

U. S. ATTEMPTS INVASION OF THE EAST

First Attack at Lumbering Town of Pembroke. Joe Knight's Forces Are Encountered, Defeated and Routed

O. B. U. Tolerates Bolshevism Because It is the Master Power, According to Joe Knight. Endorses Bolshevism Very Small Outside Lumbermen and Miners. Declares Workers Have Nothing in Common With Capital. International Trades Unionism Based on Sound Principles, Says J. A. P. Haydon. Recognized by All Governments, and Its Progress Most Remarkable. No Red Flag Tolerated. Bolshevism Denounced. Not for "Red" Revolution.

"THE STATE IS POWER OF CLASS TODAY," SAYS JOE KNIGHT OF THE O.B.U.

After Months of Propaganda Amongst Lumbermen Only 25 Workers Identify Themselves With the O.B.U. At Pembroke—Knight's Address In Full.

During the past winter the One Big Union has flooded the various lumbering camps with propaganda. Advocates were sent into many of the camps and the men's minds were filled up with wonderful dreams. Now the camps are closing and the men are drifting back to the towns. O. B. U. organizers are busy amongst them attempting to win them over. Pembroke, a lumbering town of Ottawa Valley, was the first front to be attacked by the One Big Union forces under the leadership of Joe Knight, the Western Canadian radical. Here he met with real opposition, and instead of the usual sympathy of the lumbermen only twenty-five joined his forces. About five hundred workers, chiefly lumbermen, attended the meeting. A-4 gave an address to the meeting. Joe Knight addressed the meeting for about an hour and a half. At the conclusion of his address the chairman asked if anyone would like to ask any questions. J. A. P. Haydon, editor of the Canadian Labor Press, then presented a number of questions, forcing an admission from the O. B. U. organizer that the O. B. U. was in deep sympathy with Bolshevism. He also brought out the admission that outside of lumbermen and miners the O. B. U.'s membership was very small. At the meeting, for instance, there were only 25 members of the O. B. U. At the recent meeting of the Pembroke workers, J. A. P. Haydon took the platform and in a short address defended the policy of the American Federation of Labor and the Dominion Trades and Labor Congress.

CONGRESS CHIEF HOME.



PRESIDENT TOM MOORE, of the Dominion Trades and Labor Congress, returned to Ottawa on Thursday after attending meetings of the International Labor Office at Paris and London.

REGISTRATION UNION LABELS REQUESTED

John J. Manning, of Label Dept., A. F. of L., to Visit Ottawa.

John J. Manning, secretary of the union label department of the American Federation of Labor, is expected shortly in Ottawa and with the officials of the Dominion Trades and Labor Congress will take up the matter of registration of union labels with the Dominion Government. Registration of union labels has been requested by organized labor for years. On three different occasions the House of Commons voted in favor of such legislation, and sent it on to the Senate for ratification. Here the bill was referred to the committee on banking and commerce and on every occasion it was thrown out. This year when Labor's requests were laid before the Dominion Government by the Trades and Labor Congress, the request for legislation did not fall on deaf ears, and in its former reply to Labor's requests the Dominion Government says: "If you will be good enough to state generally, the terms of such legislation, in your opinion, would meet the need, the Government will be glad to give it consideration."

At the present time the executive of the Dominion Trades and Labor Congress have been preparing the necessary information and when complete data will be laid before the Dominion Government, and Canadian workers will watch developments with the keenest interest. At the present time the only protection the union labels have is the workers' organizations and no legal action can be taken against an employer or employers for infringement or misuse of the union label.

MASTERS, MATES, AND PILOTS SFFK LABOR SUPPORT.

Captain Samuel Wright, of Port Arthur, who is visiting labor organizations in the East at the suggestion of the Maritime and Pilots' Association of the Upper Lakes, to obtain the support of trade unionists for the case of the seamen of the Great Lakes, stated at Toronto last week that the loss of life each fall on the Upper Lakes could be traced to overlooking of vessels in almost every trade. "Seamen on the Great Lakes are determined to correct these dangerous conditions," Captain Wright said. "A demand will be made on the Department of Marine and Fisheries, Captain Wright said, for the establishment of a fund for the rescue apparatus and wireless equipment. There were 200 lives lost on the Upper Lakes last fall."

British Labor Protests Extremist Tendencies

In the name of the British Labor party, Mr. Arthur Henderson has written to the secretary of the Second International, Amsterdam, protesting against the extremist tendencies of continental laborers. Mr. Henderson says that British Labor leaders are considering withdrawal from European societies.

O.B.U. CALGARY CONVENTION SENT GREETINGS TO SOVIET RUSSIA AND SPARTACANS

Joe Knight Declares He Would Do It Again Tomorrow—Did Not Conspire to Capture Hamilton Convention of Trades Congress—Questions and Answers.

At the conclusion of his address at the open O. B. U. meeting at Pembroke last week the chairman asked the audience if they had any questions to ask Brother Knight. J. A. P. Haydon was the chief questioner and his questions and the answers thereto follow, verbatim: J. A. P. Haydon: Brother Knight, I would like to ask if at the Calgary convention you sent greetings to the Soviets of Russia and the Spartacans of Germany? Joe Knight: Yes, it certainly is; and I would do it again tomorrow. The British Trades Congress, all the labor parties, practically, but the efforts of A. F. of L. and the Dominion Trades Congress did similarly. And why not? because we as a working class were representing our class without fear or favor; because we know that should it be so that there is any big movement against Russia it would be the working class that would have to do the fighting. And, consequently, we do not fear to put in our protest. We thought that Russia, and the Russian working men had a right to turn over their lands and their capital to the Government. They do not fear to put in our protest. We thought that Russia, and the Russian working men had a right to turn over their lands and their capital to the Government. They do not fear to put in our protest. We thought that Russia, and the Russian working men had a right to turn over their lands and their capital to the Government. They do not fear to put in our protest.

me right, and that convention passed a resolution, with one dissenting voice, that the O. B. U. be discussed on the floor of the convention. Will you tell the boys about it? Joe Knight: I was down at the Congress for one reason and that was to meet the delegates there that were coming from other localities. We were going to have a little caucus to discuss it in that bunch in Hamilton, and when they went back to their respective districts they could do the work of organization. Now, so far as the O. B. U. is concerned I think I can say there were thirteen delegates went from the west, and there were nine hundred there. You can realize that there could be no attempt to flood or bust anything. We knew positively that there was no possibility of flooding a convention. Paddy Draper had built some machine and, believe me, he is some builder. He said if we built a machine he would hand it to him for doing it. We were not after the convention. We wanted our little caucus to get together, to advise each other, and we did that, and it has been very effective. Quite a lot of work has been accomplished. Fellow workers, I want to ask you one thing. I realize the point has been made that the O. B. U. is a party regarding the O. B. U. I think it is simple and it is a good time to ask questions. We will meet again at some future occasion I hope. I might say we are in a better position today to cover the whole ground because we are going to get assistance from New York. But still there is lots of time, and if I could do something I would like him to ask a question so that we might straighten it out and might help him to answer it for the other fellow, because the other fellow generally comes after the meeting.

Chairman: Any more questions? J. A. P. Haydon: Brother Knight, I did not want to interrupt you when you were talking, but you tell us of any other part of Canada where, outside of miners and part of the lumbermen of British Columbia, the O. B. U. exists? Joe Knight: Montreal. I do not want to mislead you. It is not a big organization, but we have in Montreal 250 machinists—that is pretty good stuff—and they told them they could not work if they took the card, and they are working on the other card, and they are very hardy. There were boys there who were O. B. U. men and they could not go to work without their card, and they were very hardy. There were boys there who were O. B. U. men and they could not go to work without their card, and they were very hardy.

Chairman: Any further questions? J. A. P. Haydon: Is it true that you, with others, conspired to win over the Hamilton convention of the Dominion Trades and Labor Congress for the O. B. U.? Joe Knight: Yes, if my memory serves.

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MAY VISIT RUSSIA.

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TEMISKAMING ELECTS REAL LABOR MEMBER

In St. James Division, Montreal, Workers Failed to See the Light.

COBALT, Ont., April 8.—With a number of small polls yet to be heard from the majority of Andrew McDonald, Labor-Farmer M.P. for Temiskaming, is unofficially estimated this morning at 2,012. The figures received here up to noon are, McDonald, 4,917; Pullen, 2,815; Slaght, 2,578.

Major Pullen, Independent Conservative, ran second, and A. G. Slaght, Liberal, third. The vote was decidedly light.

Returns from the larger centres of the district gave McDonald a big lead and the farming centres generally also went strongly for the Farmer-Labor candidate. In Cobalt there was a big turn-over, this town giving McDonald a majority of 450 over Pullen, his nearest opponent. Formerly Cobalt was considered a Liberal stronghold, but Slaght was at the bottom of the poll today. The Government candidate was ahead in New Liskeard by 57, in Halleybury by 188, and in Enghelart by 35, while Slaght led in Cochrane by 53. McDonald was the runner-up in each instance. Timmins gave McDonald a majority of 18; South Porcupine, 76; Irons Falls, 121; Gowanda, 107; Elk Lake, 32; and Kirkland Lake, 10.

RINFRET WINS IN ST. JAMES. MONTREAL, April 7.—Fernand Rinfret, official Liberal candidate was the choice of the electors of the St. James division at the byelection held today when he was returned with a majority of 1,552 votes over the Labor candidate, Alphonse Mathieu. There are still five polls to be heard from and because the deputy returning officers of these polls locked up their reports in the ballot boxes instead of bringing them down to the division returning officer, it will be three days before the complete figures can be secured. The figures from 74 polls proved so convincing that there is no possible doubt of the result.

The unexpected lack of interest by the Labor vote was the cause of Mr. Mathieu's defeat and it was in the working class districts that Mr. Rinfret secured his biggest gains. "I did my best, but I was badly defeated," said Alphonse Mathieu when he heard the result. "We will try again," and stated that today's set back was only temporary.

Regarding Lloyd George's charge that British labor is communistic, Arthur Henderson gave the correspondent the following interview: "There is no secret about the policy of the British labor party. It has been openly discussed after open debate. Lloyd George may be pleased for the purpose of his propaganda to call it communism, syndicalism and Bolshevism as synonymous with the policy of public ownership and democratic administration of public enterprises for which labor stands, but to describe organized labor's plans or aims as Bolshevism or Communism, is simply giving it a false label in the hopes of prejudicing public opinion. Any attempt to maintain that behind our avowed policy there lies a sinister plan, designed in any way to Communism or Bolshevism as generally understood, is wholly untrue. No man knows this better than Lloyd George himself. Labor in British politics is a constitutional party organization of constitutional laws, run in a constitutional way. It has no secret party funds and no hidden caucuses. Organized British labor has consistently refused the temptations to frauds its cause by unconstitutional means. It has recently given a striking decisive proof

INTERNATIONAL TRADE UNION MOVEMENT RECOGNIZED BY CANADIAN GOVERNMENT

J. A. P. Haydon Accepts Challenge of O.B.U.—Defends Cause of A. F. of L.—Tells of Actual Conditions in Russia, Quoting Geo. Lansbury as Authority.

When Joe Knight had finished his address and the answering of questions at Pembroke the chairman threw open the meeting to opposition, stating that to anyone who wished to speak. This time was considered too short and a longer time was allowed with which J. A. P. Haydon, editor of the Canadian Labor Press, took the platform and presented the case of the American Federation of Labor. He said in part: "I know this is not the first you have heard of the O. B. U. for most of you have been reading the propaganda in the lumber camps all winter, but I want to tell you the look well before you leap. The International Trade Union movement is the one the great producing masses the world over are supporting and despite all the gibes speeches of Joe Knight and his followers the International Trade Union movement is sufficient evidence of its reality for any man of ordinary intelligence. You may talk about the simplicity of the One Big Union but I want to tell you that the O. B. U. is based on revolution. It is the one and same organization as the Industrial Workers of the World. Investigation by the United States Justice Department has proven that the I. W. W. were furnished with funds from Bolsheviki Russia. That, during the war, the money was supplied by German agents. These are the organizations they tell you are so simple.

Industrial Organization. "Brother Knight talks about industrial organization but when the American Federation of Labor started to inaugurate industrial organization through the establishment of Building Trades Councils, Printing Trades Councils, Metal Trades Councils, and so forth, they said: 'No, too slow. Too slow.' "Joe Knight said he is going to leave you your own destiny. I will caution him now that he had better look out. We had eleven hundred members of the A. F. of L. in this town before the war. They were their own destiny, they dwindled down to less than one hundred and fifty and finally voted all their funds to their craft unions. They have their charter to Washington.

"Now then what has the American Federation of Labor to offer. In the first place it organizes the workers into their various crafts. That is they put bricklayers in their craft; machinists in their craft; printers in their craft; carpenters in their craft; and so on down the line. Then they gather these crafts into councils and into a central labor body, the latter being the leading body of the workers in given localities.

"The 'Closed Shop.' "Much has been said about the 'closed shop' but I want to tell you that it is not a closed shop. It is many 'closed shops.' The building industry in Ottawa is a 'closed shop' and unless you have in your possession an International Union card you cannot find employment in the building industry in Ottawa. In my own craft, printing, you cannot work in Ottawa unless you hold an International trade union card. I am not a paid official of the Dominion Trades Congress nor of the American Federation of Labor. I am a printer; a worker like yourself. However, as I have already stated we have in Ottawa a 'closed shop' in the building industry. You might have an O. B. U. card in your pocket and go to Ottawa to work in the building industry believing you are protected. But I want to tell you that unless you have in your possession an International Union card you will be told there is nothing doing. Now then

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NEGOTIATIONS OF U. S. RY. EMPLOYEES IN HANDS OF RAILROAD LABOR BOARD

Representatives of the United States railway employees in reply made public last week to the decision of the railway executives not to continue negotiations on the demands of the men, which aggregate \$1,000,000 a year, assert that the executives appear to have given up the idea of continuing negotiations. The executives broke off the conference and the matter is now in the hands of the railroad labor board, which has not yet been appointed by President Wilson. The law provides that there shall be three representatives of the public on that board. The employees made public also a communication sent to President Wilson expressing regret that no beneficial results had come from the conferences. In the reply to the executives the board said in part: "The attitude of your committee in failing to carry out the wishes of the President of the United States as a service to us and our constituents, as well as the general public, both of whom are interested and entitled to most conscientious consideration from the bipartisan board

EXCHANGE TRIBUTE RESULTS.



John Bull:—Thanks awfully; Samuel, Old Top:—Racey in the Star.

British Free Speech Killing "Reds."

Bolshevism is slowly but surely dying in England. Free speech is killing it. The Old Country labor man is learning the unsoundness of the doctrine, not from those who seek to discredit the movement, but from the radicals themselves. Labor is becoming disgusted with the Reds and is beginning to disgust by repudiating the movement. So states President Tom Moore of the Dominion Trades and Labor Congress, upon his return to Canada, this week after attending sessions of the International Labor Office at Paris and London.



Editorial Page of The Canadian Labor Press



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A WEEKLY NEWS LETTER.

POINT OF RADIATION.

RESOLVED, that whereas the tariff issue is being forced to the front as one of the most important issues to be dealt with at the approaching federal elections, and

"Whereas, irrespective of the fact that it is a strictly federal issue, this convention of the Labor party of Ontario must deal with it owing to the necessity of placing candidates in the field at the federal elections;

"Therefore, be it resolved that this convention favor the following plank in the party platform:

"The gradual elimination of import duties on all necessities of life, such as food, clothing (including boots and shoes), and the tools and machinery used in production, the revenue derived from these sources to be raised by direct taxation of land values and luxuries."

Thus the Independent Labor Party of Ontario recorded their opinion in resolution form on the question of the tariff. The position taken is carefully worded "gradual elimination" of duties being woven in the texture, and gradual having no metric value, the various ideas may perhaps be satisfied by same. From this angle alone the Laborite candidate has a safe platform plank and the adherents to the cause may find no fault with same.

That the tariff question was admittedly a Federal matter, an adoption of any resolution, meaningless or otherwise, may be objectionable, finding a counter, if the various provincial labor conferences undertake to place on record their several views. It will be readily granted that similar provincial labor conferences as that recently held at London, Ont., have equal rights in presenting their ideas on the tariff or any other question, and will no doubt take advantage of same.

Can it be expected that on such a supreme matter identical thoughts will prevail? So much the better for all concerned if the Ontario unit has presented the happy medium, but in the event of divergence of opinions provincially, an unfortunate situation will be in evidence when it comes to Federal House Labor representation platform. Perhaps this was one of the snags to be avoided which called for the Hon. W. Rollo's vote to be in the nay column.

Would a safer course to be assured of unity of acceptance not have been preferable? This could have been secured in a variety of ways. A simple expedient would have been by the selection of a small committee to confer with similar representation from the other provinces, and they to decide on a Federal programme, not alone on this question of tariff, but on a variety of matters, the importance of which forces them to the front in matters of public interest.

This question has also to be dealt with by the Congress executive, and a pronouncement by that body would carry a Dominion flavor, as the representatives of the organized workers from East to West. A provincial stand on a Federal matter has no strength save and except if endorsed by the other units which make up this Dominion. The resolution from Ontario is just so valuable or valueless as it is made by the voice of the other sections of the Dominion.

If endorsement is gained for the Ontario voice, happy perception of the ideas was in evidence, but contrary action will add to the melting pot already overloaded with resolutions, and present again dangers of dissension, from a provincial body bolting Federal food without knowing the digestive powers of the other provinces, with whom they are co-partners, and should have ideas and aims in common.

"INVASION THAT FAILED."

AMUCH heralded intimation that the anti-trade unionists of the west, would attempt their wrecking tactics in the East, was generally viewed with unconcern. That such an attitude was justified is amply proven to date, where one big failure is the handmaiden of the efforts put forth. What is known as the Ottawa Valley, has been lately the scene of action, with the only concern temporarily secured from workers, whose period the trade union movement has been too brief to differentiate between the genuine article and the gold brick.

The leading apostle in this adventure has a patent on opponents' titles, one of which he calls the A. F. of U.—and he can be readily recognized by those who have heard him from this description. So that there may be no case for mistaken identity, however, another lead is here given, and the Ottawa Valley failure is justification for naming him Joe Benighted.

NO STRIKE IN THREE YEARS.

No strike in three years, and another peaceful year assured through an agreement with employees, is the record of the California State Building Trades Council. Referring to this condition, in his annual report, Secretary-Treasurer Tyntine said: "Stop with me and think of it: A period of three years with all kinds of wage raises, due to the

Across the Atlantic.

What Our Brothers in the Motherland Are Doing.

THE DOCKERS' INQUIRY.

The report of the court of inquiry into the wages and conditions of employment of the British dock laborers was issued last Wednesday. It recommended a daily minimum wage of 16s. for day and night workers on a basis of a 44-hour week. The report is signed unreservedly by Lord Shaw, chairman; Sir Lionel Fletcher, representing the employers; Ben Tillett, Mr. Goulding and Robert Williams, representing the dockers; and A. Pugh, representing the other workers.

John Smethurst, representing the other employers, signed with a reservation disagreeing with the minimum wage. The court approved that the workers should have the "right to have their lives ordered with a full regard to those comforts and decencies which are promotive of better habits."

A minority of two, Sir Joseph G. Brookbank and Frederick Scrutton, signed the minority report objecting to the minimum rate of 16s. for the least experienced worker, as corresponding increases will be claimed by the higher grades of dock workers. The estimated cost of increase is 115,000,000 per annum. Reference to the award to the dockers by the Industrial Court, the headquarters of the Dockers' Union stated that there was a prospect of the special court ceasing its investigations because of the drastic changes which the recommendations of the court involved. The dockers were prepared to accept the invitation of the Ministry of Labor to discuss the application of the report. They are also anxious that the inquiry should proceed further without unreasonable delay.

STEEL WORKERS WIN.

The South Wales steel workers have won, says the Daily Herald. The Conciliation Board of the trade met at Swansea, and the employers conceded the 40 per cent advance for which the men struck a fortnight ago. They returned to work without the inquiry proceeding. The advance will be paid as from January 18.

DOCKERS' AWARD.

The findings of the Court of Inquiry into the dockers' wage claim for 16s. per day were issued last Wednesday. The report states that a trade situated as the dock industry is the claim seems a strong demand upon the part of labor, though in Labor it seems a fair and just demand. Its conditions all be made square with the vital needs of the hour.

The court held that the claim should be conceded on the ground that the hopes held out on behalf of the men of an increased output should not be overrated. On this footing, the claim was supported by the court. It is recommended by the court with a broad appeal to the honor of the men.

PAYMENT BY RESULTS?

Preparations are now complete for balloting the members of nine engineering unions on the subject of payment by results, says the Herald. The ballot papers, which are returnable by April 28, provide for a vote for or against "empowering your representatives to negotiate with the employers in regard to payment by results."

EMPLOYERS' OFFER.

This ballot is the outcome of the negotiations with the engineering employers offered terms as to night work and overtime, on condition that the employer should have freedom to introduce his works in agreement with his workpeople, any all of the following system of payment by results:

- (a) Straight individual piece-work;
- (b) Company or collective piece-work;
- (c) Individual premium bonus or any other bonus system;
- (d) Company or collective output bonus.

Piecework prices and bonus or basis time to be such as will enable a workman of average ability to earn at least 33 1-3 per cent. over his basic rate, excluding war bonus. Time rates of wages to be guaranteed, irrespective of earnings under any of the systems.

Bank Clerks Want Conciliation Board

Following a conference with representative of branches in Quebec and the Maritime Provinces, H. C. Clay, secretary of the Bank Clerks' Association of Toronto, stated that the association would be satisfied if the chartered banks would agree to accept a Board of Conciliation upon the wage schedule which had recently filed with the banks. Mr. Clay stated that legal advice had been sought by the association, and that the opinion was expressed that the association came within the Industrial Disputes Act.

"Since our schedule was filed with the banks we have received communications from all but two of them. From the communications we infer that they are prepared to negotiate with us," said Mr. Clay. "However, we would prefer to adjust our differences by a Board of Conciliation, with all of the banks as a party to it."

Mr. Clay stated that one bank had given an increase of ten per cent. in addition to its December increase; another promised a more substantial increase in June than is annually given, and other banks were sending out questionnaires to their employees upon the cost of living since the association had been formed. He also said that the clerks would air their grievances,

SENATOR ROBERTSON.



Minister of Labor, who this week introduced important labor legislation in the Senate, and stated that during the present month the conference on co-ordination of Labor laws would be held at Ottawa.

Service Button Workers.

Notes Of Particular Interest To Ex-Service Trade Unionists.

MANY DEMOBILIZED FROM BRITISH ARMY. The British War Office states that 2,017 officers and 17,815 men were released from the British army during the latter half of March, and that since the armistice 4,018,096 officers and men have been demobilized.

THAT CANTEN FUND.

Answering questions asked in the House by Major Andrews, Centre Winnipeg, Sir Edward Kemp stated that it is not now possible for the Government to estimate what amount of profits of the expeditionary force canteens (France), and the navy and army canteen board, will be apportioned to the Canadian Government, as these institutions have not yet been able to complete their balance sheets to the termination of their period of trading.

An overseas board of trustees has been appointed to receive payments on this account. The sum of £137,434 has already been transferred to these trustees. Units of the overseas military forces have transferred £118,612 to their respective trustees in Canada. The paymaster general O. M. F. C. transferred \$45,997 of this amount for the units concerned. The balance of the sum transferred by the units themselves.

Major Andrews asked if any deduction had been made from recoupment of canteen funds on account of barrack damages. The overseas minister replied that units in England maintained a fund from which they were able to pay for barrack damages. Where a unit was disbanded, its surplus funds were paid over to the paymaster general, O. M. F. C., in full payment for barrack damages, or otherwise made thereafter from these funds, were made in accordance with the conditions of the agreement.

C. E. F. PASSES.

April 1, marked the passing into history of the official name, "Canadian Expeditionary Force." On that date the transfer of all the remaining units under that designation to the permanent Canadian Military Forces, was completed and all that now remains is a glorious tradition of five and a half years' splendid service.

WILL EMPLOY RETURNED MEN

The principle of engaging returned men whenever possible at the hotels all over the C.P.R. system was laid down at a conference held Thursday at the Hotel Vancouver of managers of C.P.R. hotels. Mr. F. L. Hutchinson, general manager of all the Canadian Pacific hotels in the West, presided. Following the conference Mr. Hutchinson met officials of the Soldiers' Civil Re-establishment at Vancouver.

THE CONSTRUCTIVE TRADE UNION MOVEMENT.

The industrial workers are working out their own destiny through the constructive trade union movement. We have built up a wonderful movement, which cannot be destroyed by enemies within or without or by its pretended friends, and volunteer patrons and advisers.

The trade union movement was born of necessity and will continue to live for the same reason. Nothing can destroy it. We cannot even destroy it ourselves. We can injure it, wound it, cripple it, and set it back, but we cannot destroy it. The labor movement is infested with all kinds of agencies intended to destroy it. Here and there and occasionally it has had to contend with gradations with bribery, with bribes, with spies, with misdeeds, with gunmen, politicians, hostile judges, injunctions, conspiracy and other restrictive and repressive laws as well as the manufactured prejudice carefully nursed in secret and much subtle propaganda by powerful interests. Despite them all it still lives.

We, however, are not in a shell. We do not exist for wholly selfish reasons. We are mindful of the rights and interests of all other elements of society. We concede to others the right to mold their own destinies without interference from us, so long as in the exercise of this right they don't interfere with our just rights and privileges. We welcome the disinterested advice and cooperation of others, but reserve to ourselves the right to select our own ideals and to choose our own methods of obtaining them, so long as we don't interfere with the just rights, privileges and interests of anyone else. —Cigar Makers' Journal

Here's To Woman.

Once Our Superior, Now Our Equal—Can.

BRITISH WOMEN CIVIL SERVANTS PROTEST.

Twenty-five young women, bound with red tape, tied in harness made of the same material, and carrying placards, marched in procession recently, along the Strand, down Whitechapel to Downing street, and then to Parliament Square, to advertise a mass meeting of the British Federation of Women Civil Servants to protest against the failure of the Reorganization Committee of the National Whitley Council of the Civil Service to recommend equal equality of treatment as between women and men. Several posters were carried, bearing such inscriptions as "Women ask a fair field," "No favor in Civil Service," and "The Federation of Women Civil Servants calls for the amendment of the Whitley Report to embody equality of treatment for men and women."

"We are very much dissatisfied with the report," said Miss Ring, hon. secretary of the Federation, "and we believe that the unequal treatment of men and women. Although there are only about 5,900 permanent women civil servants, we believe that this report, if accepted, will set an unequal standard for the women and men in other avenues of employment."

"We consider that remuneration should be equal for men and women in the same grades. Extra allowance for the upkeep of a family should come from some outside state grant, but we would be prepared to concede the granting of extra increments to fathers during the years when the children are young, provided that the women began and finished on an equal rate of pay."

LABOR IN FAR EAST AWAKENING.

Governor Ohada, as a representative of the Japanese Government, has been studying various governmental activities in Washington and has expressed particular interest in the work of the Department of Labor. He has indicated deep interest in the manner in which the Department of Labor operates in the adjustment of industrial disputes. This is but one of a number of indications of the quickening interest in the Far East in industrial institutions of western civilization. —American Federationist.

POLITICS and PEOPLE THROUGH THE TELESCOPE OF LABOR

There will be a conference in Ottawa probably before the end of this month, of representatives of the different Provincial Governments, labor and the employers in each province, who will seek to co-ordinate the various provincial laws affecting labor, and at the same time will consider extending the provisions of the Industrial Disputes Act. This announcement was made in the Senate this week by Senator Robertson, Minister of Labor, in introducing the amendments to the act which provides for arbitration in the case of disputes between employers and employees in public utilities.

Senator Robertson stated that the proposed conference was in accordance with the action taken at the Industrial Conference last year. The question of extending the Lemaux Act to cover private industries, which could not be classed as public utilities, would also be considered and the Provincial Governments would be asked to either take steps themselves to bring such provisions into force or allow the Lemaux Act to be extended. This would guarantee a square deal for every man whether employed in a public utility or not.

The Minister of Labor said the proposed changes in the act had for their aim the bringing about of more efficient administration of the provisions. Under the present act it was sometimes necessary to appoint several Boards of Conciliation to cover a dispute between, say, mine operators and their employees, when one board could do the work. The employer's representative on each of these boards was frequently the same man but the various employers might name half a dozen representatives.

Another provision would make it certain that the majority of the men affected were behind the request for a Board of Conciliation. Amendments were also proposed to provide for a flat rate of \$2.00 per day for witness fees in all provinces, instead of ranging from 75 cents to \$3.00 per day, according to the witness fees prevailing in the

different sections of the Dominion. The proposed amendments to the act would also prohibit either a lock-out or a strike while a Conciliation Board was working on any dispute. Senator Robertson instanced the case of Toronto, where citizens had been put to great inconvenience because employees of a public utility, the street railway, had refused to await the finding of a Conciliation Board, but had gone on strike. He said this was due to a narrow interpretation being placed on clause 57 of the present act. The proposed amendment would make it unlawful for either a lock-out or a strike to be declared once a Board of Conciliation had taken up a dispute, until the report of the board had been communicated to the Department of Labor, and by that department to the disputing parties.

Another amendment would permit the minister to appoint a board where none had been applied for, if a strike was in progress, or if a strike seemed imminent, when he believed such action would be in the public interest. This, Senator Robertson felt, would avert many disastrous tie-ups.

Discussing compulsory arbitration which had been mentioned by Senator Dandurand, the minister said there was much to be said both for and against the principle. He favored the method in force on the Canadian Railways, however, where by the Canadian Railway Board of Adjustment, composed of representatives of employers and men, settling disputes without trouble. All strikes on Canadian Railways had been averted during the war and he hoped this spirit of get-together could be fostered.

Answering Senator Dandurand, Senator Robertson said that the removal of a lot of red tape which had formerly caused dissatisfaction with the Lemaux Act, had led labor organizations to regard it in a different light, and instead of demanding its removal from the statutes the labor men were now asking for its extension to other than public utilities.

Senator Nichols (Toronto) thought a permanent chairman of conciliation boards should be named. The present system frequently brought disagreement between representatives of men and employers as to choice of a chairman. The result was the appointment of a county judge, and the frequent acceptance of a fifty-fifty arrangement on the men's demands. There would be no "playing to the galleries" if a permanent chairman of conciliation boards was appointed, similar to the appointment of a judge of the ex-chequer court. The judge would

then be independent and Senator Nichols would make it a life appointment.

Senator Robertson said this matter had been given consideration, but in view of the fact that last year there were 35 boards in operation of which it was operating at one time, it would not be possible to have one permanent chairman without doing up the work to a great extent. Satisfaction with the working of the act had grown from speeding up the workings of the investigation machinery and any delay would bring dissatisfaction immediately.

Senator Bestock suggested that when the bill reached committee stage, the minister might give an outline of what would come from the amendments. He asked if bank clerks would be considered as entitled to a board under the act. The minister replied that banks were not considered public utilities, though perhaps they should be.

DEMOCRACY IN INDUSTRY.

"There is a clear difference between 'industrial democracy' and 'democracy in industry,'" writes President Perkins in the official Journal of the Cigar Makers' International Union. He insists that the two terms should not be confused.

"Speaking of democracy in industry," he says "the term should not be misunderstood, and when once understood and defined clearly should not be abused."

"The day has gone by when an arrogant, autocratic employer or a dyspeptic superintendent or foreman can abuse workmen under his simply to gratify a whim or a dislike, or for some fancied offense, which in the final analysis under square dealing is not an offense."

"The kind of democracy in industry that applies only to the work room and working rules and not to the board of directors or the commercial management should not be questioned. If we go beyond working rules and the working room proper, we must assume responsibility for the successful conduct of the business, and by the rule of fairness stand a proportionate share of the losses."

"The whole of Russia is in our hands, but we cannot work, and disorganization increases every day." —Antipoff, a Bolshevik.

Common sense is undoubtedly a good thing in its way, but it has broken few records.

Coal Situation Much More Serious Than the Public Willing to Believe It Is

Difficulties Not Only Due to Higher Prices—But to Increased Difficulties in Mining and Transportation

The public seem content to believe that because they have heretofore been able to secure their annual coal supplies that the warning now given by the Government is not to be considered seriously—because they say "Oh, we always get coal, we always will."

But You Won't

The price of anthracite today is \$17.00—and by fall it will be higher. The Provincial Fuel Controller has announced that, in his opinion, there is no possibility of prices ever coming down again, and he urges the people that substitutes must take the place of coal. This being so—and IT IS SO—you will naturally appreciate the BEST SUBSTITUTE.

Writing us under date March 31st., the Fuel Administrator for Ontario says:—

"Recognizing the important part your industry must take in stabilization, also in eliminating to the greatest degree possible, seasonal difficulties, I would urge you to put forth every effort in the speeding up of your output, so that every ton possible may be available to meet the demand. In this period of unrest the greatest possible co-operation is essential, and I will depend on the results of your efforts to assist me in successfully averting sufferings attending a coal shortage."

Are you taking—can you afford to take chances with the difficulties ahead—suppose that YOU can get YOUR supply, what about the hundreds who will not be able to do so without your co-operation and ours?

You put money in Victory Bonds to help save Canada from an enemy. Can you do better now than put money into fuel stock to save us from our annual enemy—winter—with its cold and attendant evils that results from an insufficient fuel supply?

Victory Bonds pay you 5½ per cent. Oakoal stock—on the basis of an output of only 200 tons per day, and at a profit of only one dollar per ton will pay you over 30 per cent—and will multiply the value of the amount you put in, in addition to saving you 15 to 25 per cent in your annual fuel bills. Is it not worth while then, getting in now—on the ground floor?

This stock is going to go higher and higher—because the Oakoal Industry is an essential industry—for in producing fuel it conserves the wastes of cities and solves the sanitary disposal of those wastes.

No other industry does this—Oakoal is O-A-K-O-A-L, and must not be construed with any other fuel or Company of a similar name, so do not confound it with any other. Oakoal stock is purchasable only at par value—and it has only been offered at ONE price.

WRITE TODAY FOR FULL DETAILS.
H. J. BIRKETT & COMPANY,
C. P. R. Building. Toronto, Canada

LABOR NEWS FROM EAST TO WEST

OTTAWA

WOODWORKERS OFFICIALLY ASK FOR BOARD.

In a formal request for a board of conciliation the local branch woodworkers have named Pat Green as their representative. Necessary papers in the application for a board to settle the question of a wage increase were filed with the Department of Labor on Tuesday.

The situation has been precipitated by the refusal of the employers to negotiate a new wage schedule which calls for a minimum wage of 65 cents an hour for bench hands, cabinet makers and machine operators, who are now getting only 48 cents an hour, while others engaged in the industries are stated to receive as high as 36 cents an hour. About 450 men in 16 establishments are affected.

It will likely be three or four days before it is definitely known whether the application for a board of arbitration will be granted, but the men are determined to stand firm in their demands, which they consider are just and fair in view of present economic conditions.

On Messrs. G. E. Fisher and H. Tremblay, president and secretary of the local union, are looking after the men's interests.

OTTAWA TYPOS.

Use and abuse of the Allied Printing Trades Council's Union label occupied considerable time at the last meeting of Local Union No. 102, International Typographical Union. President P. M. Draper was in the chair, and there was a fair attendance of the membership. On the question of the union label the president pointed out that as yet there was no law protecting it, but that representation by the Dominion Government by the Dominion Trades Congress, of which he is secretary, in the course of the next few weeks will be made. The registration, not only of the Allied Printing Trades label, but of all union labels.

The proposition to endorse the move of the London Typographical Union to have the employees notified upon the visit of the factory inspector, the union decided to lay the matter on the table.

The union unanimously decided to endeavor to reopen negotiations with employers in the city with a view of securing an increase in wages. Letters were read from Montreal and Toronto to the effect that similar action had been taken there. The negotiating committee will be composed of the executive of the union and two from the newspaper section of the union.

Many other questions were discussed, including the registration of apprentices. The reports of the various chapels show that business in Ottawa is at present brisk.

CULINARY ALLIANCE.

Some few weeks ago Local Union No. 419, Culinary Alliance of America, appointed as permanent business agent. Since that time satisfactory progress has been made and the membership of the association is increasing. An active organization campaign is being carried on and it is expected that before long the union will have a 100 per cent organization.

WANT SATURDAY HALF HOLIDAY.

Local No. 252, Retail Clerks' International Protective Association, have addressed the following letter to the Ottawa branch of the Retail Merchants' Association, and as it is self-explanatory no comment is necessary.

Dear Sir:—In compliance with a resolution, which was passed at the last bi-monthly general meeting of this association, I beg to respectfully request you to kindly communicate the following to the members of your association at their next meeting:

While they are all as sincerely grateful as they are earnestly endeavoring to prove it by improving their self-efficiency, especially to all those employers among the members of the Retail Merchants' Association who have so commendably volunteered to close their stores at one o'clock Saturday afternoons during July and August in previous years as to provide their employees with more healthful relax and comforts in good summer time's open air, all the members of this association have a unanimous opinion that this week-end early closing in July and August could be made permanent, that in lieu of revocable decision, and more general throughout the city, if the Retail Merchants' Association would, as on former occasions, take up the initiative in this effect through its influence.

Last summer it was under rather

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deep sympathy that the members of this association, who were privileged with Saturday half-holidays, deprived of the same advantage, because many of the large stores even so did not follow the lead of their competitors.

Another opinion which was expressed was that, as the last season's business had surpassed the records of previous years, according to the statements and acknowledgments of the merchants themselves, and as such results were obviously due in some great extent to the undeniable co-operation of their salespeople, it should legitimately be expected that some extra compensation in the way of these summer half-holidays be granted to them.

The hope was also entertained that the allowance of summer vacations to those entitled to them would not be taken as an interference with granting these half-holidays to the staffs in general. Otherwise, it could not equitably be fair to the other clerks who had earnestly striven at the business too, say during 8, 9 or 10 months. Some of the best employees were not considering this as an objection and were being praised not only by their grateful employers but by their customers as well.

It was further resolved that a copy of the present letter be addressed to the Allied Trades and Labor Council and to the local newspaper for publication in order to pave the way to advise the public, so that if there was any reasonable objection against the movement they may have ample time to put such objection in concrete form before your association.

Trusting that you may acknowledge this letter at your earliest convenience, and that your association may soon consider the object of our suggestion, I have, sir, the honor to be,

Yours very truly,
J. EMILE RICHARD,
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PRESIDENT BUCKLEY.



J. W. BUCKLEY, elected President of the Independent Labor Party of Ontario at the recent convention at London, Ont.

Further conferences were being held to adjust the difference, which is also one of wages.

TORONTO PRINTERS WANT TO RE-OPEN NEGOTIATIONS.

Employees of book and job printing offices in Toronto want a conference with the employers over the wage question, but so far their request has been denied, as the agreement between the employers and employees does not expire until 1931.

The present pay is \$33 a week of 60 cents. The printers call attention to the fact that laborers are demanding from 75c to 85c an hour and they think, in view of the increase in the cost of living since they made the agreement with the employers that a conference would result in an advanced scale of wages.

A meeting of the job printers will be held next Saturday night, when the question will be discussed.

TORONTO NEWSY BRIEFS.

The Bricklayers' Union at their meeting last week in the Labor Temple turned down the proposal of the Trades Council to increase the assessment from 10 to 25 cents. Seven new members were enrolled. Local 152, Stationary Engineers, affiliated with the A. P. of L., have selected H. Cummings to be their business agent.

Business Manager H. Potter, for the local boilermakers affiliated with the International Union, stated last week that they were negotiating with their employers individually, and that the relations between both parties was of the most cordial character.

The wage scale of the plasterers for the year will be 90 cents an hour. The members accepted the advice of their international vice-president, Peter Cook, and compromised. The 90 cents an hour will be paid from April 1st and \$1 an hour from May 1st.

The Builders and Laborers' Union have written their employers several letters asking for a conference to discuss the wage question. So far the request has been ignored. The members of this union have decided to have sent a final letter demanding 75 cents an hour.

EASTERN CANADA.

The Administrative Commission of Montreal have approved of the wage schedule prepared by the Fair Wage Officer, Achille La-

treille, as being the wages paid by the contracting firms of the city, for different classes of construction in the city, and on the motion of Commissioner Versille, seconded by Commissioner Marci, it was resolved that these rates shall be regarded as the minimum of wages which shall be paid by all persons obtaining contracts from the city for the execution of public works.

The list is as follows: Bricklayers, 75c; carpenters and joiners, 67 1/2c; cement finishers, 60c; electricians, 75c; engineers, miners, 85c; fitters, 75c; glaziers, 75c; laborers, comers, wood and metal, 60c; masons, 75c; plasterers, 75c; painters, 75c; plumbers, 75c; 4 1/2c; sheet and metal workers and roofers, 75c; steam fitters, 75c; stone cutters, etc., 75c; bottom men, drains, 46c; carter, single team, 45.00; carter, double team, \$5.50; bricklayers, sewers, 85c; blacksmiths, 55c; pavers, 55c; block setters, 55c; curb and dallas setters, 55c; workers, 35-45c; asphalters, finishers, 60c; asphalters, rakers, 55c; polishers, 60c; levelers, cement, 45c; roller asphalters, 55c; big roller, macadam, 45c.

WESTERN CANADA

WINDSOR TO BUILD WORKERS' HOMES.

So urgent has the housing question become at Windsor, that an emergency meeting of the Windsor Civil Housing Commission, held last week, it was agreed, with but brief discussion, to proceed with plans for the erection of 50 workmen's homes, the purchase of suitable land for sites was also authorized. The houses will be the same bungalow type with four rooms and sleeping porch.

WESTERN TYPGRAPHICAL CONFERENCE.

The date for the opening session of the 1920 Convention of the Western Canada Conference of the Typographical Unions has been definitely set for June 2. The Convention will be held in Medicine Hat. The Printing Pressmen will hold their first annual conventions there at the same time.

It is expected that there will be delegates in attendance from at least Winnipeg, Regina, Moose Jaw, Calgary, Edmonton, Lethbridge, and Saskatoon. Indications already point to a record attendance. Medicine Hat local of the Typos has appointed an energetic arrangements committee and there is no doubt but that the business of the convention this year will be conducted under the most pleasant conditions.

The subject of closer affiliation between the two printing crafts, will be discussed and a policy outlined whereby the branches would be more closely affiliated, says the Free Press. Such a conference between the two bodies was on the programme at Winnipeg, but the strike situation upset the arrangements, though there was an exchange of fraternal greetings.

It is understood that Medicine Hat Typographical Union is extending to the other printing crafts an invitation to share in the entertainment being provided for the typos, and No. 461 has offered to attend at all local arrangements for the P.P.s.

WINNIPEG GARMENT WORKERS SECURE 26 PER CENT INCREASE.

The Garment Workers' International Union at Winnipeg, through their international representative, W. Bush, of Toronto, who has been in Winnipeg for the past five weeks, has secured an increase of its present wages of 26 per cent.

FORM UNION ORCHESTRA.

Former members of the Boston Symphony Orchestra announce that plans are being perfected for a "union Boston symphony orchestra." These musicians were the backbone of the symphony orchestra and were dismissed because they joined the American Federation of Musicians. They include the most noted soloists in the country and the original orchestra is now a shadow of its former self.

ST. JOHN'S TEAMSTERS ENDORE PRESIDENT CAMPBELL.

The St. John Teamsters and Chauffeurs' Union at a largely attended meeting, held last week, endorsed unanimously to endorse P. A. Campbell, president of the Trades and Labor Council, as a candidate for commissioner in the civic elections. Robert Winchester, president of the union, was in the chair. The meeting was addressed by Mr. Campbell, who spoke strongly in favor of the Independent Labor Party.

Peter C. Shurkey, secretary, Charles H. Stevens also spoke. A large number of new members were initiated.

ST. JOHN TRADES COUNCIL.

Mill hands in St. John have been granted a flat increase of one dollar a day in their wages, and the deal proved what was asked for: an increase of 40 cents, stand a good chance of getting it, according to a report made to the meeting of the St. John Trades and Labor Council last week. The meeting, which was largely attended, adopted with enthusiasm a resolution endorsing the candidacy of Fred Campbell, the president, for a city commissionership. It was decided to send a large delegation to Fairville on the evening of April 11, to try to

L. L. P. Not Bound to Farmers Forever

Speaking at the L. L. P. convention at London, of the coalition between the Farmers and the Labor men in the present Provincial Government, President Reile expressed the opinion that labor is not bound to the farmers forever.

"We are supplied with them for the Government of the Province," said he.

"Next election, unless there is some working agreement that will alter our understanding, we will dissolve ourselves into a separate organization.

"We will place our candidates in the various fields and the farmers will likely do the same, but where it will be possible for both parties to agree to one candidate that may be acceptable to both, this may be worked out."

THE MODERN DEFINITION.

Willis—He is a rube?
Gillis—An awful one—He's never been outside of New York City in his life—Life.

Friends!

A FRIEND is one who knows all about you, and loves you just the same.

THEY know all about poor people. They love them and their love is reciprocated by the poor.

THE poor and distressed are not ashamed or reticent in their presence.

THE wicked are reprov'd. The old are comforted. Dishes, floors and clothes are washed. Babies nursed. Medicine provided. Food supplied. Men's cooked. And a thousand other things done to strengthen the body and stimulate the soul.

THIS work goes on in Sixty-six Counties and in forty-two different languages.

The Salvation Army—

308 Citadels and Institutions in this Territory---use them!

Bates & Innes, Ltd. CARLETON PLACE, Ont. Manufacturers of Fulp and Paper Mill Felts, and Men's Knitted Underwear: Ottawa Valley and Velvoknit Brands.

OLD CHUM TOBACCO

is the "chum" of more pipe smokers, than any other tobacco smoked in Canada

EVERYBODY SMOKES "OLD CHUM"

INSIDE WOODWORKERS APPLY FOR ARBITRATION.

The inside woodworkers of Ottawa, belonging to Local 444, representing over 450 union employees, failing to get satisfaction from their employers have been forced to resort to the Department of Labor in an endeavor to have their grievances remedied. As a meeting of the union held last week it was decided to apply to the department for a board of arbitration to deal with their demands, as the furniture, cash and door and cabinet manufacturers by whom they are employed have so far refused to consider the new wage schedule submitted by their employees, or even to meet them and discuss matters.

At present the employees are receiving a minimum of 45 cents per hour for bench hands, cabinet makers and machine operators. They are asking for a minimum wage of 65 cents per hour, and if the Department of Labor should refuse to grant a board of arbitration, Business Agent Patrick Green, district council of the carpenters, states that he will apply to the department.

In a statement issued following the meeting, Business Agent Green outlined the situation as follows:—

"The inside woodworkers of the city have been forced to appeal to the Department of Labor in order to secure what they claim is a just living wage, and in order to avert a strike which undoubtedly will have serious results to both the manufacturers concerned, their employees and the general public. We are now engaged in the manufacture of furniture, cabinet making and sash and doors.

"The men employed in these industries number about 450, and for two weeks past I have endeavored, in their interests, to have a meeting here nearly \$136 per month? Some in order to try and arrive at a satisfactory adjustment of their difficulties. So far the employers have consistently refused to meet with men and at a meeting called at the Windsor Hotel last Saturday only one employer turned up. We are asking for a minimum wage of 65 cents per hour, and if the Department of Labor should refuse to grant a board of arbitration, Business Agent Patrick Green, district council of the carpenters, states that he will apply to the department.

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L. L. P. MEETS ON TUESDAY.

A very large attendance of the members of the Ottawa branch of the Independent Labor Party is expected at the regular meeting of the party which will be held in the Carpenters' Hall on Tuesday evening next, at eight o'clock. Previously meetings have been held on Sunday afternoons and this has not been satisfactory. The delegates to the London convention will probably bring in their report at this meeting.

PAPER MAKERS VOTING ON RATIFICATION OF AGREEMENT.

The local pulp, sulphite and paper mill workers union will vote on the ratification of the proposed new agreement with their employers at a regular meeting of the union on Sunday next. The new agreement calls for an increase of 20 per cent, and has been under consideration for a long time. A conference was held at Buffalo some time ago when representatives of the employers and employees were expected to be present. During the absence of another number of employees, representatives of the union were not as great as had been anticipated and negotiations were postponed. The workers appointed committee of the union to act on their behalf and this committee has recommended an increase of 20 per cent. The entire schedule and working conditions will be submitted to the employers' representatives at a conference in New York on April 14. The new agreement comes into effect on May 1 and it is expected that a satisfactory settlement will be made before that time.

HAMILTON.

CARPENTERS DECLINE CONTRACTORS OFFER.

The contractors' compromise offer to the carpenters of 85 cents per hour was rejected at a mass meeting of the members of local No. 18, 2613 and 2619 in the J. O. F.

TORONTO.

BUILDING TRADES SCHEDULES.

No labor trouble in connection with the building industry in Toronto this summer are anticipated. Negotiations with the various unions have proceeded amicably in practically all cases.

Plasterers started on April 1 on their new scale, 90 cents an hour, and will be paid that rate from May 1. Bricklayers have a 90-cent an hour scale now and in a few weeks will receive \$1. Plasterers' laborers have been offered 45 cents an hour, but are holding out for 85 cents, and are negotiating in hope of securing better terms.

STREET RAILWAY MEN SEEK INCREASE.

Employees of the Toronto Railway Company are becoming anxious over the wage question, which may be to be adjusted fresh by June 15, when the year's agreement with the company will expire. Fifty-five cents is the minimum at present on the Toronto Street Railway. The city pays its men on the city rate, 50 cents an hour.

"Of course we intend to ask for more money," Controller Joseph Gibbons, business agent of the Toronto Railway Company, said on Saturday. Mr. Gibbons declined to say what demands would be made upon the Toronto Railway Company.

In the matter of overtime and pay on Sundays the employees of the Toronto Railway Company have an advantage over the city's other employees, but the latter get two weeks' vacation every year and the former do not.

MACHINISTS REJECT EMPLOYERS OFFER.

Eight hundred mechanics from the Dominion Shipbuilding Company met on Saturday morning in the Labor Temple to hear the report of their negotiating committee. The 10 per cent increase offered by the company was rejected by the men, and at the request of the company the committee negotiations were reopened on Monday.

Mr. Harry Kerwin, president of the Metal Trades Council for Canada, stated on Sunday that he had been informed that an offer of the Welders' Company of Montreal had been rejected by the men employed in its shipbuilding yards, and

SILVER

Over 30,000,000 dollars worth of silver and gold metal "must be found," says the American Chamber of Commerce in London, to back up the Thirty billion dollars worth of paper money issues floating in Europe today, in addition to America's increasing volume of trade with China and India creating an almost unlimited demand for the precious metal.

Pre-war price of silver was 45 cents per ounce; the last price recorded is \$1.55 with premium. You can make no mistake.

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Quebec Mining Corporation,

NORTH TEMISKAMING, P. Q.

1920

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Please issue my Shares Certificate, and send it to my name and address.

Witness _____ Signature _____

WE ACCEPT VICTORY BONDS AT VALUE IN PAYMENT OF OUR SHARES.

L. L. P. CONVENTION FORMULATES TARIFF POLICY

J. W. Buckley, of Toronto, Succeeds Hon. Walter Rollo as President.

Many questions of interest to the great producing masses were discussed at the annual convention of the Independent Labor Party of Ontario, which convened at London, on Friday and continued until Sunday, when the curtain was rung down with a mass meeting at which a number of the prominent members of the L.I.P. delivered short addresses, a report of which appears in another column.

Perhaps the most important decision arrived at by the convention was the tariff policy. Upon this question there was no little discussion and all shades of opinion were expressed.

President W. T. MacDowell, of the Ottawa branch advocated forcing the issue boldly, not by advocating free trade or protection, but by demanding the complete control of the machinery which is used for production and distribution of all products in the country.

However, all the discussion ended in the following resolution being adopted and it will constitute the tariff policy of the Independent Labor Party of Ontario.

"Resolved, that whereas the tariff issue is being forced to the front as one of the most important issues to be dealt with at the approaching federal elections, and

"Whereas, in respect of the fact that it is a strictly federal issue, this convention of the Labor party of Ontario must deal with it owing to the necessity of making candidates in the field at the federal elections;

"Therefore, be it resolved that this convention favor the following plank in the party platform: 'The gradual elimination of import duties on all necessities of life such as food, clothing (including boots and shoes), and the machinery used in production, the revenue derived from these sources to be raised by direct taxation of land values and luxuries.'

Discussion of the development of the water power of Northern Ontario under the Hydro-Electric Power Commission of Ontario, occupied much of the time at the convention on Friday. As a means of providing electric power at a reasonable cost to that portion of the province the electrification of the T. & N. O. Railway was favored by the delegates.

Referring to the question of the returned soldier, the delegates decided to instruct the Executive Committee to make up a question of political action with the various soldiers' organizations. The convention also recorded itself as favoring to giving the returned men the increased gratuities which they are demanding.

A resolution asking the convention to support the anti-vaccination campaign was adopted. Several resolutions indorsing improved conditions for the seamen of the Great Lakes, including one permitting an alliance with the Labor movement, were also passed.

Other questions were discussed and the convention went on record as approving an increase in the seasonal indemnity of \$3,000. It also favored a resolution calling on the Government to relieve the housing shortage, and to have the Dominion Government proceed with the deepening of the St. Lawrence. The convention also approved resolutions dealing with the abolition of the B.N.A. Act to allow election in 90 days after a vacancy occurs; amendments to the Workmen's Compensation Act to increase the amount of benefits to 60 per cent. for thickly populated districts; calling on publications to carry the names of their real owners on every issue; and limiting the profits to five per cent. on all necessities.

Mothers' pensions caused a little flurry at Saturday's session. Ward Seven, Toronto, opposed the bill because it refused to include in its scope mothers holding property. Wives of prisoners, mothers of illegitimate children and mothers who are foreigners it was demanded that all be included. The bill was finally approved in principle and the Labor members instructed to work to have the objectionable disqualifications withdrawn.

ADDED. Customer—You've charged me eighty cents and my check was for only seventy. Cashier—But you took two toothpicks.—Judge.

Mrs. Rose Hodgson declared the bill disastrous. It would benefit 30,000 British children, but would leave 1,000 children of foreign parentage to starve. You would let the 30,000 starve, too, if you throw out the bill," interjected Hon. Walter Rollo. In addition, he pointed out that many of the foreigners mentioned in the bill, the members neglected to take out naturalization papers, which would make them British subjects, and within the scope of the bill. The Premier, however, he stated, were the only ones in the House who were absolutely sincere in wishing to see this bill passed. The Premier stated it would benefit only the city mothers.

He would have increased it "till through it. Toronto, is the new president of the Independent Labor Party of Ontario, succeeding Hon. Walter Rollo, Minister of Labor, who resigned. Other members of the executive are: Vice-presidents, Miss Mary MacNab, Hamilton; ex-Ald. Ashplant, London; Mrs. Hector Prenter, Toronto; A. T. Sweeney, Sudbury; Dr. Hedi, Kitchener.

Secretary—Jos. T. Marks, London (re-elected). Treasurer—R. H. Palmer, Toronto.

The next convention will be held in Welland.

Coalition Government Will Make Good if Given Chance Says Rollo

The convention of the Independent Labor Party of Ontario was brought to a close Sunday afternoon by a mass meeting held in the Majestic Theatre, London, at which addresses were delivered by Hon. Walter Rollo, Hamilton; James Simpson, Toronto; Dr. H. A. Stevenson, M.P.P., London; Miss Mary MacNab, Hamilton; and Capt. Sam Wright, of Port Arthur, and Peter Heenan, M.P.P., of Kenora.

Mr. Rollo dealt at length with the Farmer-Labor Government, and predicted that if it is allowed its full term of four years it will have a record for legislation for the people that will satisfy everybody. He pointed out the dangers that beset Premier Drury and his following, compelled, as they are, to carry on a Government with the narrow majority of three. But the Premier's support is solid, and though not schooled in the arts of politics like most of their opponents, the Farmers and Labor men have no fear of the Opposition. He warmly defended the Farmers, pointing out that they are not of the caricature type, but men of strength, and most of them with valuable experience in the conduct of Municipal Councils and of farmers' enterprises, such as cheese factories, co-operative societies, and so on.

Expansive Chance to Make Good. The people have grown tired, he said, of the manner in which the Liberals and Conservatives have governed the province in the past, and they are now ready, Mr. Rollo believes, to give the new Government, inexperienced as it may be, a chance to make good. And make good it will, he declared amidst cheers, despite the criticisms of its opponents.

Whereas U. E. O. Successes Lay. He traced the history of the U. E. O. back to its inception five years ago, when a few men met in a room in Toronto to discuss ways and means of bettering the condition of the farming class. When the U. E. O. was launched it had no political ambitions, yet it has attained a political strength in a few brief years such as no other party ever achieved. Its success lay preponderantly in the fact that it stood by co-operation and every day in the year for the past five years its clubs have been doing good for farmers.

As an instance of what is being done, he pointed to the fact that this year the U. E. O. is buying for its members \$500,000 worth of binder twine, thus cutting out the profit of the middleman. It is the aim of the organization to do away with the middleman and thereby secure for the farmer more money for his products, while the city consumer will pay less for the necessities of life.

Twelve "Resolutions in Clothes." Turning to the Labor members of the Government, Mr. Rollo said that the working classes had for years wasted money on useless deputations to Toronto, presenting resolutions, asking legislation for the bettering of the people at large. Now they have "twelve resolutions dressed up in clothes and ready to go to the various Government departments."

There are now 900 trade unions in Ontario, and the movement is growing with tremendous speed. The members are now 200,000. "The night you organize a union," he said, "50 per cent. of the members become independent voters. Within six months 90 per cent. will vote independently, and therein lies the future strength of the Independent Labor Party."

Mr. Rollo took occasion to declare that the Farmer-Labor Government is there to represent all classes and ensure a deal for everybody. He himself was elected by the votes of all classes in Hamilton. While the sympathies of the Labor party

are undoubtedly with the laboring classes, yet the party realizes its obligation to legislate in the interests of all.

"But," he said, while his hearers cheered, "will they let the other fellow sets no more than a square deal. That is something that the other Government did not give the people."

Mr. Rollo pointed to the fact that almost every speaker who has thus far spoken for the Opposition in the Legislature has been some sort of professional man, and he admitted that when he looked across the House at the formidable Opposition it made himself and colleagues, new at the business of Government, do something.

"Every one of these men," he declared, "sets up his brains, training and Parliamentary experience against the inexperience of the Farmer and Labor men who now form the Government of this Province."

"The Drury Government," he said in conclusion, "is New York, because of what it does, not by what they say it does."

Montreal Rights Deep Waterways. Capt. Sam Wright, of Port Arthur, said that Montreal is keen enough to have the canals in the St. Lawrence River widened, but when it comes to deepening the waterways Montreal rises up in indignation and joins in the opposition to the scheme which is led by New York.

Capt. Wright said that the transportation of goods by water is a tremendous loss to Montreal, where transshipment now has to be made from lake-going to ocean-going to lake vessels. Since 1829 the waterways have been deepened only five feet three inches.

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BEATING THEIR SWORDS INTO PLOWSHARES



Snapshots of Soldier Settlers' Farms—The left-hand picture is that of Captain Bruce Hill, formerly of the 55th Battery, C.F.A., taken on the farm of Lieut. J. R. Wilson, near Clarkson's, Peel County, Ont. Captain Hill was a student in poultry raising, and plans a farm of his own. Mr. Wilson has a large flock of White Leghorns chickens, as well as small fruits, from which he secured splendid returns last year.

Upper right—Farm of C. E. Phillips, soldier settler in Regina district, Sask. The picture shows some of the horses bought by the Soldier Settlement Board for Mr. Phillips, and in the background are his stacks of winter feed. Lower—Some of the buildings on the farm of F. Keming, Eburne, B.C.

U. S. COAL MINERS AWARDED 27 PER CENT. INCREASES.

The bituminous coal miners last week accepted a 27 per cent. increase in wages and an eight-hour day, which was awarded them by President Wilson's Coal Commission.

The Joint Wage Scale Committee of the miners and operators signed an agreement at the Waldorf Astoria on March 31 whereby this adjustment is made. The agreement is to last for two years and affects only the central competitive field, which includes bituminous mines in Indiana, Illinois, Ohio and Western Pennsylvania.

Ellis Scarles, speaking in behalf of the United Mine Workers of America, declared last week that the 27 per cent. wage increase just granted by the United Mine Workers does not justify the price increase of 65 cents to \$1.50 a ton, which operators have announced will have to be made. He added that the increase in cost of production could not exceed 40 to 50 cents a ton, and he disclaimed responsibility on the part of the workers for the proposed price advance.

"Jimmy" Simpson, of Toronto, stirred the meeting to enthusiastic applause by recounting the advances made by Labor in a dozen countries, including Great Britain, France, Germany, Russia, Belgium, Australia and New Zealand. Queensland, he said, leads the world, excepting Russia, in advanced legislation through which the people have what he described as a democratic control of industry. In Queensland, where mines, slaughterhouses, hotels and slaughterhouses are Government-owned, the have recently established huge public canning factories.

The Labor men have been accused of designing class legislation, he asserted. "If it is class legislation for the minimum wage, it will protect girls from starvation or shame, then we are going to have class legislation," he said. "The Ontario Government is going to ignore the minimum wage law of this province than has ever before been known in Canada or the United States."

Mr. Heenan Disavows Consent. "I didn't say it, and I don't think it," Peter Heenan, M.P.P., of Kenora, declared in making a denial that he had credited Labor with having all the brains in the Provincial Coalition Government. "The statement had been attributed to Mr. Heenan. It was said on the floor of the convention, he admitted, but he denied that he was the man."

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"Practically every mechanical operation and every machine can be made safe," said President Gompers in a message to the Pennsylvania Safety Congress. "It is possible," he said, "to remove the risk of injury to life and limb from almost the entire field of industry. It should be made obligatory for industry to apply the devices that are available."

"It will pass without challenge that there is in the movement of labor a desire for comprehensive knowledge and understanding of the processes of industry. The organized labor movement can best help toward securing safety by being given the opportunity to apply its knowledge to the machinery and the processes of industry, by being taken into conferences and consulted and given voice of a determining character."

"Shut labor on the outside and you stifle its intellect and its intelligence and its good will. Safety will increase as liberty increases. Those whose brains and souls are ensnared in bondage have the least care for the welfare of their bodies."

UNSKILLED WORKER IS HUMAN. The unskilled worker too often is treated as though he were not a human being. He is known by a number, sworn at by irritated foremen, ordered about as though he were a dog, and fired as though the welfare of himself and family was not worthy of consideration. Recognition of his humanity is what he wants.—Harry W. Kimball, in Industrial Management (New York).

G. T. R. CONCILIATION BOARD NOW COMPLETE.

Hon. Justice F. S. MacLennan, of Montreal, will head a Board of Conciliation to deal with the dispute between the Grand Trunk Railway and its clerks and certain other station employees concerning wages and working conditions. The board which is appointed by the Department of Labor under the Disputes Investigation Act, comprises Judge MacLennan, U. E. Gillen of Toronto, nominated by the railway, and Fred MacLennan, of Montreal, nominated by the employees. Fourteen hundred employees are affected, and all are members of the Canadian Brotherhood of Railroad Employees. As a number of the employees are members of other organizations, an opportunity of other organizations to make such representations to the Board of Conciliation as they see fit.

MATHERS FOR JOINT COUNCIL OF INDUSTRY IN MANITOBA.

Chief Justice Mathers, of the Court of King's Bench, will be asked to assume the chairmanship of the joint council of industry under the Manitoba Industrial Conditions Bill. The aim of the Provincial Government in setting up the joint council of industry is to bring employees and employers together for discussion of all difficulties arising.

Authoritative information received at the Parliament Buildings was to the effect that the provincial fair wage schedule to be drawn up in the immediate future which will set the wages of all workers employed on Government construction work will average from 20 to 25 per cent. increase. The schedule is not limited to the Government construction work, but is also adopted, generally, by the city of Winnipeg and the school board.

A SYMBOL. W. R. Trilles, the novelist, who is tall and lean, said at a dinner in Philadelphia: "Benjamin Franklin was a rich man now, but there was once a time when he was very poor. I met him during that time, and I ventured to say to him: 'How excessively tall and lean you are!' 'All artists,' he answered, 'are excessively tall and lean, a symbol of lofty aims and narrow means.'"

GETTING READY. When the train stopped at a little station in the South, a tourist from the North emerged and gazed curiously at a lean animal, rubbing itself against a scrub oak. "What do you call that?" he asked a native. "Razor-back hawg, sub."

"What's he rubbing himself against the tree for?" "He's stroppin' himself, sub. Jes' stroppin' himself."—Everybody.

The dealer in antiques was showing an old violin to a probable buyer. "Yes," he said, "this is of historical interest; it is the identical fiddle Nero played while Rome was burning."

"Oh, that is a myth!" said the visitor. "Yes, I know it is," the dealer agreed. "And Myth's name was originally on it, but it has got worn off in polishing the instrument."—Everywoman's World.

What an Independent Investigator Said Under Date of Wednesday, March 17. Two Canadian gentlemen, Mr. Willard and Mr. Denault, who became sufficiently interested in this company's proposition to consider investing in it, herewith reproduce the telegram they see the oil field and the company's holdings with their own eyes. We took the precaution to go to Texas and sent to Mr. Denyes, General Manager of Canadian-American Resources, Ltd. Grandfield, Oklahoma, March 17, 1920. L. E. DENYES, Manager, Canadian-American Resources, Limited, 1006 Royal Bank Building, Toronto: We met Judge Stephens and toured Burk Burnett oil field, around your property. Mr. Willard and I find more than double the number of wells adjacent to this property than is shown in blue print. A man must see this field to realize its magnitude. It is most wonderful. Leaving tonight. DENAULT. This company makes conservative statements as to its properties and its prospects, as the above telegram shows; but we could very properly make some astonishingly alluring forecasts as to the profits and dividends that will come to this company when a few of our wells are driven. We shall be ready to start work very soon, and should have a number of wells flowing by mid-summer. It is likely that the present generous Bonus of Common Stock will be reduced when the oil starts to come in. We own 60% interest in the leases of 4,818 acres right in the producing area of the Burk Burnett oil field. These leases are valued at this moment in excess of \$6,000,000.00, and their potential value, when wells are driven, is greater in millions of dollars than any person would feel capable of putting down in figures. We might state that, in one year, in the Burk Burnett oil field alone, over \$9,880,000.00 was paid in dividends, equal to over 200 per cent. on the capital actually expended. Wonderful returns to the investor are within expectations on this proposition. BOARD OF DIRECTORS. Directors—Colonel Jacob Ruppert, New York City, President Ruppert Brewing Company, President and Director of other companies. George B. Gifford, New York City, For thirty years with Standard Oil Company of New Jersey, and Manager of Refining operations. S. W. Jencks, Shreveport, Quebec, President of Canadian Engineering and Machine Company, Limited, President and Director of other companies. Solicitor—Melvin G. Hunt, Barrister-at-law, 1007 Royal Bank Building, Toronto, Canada. Offices—Toronto, Canada, and New York, N.Y. STATUTORY INFORMATION. The By-laws of the Company provide that the qualifications of each Director shall be the holding of at least ten shares of the stock of the Company. The Directors, who are not salaried officers, are allowed a fee of Twenty Dollars for each attendance at any meeting of the Board of Directors. The minimum subscription upon which the Directors may proceed to allotment is ten shares and the amount payable on application and allotment is Ten Dollars per share. The Company purchased from Easton Marshall Ansley, of the City of Toronto, County of York, 1,081 acres or land in the Province of Ontario, in consideration of the sum of \$500.00 and 2,499,950 shares of the Common Stock of the Company, of which 1,750,000 shares were placed in trust to be used for the best interest of the Company as the Directors may direct. An agreement providing for the said purchase was made, dated the Eighteenth day of November, A.D. 1919, and may be seen at the Company's Head Office, in the City of Toronto, during business hours. CAPITALIZATION. Authorized Capital, \$50,000,000. Preferred Stock, \$15,000,000. Common Stock, \$35,000,000. We offer for sale, Treasury Stock. Proceeds to be used for development of Oil Wells on our Texas Leases \$500,000.00 (50,000 Shares) 7% Cumulative Preferred Shares (Par Value, \$10 each), with 100% Bonus of Common Stock. Dividends on Preferred Stock accrue from date of issue, and are payable quarterly. Literature and Full Information Furnished on Request. Canadian - American Resources, Limited. Head Offices: 1006 Royal Bank Building, Toronto.

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Industrial Review From Many Sources



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ROUND-THE-TABLE CONFERENCES TO SETTLE INDUSTRIAL TROUBLES

Premier Hughes, of Australia, Points Out the Way to Peace.

Representatives of the employers' organizations of Australia recently laid their views on industrial unrest before the Australian Government. The chief spokesman for the employers stated that at no time had they been more willing to face the industrial position on lines of equity, justice and humanitarianism. The Prime Minister, W. M. Hughes, replying, said that he agreed that the restoration, or at any rate the establishment, of harmonious relations between the employers and the employees would be best brought about by a round-table conference. The interposition of a third party, whether or not it were clothed with the majesty of the law, was less effective than that perfect agreement that came from the personal touch of man to man. The law and the compulsory bringing together of the parties was at best but a clumsy expedient for that settlement between the two parties which must in the long run be the only sure foundation upon which industrial peace could rest.

"If we inquire what is the fundamental factor of such a peace," continued Mr. Hughes, "we will find that it is a better understanding of each other. I speak as a man chastened by many vicissitudes, industrial and other. Class hatred is not a plant without a root, nor did it spring up in a night. It is deep-seated and has its roots in the injustices suffered by workers in the days that are gone. My experience of unions is that the great bulk of the men—a vote would show seven-tenths—are free from the bitter class consciousness. Unfortunately, men have been led from the beginning of time by the few who have made up their minds. Although naturally law-abiding, there are people who are likely to be beguiled by alluring, lying statements, propaganda which has for its object the overturning of the State and the existing condition of things. If that propaganda is to be combated it is necessary to put something to put in its place. I have put the basic wage proposition forward as a means whereby one of the most prolific causes of industrial discontent may be removed."

Dealing with possible remedies for the existing condition, the Prime Minister advanced unexpectedly a proposal for a grand council of industry. He said: "Supposing I were asked to give counsel whereby we might set our industrial house in order, I would take just such a body as I see here and try to get to meet in a body which would be as representative of Labor, and I would say, 'Make yourselves a grand council of industry of this country and whatever you say we will do. There is no better way. The thing is, how are you going to do it? You must remember that the body industrial has been saturated with class hatred, so that every attempt made by the easier of Labor men and the easier of the employer is counteracted by the bitterness of those sections to whom I have alluded.'"

Mr. Hughes explored the rejection of the referendum proposals recently and said that the only way of meeting the position in view of the rejection was for the states to hand over to the Commonwealth power in regard to certain industrial questions. At present, he said, the Commonwealth's powers over industrial matters were farcical. Experience had shown that the arbitration court was not a convenient or effective instrument, hampered as it was and had always been by the ever-increasing limits of its jurisdiction. No man knew and no man was able to define what its jurisdiction was.

LINES ON A SHEEP. O sheep whose days are so demurely spent, I wonder if it's past your comprehending That you and I between us represent The starting of a process and its ending? On you the wool, on me the cloth and hose— Thus swings the cycle from its start to close. But not direct, old thing— O not direct— "Twixt sharing you and my 'spring suiting' choices There intervenes a host of the elect Who jam around in Daimers and Rolls-Royces, Well-nourished coveys, with appetizing necks, Who drink champagne and sign colossal cheques. A-down the path from you to me (Who tries to dodge them, only meets a cropper), And each with outstretched and expectant hand Begs, 'The suit that he needs! Your wool would stand on end if you could see The final price at which it's charged to me. Therefore I call you 'comrade' from my heart, Although we two adorn a different gent; If you and I are plainly in the cart, At least we share the vehicle between us. We have one point in common, Brother Best— We both exist in order to be second. —Lucia in Toronto Globe.

A SOLID FOUNDATION.

Marsden G. Scott, president of the International Typographical Union, who represents much that is soundest and best in the labor movement, and stands for a point of view that is a bulwark against the encroachment of a type of radicalism that bids fair to nullify the progress that has been made through the evolutionary processes through which such men as he sees the surest prospect of industrial advancement in its broadest aspects, has written for the Typographical Journal an analysis of the foundations that have been laid for the industrial reconstruction of the commercial and preindustrial branches of the trade.

The spirit in which the effort is being made to standardize the relationship between capital and labor in this industry to the end that the whole industry may advance, seems to be a spirit as reflected in President Scott's discussion of the proceedings of the International Joint Conference Council, which is making the attempt, that is worthy of right because it is a clear perception on both sides of a mutual interest, and an earnest desire to have done with the things that are blocking progress against the interests of both.

President Scott thus characterizes the movement: "These conferences have been characterized by the frank determination of the representatives of employers and employees to meet the conditions which the war created without equivocation or evasion. No time has been frittered away in discussing the right of the workers or the right of the employers. There has been no senseless chatter to delay the complete recognition of the absolute necessity for collective bargaining between the employers and the workers in the industry, and the mutual benefits to be derived therefrom. Nor has there been any attempt to restrict the right of the workers to select their representatives in wage conferences even been questioned. The cardinal points thus far agreed to are presented herewith. It should be clearly understood that the adoption of these principles by the joint conference council does not arbitrarily compel their acceptance either by unions or by employers. They point the way to the elimination of much of the industrial unrest to the fair adjustment of wage controversies, to the establishment of stability and prosperity, and to the progress of those who are engaged in this branch of the printing industry. There may be, of course, room for discussion bearing upon some of the points referred to, but it is the clear purpose of 'getting somewhere' through reasoning and reasonable processes that attracts attention in these days of restless and inflammatory propaganda. The points themselves are as follows: First: That the industry recognize the cost of living, as compared to 1914, as a basic factor in wage adjustment. Second: That the industry is to pay at least a reasonable living wage; scales below this to be adjusted in frank recognition of the basic principle involved. Third: That local contracts be for a period of not less than three years; with provision for annual readjustment of wages based upon the cost of living and economic conditions in the industry. Fourth: That a uniform standard system of cost keeping be considered fundamental to insure stability, permanence and prosperity to the industry, with provision that a clause be required in local agreements providing for the maintenance of such a standard system. Fifth: That controversies over 'lockouts' and 'strikes' between employers and employees can and should be settled without resort to treatments to refer disputes that can not be settled through conciliation to a joint board of arbitration. The last point is merely applying

to the commercial and 'periodical' branches of the industry a condition that already obtains in the newspaper publishing branch, in which the International Arbitration Agreement between the American Newspaper Publishers Association and the International Typographical Union has for several years protected both local unions and local newspapers which have become a party to it from the possibility of either strikes or lockouts, and in innumerable cases has prevented any interruption in the process of newspaper publishing. So well has this acceptance of compulsory arbitration worked out that no newspaper publisher now working under the arbitration agreement would consider its abrogation, while through its operation many unions have secured fair awards of increased wages without the loss of a day.

In summarizing the situation in the other branches of the trade, where the incentive to co-operation has not perhaps been so pressing as in the newspaper field, President Scott, reflecting again the spirit of conferences now in progress, says: "The worker is entitled to at least a wage sufficient to enable him to live in comfort, to provide adequately for the support of his family, and the education and development of the next generation, with a modest allowance to be put aside for the inevitable rainy day when he will be physically unable to keep pace with the ever-advancing industrial army. An inadequate wage breeds privation, poverty, and in the end mental, moral and physical bankruptcy.

The inflexible rule which applies to the worker's basic necessities is inflexibility to the dollar invested in industry. It too, must receive a reasonable living wage or face starvation and physical destitution. In years gone by neither the worker nor the dollar has received a reasonable wage in many instances. Both have starved together. There we see the recognition of something the existence of which has of late been so often denied—the real community interest which does exist between the two main elements of industry. It is a recognition which seems to us to provide a genuine starting point for the evolution of sounder industrial relations, whatever form that evolution may take. The next step, we believe, is a much more general appreciation in this trade that the worker, beside recognizing the importance of the factor of costs to the industry as a whole, will recognize his own direct relation to those costs and his responsibility to help control them through the quantity and quality of his own work; and on the part of both workers and employers a recognition of the fact that this interest of the worker in the factor of costs must be reflected in the return that accrues to him from the industry. It is by such steps, whether carried on under the present form of organization or through new methods

of co-operation, that we look for the sound development of a fair apportionment of both the fruits and the responsibilities of an industry among those who in any capacity are engaged in it. Radicalism will, if applied, simply set back those processes and result ultimately in an incalculable loss of time and momentum. Attempted short-cuts will not lead to any permanent solution.—North Adams Transcript.

WOMEN'S WORK IN CANADA.

The only kind of immigrant that is of any value to a country, especially a new country, is the immigrant who 'comes out' fully understanding what he must expect. The weak point in many immigration efforts, in the past, has been that quantity and not quality was given first consideration. A disappointed disillusioned immigrant is of no use to any country. It is for this reason, amongst many others, that the report, recently published, of the commission sent out to Canada, last year, by the British Government to inquire into the openings for women in the Dominion, is so especially useful.

The commissioners have done their work well. They have stated the facts just as they are, and while there is no attempt to produce a discouraging picture, there is also no attempt to produce an unduly rosy one. The commissioners were well aware that the work which Canada has to offer to women is, of course, just the kind of work which will appeal to certain women, and that these women will make a success of it. They saw, in fact, that the only way to induce the right woman to undertake the work, and to prevent the wrong woman from doing so, was to tell the truth about her situation. Thus, in dealing with the question of domestic service, the commissioners point out that greater friendliness is to be found in Canadian homes, and opportunities are shared by mistress and maid alike. But they do not hesitate to warn prospective immigrants that Canada is not the Eldorado of the labor-saving device that has often held out to be; that the work in domestic service is hard and, especially in the country, often very isolated. The report, in fact, is a most valuable and individual action considerable; whilst lift in the country offers much the same attractions and opportunities to all, no matter what particular part of the work they may be engaged upon. The report deals with the same frankness with the teaching profession. Englishwomen able to teach are needed, especially in foreign communities. The work is hard in isolated districts, but progress is assured to those courageous enough to take up these teaching posts, whilst there are, the report states, great attractions in such a life. Then again, the women agriculturist is warned but not discouraged. She is told about the rigorous winters during which little or no cultivation is carried on, in many parts of Canada; she is warned that she must expect strenuous work; and she is shown the desirability of three or four women joining together in any agricultural enterprise. If they want to make a success of it. Perhaps the chief service performed by the report, however, is the decided way in which it condemns the bonus system in immigration. Under this system the shipping agent is paid a bonus on every immigrant secured through his efforts. In order therefore to secure as many immigrants as possible, the agent undertakes to pay practically the whole of a girl's expenses from England to her destination in Canada, requiring the girl, however, to sign a bond agreeing to make repayment by instalments out of her wages. This bond is frequently taken over by the girl's employer, who thus secures a hold upon her which, until the obligation is discharged, practically reduces the girl to the status of an indentured laborer. The report is most emphatic on the matter. "Practically every experienced authority consulted in Canada," it declares, "agrees in expressing the opinion that the system of captation bonus paid to an agent for inducing an emigrant to land in the Dominion is a mistake, and has been the source of much evil."—Christian Science Monitor.

NATURAL PROCEEDING.

"They had a hard time in that piece with the actors representing the elements of the storm." "How so?" "The lightning struck."—Baltimore American.

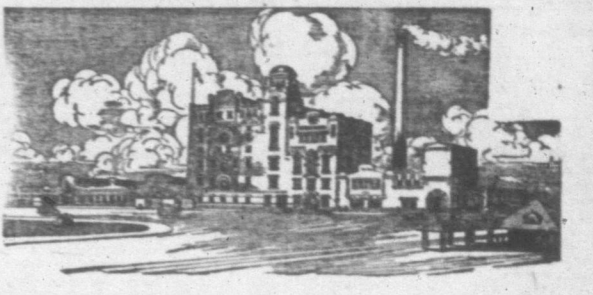
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