Montreal extends to every part of Canada. But these workers have no organ for joint action, no central Canadian organization capable of acting on Canadian matters. International trade unionism can be a power in Canada, but to do so it must be capable to shape its policies and activities in accordance with Canadian problems. The 11,000 members of the Brotherhood Railway Carmen, the 10,000 members of the Maintenance-of-way organization, the tens of thousands of members of the other railroad unions, not to mention the carpenters, the needle workers, the plumbers and what-not,

As Union Man Sees It

By James M. Lynch
(Former President International Typographical Union, former New York State Industrial Commissioner.)

Organized labor has for a quarter of a century been passing through the turmoil and the agony of jurisdictional disputes, the effort to determine where the work of one artisan ends and the work of still another begins.

The struggle has, at times threatened the solidarity, if not the very life, of the organized labor movement. Unions have been expelled from the great family of trade unions, the American Federation of Labor, for violation of its decisions attempting to outline the work of a particular craft. Still other unions have been absorbed by a larger union party to a jurisdiction dispute, and it must be admitted that this method at least ends the contention.

Lengthy Dispute

With the general use of steel in building construction came new materials and new methods. Perhaps the best illustration is that of the introduction of metal trim and doors, and the subsequent bitter and lasting dispute between the carpenters and the sheet metal workers as to who should have the installation of the substitute for wooden trim and woodwork doors. That dispute lasted for years, and has not yet been entirely adjusted, notwithstanding that as a rule the carpenters were out of the building trades councils because of their insistence on jurisdiction over this work and their refusal to relinquish it.

Many Disagreements

These disputes as to jurisdiction over work have been before the conventions of the American Federation of Labor since the beginning of the century, and at the recent gathering in Portland, Ore. it was concerned with disagreements between the bricklayers and plasterers, the railway clerks and the maintenance of way employees, the teamsters and the bridge and structural iron workers, the fire fighters and the engineers, the blacksmiths and the tunnel and subway constructors, the bakers and the hotel and restaurant employes, the longshoremen and the railway clerks, the elevator constructors and the building service employes, the latter a new dispute that promises another battle between unions of wage earners which will have the merits of the dispute before them, and perhaps as in many other instances result in adjustment by absorption of the weaker by the stronger contender or by exhaustion of both parties and subsequent truce or agreement to preserve both from extinction.

Create Much Annoyance

If the jurisdiction disputes have been of great moment and also of great annoyance to organized labor they have also been a source of much trouble to industry and to the public generally. Work on a great building in the course of construction has been brought to a complete halt, not by any trouble between the contractors and the artisans, but by a dispute between two unions as to jurisdiction over certain work. The contractor cannot adjust the dispute for the reason that if he favors one union as against the other union, work will not be resumed. It is a matter for agreement between the unions that are at war, for it is war as bitter and as devastating as is possible, with the exception of the loss of human life.

The public faced with such a spectacle, cannot understand it. Indeed, it is often difficult for labor leaders to get at the merits and the rights of such a dispute, for the contenders will produce evidence that has the appearance at least of upholding the contention of each. The union cause suffers and suffers grievously, not only internally, but in public estimation.

could all be organized into Canadian departments of their international organizations, without disturbing the structure of international unionism. Such Canadian departments, co-ordinated for dominion-wide action through the Trades and Labor Congress of Canada, would enormously revive the energy and activity of the Canadian movement, would repair the falling morale of the membership, and make unionism a power in the land—Vancouver Federationist.

tion, and if there is one cause on this continent that cannot afford to damn the public it is the cause of labor organized.

Some Adjustments Made

For all of the years that the jurisdiction disputes have been before the federation it has done its best level to adjust them, has succeeded in many instances, and has never failed to point out the damage in these battles to the general labor movement. As an example of its general attitude, the following from the report of the executive council to the Portland convention will serve: "During the late spring and early summer, a situation developed in the building industry which threatened great injury not only to the building trades unions but eventually to the entire labor movement. We refer to the controversy between the Bricklayers, Masons and Plasterers' International Union and the Operative Plasterers and Cement Finishers' International association. Letters and telegrams were received at federation headquarters in protest against such a situation having developed and being permitted to continue, and pointing out the grave effect would inevitably have not only upon the building trades unions, but in its reaction upon the organized labor movement in its entirety."

So that there may be an understanding of the conditions that cause these jurisdictional disputes, an outline of that between the structural iron workers and the teamsters may be helpful. It is taken from the report of the committee that considered the dispute at the Cincinnati convention of the federation in 1922. The chief factor in this controversy has to do with processes that are common to both organizations and which the committee found were being carried on by both unions as a part of their ordinary work. The loading and unloading of material around yards or buildings from case to trucks and from trucks to the ground or elsewhere is a process that involves a class of workers especially organized and skilled in the character of the work required of them.

The committee found from the facts presented that in some instances this work is done by structural iron workers and in other instances by teamsters. There appears no controversy over the handling of any building material except iron and steel. Claim is set up by the iron workers to the handling of heavy machinery and material for bank vaults and other similar construction. To this class of work the teamsters also lay claim.

This dispute is similar in essence to nearly all of the other quarrels over who shall do certain work that afflict the labor movement. On surface it appears to be a simple matter and entirely capable of quick adjustment. Yet the controversy between the two unions is of long duration. It began more than ten years ago and has continued during all the years since its inception. The recommendation for adjustment contained in the report of the federation council for 1922 was that where building material is hauled to buildings under construction and the foreman, contractor or person in charge of the erection of the building directs that it be hoisted from the vehicle the work shall be done by the structural iron workers, but where it is unloaded on the ground, street or sidewalk it be done by the teamsters. That recommendation was not accepted. The dispute is still on. It will finally be settled by agreement between the parties at interest or by federation intervention or adjust itself with the passage of time.

The Moral Effect

The public is justified, however, in asking why these quarrels should impede and in many instances prevent the carrying on of great enterprises. The question is a fair one. All of these contentions should be adjusted under truce, and by the unions involved. They should not be permitted to prejudice the cause of the wage earners or their opportunity to sell their labor under contracts embracing the best obtainable conditions.

Organized labor cannot afford to make itself appear ridiculous.

Editorial Page of The Canadian Labor Press



Entered at Ottawa Post Office as Second Class Postage.
THE CANADIAN LABOR PRESS
 THE CANADIAN LABOR PRESS
 PUBLISHED BY THE CANADIAN LABOR PRESS, LIMITED
 A NATIONAL, SANE LABOR PAPER

Ottawa Office: 134 Queen Street Phone: Queen 751
 Toronto Office: 79 Adelaide St. East Phone: Main 4127

Abuse of the Workmen's Compensation Act

There never was a more favorable piece of legislation enacted for the benefit of Labor than the Workmen's Compensation Act, and, like all good things for the benefit of mankind, it can and is being abused. The only person who wants to take advantage of this "friend of the masses" is the lazy individual who has neither the interest of his country, his work or his fellow employee at heart. It is very easy to "kill a good thing" and the very men who are helping to kill the Workmen's Compensation Act are the very ones who may need a helping hand the most sometime in the future.

Apart from the actual monetary consideration, the real harm is done by men needlessly neglecting their work for days in order that they may reap the benefit of the Act and, in the meantime, everything may be thrown into confusion by the man's absence from his work. A man who will resort to such trickery cannot be depended upon and when promotions and raises in pay are the order, he wonders why he was neglected.

Why Workers Leave Canada

The following table shows very graphically the reason why the Canadian Textile Workers are migrating to the United States. During the first ten months of 1923 Great Britain exported to Canada under the special low duties granted to Great Britain a greater yardage of woollen and worsteds than Great Britain exported to any other country, according to the figures compiled from the Bradford Chamber of Commerce Journal.

In the following list is given the square yards exported by Great Britain to each country, the population of the country, and the amount per head of population.

Woolens and worsteds exported by Great Britain in the first ten months of 1923:

	sq. yards	Population sq. yds per head
Canada	24,147,800	8,500,000 2.84
China	16,556,200	441,000,000 .03
Japan	23,832,300	57,000,000 .41
Australia	15,259,900	5,500,000 2.68
Argentine Republic	12,856,800	8,700,000 1.47
Belgium	4,692,100	7,685,000 .58
British East Indies	4,097,800	2,140,000 1.91
New Zealand	4,002,500	1,220,000 3.28

No other country taking 4,000,000 yards. From the above figures it will be seen that Great Britain exports to Canada the greatest actual yardage and more yardage per head of population to any other country but New Zealand.

The efficiency of the tariff in the United States can be seen as Great Britain exports to the United States only .12 of a square yard per head, the lowest amount outside of China.

When it is considered that the amount of yardage exported by Great Britain into Canada would keep 20,000 workers employed on full time throughout the year if the work were done here, it will be seen why employees are enquiring about positions in the United States.

FACTORY ACT FOR THE PROVINCE OF ONTARIO—HOW IT IS ENACTED

Compared with most of the European countries and even with some of the United States of America, Ontario is a recent entrant into the industrial world and comparatively few of our industries have a history which can be traced back for more than one generation. We are, therefore, free countries and, like other infants born in these highly civilized times, have many advantages over those whose beginnings were hampered by difficulties which to us might appear overwhelming. In this province we have started our industrial development equipped with modern education, modern knowledge and comparatively modern buildings, while, in older countries, pioneers in new industries have had to contend with an inherent distrust of innovations (the introduction of machinery into spinning mills caused riots in the spinning centres of England), ignorance and lack of education on the part of the workers, buildings with poor light, worse ventilation and primitive sanitary arrangements. The evolution of the modern factory from these early buildings is an interesting study in itself, while the gradual improvement of the general hygienic conditions under which the factory worker labors, forms one of the brightest illustrations of modern progress.

Better Conditions
 In these older countries, when the public mind became aroused as to the very unsatisfactory conditions under which many industries had been carried on, legislation was initiated to prevent some of the most glaring of the evils, and, after this, a steady stream of legislation has been enacted, always tending towards improvement in the buildings, sanitation, hours of labor, protection of machinery and other matters affecting the health and safety of the factory workers.

As industry commenced to develop in this Dominion and a steady increasing proportion of the population became engaged in manufacturing, it became apparent that if the objectionable working conditions which

had taken so long to eradicate in older countries were not to be repeated in this Dominion, some form of legislative protection to the workers would be necessary, and, as the necessity has arisen, various provinces enacted protective laws, based upon the experience of the older countries.

First Act in 1884
 In Ontario the first Factory act was passed in 1884 and, although much changed by subsequent additions and amendments, forms the basis of the present Factory, Shop and Office Building act. The original act was intended for the protection of factory workers, but its scope has since been enlarged to include all workers in practically all industrial buildings.

Permanent Inspector
 For the purposes of inspection the province is divided into 10 districts, each in charge of an inspector, the inspectors in charge of the more remote districts residing at Hamilton, Ottawa, Sault Ste. Marie and Stratford, respectively, and the others in Toronto. Each of these inspectors is continuously engaged in visiting the industrial plants in his district with the object of seeing that the provisions of the Factory, Shop and Office Building act are being complied with. He looks especially for sources of danger to life, limb or health of employees; takes care that all machinery, shafting, belting, etc., is efficiently guarded wherever practicable; examines elevators; notes whether the exits to buildings are sufficient and of such a character as to allow of the ready escape of employees in case of fire; inspects the sanitary accommodation to see whether it is suitable, sufficient and properly kept; observes whether the buildings are properly lighted, ventilated and heated; ascertains whether the boilers and other vessels under pressure have been properly inspected; reports violations of the Minimum Wage act and generally, inspects every detail of the plant with eyes trained and experienced to detect anything likely to prove inimical to the health or safety of the employees. He must also see that no

child under 14 years of age is employed and none under 16 without the employment certificate required under the Adolescent School Attendance act. At the end of his inspection the inspector leaves with the employer or with the owner of the building, as the case may be, an order specifying any matter which requires amendment. A copy of this order is transmitted to the head office, from which a confirmatory letter is sent and is followed up until the trouble is remedied.

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Seeks Co-operation
 During the whole of his work, the inspector must use great tact and discretion, as he knows that far more satisfactory results are obtained by friendly treatment than by arousing antagonism. He prefers to be looked upon as a friend of both employer and employee and not as an official whose main object is to cause trouble. He is frequently able to show the employer that a small present expense from many handicaps incident to older financial gain. Generally the employer will result in an ultimate or recognizes that expenditure on improvements tending towards increased safety and comfort of his employees is money well spent.

The work of the inspectresses is more particularly devoted to plants where female help is employed, and has been of much service in securing remedies to conditions which it might have been difficult for male inspectors to deal with. One inspectress resides in St. Thomas, one in Kingston and the others in Toronto.

Work Defined
 Many industries have their own particular risks to employees, and the problems involved in the minimizing of these risks can be solved best by those having intimate knowledge of the industry in question. For this purpose, one inspector has been appointed whose work is confined to the grinding and polishing trades. Fumes, gases and harmful dusts given off in certain industrial processes create a serious health hazard in some factories, and in others chemicals are used which have injurious effects upon those using them. Expert chemical knowledge and experience are necessary in diagnosing and eliminating these hazards. A fully qualified industrial chemist, with a properly equipped laboratory, is attached to the staff for dealing with these problems.

The act provides that plans of new buildings and of alterations to existing buildings must be submitted for approval and a qualified architect attached to the staff examines the submitted plans to ensure that they comply with the provisions of the act.

Trades and Labor Supports Marsden

J. S. Woodsworth, M. P., Speaks on Conditions of Labor

Ottawa.—Ottawa Trades and Labor member of Parliament for Winnipeg, discuss important problems. Undoubtedly owing to general depression and to emigration, Labor was finding it difficult to keep up its organization throughout the country, he said. More important even than political or industrial organization was the general education of the people, which would enable them to face new needs which face the world today. The British Labor movement was not content merely to present its program, but it had reached the stage in which its own representatives were in a position to make and administer the program which they considered was good for the country.

Council did not concur in the Board of Control's proposed amendment to the Mothers' Allowance Act. The Council submitted various improvements, a copy of which will be forwarded to Premier Ferguson. A recommendation was also passed that two members of the Council be appointed to attend all the meetings of the Public School Board. The Council heard Mr. J. B. Woodsworth, C. I. favored the appointment of Capt. W. H. Marsden, M. C., D. C. M., to be supervisor of the Plant bath.

Capt. J. A. P. Haydon, Secretary R. Mackie and Corresponding Secretary J. R. Johnson will represent Council at a meeting to discuss unemployment with the city. A general get-together meeting of all trades unions will be held in the Trades and Labor Hall on March 21. Mr. J. S. Woodsworth, M. P., Mr. Tom Moore and others well known in the Labor movement have been invited to speak. Mr. J. S. Hunsford, of the Canadian National Railway, in a letter replied to the Council's objection to the 25 cents per hour paid by the railway to its casually employed labor. The letter did not satisfy the meeting and another letter will be written to Mr. Hunsford.

To Declare for an Eight-Hour Day

London, Eng.—Minister of Labor Shaw informed the House of Commons that the President of the Board of Trade would speedily introduce a bill in Parliament designed to give effect to the Washington convention for the eight-hour day. The minister added that provided the bill was enacted without amendments contrary to the provisions of the conventions respecting hours of labor and other matters it was proposed to ratify the convention.

Mr. Shaw foreshadowed the proposed ratification of the Washington convention when he told a deputation from the trade union congress that the MacDonald ministry would favorably consider the matter at an early date. The deputation said 12,000,000 workers in Great Britain would benefit by ratification of the convention and that there was much disappointment among them that no steps had been taken in this direction.

The deputation informed Mr. Shaw that no ratification by Great Britain had encouraged a tendency in other countries to extend hours of labor and that nothing could protect British industry from unfair foreign competition so effectively as putting the Washington convention into operation.

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OUR HOME PAGE

Skilled Workers Are Migrating to U.S.

Freeman Felker, representative of the International Molders' union, views with alarm the number of skilled mechanics that are migrating to the United States. It is his opinion that something should be done to remedy this condition, due to the fact that these workmen invariably adopt the U. S. as their homes. "It is to be regretted that the best workers in the Dominion have to leave their native country to seek employment in foreign lands," he said.

Seeking the Best

Almost every industry is affected by this condition just now, and close students of the labor movement are of the opinion that considerable difficulty will be experienced in filling the positions that will be vacant when industrial conditions reassert themselves. The claim is made that in many occupations highly-skilled men are hard to obtain.

Hard to Cope With

This is becoming an acute situation and is causing much concern not only to manufacturers and employers of labor, but also to union officials, who realize that this migration must be stopped if the standards of the unions are to be maintained. It is a big problem and one which gives much food for thought.

The Settlement

(From the Sydney Record)

The settlement arrived at by the representatives of the United Mine Workers and representatives of the British Empire Steel Corporation in regard to wage rates in the collieries is, of course, a compromise. Everybody knew that settlement would come through compromise. When the dispute came to a head each party stood on stiffer conditions than they expected to see accepted. It is not the usual thing in negotiations or bargaining for a man to make his best offer first. The negotiations have brought both parties to an intermediate point where they are prepared to agree. The Corporation agrees to pay more than the 1923 rates; the United Mine Workers' representatives accept less than the 1923 rates; each side has given way to some extent, and they have found common ground. In addition to establishing certain new rates of wages the agreement signed at Montreal provides also for the continuance of the existing practice with regard to explosives and their price and for the adjustment of longwall mining rates in the Scotia collieries by mutual agreement. It is understood, too, that under the terms of settlement the price of house coal to the miners is to be \$3.60 a ton and an important provision—grievance that may arise during the life of the contract are immediately to be referred to a joint committee for consideration. Public satisfaction over the conclusion of a settlement, will be mingled with some regret that the term of the contract is to be for one year only. There had been hope that the negotiators would be able to reach an agreement covering several years at least. But if that hope has not been realized there may at least be the hope that the settlement that has been reached and the spirit in which it has been negotiated will make the conclusion of another arrangement year hence a matter of no great difficulty.

Agreement between the disputants this week was directly due to the intervention of the Federal Department of Labor. Agents of the Minister of Labor brought the two parties together at the week-end when there was danger that the negotiations would end without a settlement having been reached, and it may be taken for granted that the Department had a great deal of influence in hastening agreement after the discussions had been resumed. Mr. W. F. Carroll, M. P., did good work for Cape Breton, and all Nova Scotia, when he urged the Minister of Labor to intervene in the trouble. But though the intervention of the Labor Department was the immediate means of bringing about the resumption of negotiations last Friday there could not have been successful intervention and the conclusion of an agreement had

it not been for the cordial and conciliatory attitude maintained by the representatives of the two sides. Having regard to the future industrial relations in Cape Breton and the future of the coal mining industry the most gratifying fact in connection with the recent negotiations and the settlement now reached is that from start to finish of the discussions there was an absence of bitterness and anger. That fact is full of promise of happier relations and more stable conditions. The trouble-makers here who sought to foment bitterness and anger in order to serve their own mean ends made a complete failure of a vicious job. The representatives of the United Mine Workers conducted their case vigorously at all times but at all times they conducted it with equal good spirit and with freedom from any of these methods which made the Livingstone-McLachlan leadership so disastrous to the miners. And, on the other hand, were it necessary, Mr. Steele and Mr. Barrett and their associates of the U. M. W. side would probably admit quite frankly that they found Mr. Wolvin and his associates on the corporation side far from being the unfair and unreasonable men that they had been pictured by the would-be makers of trouble. The worst enemies of the miners and the business men of Cape Breton are the schemers who try to spread distrust and to create friction between Besco and its employees. It is a great thing that this time the schemers failed.

May Resuscitation Miners' Union

U.M.W.A. May Re-establish on Island After Over Ten Years

Vancouver, Feb. 9.—The United Mine Workers of America had a very active district on Vancouver Island during the great coal strike of 1913, which originated in the Canadian Collieries, and spread to the whole of the coal mining district of Vancouver Island. How many thousands of dollars were spent in the fight with the operators will never perhaps be known, one estimate being as high as \$2,000,000.

According to a message from Calgary, quoting William Sherman, president of District No. 18, the question to be discussed at the convention of Montana and Washington District of the U.M.W. A. to be held in May, The International has not recognized the Vancouver Island field since the great strike, it is said.

Coal mining hitherto has been localized in British Columbia to the Island, Nicola and Crow's Nest fields; but with the development in the Central North and the North Thompson, it may be more difficult to organize the colliery employees than was the case some years ago.

Men like Frank Farrington, who were prominent organizers on the Island in 1912 and 1913, have since taken prominent positions in the international organization.

February Bond List

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Annual Report on Workmen's Accidents States 39 Were Fatal in 1923

Winnipeg.—Disbursements by the Manitoba workmen's compensation board during 1923 amounted to \$670,524, compared with \$562,316.25, or an increase of 18 per cent. over 1922. The disbursements will show an increase year by year owing to the continual additions of beneficiaries by reason of total and permanent accident disability.

The report of this board was tabled in the legislature Friday by Hon. F. M. Black, provincial treasurer. It showed a total of 9,546 accidents reported during 1923, of which 39 were fatal, compared with 9,676 during 1922. This represents a decrease in accidents of but 1.3 per cent.

Classified, the accidents called for medical aid only in 1,962 cases; permanent total disabilities resulted in three cases; permanent disability in 171 cases; minor disabilities, under three days totalled 4,120, while temporary disabilities lasting over three days totalled 3,305.

The value of the board orders during 1923 for payment of compensation, including all orders respecting Dominion government employees and amounts set aside to reserve to provide for pensions awarded, was \$544,289.27, as compared with \$558,785.24 for 1922, a decrease of 1.7 per cent.

Employers assessed by the board in 1923 numbered 4,116 on actual payrolls of \$54,869,710.85 for 1922, as compared with 4,315 employers in 1922, with payrolls totalling \$59,678,980.88 during 1921. The details of the various classes of employers, A to G, during these two years follow:—

C.P.R.	\$8,578,609.65	\$8,826,879.98
G. T. P.	\$27,826.18	\$60,000.00
C.N.R.	9,715,726.65	9,307,547.52
Province	2,594,720.87	2,145,165.02
Cit.	2,617,822.33	2,409,759.40
Employer's	32,843,129.46	28,876,219.23
W.E.R.	2,501,085.75	2,504,139.70

\$59,678,980.88 \$54,869,710.85

During the year the number of cases treated by the board's chief medical officer for minor injuries numbered 870, for which had fees been paid, the sum of \$6,621.50 would have been disbursed. In 1922 the number of similar cases treated was 893, fees chargeable totalling \$7,366. The aggregate days of disability of all cases treated in 1923 was 2,872 days, an average of 3.3 days per case as against an average of 4.2 days in 1922.

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Labor News From Coast to Coast

8-Hour Day Sought by St. Railwaymen

Moderately Attended Meeting of O. E. R. Employees Also Discusses Wage Matters

Ottawa.—The 1924 agreement between the street railway and its employees, which comes into effect on May 1st, when the existing agreement expires, must be based upon the terms of the majority award of the board of conciliation which last year recommended that the employees be granted the eight-hour day without any reduction in the existing wage schedule.

This was the gist of a resolution unanimously adopted at a mass meeting of the employees which was held in the Gloucester street Orange Hall on Saturday at midnight, at which only about one hundred of the members of the street railwaymen's union were present, together with Mr. J. S. Woodsworth, M. P. for Winnipeg, President Tom Moore of the Trades and Labor Congress, and the executive of the Allied Trades and Labor Council of the city.

It was also decided by resolution that the employees will be willing to waive their recognized right to the "pull in and pull out allowance" providing the company will take over the cost of maintaining the insurance scheme which was put into effect by the company about a year ago and make it applicable to all employees.

President Frank W. McRae, of the street railwaymen's union, who expressed regret at the small attendance at the meeting, explained it had been called for the purpose of placing before the men, the executive's proposal as to the new agreement to be entered into with the company, so that there could not be later, any suggestion that this important matter had been railroad through by the executive. He believed that the conditions, which Major Burpee for the company, stated before the 1923 board of conciliation, prevented the O. E. R. from granting the eight-hour day, did not now exist under the company's new agreement with the city, and that therefore the employees had a right to expect in the new agreement that the award of the board last year be put into effect.

Boards Useless
Mr. W. P. Jennings, business agent for the union and financial secretary presented the report of the executive as to the proposed new agreement, and expressed the opinion that the employees had now an excellent chance to obtain what they had been fighting for during many years.

Against Conciliation Boards
In view of the experience of the employees in past years with regard to boards of conciliation, he was emphatically of the opinion that they were useless, and the advantage had always been with the company, when application for the adjudication of disputes had been made to the Industrial Disputes Act.

Mr. Jennings read a resolution passed by the union during the negotiations which were carried on between the city and the O. E. R. as to the new five year agreement, a copy of which had been sent to Mayor Plant and the board of control. In this resolution the employees asked the city and the street railway company to make provision in the agreement to enable the company to grant the eight-hour day recommended by the 1923 board of conciliation. He stated that Major Burpee, when acquainted with the request of the employees had informed the mayor and street railway committee that the company intended to control its property as it thought fit.

"Since the company's proposition was accepted by the city and the men's demands were not embodied in the agreement which the city has signed with the company, it is the company's funeral and not ours," said Mr. Jennings. "We are now in a position to tell the company that we will not be parties to any more arbitration boards until it accepts the awards of the 1923 board."

J. S. Woodsworth
Mr. J. S. Woodsworth, M.P. in a brief address, pointed out the necessity of labor upholding its organizations in view of the fact that the industrial concerns were organized to protect capital. He expressed the opinion that today it was absolutely impossible for the workers to obtain justice as to wages and working conditions without recourse to political action. He would like to look forward to the day when labor would undoubtedly assume the reins of power in Canada, as it had done in Australia and Great Britain.

President J. A. P. Hayden, of the Allied Trades and Labor Association, urged solidarity of labor particularly with regard to the street railway men, who would certainly need a solid organization in negotiating with a powerful corporation such as the O. E. R.

He was not a believer in strikes, he believed their day had passed, and

thought that all contracts between labor and capital should be agreed upon by voluntary arbitration.

"If you want to obtain an eight-hour day you will have to demonstrate to the company that you want it by a 100 per cent organization in its favor," said the speaker. "Don't forget that the street railway company has succeeded in electing a majority of its friends to the city council."

President Tom Moore of the Trades and Labor Congress, urged upon the organization the necessity for its accepting its responsibilities. He did not think the union could obtain a strength of 100 per cent in membership unless those employees carrying cards were 100 per cent enthusiastic for the union. Referring to some newspaper editorials he said some of them were as funny as jigs and other cartoons. He stated that just as long as unprotected unemployment existed it would be a menace to organized labor, and that much of the unemployment was due to the government's unrestricted immigration policy, which was resulting in the flooding of an already glutted labor market.

He stated that the lumber interests of the country had this winter thrown open their camps at the same time as the call was being heard for western harvesters, and that this move had been made intentionally, paving the way for the immigration of 1,200 laborers who were now begging the jobs of the men in the cities, at any old wage.

Urged Tolerance
"There can be no cure for radicalism until the cause is removed," said Tom Moore. "Just as long as men are asked to work seven days a week, ten hours a day, for inadequate wages, there will exist radicalism. There must be tolerance on both sides and open discussion, or the future is dark. I believe the ascension of labor to power in Great Britain heralds the dawn of a new era for labor all over the world. There is no gainsaying the fact that labor in this country will one day follow the example set in the Old Land."

Mr. Robert Mackie, secretary of the Allied Trades and Labor Council, also briefly addressed the meeting, pointing out the necessity for the members of the street railwaymen's union sticking closely together in the coming negotiations with the company. President McRae stated that the executive would shortly wait upon the company and present the resolution adopted by the meeting, and express the readiness of the men's executive to negotiate at an early date a new agreement.

Through the courtesy of the company the men, at 2.30, when the meeting ended, were taken to their homes in street cars manned by volunteer crews.

Clerks Do Well To Be Organized

Mayor Watters Speaks to Retail Clerks' Association

Ottawa, Feb. 14.—The members of the Ottawa Retail Clerks' Association, Local 358, held their annual dance and entertainment at their club rooms at Union St. Joseph building and it proved altogether a most enjoyable and successful event. A capably arranged programme of dances, songs, orchestral numbers and short addresses, carried out without a hitch, made the evening seem all too short. Close to 200 people were present.

The guests of the night included Mayor Henry Watters and Capt. J. A. L. Hayden, president of the Ottawa Trades and Labor Council. Mayor Watters, who arrived when the pleasure was at its height, received a splendid reception. He was introduced by President Alex Larose. The Mayor remarked that, although he had been pressed for time by two previous engagements, he had made a special effort to be on hand. He was pleased to see such a large gathering of alert intelligent citizens. As a member of the Retail Merchants' Association, he could testify to the good work the organization was accomplishing. If all the clerks in the city were united and organized, they would make themselves indispensable to the merchants of the city. Mayor Watters said he stood in favor of organized, co-operative effort, and believed retail clerks did well to organize like citizens in other walks of life.

A hearty vote of thanks was passed to Mayor Watters. It was moved by Past President William Howard and seconded by Ald. Thomas Marcell.

Capt. Hayden said that he believed there should be the fullest co-operation between the retail merchants and retail clerks. This co-operation would conduce to the solution of problems that were of vital concern to the members of both organizations.

Ald. Thomas Marcell, an old member and past president of the association, emphasized the value of organization. The Retail Clerks' Protective Association, in which the Ottawa local held membership, was founded about 30

years ago. It now numbered well over 4,000 members, and had paid out over \$40,000 in sick benefits. The aim of the association was to educate the clerks in salesmanship and see that the Minimum Wage Board decisions were carried out with respect to young girls.

Pleasing vocal selections were rendered by Mr. Emile Renaud and Miss Schilling, of H. J. singing in duet, and by Miss Albertine Valois. Mr. Aurele Groulx was the accompanist. Mr. Groulx was in charge of the orchestra which provided the music for the dance programme. Refreshments were reserved. The entertainment committee consisted of Messrs. Alex Larose, president; O. Paquette, secretary-treasurer; J. Hacenback, recording secretary, and Ald. Thomas Marcell.

Wage Increase Due on the Railroads

Half of 12 Per Cent Reduction of 1922 Made Good in States

Toronto, Feb. 15.—Conductors, trainmen, baggage men and yardmen on the Canadian National and Canadian Pacific Railways are due to receive more pay. The basis for the negotiations has been struck by the Brotherhood Executives in the United States and accepted by the New York Central lines, who have already put the new schedule into effect.

Canadian Roads Pledged
As both of the Canadian lines are pledged to adopt the scale of wages in existence on lines of the same standard, representatives of Canadian roads will at once meet the Canadian Executives and discuss the wage question, with the new scale on the New York Central lines as the basis. It was by arrangement that the brotherhood agreed to wait until the negotiations with the New York Central reached a conclusion. The new rates of pay are an advance of 30 cents a day to passenger train employees, 25 cents a day to freight trainmen and 32 cents a day to yardmen.

The new rate is just about half the 12 per cent reduction made in the pay of railway employees in 1922. The brotherhoods at a meeting in Cleveland last summer decided to ask for an increase in pay equal to the amount taken off at the time of the general reduction. When the decision respecting the negotiations with the New York Central lines was made known, the Executives met again at Cleveland and accepted the agreement.

Word was received here directing the attention of the chairman of the brotherhoods to the New York Central agreement and directing them to formally call the attention of the Canadian roads to the new scale, with a request for its early adoption. The negotiations are expected to be brought on at once.

A brotherhood officer speaking to a reporter recently said he expected no difficulty in having the Canadian roads adopt the new scale. The conductors, trainmen, baggage men and yardmen really expected to get a full 12 per cent increase, but, he said, the men will have to abide by the decision as to rates of pay on the New York Central lines.

Will Try to Put I.W. W. Out of Canada

Calgary—Fred Jackson, charged with being improperly in Canada according to the Immigration Act, is under arrest and the records of nine other alleged Industrial Workers of the World agitators are being investigated as a result of an unofficial visit of Arnold F. George, head of the Calgary branch of the immigration department, to Cranbrook last week, to investigate the loggers' strike.

Mr. George states that while no violence has been committed, considerable curtailment of the lumber production in the district between Cranbrook and Golden in British Columbia has resulted from the trouble. Mr. George learned that six hundred men are being fed at Cranbrook by the leaders of the strikers, the funds coming from the United States, according to information received by the immigration officer. It was also reported to him that 300 men were being fed at Nelson, which makes a total of 900 men who are being fed by the I. W. W. organization across the line.

Labor Temple Meeting Creates a Stir

Wrong Impression Being Given Out Retiring Directors Likely to Stand Again

Hamilton, Feb. 5.—During the past week much comment has been heard on the annual meeting of the Labor Temple Association, which will be held on Monday, March 3rd. It will be necessary to elect three directors at that meeting, due to the fact that

Directors Archie Shaw, John Pryke and Thomas Mepham will have completed their term of three years. All these gentlemen will be eligible for re-election. The opinion, in some way, has gone abroad that Thomas Mepham did not care to serve longer on the directorate, and when spoken to on this matter stated that he felt that he had done his share, but was prepared to again take up the task if chosen.

Valued Director
Mr. Mepham's many friends in the labor movement appreciate the advice and service he has given to this board and they are endeavoring to persuade him to again stand for the directorate, it being felt that now is the real testing time of the organization and that the experience he has gained on this board for the last ten years will be very valuable to the body in the next few years.

Many Activities
Fred Hawes, when spoken to relative to the possibility of his resignation being handed in at the annual meeting, stated that he had no objection to continuing in office, but he felt that with the many other union matters he has to take care of, it might be in the best interests of the association to appoint someone in his place. Unless there is a spirited election for the directorate next month it is likely that Mr. Hawes will remain on the board, as his term of office has not expired.

Minimum Wages in Amusement Trades

Toronto, Feb. 14.—A public hearing before the Minimum Wage Board was held at Spadina House for the purpose of considering the Board's order, concerning minimum wages for female employees in amusement trades, which is shortly to be put in force. This order fixes the minimum weekly wage at \$12.50, except in cases where an employee works less than 40 hours per week, in which case the wage must be at least 30 cents per hour, no working period to be reckoned as less than two hours.

The chairman, Mr. J. W. Macmillan, pointed out that it was not the function of the Board to establish a "fair" or a suitable wage, but to prevent wages that were unsocially low, with consequent lowering of the standard of living.

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May Organize Carpenters' Local Here

Carpenters and Joiners Being Urged to Link up With American Union

Toronto.—Arriving in the city to advance the cause of the United Brotherhood of Carpenters and Joiners of America, Pat Green, a general organizer for the brotherhood in Canada, stated that a branch in Ottawa had become affiliated with the United Brotherhood and will be known as Local 2162.

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