

EXPRESS GETTING SOME 1,600 AFFECTED BY SETTLEMENT ARRIVED AT BY BOARD OF ARBITRATION.

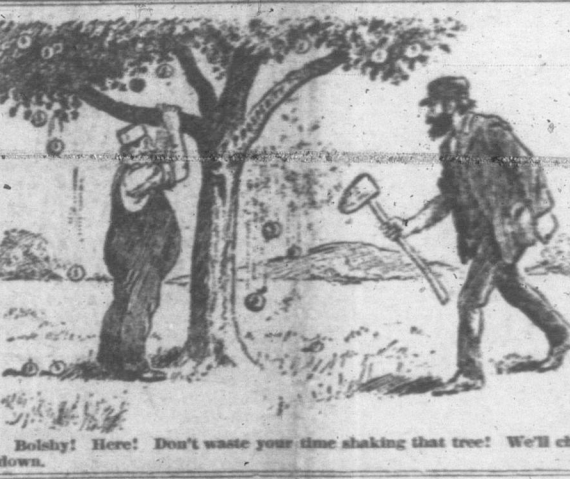
An agreement was reached on Friday last between the Canadian Express Company and the employees, whereby over 1,600 employees in every department of the service, obtain increases in wages varying from six to 20 per cent. The increase in wages with the additional conditions agreed upon, will distribute among the employees, it is estimated, in addition to the present payroll, over \$225,000 a year.

FOOD FOR THOUGHT. Will onward, is the movement. While work in many...

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BUILDING TRADES' UNIFORM WAGE. President Pat Green Says Recent Demands Will Have to Be Increased.

If a uniform wage scale for the building trades of the province is to be effected and carried into operation, with an agreement with the builders and contractors, the recent demands of the local building trades will have to, in some instances, be further increased. Such was the statement of Mr. Pat Green, president of the Ottawa Building Trades Council, and chairman of the Provincial Council of Carpenters and Joiners, International Brotherhood of Carpenters and Joiners of America, in connection with the announcement of Mr. George A. Crain that an attempt to stabilize wages for the building trades would be made at the annual convention of Provincial Builders and Scaffolding Association which opened at Toronto this week.



Bolshev! Here! Don't waste your time shaking that tree! We'll chop it down.

American Federation of Labor Defines Future Political Policy. Manifesto Outlines a Campaign Designed to Insure the Protection of Toilers' Rights—Labor Must Not Permit Its Political Strength To Be Divided in Present Crisis.

Following a three-day conference at headquarters, Washington, the American Federation of Labor, through a general committee representing the organized workers of the United States, has issued an appeal to all Labor unions and affiliated bodies to concentrate their energy on nonpartisan campaigns to defeat the enemies of Labor and to secure for them the power to exercise their normal and lawful rights for the protection and promotion of their interests and welfare.

ONTARIO LABOR DRAFTS MEASURES. Partial Programme for Legislature Agreed Upon—Balance at Next Meeting.

Among a number of matters considered at a conference of Labor members of the Ontario legislature in the Parliament building at Toronto on Monday in connection with the programme for the coming session, three were definitely decided upon. A number of other questions were discussed and left over for action at a conference to be held on Tuesday, Feb. 24, among these being unemployment insurance and the eight-hour day.

A. F. OF L. CONVENTION AT MONTREAL IN JUNE.

Montreal will be the seat of the American Federation of Labor's 25th annual convention in June, according to the information available, which is that a suitable arrangement has been secured in the Craig Street Hotel Hall, and that sufficient hotel accommodations for the delegates has been provided for.

SHOPMEN ISSUE STRIKE ORDER. 300,000 Workers in United States Ordered Out Feb. 17.

Orders directing 300,000 members of the United Brotherhood of Maintenance of Way Employers and Railway Shop Laborers to stop work at 7 a.m. Tuesday, February 17, were sent out on Monday from Detroit, to the various locals of the organization.

MOORE AND ACLAND WILL ATTEND ADJOURNED MEETING OF I. L. B.

Canada's labor delegates to the Paris conference have postponed their trip across the Atlantic which delayed their arrival until after the governing body of the international labor union had adjourned on January 25, to meet in London on March 2. F. A. Acland, Deputy Minister of Labor, has called to Senator Moore, a number of important items on the Paris agenda had been laid over to be taken up at the London meeting.

HAMILTON BUILDING TRADESMEN SEEK INCREASES.

Members of the Hamilton Stonemasons' Union are in the street of Hamilton's Building tradesmen to secure a wage increase from 70 cents to \$1.20 cents per hour, dating from February 1. The planter operators recently amalgamated with the local were advanced to 75-1.25 cents per hour. At a meeting of the Building Trades Council the delegates will likely decide on a blanket wage agreement, which will call for 40-45 cents per hour for all trades.

COAL MINERS STRIKE NOW FOR CONDITIONS.

Acting President Lewis of the United Mine Workers, recently recorded sharp protest to President Woodrow Wilson on Friday, Feb. 13, on the ground that the coal owners' strike against the miners is an attempt to nationalize the industry in connection with their own strike.

COAL SETTLEMENT WITH COMMISSION.

Final decision of the demands of the soft coal miners of United States for 60 per cent. increase in wages and a 30-hour week now rests with the coal strike settlement commission. John L. Lewis, acting president of the United Mine Workers of America, asserts that the reasonable demands of the miners have been supported by the operators' evidence.

CALGARY LABOR TEMPLE WOULD NOT HOUSE O. B. U.

Alex. Ross, M. L. A., was re-elected president of the Calgary Labor Temple Company, Limited, at the annual meeting of the company recently held in Calgary and Edward G. J. Fisher, A. L. C., was elected vice-president.

NEW BRUNSWICK LABOR AND FARMERS GET TOGETHER.

The possibility of a union between the farmer and labor forces of New Brunswick, an experiment which has been formed in New Brunswick for some time, judging from the enthusiastic reception accorded a labor representative at the third annual convention of the New Brunswick Federation of Farmers in Woodstock last week.

DOCTORS WANT TO FORM UNION.

Otto Hartwig, president of the Oregon State Federation of Labor, stated recently he had been approached by a delegation of Portland physicians, who desire to form a union, and to affiliate with the American Federation of Labor.

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Editorial Page of The Canadian Labor Press

J. A. P. HAYDON, M.C., Editor. A. H. BLACKBURN, Circulation Mgr. J. D. SULLIVAN, Business Manager.

OFFICIAL ORGAN ALLIED TRADES AND LABOR COUNCIL OF OTTAWA. ENDORSED BY Hamilton District Trades and Labor Council. Hamilton Building Trades Council. Kitchener Twin City Trades and Labor Council.

The Canadian Labor Press PUBLISHED WEEKLY BY THE CANADIAN LABOR PRESS, LIMITED Business Office: 216 SPARKS STREET, OTTAWA. Phone Queen 3992 Editorial Office: JOURNAL BLDG., OTTAWA. Toronto Office: 106-7-10 PETERKIN BUILDING. Montreal Office: ROOM 16, MECHANIC'S INST. BUILDING.

HAS A BIRTHDAY. WITH this issue the Canadian Labor Press enters upon the second year of its existence. It has had a full year's growth and during the whole of that period no attempt has been made to change from the initial policy of a trade union organ, to foster and extend the ethics of the International Trade Union Movement, with a firm conviction that this movement is the correct path by which the workers may enjoy the fruits of their toil.

Hewing straight to the line of the legitimate trade unionist, whatever this voice has decided the Canadian Labor Press has been the ally, ranging from the shorter work day to the arbitration method of the settlement of the differences between Labor and Capital. On the other hand it has just as strongly condemned the work of the reactionary purveyor of poison gas within the ranks, or those who employ subtle methods to wreck the magnificent militant machine of the International Trade Unionists.

The Trades and Labor Congress of Canada is the reflex of the workers' voice and the Canadian Labor Press sought to advance its constructive policy. A year's successful work in the field proves that this attitude is correct, in just the same way as the generous success has been attained by the International movement throughout the Dominion during the past year.

The voice of the worker is one of sincerity for the safe and sane evolutionary method, of advancement. The wrecking crew may add other names to their already long list, with this difference of being less effective than formerly. A keener discrimination comes with the educational advancement of the rank and file, as part and parcel of the movement and no amount of veiling of wreckers' tactics will make for desertion of the proven effective trade union policy.

To stand for the highest ideals of the trade unionist, and show no quarter to its enemies, be they from within or without, is the advance notice of the policy to be pursued for the second year term of the Canadian Labor Press.

TO PROFIT BY EXPERIENCE. "THAT" good may come out of evil," such as the unfortunate happenings in the West last year, would seem to be the probabilities if a correct gauging is made of the many public statements in this regard. Dealing directly with the clash, reviews and expressions from various sections are such that endeavors to avoid misunderstandings in future, with a desire to co-operative effort, are in strong evidence.

The Premier of the Province has lately added his quota along this vein of correct endeavor in the declaration that sympathetic co-operation between Labor and Capital was the only solution of Labor troubles. Coming as this did at the beginning of the parliamentary session, such candid thought should permeate the activities of that Legislature, with not only promised results but actual happenings of a fruitful nature.

On the anticipated Labor laws conferences are taking place with the interests represented chiefly with a few of arriving at understanding, which, if reached, will undoubtedly be presented and receive sanction by the House. Such a business-like proposal must result in an advancement on correct lines, a policy that is the ardent wish of the progressive forces of Labor.

Repetition of such industrial strife should be made as impossible as human nature can make provision herefor, and the lesson in one section given should receive the deserved attention that calls for preventive measures rather than harsh curatives. Organization through the International Trade Union Movement can no longer be a contested claim, arrogating to itself not the rights of Capital but presenting and pursuing its permanent policy of co-operative effort to the general success of industry and the Dominion welfare. Profiting by experience the two essentials of Labor and Capital may avoid the school of hard knocks. The prairie province may be the pioneer in the establishing of modernized laws to avoid misunderstandings in future.

"ON THE FLY." INTERNATIONAL Trade Unionists have always been noted for their terra firma policy, and at no period of their history can this be applied as at the present time. Thus the intimation given that the movement is "up in the air" should have no cause for misgivings, as this was the word phrasing, adopted in some sections, for giving out the information that the aviators in France have formed a union, to be international in scope. This new branch in organization is quite in keeping with the "high ideals" that have ever been present in the International Trade Union Movement, which up to the present time has taboed the other extreme of embracing the submarines, which has been in the hands of the reactionary forces, for their especial care as well suited to their manner and methods.

LABOR GOVT FOR GREAT BRITAIN

British Journalist Says General Feeling That Labor Wins Next Election.

Speaking upon the inception and growth of the British Labor party, Sunday, at the People's Forum, Montreal, S. K. Ratcliffe, recently returned from London, commented upon the probability of the next Government in Great Britain being a Labor Government and outlined the possible results. The Windsor Hall was well filled for the lecture, a few questions being asked of the speaker at the conclusion of his address. "With courage," said Mr. Ratcliffe, "we could transform the present British Empire into the Commonwealth which, after all, is the object of our dreams."

Dealing with the general character of the Labor movement, the speaker detailed its inception with the mass movement in the industry and the concentration of the people in industrial centres, which was also the commencement of industrial poverty. Out of those conditions, in the first part of the 19th century, trade unionism arose. For a long time this was forbidden, until certain legal victories in 1864-1879, after which it became an established system and the right of collective bargaining was recognized. It did not, however, represent any particular class conscious movement until labor obtained representation in the House of Commons, nor was there any spirit of revolt against the constitution of society. This condition of things prevailed until within a few years of the great war, after the formation of the Labor party in 1906.

During the war, the leaders of the Government went to the trade union leaders and demanded a temporary surrender of their principles. The latter acknowledged this right and threw themselves into the Government drive of increasing armaments, to this end admitting without question unskilled labor in the form of women and girl workers and others, and doing 12 to 15 hours industrial disputes were avoided though the leaders of both sides were severely taxed. "The Government did not manage labor during the war with any conscious wisdom," said Mr. Ratcliffe.

The speaker referred to the Whitley Committee of 1918, with its ultimate proposal for joint industrial councils as the most notable event of the period in industrial councils. "If Great Britain escapes any great revolutionary change of government," said he, "it will be by the action expressed by the policy of that committee." The nine days' railroad strike, which many people on this continent thought had been brought to an end by the foresight and efficiency of the Government was in reality concluded by the moderation and statesmanship of the trade union leaders outside the railroad workers, who set to work to resume negotiations where they had been broken off, in order to prevent a general strike.

As to the coal miners' possibility of a strike was averted by a general election by a Royal Commission appointed for the purpose. This was the first commission upon which the workers had equal representation with the employers' class.

Mr. Ratcliffe stated that on all hands confident predictions had been made during the last 12 months, that the next general election would mean a victory for labor. The speaker gave election statistics showing the great increase in popularity for the labor vote which, he said, now indicated the feeling of the great bodies of the middle classes. The effect of a labor administration, the speaker considered, would be to show a more honest and more creative temper and a different system of dealing with Ireland and other self-governing parts of the British Empire. "With courage," he concluded, "we could transform the present British Empire into the Commonwealth which, after all, is the object of our dreams."

Asked what would be the attitude of a Labor Government towards self-determination of Ireland, Mr. Ratcliffe answered that it was interpreted to mean the establishment of an Irish republic, those desiring it would have to go a long way towards convincing the labor men of the advisability of the scheme, the great objection being the country's geographical position with the British Isles. At present, however, the labor leaders were visiting Ireland and their report was awaited before any policy could be outlined.

Answering another questioner, he stated that full credit should be given to the I.L.P., which had acted as the missionary wing of the Labor party.

FUEL BEING MADE FROM GARRAGE. Demonstration of Qualities of Oak-wood Given by Company Recently.

The heating and burning qualities of Oakwood, the new substitute for coal, being manufactured by the Ontario Oakwood Company, were clearly shown recently by a demonstration in the home of one of the directors of the company. The briquettes were placed in an open grate of the most modern, and a few moments after they were ignited the heat could be felt more than half-way across the room, which was about 12 feet long. The briquettes, which several windows and all the doors were opened. It burns with a steady glow, emitting long, thin white flames, but is entirely devoid of all smoke or soot. After having burned for more than an hour none of the briquettes had lost their shape. The Oakwood briquettes have undergone thorough tests at the hands of the Government chemists in Ottawa and have been proven to give 12,600 British Thermal Units of heat per ton, whereas anthracite coal of present day quality only gives about 12,000 B.T.U.'s, of which approximately 2,000 are used up in clinkers, etc. whereas in Oakwood there is no waste except the ash, and this has been found by the chemists at the Ontario Agricultural College to contain properties 4 1/2 times the value of ordinary manure. The promoters expect to be able to produce Oakwood at \$5.50 a ton, and when their plants are completed in Toronto, they will have a daily capacity output of 1,200 tons—Toronto Mail and Empire.

WESTERN CANADA

NO LABOR REPRESENTATIVE ON HOSPITAL BOARD. The desire on the part of Labor in Regina to have a representative on the Hospital Board cannot be completed with this year. In regard to communication to the City Council from Mr. Hawkins, secretary of the Trades and Labor Council, in this matter, it was decided that at the regular meeting of the council, held on Monday, that the Trades and Labor Council be advised that the Hospital Board had been appointed for the year, and that the members of the board were the same as in the year 1925.

WINNIPEG CIVIC EMPLOYEES SEEK NEW STANDARD. Winnipeg civic employees have presented a demand to council for salary increases to make a minimum wage of \$130 a month. They ask \$100 in case of sickness six months' full pay and six months' half pay for two weeks' holidays on full pay for all who have been in service a year or more.

CALGARY LABOR TEMPLE SHOWS PROFIT DURING 1925. According to the financial statement of the Calgary Labor Temple Co., which was presented at the annual meeting recently, the net profit for the year amounted to \$1,322.16, as compared with \$576.11 for 1924. It is considered to be very satisfactory by several of the stockholders. The assets in real estate, buildings and furniture, less depreciation, are stated at \$21,515.56. The City of Calgary mortgage is being steadily reduced, and now stands at \$2,500. There has been a sustained revenue from the rental of the various rooms, this having amounted to \$2,788.79 for the year.

MOOSE JAW LABOR AGAINST ALLIANCE WITH FARMERS. General expression of the majority of the delegates present at the Moose Jaw Trades and Labor Council last week, when the matter of the proposed affiliation of Labor with the Farmers' political party came up for discussion, was that such a move was unwise. While no definite action could be taken by the council, it was decided that the matter be referred to the Labor Representation League for discussion. Many of the members in speaking of the matter were of the opinion that the farmers were likely to utilize labor as a tool to attain their own ends and that Labor had little hope of gaining anything through such an alliance.

MOOSE JAW TRADES COUNCIL HONORS TREASURER. At the close of the Moose Jaw Trades and Labor Council meeting last week Allan Bye, who has just resigned after holding the office of treasurer for five years, was presented with a handsome chest of silver by the members. In making the presentation, officers of the council expressed the sincerest appreciation of the splendid work accomplished by Mr. Bye during his tenure of office.

VICTORIA'S NEW GOVERNMENT. The results of the municipal elections at Victoria were of more than average interest because the electors were asked by referendum to decide what form of Government they would approve in the future, the verdict being in favor of a Mayor and 10 aldermen, as at present, but with the difference that half of the board of aldermen should be elected for a two-year term. At present, all municipal elections to the City Council are for a year's duration. Another indication for this city approved by the electors by a two-to-one vote, was that of proportional representation, which will be put in force in connection with future municipal contests.

MOOSE JAW CARPENTERS. The carpenters of the city have not as yet reached any decision regarding their demands in their 1926 wage schedule. It was stated by an official of the union last night that

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The DALY COMPANY Ltd. Store Hours: 9:00 a.m. to 6:00 p.m. 104-106 Sparks St. You should visit our new store. It is one of the most handsomely appointed stores in the Dominion, and is brimful of all that is newest and best in the Fall styles and models for the Outfitting of All Members of the Family. Our Men's Dept. is replete with outstanding values in Suits, Overcoats, Hats and Furnishings. Also a complete assortment of Furniture for every room in the home—Rugs, Carpets, Upholstery Fabrics, Draperies, Curtains, Linoleums, etc.

two rates are under discussion—that of 30 cents an hour for a nine-hour day or \$1 an hour for an eight-hour day. It is anticipated that the latter rate, however, will be adopted and the carpenters in the other cities of the province have presented this schedule. The union is now waiting action on the part of the master builders.

POLITICS AND PEOPLE THROUGH THE TELESCOPE OF LABOR.

The opening of the session is only about two weeks away and the political atmosphere is just as cloudy as ever, with the Government approaching a situation pregnant with danger to its existence. There will certainly be at least one resignation from the Cabinet before the House meets. Apparently absolutely nothing has been done to cope with an increasingly difficult tariff situation, which will almost certainly be forced to an issue by one or other of the forces in the House not supporting the Government. It is now up to the members to decide whether Hon. Mr. Crerar or Hon. Mackenzie King will throw the bomb, but it will certainly be up to one or both of them to justify their action in this respect. When that is done, there will be at least 20 members on the Government side who will have to take their stand very definitely on their answer to the question, "Under which flag, Bonaparte?" Last year, for reasons which could easily be justified, these men remained true to their allegiance, but news from the west particularly is to the effect that many of these feel something definite must be done at this session. The break may be easily precipitated before the budget comes, however. There will be a caucus immediately after the House comes together. Sir Robert Borden will not be there, and his absence will remove a restraint which ordinarily exists in the presence of the Prime Minister. There will be more outspoken opinion than is customary, and a severe straining of the ties, if nothing more serious, will occur unless the Government has something definite to propose regarding the tariff. At the present time they have nothing, and the tendency is toward nothing radical during the Premier's absence. A break away of 20 from the Government side would leave them in a minority so small as to be unworkable. There are other difficulties. When the House opens, the Maritime Provinces will be without representation in the Cabinet outside of Sir Robert Borden, and no steps have been taken to remedy the situation. The discontent on the part of the western forces has been accentuated by the fact that no steps have yet been taken to implement the promise of Sir Thomas White, made during the spring session last year, that a tariff investigation would be held if conditions improved. What those conditions he had in mind were and whether they have improved or not, is a position vague enough to leave a plethora of excuses for the Government, but it is doubtful if any answer they can make founded on such a reason will satisfy the discontent of the western wing of the party. Sir Henry Drayton is understood to have sent out questionnaires on the subject, but that will hardly be taken as action.

BUSINESS CHANCES. An established manufacturing company wants a capable man in every town to open branch office and manage salesmen, \$200 to \$1,000 necessary. Handle own money, should make \$5,000 yearly; prospective sales in every home. Expenses in Montreal allowed when you qualify. Sales Manager Wanted, 225 West Notre Dame street, Montreal.

AGENTS WANTED. "New Heat Without Coal or Wood" Price \$15. Agents wanted, 225 West Notre Dame street, Montreal. Victory Bonds Bought and Sold. Highest Market Prices. All Classes Stocks and Bonds Handled. Correspondence Invited. Baird & Botterell Grain Exchange, Winnipeg.

She Came From FITS. Send for free book giving full particulars of French's world-famous preparation for Eczema, Itch, and Fits—simple home treatment. Over 20 years' success. Obtainable from all parts of the world. Over 1000 in stock. Write at once to TRENCH'S REMEDIES LIMITED, 1207 St. James' Chambers, 79 Adelaide St. E., Toronto, Ontario.

A FEW Sundays ago, a young unmarried girl, after vainly applying for admission elsewhere, staggered in a fainting condition, into a maternity home. HERS was the old, old story—trusting betrayed—outcast—forsaken. FORSAKEN? No! The Salvation Army thanks God every hour for opportunities given to show that the Love of Christ still beats in many hearts. THIS young girl is passing through their hands peacefully, and will leave them with her self-respect restored. THE Salvation Army serves those in the shadow of distress.

308 Service Posts in this Territory. Use them!

THE AQUEDUCT STRIKE AT MONTREAL.

"If at the end of 15 days the Administrative Commission have not kept their word, some new means will have to be taken," thus spoke President Foster, of the Montreal Trades and Labor Council, in making report of the Executive Committee on the aqueduct strike at the last regular meeting of the Montreal Trades and Labor Council. He recalled all that had taken place since December 31, when the men

interviews the members of the Executive Committee had had with the members of the Administrative Commission. Then coming to recall happenings he said that the aqueduct strikers had accepted on Monday the conditions of the Administrative Commission, viz: That the aqueduct strikers would all be taken back within 15 days from February 1, and this without discrimination whatsoever. President Foster said that the function of the Executive Committee of the Trades and Labor Council had ceased the moment the strikers had accepted the offer made to them by the Administrative Commission, and he thought it was now up to the men themselves to arrange as to the details.

Alfred Mathieu announced what he termed the lack of energy of the Executive Committee; he said that if a general strike had been ordered as he had suggested three weeks ago, Decary and Gouin would have come down from their pedestals and would have found out that organized labor was not merely a joke. He said the members of the Executive Committee had been more playing things in the hands of Decary and his few members of the Administrative Commission. President Foster replied briefly and then Secretary Alphonse Mathieu took up the cudgels on behalf of the Executive Committee. However, apart from Alfred Mathieu, the rest of the speakers—and they were many—three bouquets glowed at the feet of the Executive Committee of the Trades and Labor Council for their devotion to duty, their energy in obtaining the aqueduct workers a settlement which, while not satisfactory to all, is, notwithstanding, a success for organized labor. Dominion Organizer Healy, adding his congratulations to the Executive Committee of the council, regretted

however, that a method had not been arranged whereby the aqueduct strikers would return to work in shifts, instead of in groups of three or four. Mr. Healy also declared that he had discouraged any suggestion for the aqueduct strikers who have resumed work to abandon their jobs at present, but declared that under no circumstances would organized labor be willing to work in the company of "scabs" or non-union men.

VOTED AGAINST GENERAL STRIKE. In a despatch sent out by the Canadian Press on the night of January 29, an error in transcription made the Winnipeg Trades and Labor Council appear to resolve to strike to enforce the release of It. Russell from jail. What the council decided was to aid the Russell defense fund by its sympathy and support, but not by any strike.



OLD CHUM TOBACCO is the "chum" of more pipe smokers, than any other tobacco smoked in Canada. EVERYBODY SMOKES "OLD CHUM"

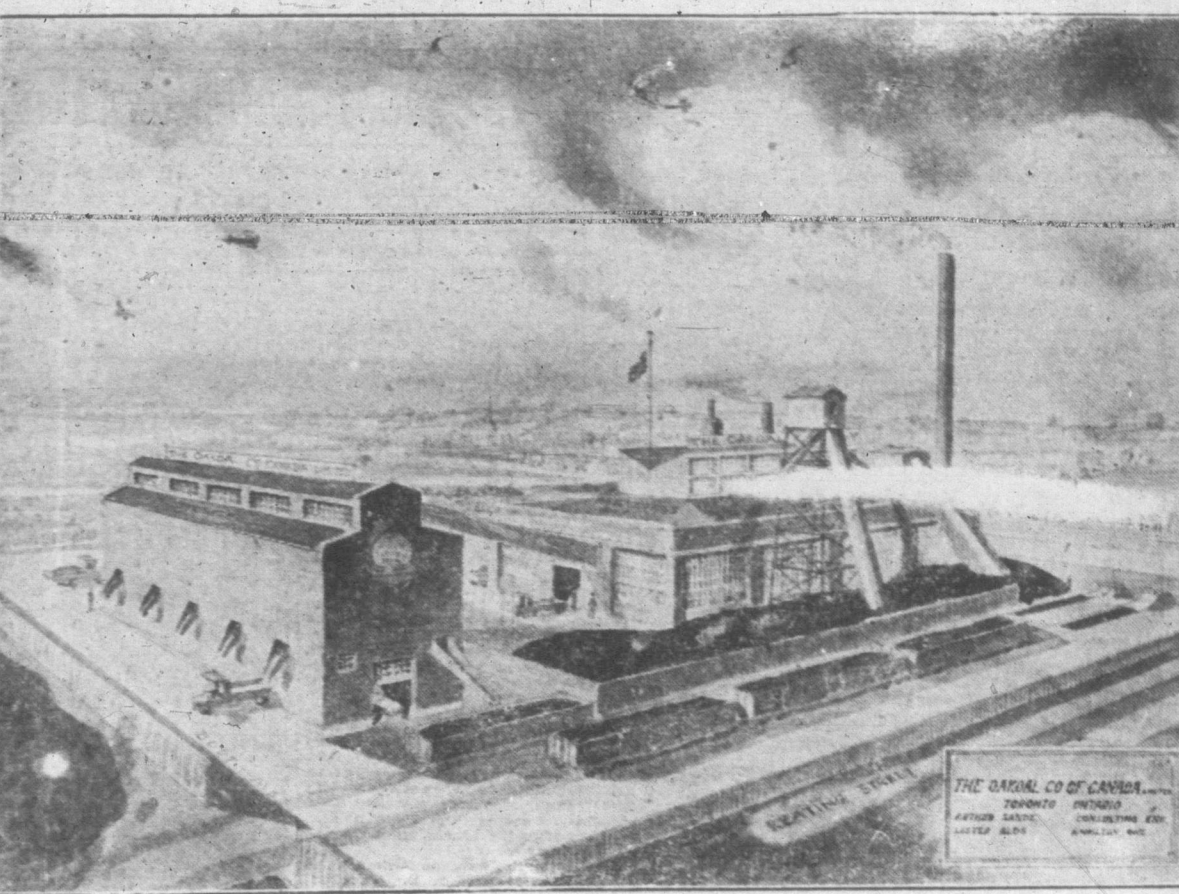
Schrader Universal Tire Pressure Gauge. The Schrader Gauge contains a large air chamber which has only one opening. During the operation of testing the air pressure, the air chamber of the gauge, become one combined, continued chamber, so hermetically connected that no "air" can, no matter how insubstantial,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

Every Day in the Week. SUN. MON. TUE. WED. THU. FRI. SAT. 1 2 3 4 5 6 7 8 9 10 11 12 13 14. Toronto-Vancouver (Both Ways). Commonlaw SUNDAY, OCTOBER 5th, leaving TORONTO UNION STATION 9.15 p.m. DAILY. MOST-MODERN EQUIPMENT. Standard Sleeping, Tourist and Dining Cars. Colonist Cars and Coaches. Parlor Car through the Rockies. Sun, Mon., Wed., Fri., Canadian National Ry. all the way. Tu., Th., Sa., via G.T. and T.&N.O. Ry., Cochrane, thence C.N. Ry. Leave OTTAWA (Central Station) 5.45 p.m. DAILY For PEMBROKE, NORTH BAY, SUDBURY. Buffet Sleeping Cars and Coaches. Trains leaving Sun., Mon., Wed., Fri. connect at Capreol with Toronto - Winnipeg - Vancouver Service. City Ticket Office on Sparks & Melville Sts. and Central Sts., Ottawa. 126



# LABOR NEWS FROM COAST TO COAST

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



THE OAKOAL CO. OF CANADA  
TORONTO, ONTARIO  
FACTORY BUILDING  
LATER BURNING

**T**HIS is only one of a chain of OAKOAL factories that will extend from Saruia and Windsor to Quebec in cities having populations of 20,000 and over. In these cities there will be an output of some 4,500 tons daily, thereby effecting a balance of trade in favor of Canada and Canadians of some eight million dollars a year.

You have seen or heard of investments that have multiplied their original amounts by over a thousand fold, hundreds have multiplied by an hundred fold. Here are some proofs. Since OAKOAL is an essential product and the best coal substitute known, there is no doubt but that **IT WILL BEAT THE BEST OF INDUSTRIALS.**

\$100 invested in the original Gillette Safety Razor Co. is now worth .....	\$2,000
Co. is now worth .....	(Providing an annual income of over \$3,000.)
\$100 invested in Goodyear Tire Co. is now worth	\$25,000
\$100 invested in Bell Telephone Stock has returned	\$54,000
\$100 invested in Goodrich Tires is worth .....	\$69,600
\$100 invested in Cream of Wheat is worth .....	\$10,000
\$100 invested in Dunlop Tires is worth .....	\$31,000
\$100 invested in Prestolite is worth .....	\$100,000
\$100 invested in Diamond Tires is worth .....	\$16,700
\$100 invested in Burrough's Adding Machine Co. is worth .....	\$41,340
\$100 invested in Morgan and Wright Tires is worth .....	\$24,000
\$100 invested in National Cash Register Stock is worth .....	\$42,870
\$100 invested in Welch Mangles is worth .....	\$50,000

The conservative, careful management, with active Board consultation, and expert legal counsel, insures shareholders' interests being amply protected—hence you are advised to secure a block of this stock.

Millionaires in Toronto are engaged in the briquetting of coal dust. Their stock was not offered to and cannot be purchased by the public. Millionaires cannot control the OAKOAL industry. In the selling of its stock the Company limited the allotments to \$1,000—making this a shareholders' company—a shareholders' organization and under its new charter and reorganization, necessitated by the purchase of Quebec territory recently, the shares are now offering at \$5.00—and you may purchase any quantity from ten to two hundred shares. We suggest that you lose no time getting further information concerning this great industrial.

In the manufacture of OAKOAL the Company not only produces the best fuel, which will always be sold below others, but in that production CONSERVES wastes, and in that conservation SOLVES the disposal problem of these wastes, thus we have an industry of a distinctly ESSENTIAL NATURE and ONE THAT WILL GROW WITH THE GROWTH OF CITIES!

Our faith in OAKOAL is seen from the fact that after having fully investigated the Company, its methods, its process, progress and product and seeing the list of shareholders and the character and calibre of the men associated with it, we purchased a large block of the stock to sell, and now offer it, subject to the terms of the Company's prospectus, which with other literature will be sent you upon request.

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

**H. J. BIRKETT & CO.**  
Govt. Municipal & Corporation Securities  
C. P. R. Bldg.,  
Toronto, Ont.

Please send me full particulars of "OAKOAL"  
Name .....

## OTTAWA.

**FIRE FIGHTERS.**  
In view of the fact that the Ottawa fire fighters have asked for an increase of \$400 per year, the action of the Ottawa Fire, Police and Jail Committee is of particular interest to citizens of Ottawa and the Ottawa City Fathers.

Our Hamilton correspondent says: The Ottawa fire-fighters are in a cleft stick again! Last Wednesday night at the meeting of the Fire, Police and Jail Committee, following the request of the members of the Union No. 11 for a pay increase, the committee after a stormy session decided to recommend City Council to grant from \$1,000 to \$1,500; first assistant, \$1,700 to \$2,250; second assistant, \$1,700 to \$2,600; master mechanic, \$1,800 to \$2,000; captain, \$1,825 to \$1,900; beatmen, \$1,500 to \$1,725; first class firemen, \$1,457 to \$1,617; second class, \$1,328 to \$1,517; third class, \$1,248 to \$1,417. The new increase will involve about \$29,000 a year, and will place the firemen on the same wage footing as policemen.

**NO LONGER LIBERALS IF THEY JOIN I. L. P.**  
"The Independent Labor party is absolutely independent of any political organization, and has no intention of joining any," said Mr. W. T. McDowell, president of the Ottawa Independent Labor party, in reply to the question made by Mr. Alex. R. Macdonald at the meeting on Monday night in connection with the formation of a Liberal club should the proposed Liberal club should coalesce with the Independent Labor party.

There is a working coalition between the Independent Labor party and the United Farmers of Ontario, but according to Mr. McDowell, while the I. L. P. would be glad to have any Liberals join, they would have to sever their connection with any other political party.

## HAMILTON.

**TRADES COUNCIL.**  
Harry Bourne, corresponding secretary, Local No. 24, Iron Molders' Union, was elected president of the Hamilton Trades and Labor Council last Friday night by acclamation.

The election is a popular one. Delegate Bourne being one of the ablest trades unionists in the Hamilton City. Incidentally, he is the past president of the Independent Labor Party, retiring President Controller, Thomas O'Heir, Plumbers' Union, declined nomination, he having served two terms.

Other officers are: vice-president, A. H. Ryan; corresponding secretary, H. G. Foster; recording secretary, J. Archer; financial secretary, H. J. Halford; treasurer, J. Whyke; sergeant-at-arms, George Dennison; auditor, H. Baird; recording secretary, George Hays; H. McKee; trustees, Controller O'Heir, W. Cassaday, H. Bourne; union label league, H. G. Foster; building trades council, T. McKee, G. G. Cross, H. Baird; Canadian millers and cooperatives union, H. Baird; jobbing foundry, who have been elected since Monday, May 4, are determined to "stick" until the foundry men concede a wage increase of 49 cents to 75 cents per hour.

## TORONTO.

**1920 LABOR DAY PLANS.**  
Notices are being sent out by Secretary A. W. Malone, of the Toronto Trades and Labor Council, to all unions requesting them to elect three delegates to the Labor Day Committee to arrange for the 1920 demonstration. It is the desire of the Trades Council that a second turn out be assured.

**T. S. R. MEN DENY STRIKE RUMOR.**  
An emphatic denial of the rumor that the Toronto Railway employees plan a strike on March 1 for an increase in wages is issued by Mr. W. D. Robbins, the union secretary, who says the new schedule will not even be considered until the men hold their mass meeting sometime in April. In any case, it is the intention to abide by the existing wage agreement until its expiry on June 16.

**LABOR REPRESENTATIVE ON SAFETY LEAGUE.**  
Secretary A. W. Malone, of the Toronto Trades Council, has been appointed to represent organized labor on the Ontario Safety League advisory committee for the ensuing year.

**I. L. P. WILL INVESTIGATE.**  
The reported speech of John Macdonald, vice-president of the Toronto Branch Independent Labor party, in which it is alleged to have expressed himself in favor of the Soviet form of Government, provokes a hot meeting of the Toronto Branch Independent Labor party, in which it is alleged to have expressed its disapproval of the speech.

**WATERSIDES ELECT OFFICERS.**  
Mrs. A. Tanton was re-elected president of the Toronto Watersides Union for 1920 at their regular meeting recently in the Labor Temple. Other officers are: Business and financial secretary, Mrs. J. Johns; vice-president, Mrs. Jenner; recording secretary, Miss M. Snel; chaplain, Mrs. Adams; treasurer, Mrs. Shunk; inspector, Mrs. E. Echeberry; secretary, Mrs. E. Scott; executive committee, Misses Foley, Jackson, Patterson, Gilling and Cole; membership committee, Mrs. J. Macdonald and Mrs. Bullock.

**TORONTO POLICE GET INCREASE.**  
First-class constables in Toronto are to receive salary increases of \$700 a year each, which will bring their salaries up to \$1,850; second-class constables will receive \$1,500, an increase of \$200 a year, and third-class constables \$1,350, an increase of \$100.

**GARMENT TRADE DISPUTE.**  
One of the by-products of the recent strike of the Toronto garment workers was to augment the number of so-called "sweatshops" according to S. Koldofsky, business agent of the International Ladies Garments Workers' Union, who has applied for a conference with the Cloak Manufacturers' Association to discuss the situation. Mr. Koldofsky maintains that these small shops which were opened by individuals in the backrooms of private dwellings when the strike was on are a menace to the industry, especially with influenza and snailpox raging as they do not comply with the sanitary regulations. Some of the large manufacturers are still letting out work to these shops, and the workers desire the practice be discontinued.

**PATTERNMAKERS' BUSINESS AGENT.**  
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A conference which had for its object the improvement of conditions in regard to dealing with unemployment in Toronto was held at the Parliament Buildings last week and was presided over by the Hon. W. R. Ross, Minister of Labor. Two resolutions were agreed to by the representatives of a number of different organizations dealing with unemployment. The first was that voluntary organizations carrying on employ-

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"Then you say as well cancel the Street Hallwarsmen's charter," interposed James Scott, "as we will support Joe Gibbons (the controller) every time he comes out as an independent. He didn't have the support of the Labor party in the last election, but we stood behind him and will do so every time he's out for office."

A recommendation was brought in by the executive, opposing the granting of a franchise to any private corporation to utilize the city's garbage for the extraction of the by-products. In the debate on the question it was emphasized that the city should utilize its garbage for its own profit, rather than permit private corporations to reap financial gain.

Delegate Walter Brown, of the Shoe Workers' Union, also favored the granting of the franchise on the ground that the city was spending large sums of money annually in the purchase of fuel in order to incinerate refuse, whereas it was more possible to sell it for some \$15,000 and at the same time save the cost of the fuel for incineration.

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## THE I. L. P. DRIVE.

Are you doing your little bit in boosting the Independent Labor Party? If not, why not? A membership drive has been launched and it is to be a success every member must put his shoulder to the wheel and secure members. The Canadian Press suggests that this be the motto of the Ottawa Branch of the Independent Labor Party of Ottawa: "Member Get a Member." Do it today.

## NEW PRESIDENT OF TRADES COUNCIL.

Frank Lafortune was elected president of the Ottawa Allied Trades and Labor Council on Friday in succession to Pat Green. There were three candidates for the honor, and Mr. Lafortune was elected by a large majority.

There were six nominations for the position, but only three were accepted. The others were: Freeman Rowe, and A. H. Cole in the field. The vote resulted as follows: Lafortune, 43; Cole, 17; Rowe, 17.

The association decided to buy ten copies of Samuel Gompers' new book "Labor and the Commonwealth."

The Ontario Safety League would call attention to an item in a Toronto paper with an Ottawa date line, stating that the Trades Council had stated that the league was for employers only, and an offshoot of the capitalist class. Secretary Lodge had replied pointing out that the council could not be held responsible for the individual views of its members. The letter was filed and Secretary Lodge's report approved.

The report of the secretary showed that during the last term there had been an average attendance of 64, a minimum of 33 and a maximum of 82. This compared favorably with any other body. He suggested that a permanent whole-time secretary be appointed. The report was accepted, being pointed out with reference to a whole-time secretary that the association was not at present in a financial position to do so.

The auditor's report showed that the balance last audit was \$353.57, and receipts to be \$1,977.45, making a total of \$1,454.08. Expenditures were \$451.78, leaving a balance in hand of \$764.28, which with \$700 in Victory Bonds left assets of \$1,464.28. Delegate Rowe who presented the report, said the books were in good shape. The council was asked to appoint three members to the industrial committee of the City Council. The municipal committee was asked to act. A request that the council have a bylaw prohibiting the buying of stocks from the market and the sale of stocks from the Ottawa Railway Employees' Union was also referred to the municipal committee.

**WAS A BIG SUCCESS.**  
The second mass meeting, held under the auspices of the Hamilton Metal Trades Council, in the City Campaign, took place in the City Hall last Friday. In every particular was the event a success. There was a very large assembly and unbounded enthusiasm prevailed during the long session. After the speech-making by the various unions, the speaker, Mr. W. T. McDowell, over 100 applications for membership in the Moulders, Machinists, Structural Iron Workers, Patternmakers, Metal Polishers, Sheet Metal Workers, Steam and Operating Engineers, Iron, Steel and Tin Workers, Blacksmiths, Boiler-makers and Electrical Workers were accepted. Frank Farrell, Metal Trades Council president-elect, was chairman of the meeting.

**WATERSIDES' BUSINESS AGENT.**  
A Hamilton, Ont. Patternmaker's Union, which acted as secretary of the Metal Trades Council during the general strike of the machine trades in May, 1919, has been elected business agent of his organization to succeed William Hunter, who has resigned after ten years of service.

**TORONTO'S UNEMPLOYMENT.**  
A conference which had for its object the improvement of conditions in regard to dealing with unemployment in Toronto was held at the Parliament Buildings last week and was presided over by the Hon. W. R. Ross, Minister of Labor. Two resolutions were agreed to by the representatives of a number of different organizations dealing with unemployment. The first was that voluntary organizations carrying on employ-

ment work would report daily to the Employment Bureau, 45 King Street West; the second, that all voluntary organizations will report immediately they receive notification of vacancies which they are authorized to fill; and the third, that each of these people who are right at their own office.

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# Industrial Review From Many Sources



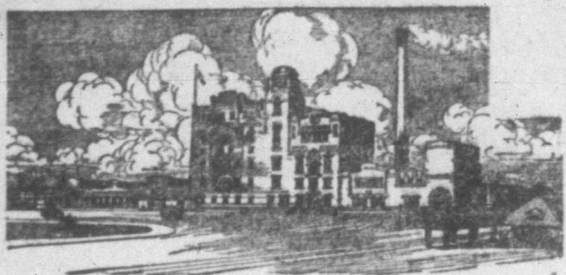
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## THE EIGHT-HOUR WORK DAY.

### Metal Manufacturer States Results Of Adoption Of Shorter Hours In His Plant

"When I was a boy, said the Managing Director, "things were different. He paused to allow his memory to wander back over a vista of years that surprisingly belied his apparent youth. "Yes, 59 hours, sometimes 60, sometimes more. The greater part of the year, men started for work while the moon was still shining. Busy seasons would sometimes find us working on Sundays. As time passed on, the insistent demands of labor were listened to. Some employers—this present firm among others—realizing the tendency towards easing the hardship of labor, began to play," and adopting a more sympathetic attitude sometimes met a proposal from labor more than half way. The tendency, however, has always been towards the betterment of labor, both as a body and as an individual.

"Three years ago, we adopted an eight-hour day throughout our chain of factories. We gave our employees Saturday afternoons. We paid them more money. The result? Why, when strikes and unrest fell upon the land we didn't lose a man. No! not one! Repeated attempts of the part agitators only solidified the feeling against taking any action contrary to the material interests of the firm and its employees. Perhaps we were lucky in not having too large a foreign element working for us. Perhaps again it was simply a case of our employees' strong desire to show us that they appreciated the way we had always treated them, and also the spirit of fairness that prompted such action. "Does it pay? Well, things must speak for themselves. In the election of the machinists' strike, we have not had trouble in the last 19 years, warning to his subject, he declared: "I wish we could alter the view point of the worker! Sometimes an employer has been an employer; he has a lively understanding of both sides of the problem. I wish we could sometimes find the

employee who was once an employer, it would do much to help curbing the deliberate distortion of relations between labor and capital by the agitators on one side and the sometimes indifferent and careless capitalist on the other. "I feel certain that if labor generally understood the situation as it exists at this time, they would certainly not be too insistent in their demands. The only way to make things cheaper in price is to make more of them more and still more. How can we do it? Certainly not by constantly shortening hours of labor. Of course, I do not consider an eight-hour day too short. We find that production between an eight-hour day and a nine-hour day does not vary to any extent. By eliminating all useless effort, we find it possible to work on an eight-hour basis.

"But we find a very lively appreciation shown by our employees in connection with the shorter hours. And mind you, we effected this change long before the storm clouds appeared. It was, above all, other consideration, a desire to assist in the betterment of the workers' condition of life. "Of course, we came in for considerable criticism from opposition firms. This was to be expected. The idea of shortening the week of 59 hours or perhaps even 60, to 48 hours or later 44 hours, did not hold any strong appeal for most of them. What it did for us, however, justified the action in every respect. It made our employees happy and satisfied. It aroused them to interest and enthusiasm in their work. Our various products showed many signs of improved workmanship. We attracted a very desirable class of help and were able to retain them.

"Yes, measured by and large, the introduction of a standard eight-hour day throughout our system of factories, I do not hesitate to say, has proved to be an unqualified success.

## Equally Just to All.

"Lord Leverhulme has been recently voted "Britain's Best Employer." The methods he uses in advancing the welfare of those in his employ are carefully outlined in an article which appeared recently in "Impressions," by Frank Mayman, one of the employees.

In order to be successful in the role of ideal employer, declares the writer, a man must possess certain qualities of heart and mind—absolute integrity; a strong natural sympathy for all those whose interests, as workers, are bound up with his in the conduct of the business, and a standard of personal conduct and business efficiency which will make a worthy example, and a desire and determination to be equally just to all, allowing no favoritism. That these qualities are necessary in any measure by Lord Leverhulme, and are responsible for his success as an employer, he asserts without hesitation.

His factories in the village of Port Sunlight reflect the care and thoughtfulness of the employer. Care has been taken to provide the most comfortable of the workers. Perfect lighting and ventilation, dining and tea-rooms where the best of food is constantly cooked, and a first-aid room, are among the outstanding features of the institution.

Continuing, Mr. Mayman says: "Special attention is given to the medical attendance of qualified medical men, and replete with every modern appliance for prompt and efficient treatment. The prevention of accident is given the highest priority. A highly trained Ambulance Brigade, drawn from the ranks of the workers and officers, the attention of safeguarding the workers from accident has likewise received the closest attention, and the employment of both sexes are put forward suggestions, handsome prizes being offered for all devices which are found to be of practical value. Our suggestions are a very popular feature. Collecting boxes are stationed in various parts of the works and offices, the employees being invited to suggest improvements, especially in regard to the particular work with which they are engaged. The arrangement has been much appreciated by the employees as it gives them an incentive to think about and invent for themselves in their own interests. Lord Leverhulme has also extended his activities to the organization of the village along lines which are taken into consideration for the benefit of the inhabitants. He has established an open air swimming bath, gymnasium, tennis courts, girls' club, football and recreation grounds, bowling green and miniature rifle range, and a men's social club. There are concert halls, free libraries, museum and art gallery, a hospital, and up-to-date schools and churches. Lastly the privilege is extended to the citizens of living in model houses. All well-planned and commodious interiors, and well-kept lawns and gardens, are provided for the employees of the works. In 1909, is considered his crowning achievement. Probably no scheme has done so much in recognizing employees and workers. The trust has for its object the admitting to partnership all employees, both male and female, of 25 years of age and five years service. The age was later reduced to 22 and the term of service four years.

In answer to his interrogation, "Is there no finality to Lord Leverhulme's scheme for the betterment of his employees?" the writer says: "Those who know him well have no hesitation in answering a decided negative. As he has gone on for so many fruitful years, so he will go on to the end. As all the world is aware his co-partnership triumph has been followed by a steady and labor will find practical expression in the near future.

## ANTI-CHILD LABOR CAMPAIGN.

James Sexton, M.P., who returned to England recently, after taking part in the conference at Washington, stated in an interview that the result of the meeting left something to be desired as regards the fixing of the minimum age for child labor. An agreement, however, was reached by compromise, to work nine and a half hours per day. The difficulty at the time was the number of tongues in which the conversations were conducted. As for the campaign against child labor, Mr. Sexton stated that it had a wonderful success. This was particularly the case in regard to Japan, and also India, where children at the age of seven are working in the mines. Mr. Sexton added that another big meeting has been fixed to be held in New York next June.

## THE DISSIPATION OF A DOGMA.

(By W. J. Ghent).

When a "revolutionist" tells you that with the wiping out of the "ruling class" the political state will disappear, ask him to take a look at Soviet Russia. When he quotes Frederick Engels to the effect that with the extinction of capital "the Government of human beings will cease and the administration of things will take its place," ask him how the rule works out under Lenin. When he tells you that with "working-class emancipation" there is "nothing more to repress and no need of a special repressing power, the state," ask him to expatiate on the powers and practices of the Soviet Central Executive Committee.

The Bolsheviks have wiped out the former ruling class; they have (theoretically at least) abolished capital; they have looted most of the private possessions of the well-to-do, and they profess to have achieved "working-class emancipation."

But with all this they have not abolished "government of human beings." Though they have dimly failed in the "administration of things," they have built up the most autocratic political government in the world. To large classes they openly deny the franchise, and they manipulate it against all the others who oppose them. They have openly abolished free speech, a free press and free assemblage. They have adopted compulsory labor, and they have suppressed strikes in the factories. They have persecuted with inconceivable brutality not only the Bourgeoisie, but Liberals, Socialists, Socialist Revolutionaries, trade unionists and organizers of the co-operative movement.

On top of all this they have instituted government by decree. Not a day passes without the issue of new ukases and orders telling the individual what he must do and what he must refrain from doing. He must register here and again register there. He must make payments, both public and private, in such and such a manner. He must surrender this and relinquish that. He must give information at one place and repeat it at another place. Every movement of the individual is under executive direction; and not to know the mandates and the prohibitions—or knowing, to violate them—is to land oneself in jail or before a firing squad. For the average citizen most of the time that is not spent in looking for food must be spent in learning the decrees.

"The state expires," wrote Bebel, "with the expiration of the ruling class," and the "revolutionist" continues parrot-like, to repeat the dogma. It is a foolish dogma, born a half-century ago of the reaction against Prussianism. It never had any logical basis, and it has been wholly exploded by developments in Russia. But the fact will have small influence with the voluble "revolutionist." He will continue to quote the dogma as the essence of wisdom until some new phrase more sonorous or more sweeping captivates his fancy. The zeal of the fanatic takes no account of facts. His concern is with visions and phrases.

The "government of human beings" bids fair to continue as long as there are human beings to govern. With the development of industrial democracy, government will more and more take on the character of an "administration of things." But the one does not exclude the other. There will always be men to govern as well as to administer.

The vital question is how this government and this administration shall be effected—whether autocratically, as under the reigns of Nicholas Romanoff and of Nicholas Lenine, or democratically as in a free republic. Labor's choice is democracy. In attaining that democracy we shall have no help from fanatical zealots who urge us to exchange the alleged "dictatorship of the Bourgeoisie" for the dubious "dictatorship of the proletariat." The only kind of dictatorship that labor will tolerate is the dictatorship of democracy.

## Collective Relationship Plan in the Garment Trade

### Sixty-Two Firms and Their Thousands of Employees Agreed Upon a Scheme Calculated To Abolish Many Industrial Unpleasantnesses.

Following an extensive period of strike troubles which resulted in heavy losses to all concerned, a scheme of collective relationship has been inaugurated between garment manufacturers and their employees in Toronto with a view to the elimination of the most serious causes of industrial strife. Twenty firms known as the Associated Clothing Manufacturers, and forty-two firms known as the Associated Cloak Makers have entered into agreements with the International Garment Workers' Union providing the machinery to conciliate employee grievances and surmount other difficulties.

A shop steward is appointed by the workers in each shop, to whom any individual worker may submit a grievance for adjustment with either the foreman or the employee concerned, or the official representative of the "Employers' Association"; and finally, if these courses have not proved productive of satisfaction, an appeal is made to an Arbitration Board, consisting of two labor representatives, two employers' representatives, and a neutral, or impartial chairman who is to be remunerated jointly by the employers' organization and the Workers' Union.

Wages are fixed in January and June each year. The scale decided upon in the January negotiations becomes effective in the ensuing June, thus enabling the manufac-

ture to fix their prices for the coming season's selling campaign. Wages are to be increased in accordance with the advancing cost of living, but special care is being given to the raising of wages for the various classes of workers who were formerly inadequately paid.

The basis of the scale originally adopted by the Amalgamated Clothing Workers' Union was reached by tabulating the various rates paid for the same class of work in different establishments. A mean wage was then ascertained, and the scale receiving below that amount were brought up to its level, unless disqualified by incompetency or unfitness. Those receiving above the scale were granted increases ranging from 5 to 1-1/2 per cent, according to the extent by which they exceeded the scale. The increase was retroactive for a given period, which resulted in many of the workers receiving a substantial lump sum by way of bonus.

It is felt that as the scheme is further tested beneficial change may be introduced in the interests of both employer and employee. As the plan is only in the "try-out" stage for the present, matters are constantly cropping up requiring adjustment. While Union officials express themselves satisfied with the arrangement, and the manufacturers declare their willingness to abide by the agreements to the letter, it must be borne in mind that there are thousands of workers involved, and in such a large number some might naturally be expected to be unreasonable.

## Employees' Representation in the Management of Industry

The many causes for the widespread dissatisfaction and unrest among industrial workers are discussed by Dr. Royal Meeker, Commissioner of Labor Statistics of the U. S. Department of Labor, in an address delivered recently, before the American Economic Association at its thirty-second annual meeting, Chicago. In brief, he states that reasons for the present unsatisfactory condition of affairs may be found in the general feeling among workers that they do not receive the share of profits to which they are entitled; their hours of labor are unsatisfactory, that industry is not as well managed as it should be; that work could be made less monotonous and more interesting; that "sentimental landlordism" has resulted in indifference to the workers' interests; and that opportunities for advancement into positions of responsibility grow daily more infrequent.

Although there was, during the war, recognition of the principles of collective bargaining among employees who were engaged either in direct Government work or production of essentials, and who were therefore subject to the various adjustment boards, still there was no general labor policy evolved from the chaotic conditions of the war which lasted longer either a national industrial commission or a series of commissions in separate industries with restricted boards to take care of local disputes would have been set up. In this connection, while deploring the continuance of the war, Dr. Meeker believes, however desirable of results, he says, "We can only hope that the terrors of peace will be as potent as the horrors of the war in compelling the Bolsheviki of the right and of the left to come together on a reasonable compromise."

One result of "absentee landlordism" is seen by him in the employment of scientific managers to increase output and, therefore, drive out the workers. The methods of reducing work to the monotony of the machine, leaving out ingenuity and initiative on the part of the worker, are, he believes, one of the most deplorable of the present time in the movement for industrial democracy.

The elaborate mechanism for securing industrial peace set up by the British Government through the Conciliation and Arbitration Commission is as yet only an interesting experiment. In this country, with no well-thought-out system or organization, the methods of industrial democracy, in spite of the plans which have been springing up in hundreds of plants, is still far less of a reality than it was long before the advent of power-driven machinery.

In reviewing the kind of committees, their methods of organization, and the question of industrial bargaining, he says that these matters are of little importance compared with the scope and content of the collective bargain itself. In the case of the National Wage Board, on which the public, employers and employees are equally represented, this experiment will, he believes, have the greatest interest on this side of the Atlantic.

Dr. Meeker finds little hope of success among most of the large methods devised thus far by the scientific managers. Employers must deal fairly with workers and be willing to give them all the facts about the business except those of technical processes which must necessarily be kept secret. Too much emphasis in the general discussion of employee representation he thinks has been placed on production and not enough on distribution and consumption, and that it can not be expected that the worker will maintain interest in producing if he does not feel that he is getting what is rightfully his in the division of the product. Admission of workers to participation in management necessitates recognition of the fact that they must also be prepared to share in the losses as well as the profits of industry. Conclusions reached by Dr. Meeker as to a fair basis on which to fix the returns of industry

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involve the establishment of a minimum wage which shall be guaranteed to labor no matter whether the business shows a profit or a loss, and in addition to this minimum the value of the product or of the business according to the share the workers have in reducing costs of production in various ways and increasing the value of the product or of the business. This would meet the objections usually advanced against bonus schemes that the workers suffer or are rewarded according as the managers are inefficient or successful in the conduct of the business.

In conclusion Dr. Meeker says: "A speedy readjustment political and industrial, on a more democratic basis is necessary. The few feeble tinkering steps which we have taken on the road toward democracy, both political and industrial, are not and cannot be retrograde. The evils, shortcomings, and imperfections of our present democracy cannot be eradicated by tinkering or autocracy, which we have in part shaken off. The cure for democracy is more and more democracy. CLUB FOR SOCIAL AND EDUCATIONAL BETTERMENT. The employees of the Cape Breton Electric Company are organizing a club for the betterment of the social and educational standard of employees. C. C. Curtis has been selected as honorary president and Andrew Winning, president.

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