

"Every Reduction of Wages is a Reduction in the Consuming Power of the Wage Earners and a Direct Blow at the Future Prosperity of the Country" - Samuel Compers

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Secretary - Treasurer P. M. Draper, of the Trades and Labor Congress, Was a Member of Committee.

Trades and Labor Congress Receives Official Reply to Labor's Requests From Government.

Canadian Rys. Seek Re-Opening of Agreement

Ottawa Contractors Have Thrown Off the Mask and Made Plain Their Intentions Towards Building Trades.

Prison Reform POLICY OF LABOR RECOMMENDED THIS SESSION

CHILD WELFARE WORK IN JAPAN GROWING

Samuel Compers's Call of the Great Producing Masses of North America

trades dispute from its inception, due to the contractors having refused to concede collective bargaining, although they had reserved the right to deal collectively with the crafts.

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CHILD WELFARE WORK IN JAPAN GROWING

Employers Reminded That Pendulum Swings Both Ways and Warned Not to Drive the Bargain Too Hard.

40,000 EMPLOYEES OF PAPER MILLS STRIKE

VAST SUMS EXPENDED ON EUROPEAN BABIES

NATIONAL COUNCIL ON CHILD WELFARE MEETS AT OTTAWA-MAY 30.

NINE HOUR DAY WILL NOT BE TOLERATED

TORONTO WORKERS PROTEST BUILDING OF CARS BY MONTREAL FIRM.

44,851 ACCIDENTS IN INDUSTRIES OF ONTARIO LAST YEAR.

MOOSE JAW CIVIC EMPLOYEES JOIN INTERNATIONAL UNION.

BOARD ESTABLISHED IN TORONTO AND NIAGARA STREET RY. DISPUTE.

TORONTO STONECUTTERS CLAIM EMPLOYERS REFUSE THIRTY DAY ARMISTICE.

LAST YEAR'S AGREEMENT RENEWED AT BOOTH'S PAPER MILL.

MARGARET BONDFIELD APPOINTED TO EXECUTIVE OF I. C. OF W. W.

LABOR DEPT. TO DISTRIBUTE WIDELY REPORT OF INDUSTRIAL CONFERENCE.

OTTAWA CARPENTERS LODGE PROTEST WITH CANADIAN GOVERNMENT.

CANADIAN INDUSTRIAL LEGISLATION CONSIDERED BY BRITISH GOVERNMENT.

LOCOMOTIVE ENGINEERS WILL OPPOSE WAGE REDUCTIONS.

OTTAWA - The report of the joint council of building industries, held in Ottawa recently, is issued as a supplement to the May number of the Labor Gazette.

OTTAWA CARPENTERS LODGE PROTEST WITH CANADIAN GOVERNMENT.

ONTARIO MINIMUM WAGE SCHEDULE OPERATING SATISFACTORILY SAYS ROLLO

CHILD LABOR SHOWS INCREASE IN THE UNITED STATES.

MONTREAL'S SERVICE-AT-COST MEANS REDUCED WAGES FOR EMPLOYEES.

OTTAWA CARPENTERS LODGE PROTEST WITH CANADIAN GOVERNMENT.

MINISTERS OF LABOR SAYS ONTARIO MINIMUM WAGE BOARD WILL NEXT FIX SCALE FOR PAPER BOX AND CANDY MAKERS.

WASHINGTON - Increase in the number of child laborers in the United States has been almost proportionate to the increase in total population in the last eight years, according to the Department of Labor.

MONTREAL - The Montreal Telephone Company has notified its employees that it does not consider the renewal of their contract with the company during the coming year, particularly on the basis of the present existing contract.

OTTAWA CARPENTERS LODGE PROTEST WITH CANADIAN GOVERNMENT.

ARGENTINE DOCKERS WIN SIGNAL VICTORY.

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MACHINISTS' INSURANCE PLANS NOW MATERIALIZE.

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BUENOS AIRES (Thursday). - The Government, under an agreement reached with representatives of the labor organizations, will not permit non-union labor in the port area.

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Editorial Page of The Canadian Labor Press

DANIEL McCANN, Manager. CHAS. W. LEWIS, Circulation Manager.

OFFICIAL ORGAN ALLIED TRADES AND LABOR COUNCIL OF OTTAWA.

ENDORSED BY Hamilton District Trades and Labor Council. Hamilton Building Trades Council.

Associated Federal Employees (Every member a subscriber.)

The Canadian Labor Press

Published weekly by THE CANADIAN LABOR PRESS, LIMITED. Editorial Office: JOURNAL BLDG., OTTAWA.

A WEEKLY NEWS LETTER.

THE INTERNATIONAL LABOR REVIEW.

WE have received the January number of the "International Labor Review," the new monthly journal issued by the International Labor Office at Geneva.

The International Labor Organization is unquestionably the most successful—some say the only successful—branch of the League of Nations.

Sidney Webb contributes an excellent article on "The Process of Amalgamation in British Trade Unionism."

JAPAN AWAKENS.

THE "Daily Intelligence," issued by the International Labor Office, under date of April 29, contains the following with reference to the Japanese Labor Exchange Bill and Private Agencies:

"With the progress of the legislation in connection with public labor exchanges, the private agencies working for profit became apprehensive of the legality of their business."

Canadian Labor has demanded for some time the abolition of private employment offices and some of the provinces have already complied with Labor's request.

CAMPERS AND FOREST PROTECTION.

HOLIDAY time is approaching and already some people are getting their tents and canoes and tackle ready for a trip in the woods.

MISS MARY ANDERSON RE-APPOINTED.

THE reappointment by President Harding of Miss Mary Anderson as director of the Women's Bureau, U. S. Department of Labor, has met with hearty approval from the workers' and from the women voters' organizations throughout the United States.

THE CANADIAN LABOR PRESS ADVERTISING RATES

Display advertising, flat rate, 15 cents per line. Classified advertising, 10 cents per line. Readers, 25 cents per line.

POLITICS AND PEOPLE THROUGH THE TELESCOPE OF LABOR

By J. A. P. Hayden.

The present session of Parliament is on the home stretch. Now that the Budget has been brought down the Government is concentrating its energies in the hope of completing the session by the end of the month.

Parliament has been in session since February 12, and much of the time of the House of Commons has been occupied in the furtherance of election propaganda by all parties.

There is much to be said for the proposition of Senator MacDonald, who has been made chairman of the committee.

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Minister declared that the Agrarians were playing practical politics. A desire to get into the same vote with the Liberal Opposition dictated their support of the Fielding amendment.

The speech of the Prime Minister was listened to by a well filled House and galleries. Amongst those in the gallery was Frederick Massey of New Zealand, who, for the first time, saw his brother Premier in action.

ROBT. SMILLIE MAY AGAIN LEAD BRITISH MINERS

Man Who Has Accomplished Much For Wage Earners Resting in His Crofter's Cot.

LARKHALL, Scotland.—A countryside of long rolling hills, whose sides are divided up into fields and meadows, valleys with clear streams bounding in trout, winding over a way along and the sun shining over all, such is the peaceful impression conveyed to one arriving in the mining district of Lanarkshire.

Just now these chimneys with which the district is dotted emit no trace of smoke to mar the beautiful clear atmosphere, neither is there any trace of life round these chimneys.

Delicious to the Taste Economical in Use Purity Assured

"BLACK"—for Black Tea Drinkers. "NATURAL GREEN"—for Those Used to Japans.

Canadian Car and Foundry Co., Limited Passenger, Freight and General Service Cars of every description.

DOMINION WIRE ROPE "MADE IN CANADA" by THE DOMINION WIRE ROPE CO. LIMITED

Chevy King George's Navy and enjoy its lingering flavor

A FLAG OF RICH, TOUGH TOBACCO, SEASONED AND MELLOWED JUST RIGHT

Now! 2 for 25 cts

If the cost of maintaining the mounted police were added to that, Canada would still have the lowest per capita expenditure of any country in the civilized world.

A systematic effort has been made in this House, through the press and by statements given out by certain railway officials to create the impression that the employees on the Canadian railways as a mass are receiving a base rate of wage out of proportion to that received by any other class of working man in the country.

countrywide, but miners' cottages whose whole interior accommodation consisted of what is known in Scotland as "a but and a hen."

Primitive Methods. Sanitary arrangements of the most primitive kind exist around the power class of cottage, as for instance, a shallow furrow running the length of a row serves to carry away all water used in the course of housework, and this all passes within about ten feet of the community.

Full Nett Weight of Tea Guaranteed

Canadian Car and Foundry Co., Limited Transportation Building. MONTREAL.

DOMINION WIRE ROPE "MADE IN CANADA" by THE DOMINION WIRE ROPE CO. LIMITED

Chevy King George's Navy and enjoy its lingering flavor

A FLAG OF RICH, TOUGH TOBACCO, SEASONED AND MELLOWED JUST RIGHT

Now! 2 for 25 cts

rate paid to stonemasons working on the tower of this building. These men—railway conductors, locomotive engineers and train dispatchers, are charged with the most responsible duties that any class of men can be charged with in this country.

It is expected that the division on the Budget will take place at the end of next week and the Government will probably retain its majority.

scores of others except an unpretentious plain bearing the one word, "Smillie," probably put there with the kindly motive of helping a postman say on the beat rather than for any reason of self-advertisement.

A National Wage Basis. He would have to be a new man indeed not to know the familiar name of that man who sadly deplores the silent pits and also the silent struggle that is ruining the country's industry.

Mr. Smillie is a man of many ideals for the betterment of conditions throughout the mine fields of the country.

Delicious to the Taste Economical in Use Purity Assured

"BLACK"—for Black Tea Drinkers. "NATURAL GREEN"—for Those Used to Japans.

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Now! 2 for 25 cts

War Bond Coupons Cashed Free

The Merchants Bank will cash all War Loan coupons or interest cheques when due, on presentation, without making any charge whatever for the service.

THE MERCHANTS BANK

Head Office: Montreal OF CANADA Established 1864. 391 Branches in Canada extending from the Atlantic to the Pacific.

The Best of Tools

For Mechanics, Machinists, Carpenters, Masons, Etc. It will pay you to purchase at our Tool Dept. RICE, LEWIS & SON, Limited, 19 VICTORIA STREET, TORONTO, ONT.

Insist on GOODYEAR WELTS

When Purchasing Your FOOTWEAR

SHERWOOD CONSTRUCTION COMPANY

General Contractors LIMITED Harbor Commissioners' Building TORONTO

Manitoba Steel Foundries, Limited

STEEL CASTINGS OF ALL DESCRIPTIONS WINNIPEG, Man. Tay or & Arnold Engineering Co. Ltd. SALES AGENTS:

Pure CHIROPRACTIC Straight

Have you heard about it? If you have any ailment investigate before it is too late. See or call DR. J. W. DAVIS, D.C., Ph.C., Palmer Graduate, Phone A. 7455, Suite 104, 51 Victoria Street, Toronto.

THE McFARLANE SHOE, Limited

61 De NORMANVILLE STREET MONTREAL, Quebec.

Armstrong Cork & Insulation Co. Limited

902 MCGILL BUILDING, MONTREAL, Que., and Toronto, Ont. NONPAREIL INSULATING MATERIALS.

James Coristine & Co., Ltd.

Wholesale Manufacturers of FINE FURS, Hats, Caps, Gloves, Mitts and Mackinaw Coats. 371 ST. PAUL STREET - MONTREAL

CANADIAN ICE MACHINE CO., Limited

CIMCO Supplies YORK Ice Machines WINNIPEG TORONTO MONTREAL

Perrin's Kayser's Radium

Gloves Silk Gloves Hosiery

FRIED-GRILLS HAT COMPANY, Ltd.

Guelph, Ontario Makers of High-Grade Men's Hats Made in Canada by Canadian Workmen. Arrow and Biltmore Brands

RAILWAY CONTRACTORS AND MARINE SUPPLIES

Communicate with F. H. HOPKINS & CO. LIMITED Head Office - MONTREAL Branch - TORONTO.

GREAT WEST ELECTRIC COMPANY, Ltd.

61-63-65 Albert Street Winnipeg Wholesale Electrical Supplies and Apparatus. Laco Lamps—Eden Washers—Century Motors—Royal Vacuum Cleaners.

GROUP ASSURANCE

Has been a powerful factor in the improvement of relations between Employer and Employee. It is issued by the SUN LIFE ASSURANCE COMPANY OF CANADA

373,842-UNION WORKERS OF ALL CLASSES HERE

Tenth Annual Report on Labor Organizations in Canada Has Been Issued By Labor Dept.

OTTAWA.—The Tenth Annual Report on Labor Organization in Canada, covering the year 1921, has been issued by the Department of Labor. In addition to the statistics furnished, the report contains much general information as to the activities of the organized labor bodies operating in Canada, as well as references to important labor events in other countries. The total trades union membership reported at the close of 1921 is 373,842, a slight decrease from the figures of Dec. 31, 1920, when the total stood at 374,917, as compared in 2,218 local branches, an increase of 71 over the branches of last year. Of the 2,218 branches in the Dominion, 2,465 are affiliates of international organizations and between them they comprise 267,247 members, a gain over 1920 in this class of membership of 7,060, and in branches 17, 148,252 local branches with 25,496 members, are what are termed non-international bodies, these figures showing a loss of 65 branches and 7,984 members. In 1919 were reported 191 have decreased to 51, and the estimated membership is 5,000, a drop of 26,159. The membership of all classes of organized labor in Canada, as reported to the department for the past ten years, has been as follows:

1911	.....	123,132
1912	.....	130,120
1913	.....	175,799
1914	.....	166,163
1915	.....	143,543
1916	.....	130,497
1917	.....	204,620
1918	.....	248,887
1919	.....	278,947
1920	.....	374,917
1921	.....	373,842

Trade Union Membership by Provinces.
Including all classes of trade unions in the Dominion, the standing by provinces is as follows: Ontario, 1,231; Quebec, 568; British Columbia, 251; Alberta, 230; Nova Scotia, 167; Saskatchewan, 160; Manitoba, 153; New Brunswick, 142, and Prince Edward Island, 10.

A DAIRY whose wide and increasing patronage is founded on service to the public.

Pure Rich Milk
Fresh From Fine Farms
Pasteurized in the Best
Equipped Dairy in Canada.

THE FARMER'S DAIRY

Walmer Rd. and Bridgman St.
TORONTO.
Phone Hillcrest 4400.

Safe Investments with Interest at 5 1/2%

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

The
Toronto General Trusts Corporation
Head Office: 53 Bay St., Toronto.

Keep the Machinery Going

if the belts that turn the wheels were to fall. Belts that make the longest run with the least repair and adjustment are the workman's best friend. No lost-time machinery is driven by
Gutta Percha & Rubber Limited
PAPER MILLS SPECIAL TORONTO-CANADA
BELTS
Gutta Percha & Rubber, Ltd.
Head Office and Factory: TORONTO.

Lost His Arm—But Still Holds Position!

LIKE others from all walks of life, Mr. J. D. Maxey, of Richmond, Virginia, though minus one of his arms, is back on the payroll, and filling his former position with the railroad, thanks to the Carries Arm.

The Carries Arm is artificial mainly in that it is not flesh and blood. Its mechanism is of a nearly human as science and the actual experience of its inventor could decide.

It has been granted highest awards by Queen Mary's Convalescent Auxiliary Hospital and at the Panama Exposition.

Proofs of its adaptability and interesting facts of vital interest for those who have suffered amputation are contained in an illustrated catalogue, which will be sent on request. Write to-day!

The Carnes Artificial Limb Co.
Kansas City (Dept. P 10) Missouri

of 373,842 in the Dominion, as reported from headquarters of the central organizations. Manitoba leads the cities with 315 local branches of all classes of unions, 121 of which reported 45,299 members; Toronto stands in second place with 164 branches, the membership of 104, which reported being 25,978; Winnipeg occupies third position with 91 branches, 57 of which reported 9,940 members. Other cities in order of number of branches of all classes are: Vancouver, 66 branches, 55 reporting 9,679 members; Ottawa, 85 branches, 57 reporting 11,143 members; Quebec, 75 branches, 36 reporting 6,562 members; Hamilton, 21 branches, 15 reporting 5,184 members; London, 67 branches, 46 reporting 5,009 members; Edmonton, 63 branches, 42 reporting 3,867 members; Calgary, 53 branches, 43 reporting 4,310 members; St. John, 49 branches, 25 reporting 3,809 members; Victoria, 39 branches, 24 reporting 4,450 members; Halifax, 37 branches, 26 reporting 2,251 members; Saskatoon, 37 branches, 26 reporting 1,230 members; Regina, 33 branches, 22 reporting 1,187 members; St. Thomas, 34 branches, 26 reporting 2,553 members; Windsor, 33 branches, 24 reporting 1,449 members; Moose Jaw, 23 branches, 24 reporting 2,020 members; Sault Ste. Marie, 32 branches, 24 reporting 1,930 members; Brandon, 28 branches, 21 reporting 1,345 members; Moncton, 27 branches, 22 reporting 3,368 members; Fort William, 28 branches, 13 reporting 1,178 members; Kingston, 27 branches, 15 reporting 1,010 members; Niagara Falls, 26 branches, 16 reporting 3,819 members; Peterborough, 26 branches, 12 reporting 419 members; St. Catharines, 326 branches, 14 reporting 592 members; Stratford, 26 branches, 16 reporting 1,700 members; Brantford, 24 branches, 18 reporting 1,039 members; Lethbridge, 25 branches, 18 reporting 1,671 members; Belleville, 23 branches, 12 reporting 419 members; Sydney, 22 branches, 14 reporting 1,526 members; Sarnia, 22 branches, 19 reporting 936 members; Brockville, 21 branches, 13 reporting 623 members; Guelph, 21 branches, 15 reporting 916 members; North Bay, 21 branches, 16 reporting 1,699 members. The cities which were included in this class in 1919, and which have been dropped owing to their local branches falling below 20, are Kitchenner and Welland, while Lethbridge, Belleville, Sydney, Brockville and Guelph have increased their local branches sufficiently to place their names in the list.

Benefit Paid By Central Labor Organizations.
Of the 161 international organizations in Canada, 71 have made payments during 1920 on account of benefits to members. The report contains a table showing the disbursements made for this purpose among the whole membership, the total expenditure being \$1,452,819, an increase of \$3,913,538 as compared with the payments made in 1919. The amount expended for each class of benefit, was as follows:

Death benefits	.....	\$10,718,687
Unemployed and traveling benefits	.....	75,584
Strike benefits	.....	6,332,313
Sick and accident benefits	.....	1,507,876
Old age pensions and other benefits	.....	217,590

Only one of the non-international organizations, the Federated Association of Letter Carriers, reported payments for benefits, having spent \$12,900 for death claims.

Benefits Paid By Local Branches.
A statement is also published in the report showing the amount paid in benefits for the year 1920 by local branch unions in Canada to their own members, the disbursements aggregating \$234,152, a sum of \$234,152 less than that reported in 1919. The payments made on account of the benefits indicated were as follows:

Death benefits	.....	\$80,959
Unemployed benefits	.....	5,322
Sick benefits	.....	38,659
Sick benefits	.....	149,947
Other benefits	.....	48,247

A Complete Trade Union Directory.
As a directory of trade unions, the report is very complete, containing as it does particulars not only of every known local trade union in Canada, but also a list of all central organizations, together with the names and addresses of the chief executive officers for the year 1921.

BOARD WORKING IN HARMONY ON WOMEN'S WAGES

Dr. MacMillan Has Not Yet Been Called Upon to Cast the Deciding Vote.

Not once since the formation of the Minimum Wage Board in November last has Dr. J. W. MacMillan, the chairman, had to cast

Idle Money

TO leave money idle at the present time is harmful, not only to your own prosperity, but to that of your country for the financial requirements of industry and trade are very great.

Build up your Savings Account until you accumulate enough to make a sound investment. We welcome small accounts.

THE CANADIAN BANK OF COMMERCE

PAID-UP CAPITAL \$15,000,000
RESERVE FUND \$15,000,000

What is a "Person-to-Person" Long Distance Call?

WHEN you ask the Long Distance operator to get Mr. Somebody in a distant city, she must not only establish connection with his telephone, but must do so at a time when he is available and willing to talk.

The obligation on the operator here is greater than in the case of a Station-to-Station call, and the additional expense and circuit use involved make a higher rate for this type of call reasonable.

Again, when the calling party, in placing a call, names a specified time at which he wants to talk and the conversation is held accordingly, the "appointment" rate applies. Additional operating labor and circuit time have been required to make the appointment.

By studying their Long Distance requirements, subscribers can effect economies and make the service more valuable and convenient.

If there is anything about our rates and practices you do not understand, please call our Manager and he will be glad to explain.

Every Bell Telephone is a Long Distance Station.

The Bell Telephone Company of Canada

"The Tobacco of Quality"

It has that mellow richness that appeals to every smoker.

the deciding vote as between the two Labor representatives and the two employers' representatives. Speaking in Toronto Board of Trade members recently, Dr. MacMillan stated that the members had set out on their duties with the determination to work harmoniously and not to adopt a stand-pat attitude on behalf of the particular section each represented. As a result, he said, every move had been made after unanimous approval and any one listening to the deliberations could hardly tell which were Labor and which were employers' representatives.

Primarily, Dr. MacMillan's address was a review of minimum wage legislation history, and he outlined the various developments from the first move in that direction in New Zealand to its spread through Australia, Great Britain and North America. But there was one point he impressed on his hearers above all else, and that was that minimum wages were not being fixed on any economic principle, but were merely the recognition of the preciousness of human life.

The board did not and would not attempt to fix wages, which was its sole duty was to ascertain the minimum wage on which women workers in various industries could live in reasonable comfort, and at that point draw a wage-line below which industries should not drop.

Dr. MacMillan stated that the factory law of Ontario with regard to hours is unsatisfactory. "Under the law a factory can keep employees working 66 hours a week," he said, "but I do not know of any that do so."

The minimum wage law, he said, had its origin in New Zealand in 1894. At the present time nearly all the provinces in Canada have their minimum wage boards. "Two employer and two employee representatives, with myself," he said, "make up the board, and although my vote on any question would have the deciding one in a deadlock, I have never had occasion to use it."

Try Frontenac INDIA PALE ALE

The Good Old English Type

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

It's On Sale Everywhere.

The Frontenac Breweries, Limited MONTREAL

See, Mama, There is Your Medicine

YES, dear, that is the medicine which made mama well and I am sure neither of us shall ever forget it.

"Are you going to buy some?"

"No, darling, I do not need any more. You know how well I sleep now, those terrible headaches do not bother me any more and we are able to take our nice long walks every day."

"You never used to walk, did you?"

"Not for a long time. My nerves were so bad that I could not do anything, and I am afraid I was often very cross and irritable with you and daddy, but, thanks to Dr. Chase's Nerve Food, that day has gone by and I know what it is to be well and happy."

"Why don't all the nice people use your medicine?"

"Far more of them would if they only knew of the good it would do them. I have told lots of my friends and they nearly all have been benefited just as I was."

Clear brain, splendid circulation, ruddy complexion, sound, restful sleep, good digestion, greater strength of mind and body and better health are the results of using Dr. Chase's Nerve Food. 50c a box, all dealers, or Edmondson, Bates & Co., Ltd., Toronto.

Everybody Smokes OLD CHUM

It has that mellow richness that appeals to every smoker.

"Open-Front" Comfort

are made from the best materials with strong seams and double stitching. We put the quality in and you get the service out of every Kitchen garment. Ask for them by name.

The Kitchen Overall and Shirt Co. Limited
Exclusive Makers in Canada of Famous Railroad Signal Overalls.
Brantford, Ontario

ELECTRICITY Operates the Seafoam

The up-to-date housewife demands that all the tools in her workshop be run by electricity. We have perfected the Seafoam Washer to satisfy this demand.

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

A COMPLETE LAUNDRY IN ITSELF
The wringer has highest grade rubber rollers operated by power both washing and wringing can be done at the same time or separately. See the Seafoam at your dealers or send to us for information.

DOWSWELL, LEES & CO. Limited,
Hamilton, Ontario.

IT DOMINATES The World's Greatest Enterprises

TIME

is the big factor with which both employer and employee must reckon in any operation which involves a payroll. Every week millions of dollars paid out in wages are checked by

INTERNATIONAL TIME RECORDERS

Successful business institutions insure in this way their labor time investment which in many cases is their largest investment. The Time Recorder is a medium which stands between the employer and employee. It checks up unerringly the regularity as well as the delinquencies of the employee and stands for the square deal.

The Dial Recorder has a broad application to virtually any form of business. It is made in different sizes and is equipped with the two-color device, which shows late arrivals in red.

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P. E. MUTTON, Vice-President and General Manager
Head Office and Factory, 300-350 Campbell Avenue, Toronto.
For your convenience, we have Service and Sales Offices in Vancouver, Calgary, Edmonton, Saskatoon, Winnipeg, Walkerville, London, Hamilton, Toronto, Ottawa, Montreal, Quebec, Halifax, St. John's, N.B., St. John's, Nfld.

Also manufacturers of International Dayton Scales and International Electric Tabulators and Sorters.

Through Transcontinental Service

The "Continental Limited" Lve. Ottawa (Union Station) 12.20 a.m. Daily
For North Bay, T. & N.O. points, Cochrane, Winnipeg, Edmonton, Prince Rupert, Vancouver, and Victoria [STANDARD TIME]
EQUIPMENT: Standard Sleeping Car Montreal to North Bay. Through Standard and Tourist Sleeping Cars and Compartment-Observation-Library Cars to Vancouver, Dining and Colonial Cars and Coaches.
Tickets and full information obtainable at City Passenger Office, corner Sparks and Metcalfe streets, or Union Station, Ottawa.

Keep the Machinery Going

if the belts that turn the wheels were to fall. Belts that make the longest run with the least repair and adjustment are the workman's best friend. No lost-time machinery is driven by
Gutta Percha & Rubber Limited
PAPER MILLS SPECIAL TORONTO-CANADA
BELTS
Gutta Percha & Rubber, Ltd.
Head Office and Factory: TORONTO.



Industrial Review From Many Sources

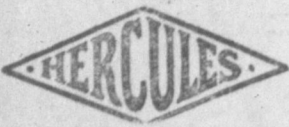


Constipation, health's worst enemy, can be easily conquered with

"RIGA"

Purgative Water, which acts mildly, yet surely, without causing colic, cramps or weakness.

On Sale Everywhere. 25c Per Bottle. Try It Today. MONTREAL. RIGA PURGATIVE WATER CO.



Always insist upon securing Negligee and Work Shirts, House Dresses, Gingham Street Dresses, High Grade Silk Blouses, Girls' Dresses, Boys' Wash Suits etc. manufactured by The Hercules Garment Company Ltd. Factories—Montreal and Louisville P. 4.

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WAGE SYSTEM UNDOUBTEDLY UNDERGOING GRADUAL BUT FAR-REACHING CHANGES

British Industry Shows Signs of a Gradual Change in the Relationship Between Employer and Worker.

By C. S. M. LONDON, England—British industry shows signs of a gradual change in the relationship between employer and worker. Modifications in the status of the man and woman in industrial undertakings are already taking place. It is satisfactory to note that the improvements which can be observed, though on the line advanced by those who have attacked the capitalist system, are not due to "agitators" or revolutionary propagandists, but to the initiative—largely speaking—of great employers of labor. Those familiar with the literature of the Guild movement will remember the book by S. G. Hobson entitled "The Wage System and the Way Out," in which this author (who is, by the way, the organizer of the Building Guild in Great Britain) attacked the capitalist system on the ground that the status of the worker was a form of slavery (the term used was "wage-slavery"). Through the analysis and reasoning employed in the book do not find universal agreement, it is still true to say that its emphasis upon the status of the worker as distinct from his remuneration, was in harmony with much of the best political and social thought of today. Democratization of Industry. Leading and responsible men are now to be found uttering arguments for the elevation of the employe to a higher level in the world of industry. The Archbishop of York, for instance, recently said: "Whether people liked it or not, the worker would increasingly demand in industry the same sort of a status that he had in citizenship. He would not consent to be a ruler in the state and a mere servant of industry."

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ance of Employers and Employed said—recently that they were conducting an inquiry into the extent and development of the system. The inquiries are not yet complete, but printing, lead manufacture, sugar refining, electricity supply, commercial road transport, match, export packing and process engraving are some of the industries in which employes are already granted an annual holiday with pay, as well as statutory holidays. The period of these annual holidays is in the main six days, and they are usually dependent on 12 months' service. For shorter periods of service, correspondingly shorter holidays are allowed. In addition the majority of workers connected with railways, tramways and other public utilities are paid for annual, in addition to statutory, holidays. The soap and candle trades, coco and chocolate, asbestos manufacturing, quarrying, cement, paper making, tin-box making, chemical, pen making, paint, color and varnishing, flour-milling and glove-making are among some of the more important industries which have adopted the policy of allowing—under various conditions—an annual holiday each year on full pay. In many of these cases, however, statutory holidays are not paid for. The Joint Industrial Council, governing the brush and broom trade, has made a recommendation urging all employers in the industry to grant a week's holiday with pay during the summer months, while the Wholesale Clothing Manufacturers' Association is among other large industries that are considering a similar proposal. Employees Given Voice. It will be seen that the introduction of this system contains the germ of the idea of partnership. Admitted that the worker gets very little more than he pays for at present, yet it is obvious that once the practice of enjoying a holiday on full pay becomes general, and the feeling that he is part of the concern, even though to a limited extent, takes hold of the wage earner, there will be no bounds to the possible extension of the innovation. Wise employers are already seeking to interest their work-people in industry by giving them a voice in the arrangements and conditions under which they work, and by assisting their help and co-operation. The wage system is undoubtedly undergoing gradual but far-reaching changes, and its worst evils are being subdued by the application of more humane ideals. The age of mastership is being replaced by the age of leadership.

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