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# Maritime Mining Record

MAY 24 1911

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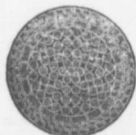
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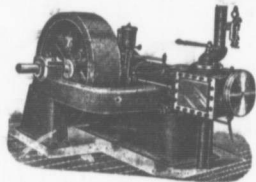
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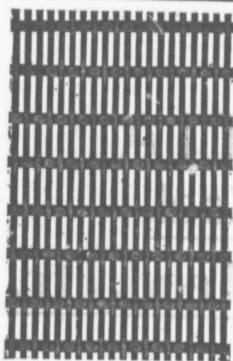
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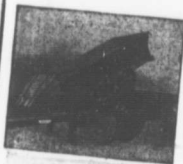
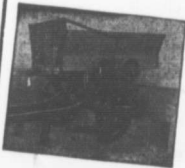
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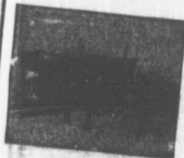
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# MARITIME MINING RECORD

Vol. 13, No. 22. Stellarton, N. S., May 24th. 1911. New Series

## SOME TIMELY SUGGESTIONS.

(Paper read by C. J. Coll before the Mining Society.)

(Continued from last issue.)

It is not intended that officials only be employed in this work, as we are well aware that many men are to be found who are expert in certain things, yet are not qualified to pass examinations for officials' certificates and such men should be given every opportunity to prove their ability.

It is a question whether or not such men would not "take" better with the rank and file than officials. If it were made worth their while (and I would make it so) I feel sure they would be more enthusiastic in their work and would create more interest in those whom we would strive to reach. At the same time the higher as well as subordinate officials would be expected to keep closely in touch with progress and results. It would also be their duty to make full and accurate returns of changes, both with respect to conditions and efficiency, for without such collected data correct conclusions could not be reached. Without such records and conclusions, the results would no doubt not appeal as strongly to both management and workmen as where they could be compared with other methods. In fact, I am strongly of the opinion that the more exhaustive and complete records were made in connection with such a system the better it would be, and in fact I think it could not be worked out to any great advantage without the most complete records. This is true both in connection with the earnings of workmen under different conditions in a given place or like conditions in different places, and would pertain particularly to timbering, whether of a permanent nature or otherwise. Much of this is routine and is taken for granted. Dates of installation and renewals are not recorded and are easily forgotten. While this may not be true of work of some magnitude, such as shaft or slope timbering, it is true of the general run of roadways and working faces where the greatest amount of money is expended in repairs and renewals. It may be that some sort of classification may be laid down as indicating lines of instruction and for which comparative records should be kept. These could be made to correspond to the system of accounting used, to the general conditions of a mine or a district of the same. Change and forms would be suggested as the system was better known.

I give you as follows what, in my opinion, would form a basis for beginning:—

**CUTTERS.**—Mining or shearing—To take advantage of or avoid conditions arising from pitch of seam, height of seam, bands of stone, shale, etc., character of coal in different parts of the seam from top to bottom; character of roof and bottom; cleat of coal; types; adhesion of top and bottom; density of coal, water and

exudation of fire damp.

**SHOOTING.** Location, direction and loading of holes to get best results and to meet conditions as noted under heading of mining and shearing.

**TIMBERING WORKING FACES.** With respect to greater protection and permanency.

**DRAWING PILLARS.** With respect to safety from falls of coal from face and stone from roof, timbering for safety and to get advantage of weight on working face or to relieve same, as the case may be, as much as possible,—withdrawing timber and avoidance of loss of coal.

**DRAWING PILLAR STUMPS.** Generally speaking, the same as for pillars, but with regard to smallest loss in coal left in.

**CARE OF PICKS AND TOOLS.** To lessen sharpening and renewals.

**LOADING OF COAL.** For keeping of "turn" larger size, amount of coal in place for convenience of loading and to take advantage of opportunities afforded by shortage in other places.

**DISTRIBUTION OF WORK.** This I consider most important, as I feel that great improvement may be made in the effectiveness of a crew of men by definite arrangement as to time spent at a given occupation, say mining, boring, timbering, track repairs, timbering or loading. Better results may be obtained by a system of the harder work being taken for fixed periods and religiously followed out, thereby allowing for recuperation, with attending increase of efficiency. Numberless tests have been made along these lines, and proofs are conclusive that efficiency has increased and expenditure of bodily energy decreased by following out fixed rules for work and either rest or comparative rest.

The lines of instruction to be—work harder for briefer periods and rest often. It is now acknowledged that men pursuing much more laborious work by following out this rule are fresher at the end of a shift than was the case before adopting this system.

**SHIPWORK.** Timbering for roadways, laying of tracks and care of same, with the questions of the little things that count, the matters of detail which take up time and may be of benefit and many not the saving which may be made by being observant of defects and making them right without direct instructions from some "boss;" the building of brattices and doors. Shiftmen are supposed to be "handy" men. Make them so by instruction and hints; impress them by word and example to see things to be done and how to do them well.

**PUMP MEN AND ENGINEERS.** I often think that too much is taken for granted by officials in the Mechanical Department with respect to the qualifications of those acting in the above capacities. A man employed as a pumpman or an engineer according to his

recommendation of himself or from a reference from some one who may not have had the interest to satisfy himself as to whether or not he had had those little hints to make him fully qualified for immediate and general service. Officials should, before placing in charge of any machine, give instructions which will interest him in the particular machine he has in charge, as to its design in detail, with full instructions as to their various uses in a mechanical way—its possible weaknesses or defects—in what trouble is likely to occur and what to do in case certain things happen—how to experiment in the saving of oil—the best and the easiest way to prepare and place packing in position and the many things which make for improvement, reduce expense and increase efficiency. I daresay most of just such helpful instruction is never thought of. He, the attendant, is supposed to know, and as has been mentioned, it is taken for granted he does.

On the other hand, with men or boys just starting in this line of work, is it not often the custom that it is considered better for him to learn this thing for himself? At least it has been my experience that this practice prevails to a great degree with mechanical men. It is a sort of habit with them. Many no doubt have had like experience when starting out, and think others should, like themselves, learn in the hard school of experience which, in this as in many occupations, has been a most uncharitable one—the kindly word of advice—the helpful hint lacking. As a result, wrong methods may be employed and ideas formed and fixed which are more difficult to overcome later than if they had never been acquired. Cautions as to safety for self and others should be gone into carefully. Cautions iterated and reiterated repeatedly finally become fixed and become part of the usual routine of work.

Boys. We will include under this heading—drivers, bottomers, brakeholders, landing tenders and others on whom we are to a great extent dependent to "get out" material "won." Ishmaelites they are, with every man's hand against them and their hands and feet and tongues against every man individually and collectively. While they usually take the easiest way for themselves (and he is a poor boy indeed who does not) yet at the same time there may be ways pointed out to them which, while still easy, may be improved upon and expedite matters materially. They are at a receptive age and are to be the men of tomorrow. Instruction for this reason, if for no other, should start with his first occupation and be continued in every change he makes. I have had too many answers made to me by officials when something went wrong or a boy was hurt through carelessness or ignorance to the effect that he was supposed to know; yet when pressed, many times they would have to admit that explicit instructions had not been given—that knowledge of dangers or of the care necessary to perform certain duties had been taken for granted. There are no two places where boys are usually employed exactly alike. Those whose duty it is to place them in a new occupation or in the same occupation at a different landing or balance or brake or in any change which may be desired or necessitated should take pains to impart full instructions with respect to that particular place and its peculiarities. Officials whose duty it is to allot work to boys should make it their business to learn these things in the district they have in charge. Again, I am not of those who think it impossible to interest boys in their work. It will no doubt falter at times and the game seem not worth the candle; but sooner or later instruction bears fruit and when it does, it makes for all that is good and lasting.

More patience may be required; but I am inclined to think that lack of patience lies at the root of the evil of indifference on the part of workmen and boys alike. It will be noted that no salient points for suggested lines of instruction with respect to boys and their usual occupations are mentioned—they are so varied—and I may say I do not feel competent to "rush in where signals fear to tread" in advising what should be taught a boy in a mine. There are those who can, and get results.

OFFICIALS. No doubt this phase of the question should have received first consideration; but on second thought I believe this to be the proper place. Having qualified themselves by practical work and special preparation to pass examinations should not mean that they are no longer to seek instruction, court criticism, profit by suggestions or take advice from any one. We all know that with the wise man the more we know the less we think we know. Taking their opportunities and advantages, they should more readily digest and profit from their own experience and that to be gleaned from others along the lines we have been considering in this paper. And it should be their duty and pleasure to lend the helping hand to others who struggling along the road of misdirected efforts toward the goal of success in the work in which they are engaged. Learn from others; teach others; and in teaching them revive things probably forgotten or laid aside, thereby fixing more firmly in mind those things which make for self-improvement, advancement and increased earning power.

SURFACE. Systematic organization and attention to what might be termed minor details in all classes of work incidental to Colliery requirements would no doubt lead to surprising results if compared with the ordinary day to day slipshod methods which are in general practice. The average Colliery Officials classes his workmen as unskilled labour and lets it go at that instead of trying to make them "skilled" unskilled labourers. I am satisfied that ordinarily bosses do not direct labour nearly as much as they should. A man may be given a certain thing to do and that ends direction as far as instruction goes. In order to obtain full returns from workmen, they must either be led or driven, or both. The speed or methods of the poorest is that of a gang, so that education and direction should be to bring the standard to the basis of the best in any given occupation. This is apparent in work and methods of modern contractors as compared with company work. A greater number of gang bosses are no doubt employed; but experience has proven that it pays to have closer attention given the individual as to application and method. I do not wish to be understood as advocating overworking any employee; but rather that work for him may be made easier yet better results be obtained by systematic direction under close personal supervision. When to work and how to work—that is the whole story.

I am inclined to think that much of ordinary comments of bosses are complaints as to soldiering or stupidity on the part of the workmen instead of explicit instructions as to easier and better methods. I am sure we can all back and apply this to ourselves and to those for whom we work—found fault with, but without having these things made clear as to why fault was found or where connection might be made and the same mistakes avoided.

I would have the best qualified men take up the education of men employed in the various occupations as suggested for those underground, and by instruction

(Continued on page 16.)

## MARITIME MINING RECORD.

The MARITIME MINING RECORD is published the second and fourth Wednesday in each month.

The RECORD is devoted to the Mining—particularly Coal Mining—Industries of the Maritime Provinces.

Advertising rates, which are moderate may be had on application. Subscription \$1.00 a year. Single Copies 5 cents.

R. DRUMMOND, PUBLISHER.

STELLARTON, N. S.

May 24

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'ALLAN SHAFTS' DEVELOPMENTS.

At present the Allan Shafts present a scene of bustle and activity. A bewildering amount of construction work is going on, and necessarily much destructive work, the old being made to give place to the new. Mr. Harry Coll has his hands full and enough brain work to satisfy any hard work fiend, and yet he seems equal to it all.

The first thing that now strikes the visitor to the shafts is the immense building for electrical power purposes. This building eclipses even the Mammoth steel bank head. It is probably the biggest power building in the province, at least it is the highest. The measurements are about 90 x 75 and about forty-seven feet in height from the top of the concrete foundation. Owing to the nature of the ground much machinery and plant will be inside the main building in an upper storey, which in other plants are placed by themselves alongside the main power house. The building is of brick, and is expected to be completed ready for the machinery by the end of July. The electrical engines, etc. will not likely be in place before December. The engines will supply power for pumping and mining purposes for the Albion as well as the Allan Shafts. It is not decided, as yet, whether or not electricity shall be applied to the hoisting engines. It is a moot point whether electricity is preferable to steam, all things considered.

A large new machine and blacksmith shop is being constructed of radial brick. It is claimed for this class of building material, among other things, that it is cooler in summer and warmer in winter. The same thing however may be said of a hollow wall brick house. Alongside the machine shop there will be a large carpenter shop, with necessary modern machinery. A new brick office for the colliery is in course of construction, a much needed building, as the present office has outside the appearance of a navvies shanty. The air compressors have been removed to a location south of the power house. The boilers will also be removed by and by from the present site. Additional steam power is to be provided. The boiler plant will in January consist of six B. & W. boilers of 3000 H. P., to be followed later by an equal number giving a total of 6,000 H. P. The foundation for a very large smoke stack is being built. There are lots of other things being done, which are, to use the legend in auction bills, "too numerous to mention".

The endless rope which conveys the boxes to and from the shaft and the bank-head installed some

months ago is working satisfactorily. Two men only are required at the shaft landing. A new style of tub, iron bound and iron sheathed at the corners has been adopted. These tubs though carrying 24 cwt. are easily handled in case of upset or leaving the rail. They are easy to load being less in height than the old ones. With a single cage a big output can be obtained. The present average is 450 tons but 500 will be easily obtained in the summer if the men work steady.

The development work underground is not being pushed as there is ample pit room until it is seen what will come of draining the water out of the old Foord pit workings. It is expected that the three turbine pumps ordered for the shafts will be installed by the middle of November, and then coats will come off. The Foord pit workings will then be tapped and the water gradually drawn off. Following the drawing of the water there will be an exploration of the old workings, and if the fire is out an attack will be made on the coal there.

After the beginning of next year some results from the great improvements now being effected will begin to show. When the Allan Shafts were started great things were predicted of them. The fulfillment of the prediction has been somewhat delayed, but from the present look of things it is coming, and should be here by this time next year.

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PRICES OF COAL.

According to the Geological Report, Nova Scotia in 1910 produced 6,407,000 tons of coal, valued at \$12,871,000; British Columbia 3,319,000 tons, valued at \$10,373,000; and Alberta 2,824,000 tons, valued at \$6,161,000. The increases in production were Alberta 42 per cent; British Columbia 27 per cent., and Nova Scotia 13 per cent. Some time ago a writer sought to make it appear that Nova Scotia coal was produced at a much cheaper rate than the coal of British Columbia and sold about the same figure. Nova Scotia coal if produced more cheaply is sold also cheaply. If we take the value of Nova Scotia coal as shown in the report at \$12,871,000 for 6,407,000 tons, we find the value of a ton to be \$2.20, that of British Columbia to be \$3.10, and of Alberta about the same as Nova Scotia. The latter coal is not of equal quality with that of either Nova Scotia or British Columbia. How the department estimates value we do not know but presume the figures given mean the value of coal on surface. The Nova Scotia operators do not get anything like \$3.00 per ton on an average of the coal sold. The British Columbia operators could not possibly sell it at that price seeing its production costs more. The probability is that while B. C. coal costs a dollar more, it sells at fully a dollar more than Nova Scotia coal. The B. C. operators get a bigger price and on that account are enabled to pay higher rates. We admit that one cannot found a good argument on the values given in the report, as it is not at all probable the operators inform the Geological Department either what coal costs or what it sells at, wholesale.

A cage containing 14 men fell down a shaft at the Golburne Collieries Eng lately. All were seriously injured, two having their legs broken.

## - Rubs by Rambler.

The estimable Dr. Kendall, in the course of his political perambulations happened on Dominion and gave an audience there all the information it could carry in reference to the C. B. Conciliation Board of 1908. It was, or is, a wonderful story. All the other actors were drones and humble bees, the Doctor was the honey bee queen. Of course Professor Shortt was in it, but on the outer ring, the doctor was in the centre, where the central figure had a right to be. The good doctor more than once told the audience that had he not taken an oath to try and effect a settlement there would have been happenings. Here are some of the Doctor's reminiscences: "Having been appointed the other was the production of the company's books." Be it noted Dr. Kendall was appointed an Arbitrator—or a judge. Now just fancy a judge declaring he had two trump cards up his sleeve, fancy a judge taking strong sides before the evidence was produced. The doctor wished for, and got delay, and thereby saved a strike or a lock-out in the winter time when it would not be convenient for the men, and then he got to his second card and delivered himself as follows: "This was what the company expected I would demand. Later I shall tell you what the company tried to do to prevent the demand being made." The doctor does not in so many words specify the steps taken to shut his mouth, about the books, but he lets off the following which people may interpret to mean a lot or nothing: "I might have deserted you, and have been well paid for deserting you, but I never renegged when your interests were at stake. On several occasions I have had temptations offered. On two occasions these were very substantial. This was one of them." To the unsophisticated it might occur that the doctor had said too much or too little. People will want to know who the tempter was. He must have been a mere novice in physiognomy, a poor mind reader and one with an unparadonably poor opinion of the doctor's probity and unpurchaseableness. The doctor scarcely shows to advantage when he claps himself on the back and crows: "Good boy Arthur, you're the boy to resist the wiles of the tempter; all the men that ever went before you were buyable, among the faithless, faithful only you, good boy Arthur though myself says it." To look at him one would never suspect the doctor was vain. And is he? Well, I don't know, but some others of us besides Arthur have been taken up to an exceeding high mountain, and come down unscathed, and never said a word about it, and instead of vaunting believed in the good old axiom "Virtue is its own reward." The temptation to the doctor came in James Ross's time. This is not the least astounding part of the narrative, for I had formed the idea that he was the last man to part with anything 'substantial.' The best I ever knew James Ross to do for a fellow was to promise him he would give him a tip when to buy coal. Three years after the promise the tip to buy came, but the ungrateful fellow did not take it, and it was well, for a week after it dipped ten points. After that, by no stretch of imagination, could the fellow look upon Mr. Ross as 'an angel of light', which I believe is one of the terms sarcastically applied to him who reigns and rules—elsewhere.

That the people are gradually forming a proper

estimate of the foreign order the U. M. W. is becoming more apparent daily. Some of those who championed the alien order are now the most outspoken in condemnation. Besides Dectors Gillies and Thompson the Revd. Father Fraser spoke out freely some short time ago. He is reported to have said to the congregation as follows:—

Father Fraser said that the coming of the U. M. W. into this country had been as a curse upon them. He reviewed the result of their invasion as follows: They had sent many men into the penitentiary and gaols of this country; the unfortunate strike, too, had been the occasion of many candidates for the insane asylums; the strife and its consequent brooding has been the cause of murder and suicide, to say nothing of the untold misery, in the shape of poverty and vice, that left its imprint upon many homes and which would take many years for its effects to pass away.

The "ever n I gentleman, said that he was, and had been, a friend o' organized labor, and that he had stocd by the men in their struggle until he found that their leaders were tricksters and fakirs, as he could prove by the rejection of a generous offer made by the coal company during the strike. He warned his people to keep away from these men who were called the leaders of the U. M. W. of A. to have nothing to do with themselves or their meetings because naught but harm could come of them as had been exemplified by the fearful tragedy of last week.

And the following I take from a late issue of the Eastern Chronicle:—

Rev. C. F. McKinnon, P. P., in the course of an able sermon preached on last Sunday morning, took occasion to refer to the shooting tragedy which occurred at a meeting of the U. M. W. held in Glace Bay two weeks ago, and earnestly cautioned his congregation, or at least those identified with the foreign association, to withdraw from its ranks, as he believed it was in the best interest of peace and harmony that such an order should not exist. Father McKinnon impressed his people very much with his earnestness and interest in their behalf; and not only his own congregation, but those of other denominations speak in commendable terms of his wise and timely action which should be supported by the other clergy men of the town.—North Sydney Herald.

We agree with our contemporary that the clergymen might support the action of Father McKinnon. The question of the U. M. W. getting control of the collieries and other industries of this province is one that effects the lives, the peace and the prosperity of our people, and is, therefore, one that concerns the clergymen very closely. The coal operators and the government have recognized the P. W. A. as the one on which they will deal in subjects of disputes regarding wages, or working regulations in our collieries. That arrangement is fixed by custom and by law, and was apparently satisfactory to the government, to the operators and to the men. That was the situation when the U. M. W., a foreign organization, invaded the collieries and demanded recognition. The operators said, "No, we have recognized the P. W. A.; our dealings with them have been satisfactory; we have no reason to turn them down and put you in their place." But having secured a transfer of the allegiance of colliers in Glace Bay and Springhill the U. M. W. ordered their members to strike with the result that they damaged the former place and practically ruined the latter. A volume might be written on their quarrelling with operators, members of the P. W. A. and the officers of the law. Several times the military have had to be

called out to curb their violence. Springhill is now in the hands of imported peace constables and Glace Bay has had its experience of the same thing. A Presbyterian clergyman of Glace Bay denounced the disorders among his people and the terrible system of government the disorders invoked. The warning was not heeded and the other day the members of the U. M. W. in Glace Bay quarrelled among themselves at a meeting with the result that two men were shot dead and another is in jail charged with their murder. Is Father McKinnon's caution to his people not timely and good?

This question comes home to the people of this county on account of the reported declaration of Mr. Struan G. Robertson at Westville to the effect that if he had been a member of the government he would have gone to Springhill and demanded that the Coal Company recognize the U. M. W. on pain of the forfeiture of their mine.

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Taft, to a delegation of Republican farmers, said "If we take down that wall we will benefit by it for we shall sell more agricultural products to Canada than she will sell to us. We do now, and we shall sell her even more after the treaty goes into effect. I am not arguing, I am merely stating my conclusion."

The Canadian farmers have the promise by the advocates of the treaty that they will sell more; if the farmers in both countries are to sell more, to whom are they to sell it? If both statements are true then the extra sales will be to an extra population. Canada sells more, as it is, every year, and the United States also. The only thing possible is that the agreement will affect a change in marketing without any real increase in sales. At least I cannot for the life of me see how farmers in both countries are to sell more. If the bald statement was made to the U. S. coal operators that reciprocity would increase their coal sales in Canada, and to the Nova Scotia operators that they would have a new market in the United States, such a statement would only mean that there would be a change in markets, without any real increase in production and sales. That surely is plain. If instead of sending two million tons to Montreal we sent under reciprocity one million—the Americans taking the other million—and sent a million tons to New England where now we send none, that million tons Nova Scotia got was at the expense of the American operators. They gained a new market for a million tons, Nova Scotia also gained a new million market, but the gain in the new market was counterbalanced by the loss in the old. It could be claimed that the Americans sold more coal in Canada, and Nova Scotia more coal in the United States, but where was the benefit to either side. If it simply had been stated that some of the farmers in each country might realize better prices there might have been force in the statement, but to imply that the sales by the farmers in both countries will be greater than ever is at least a trifle misleading.

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Nothing is likely to come out of the conference between Premier Murray and the U. M. W. delegates. On some points, and those held at first to be the most important—all important indeed—the U. M. W's were constrained to give way; for instance they will not insist on recognition, they would not demand a schedule; and they would agree to a reduction of ten per cent.

the reduction the RECORD suggested months ago they should agree to. These were great concessions, no doubt, and furnish proof that the two or three leaders know they are beaten on three important points, but the company could not agree to the demand that all men would be given work as soon as possible. The company could not agree to an impossible thing and they could not agree to a thing morally wrong and which would be subversive of all discipline. To give all men employment meant, means, that the company would have to discharge men hired by them in the time during the strike, when men were most needed. To discharge these men to make room for those who deserted the company would be ingratitudinous of the basest kind. And, besides, the company would be doing serious wrong to industrial security to take back the men whose idle vaporings has brought the direst distress to hundreds in Springhill. While the company might overlook any ill done to itself it cannot well condone conduct which brought suffering on men who formerly were good workmen as well as good citizens. No company lives for itself and its discipline is not meted out to offenders, to hot heads, it may lead to outbreaks of hot headedness in other mines and other directions. Let the men of Springhill make terms with the company independent of their late leaders.

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"The RECORD hits Dr. Kendall hard, Mr. Baillie easy." "Why," asks the Eastern Chronicle, Well, primarily, for the reason that the Record and Mr. Baillie are not political relations. Said a wife to her hubby, 'Why are you so hard on me, and so easy on others who do as I do?' Said hubby 'Because you are my sweetheart, and I am jealous of your good name. You are different because you are not indifferent to me.' The RECORD might also answer after this fashion:—"Because we do not like to see a grit do wantonly silly things that hurt his party, if they do not harm himself, whereas to see a tory do a similarly senseless thing, to his party or himself, concerns us little." Might the RECORD put this question to the E. C.: 'If you do not expect better and more sensible things from the grits than from the tories why are you a liberal?' The RECORD did not hit hard Dr. McMillan either, Why? Because it had regard to the injunction "Speak not ill of the dead" and the Doctor in our opinion is dead, politically, beyond resuscitation. Finally the RECORD would 'hate like sin' to see Douglas defeat Kendall, while with very many grits it hopes that he may get a fright that will do him good and steady him. The Record confesses—is it to its shame—that it has no mantle of mercy big enough to envelop the man who to get votes, secure some personal advantage, or to gain a little cheap applause from the unthinking, jockeys with so serious a question as that of the relations of employers to employed and vice versa.

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May I say of Struan Robertson and Arthur S. Kendall 'par nobilitate fratrum' which interpreted without humor means: "O pair of duffers even though one be a tory and the other a grit. The Eastern Chronicle is authority for the statement that Mr.

Robertson told an audience that had he been a member of government he would have demanded sternly and strenuously that the Cumberland Railway & Coal Co. immediately recognize the U. M. W. or have their hair clipped, and the Sydney Record is authority for the statement that Dr. Kendall told his Dominion audience that he hoped to come back again and talk on the question of recognition of trades unionism, "which the large operators of Nova Scotia are refusing". Which of the two is the 'fondest fool', Struan, or Arthur, is hard to say. Both must have bees in their bonnets. Struan, as a lawyer, ought to have given some few details as to how the government were to set about compulsion, or confiscation. He must have known he was ranting. A lease is not quite so easily broken as he hints. The government could not do it. Parliament might try it, but it could not do it and live. And Arthur in saying that the larger operators were refusing recognition of trades unions, was but demonstrating how at certain times an otherwise honest chap may descend to the level of the fakir. The P. W. A. is a trades union, the biggest trades union perhaps in Canada, and the operators have recognized it for thirty years, and have never hinted that they would cease to do so.

The local elections come off on the 14th. There has been no chance to 'spring' them this time as politicians knew that they had to come off before July as parliament had run its course. I have the idea, from a calm surmise, that the liberals are not so enthusiastic as in former years, while the conservatives are more so. The Eastern Chronicle predicts that the strength of parties in the new house will not vary much from that in the old. I am not quite so sure about that. In several counties things look better for the Tories than they did five years ago, more particularly in four counties, two of which are Halifax and Colchester. Were the question put to me and an answer 'right off the bat' compulsory "How many Tories in next parliament?" I might be constrained to say 'double'. The answer I know would satisfy neither party, each side pooh poohing the lowness of the estimate. The liberals say the Tories may get seven seats. To this, the Tories scornfully retort 'You menn twice seven'. The way enthusiastic Tories figure it out is this: Halifax 2; Colchester 2; Cumberland 2; Pictou 2; Cape Breton 2; Guysboro or Antigonish 1; Richmond 1; Hants 1; Shelburne 1; Kings 1. This makes fifteen in all. That is too optimistic a calculation perhaps. If they get 7 to 11 they should be fairly well satisfied and live in hopes of better things in store.

The orator who informed an Amherst audience that the Dominion Coal Co. made seventy-five cents per ton profit on the coal sold will have to revise his statement in face of the report issued lately of the company's business for the fifteen months ending March. After deducting for renewals and for depreciation, and for grants to the Relief Society, the net profits were \$1,097,000. In the fifteen months the company shipped 3,800,000 odd tons of coal. The profits divided by the quantity sold demonstrate that instead of seventy-five the profit per ton was a little over twenty-seven cents. Assuming the average price of coal to have been two fifty a ton the company made eleven cents to the dollar on the sales value of the coal. The merchant or general store-keeper who only made eleven cents on the dollar on his total sales would not consider his business a bonanza. Thirty cents a ton profit is not a sufficient

profit on a ton of coal when all the risks are taken into consideration. Mining is hazardous whether looked upon as an occupation or an investment.

### Coal Shipments APRIL, 1911.

DOMINION COAL COMPANY, LTD.  
Output and Shipments for April, 1911.

—Output—		—Shipments—	
Dominion No. 1	40 719		
Dominion No. 2	60 538		
Dominion No. 3	13 997		
Dominion No. 4	22 109		
Dominion No. 5	26 235		
Dominion No. 6	17 891		
Dominion No. 7	13 695		
Dominion No. 8	14 470		201 655
Dominion No. 9	32 386		
Dominion No. 10	13 132		
Dominion No. 12	19 269		
Dominion No. 14	7 367		
Dominion No. 15	2 070		
Dominion No. 16	1 527		

285 405

Shipments April 1911	201 655
Shipments " 1910	200 045
Increase " 1911	1 610
Shipments 4 mos. 1911	804 028
" 4 " 1910	710 127
Increase 4 " 1911	93 901

### —NOVA SCOTIA STEEL & COAL CO. LTD.—

Shipments April 1911	25 041
" " 1910	57 100
Decrease " 1911	32 059
Shipments 4 mos. 1911	408 496
" 4 " 1910	460 665
Decrease 4 " 1911	52 169

### —ACADIA COAL CO.—

Shipments April 1911	31 267
" " 1910	18 762
Increase " 1911	12 505
Shipments 4 mos. 1911	125 482
" 4 " 1910	83 479
Increase 4 " 1911	42 003

### —INTERCOLONIAL COAL CO.—

Shipments April 1911	20 477
" " 1910	20 700
Decrease " 1911	223
Shipments 4 mos. 1911	83 837
" 4 " 1910	79 983
Increase 4 " 1911	3 854

### —INVERNESS RY. & COAL CO.—

Shipments April 1911	14 565
" " 1910	11 912
Increase " 1911	2 653
Shipments 4 mos. 1911	76 475
" 4 " 1910	71 380
Increase 4 mos. 1911	5 095



## AROUND THE COLLIERIES.

Wm. Wilson, formerly manager at the Hub, goes to Springhill to take up an important position. He is an old P. W. A. man, as are most of the skilled officials at our collieries.

The Nova Scotia Steel and Coal Co. has about 90,000 tons on hand, considerably less than last year. The Dominion Coal Co. on the other hand has big banks which will serve them in good stead when the busy season is on.

The Rand Radial Coal Cutter is in use at Dom. No. 14 and is well liked by the miners. At Dom. No. 12 there are both Rand and Hardy machines. The machines are very light and easily carried about, the weight being less than two hundred pounds.

E. B. Paul, formerly checkweighman at Springhill, and for two terms M. P. P. for Cumberland, has been appointed Registrar of Deeds for Cumberland. This puts friend Paul on Easy street and enables him to snap his fingers at the Mossbackers and others who tried to snub him.

Everett seems to be a declining market for Nova Scotia slack coal. For the four months ending April 83,130 tons only were shipped. This is a decrease of 17,181 as compared with the first four months of 1910. In April 13,950 tons only went to Everett, a trifle more than half the quantity of April 1910.

A fatal accident occurred at the Great Northern Mines a few days ago, from a fall of coal. It looks as if 1911 was to be a bad year for fatal accidents. Already there has been sufficient to place Nova Scotia in an unenviable position as compared with other coal producing countries. Nearly all the accidents this year are due to 'taking risks'.

The extracts given in the C.B. press from Mr. Thos. Cantleys remarks at the ship warming at North Sydney are so interesting that the RECORD insisted that it be furnished with a report in full. Persistence had its reward, and therefore we will have the pleasure next issue of giving our readers Mr. Cantleys well thought out and arresting remarks in full.

Instructions came ten days ago from U. M. W. headquarters in Indianapolis to stop the relief given for the past few months to the men who came out on strike at Morien. The Glace Bay Gazette says those who were getting relief were much annoyed at the order, as they will not be able to find work at the colliery for some time. While the new officers of the U. M. W. are to be commended for their prudence, there is something to be said on behalf of the complainants. If the order could support 2,000 men for ten months at Glace Bay, and another thousand for twenty-two months at Springhill, it is not to be wondered at that the Morien men should kick at being supported for only two months or so. The U. M. W. is in their black looks.

The majority of the men at Springhill, quiet law-abiding, citizens, are greatly to be pitied. After twenty-two months of strike precipitated by hot-headed leaders, their substance all gone, they are no nearer a settlement than ever. Their best plan is to cast aside their useless leaders, assert their independence and go to work. That will undoubtedly be the part of wisdom.

There has been another shooting affray in C. B. County. How is it that fire-arms are allowed to be carried by all and sundry. It is within the power of the Councils to prohibit their being carried. In view of recent happenings the duty of the Councils is clear. If Cape Breton County is not to become a bye word and reproach, immediate steps should be taken for the confiscation of all deadly weapons.

Just as the Tories agreed to vote temporary supplies so as to enable Sir Wilfred to attend the coronation, so Wee Willie and the McGlocklin have consented to postpone the strike which had scheduled, to a later day, so as to not inconvenience the candidates for the local elections. Of course this is merely an excuse but they thought it the only chance to come down easy, after the ridiculous airs they put on, and the huge bluff they attempted on the coal operators.

For the first four months of the year the Dominion Coal Co. has increased its shipments over the corresponding months of last year 92,291 tons; the Acadia 42,003 tons; the Inverness Railway & Coal Co. 5,095 and the Intercolonial 3,854, a total of 144,243 tons. Against this is to be placed a decrease of 52,000 by the Nova Scotia Steel & Coal Co.—due to the explosion in No. 3—leaving a net increase of the five larger companies for the four months of 92,000 tons. The Dominion Coal Co. will likely show big increases from this out, and the N. S. Steel & Coal Co. will about hold its own. The increase in C. B. may be off-set to some extent by the stoppage at Port Morien. The mainland collieries should all continue to show substantial increases.

This is sad, very sad coming from a Liberal daily paper: "There are corporations in Pictou County but the fact is to be noted that there the liberals elected only one out of three candidates." That may be true but it was, oh, so long ago. Which of the Bobs, McGregor or McKay, is not classed as a liberal. And this from another daily, also liberal, is equally sad. Why if the papers' knowledge of current politics is no deeper than their knowledge of less intricate subjects, set down as it were in the calendar, they are little short of blind guides. And this, be it noted, appears in a paper that assumes at times the role of censor and teacher: "In the nature of events the local election must be held before 'many months'". You bet it must. Weeks would have been a better word, and better still it might have been to have said days. If the third week in June passes without an election, there will be the deuce to pay, that is, if the British North America Act counts for anything.

(Continued from page 10.)

and example drill men for increased efficiency.

It has been brought to my attention recently that in so simple a thing as car repairs men have been trained to reduce the time required for a certain operation more than two hundred per cent and with less manual effort on their part. I give every credit to the thoroughness of mechanics in this Province; but I know from experience that they do not turn out work proportionally with workmen in like occupation elsewhere. This is apparent when they have gone elsewhere and returned. They have been speeded up yet the quality of work turned out has not deteriorated. It is also noticeable that they soon drop back into the ways of those about them. This to my mind proves more conclusively that were closer attention paid to these matters the general standard would be improved. Take firing of boilers for instance. To my mind there is more crass ignorance displayed in this department than in almost any other. I do not attribute this to the men at the fire-doors, most of whom are untrained and have a shovel and fire tools put in their hands, are shown a coal pile and told to "go to it" or at the most given the slightest instruction and then left to work out methods for himself. It is not the man's fault that he does not turn out to be capable, but rather ours in not giving him that instruction and constant attention to make and keep him efficient. The same applies to Repair men—in fact to every one employed in or about works of any kind.

This leads us to the consideration of the question as to how we may bring about the adoption of means and measures to make such a system successful. We must create interest, for unless that all important element is awakened and fostered, I am afraid our efforts would be futile and fall flat.

It cannot be gainsaid that interest is awakened and maintained by the knowledge that better efforts are rewarded by increased earnings. This is not a weakness on the part of any of us, and is evidenced worldwide in labour and business that the more we get the more we want. While it may be somewhat radical, I am forced to the conclusion that it leads to one end only and that the so-called Bonus system. I have no formulated suggestions to make with respect to how this may be worked out or the distributions of applicants' interests as well as the employees' means are afforded consideration. If ways and by the co-operation of the employer the latter should receive proportionate benefits. This has been done in other trades and occupations and has proven satisfactory to both employer and employee, and has led to increased outputs, decreased costs, increased profits and earnings.

There are no doubt difficulties to be contended with and overcome, especially with respect to varying conditions which obtain in mines and mining. But if workmen can be so interested as to take the spirit of such an arrangement to heart and be met in the same spirit by the employer on the common ground of greater benefits for both, many of the questions as between Capital and Labour will have been solved. When it is all said and done, it is the question of the day. When this question is settled the world's problem has been solved.

**DISCIPLINE.** Much in the foregoing as to education bears close relation to this all-important question

with respect to Mines and Mining. The safety of life and property, the lessening of injuries of every description have been the subject of countless rules and regulations, and legislation surrounding the safeguarding of life and property is to be found on the Statute Books of nearly every country where minerals are extracted. It is my opinion, however, that notwithstanding the posting of enactments, rules and regulations and placing copies of the same in the hands of workmen and calling his attention to these enactments, rules and regulations at the time he is employed—after all without the full and kindly co-operation of the workman er, through officials. The higher the official, the greater intelligence he is supposed to have; hence the responsibility should be greater, and only improved in descending ratio to the youngest employee.

There are in general two ways of maintaining discipline—"Forced" and what might be termed "Led." Both are necessary, for reasons which are obvious, as individual temperament enters so largely into which of these should be enforced or practiced. Personally, I must prefer the latter, for any workman imbued with ideas formed in this way is in my mind an official more added to the staff, and often, owing to being in a position to note infractions of rules and regulations which would not take place in the presence of an official, he is enabled to give warning or admonition to the offender. Such a man realizes that the safety of the whole is dependent on each and every employee. It is often not necessary to report these infractions and have the offender punished, as many times they are due to carelessness or ignorance. From reports of accidents (which I regret to say are received too frequently) it often is noted that they have happened in the simplest way and are incomprehensible. It would appear that caution with respect to such occurrences has not been given, as they were deemed of such a trivial nature that no instruction as to avoidance would be included in duties to be performed or dangers arrested. In other words, importance was not attached to the little things "not to do."

Eternal vigilance should be the watchword and every man and boy impressed with the idea that the employer is solicitous as to their welfare while engaged in their daily work and court their hearty co-operation. Discipline with respect to the care of lamps, powder, roads and airways, slopes and shafts and all those things which make for greater safety should be by constant education as to why and wherefore.—What to do—what not to do. Share the responsibility—that's the keynote.

Discipline as to lost time on the part of workmen is, as we all know, one which has been a bugbear and a nightmare by day and by night. Is there a remedy? Have we exhausted our efforts to instil those principles of thrift and industry in such a large proportion of our men that they do not take advantage of opportunities afforded them in the way of earnings? How does it come that men change of their own volition from being totally unreliable to steady workers? Answers are difficult—but may the same not be found in exciting and fostering greater interest, a closer relationship between the employer and the employee? Surely there is much ground, and good ground, for missionary work along these lines here among our own people, with the end in view that they may earn more money, by themselves and others. less laborious work and with greater safety to them-



LYOYD GEORGE'S GREAT SCHEME OF STATE  
INSURANCE.

As expounded by Lloyd George in a two hours speech in the House of Commons, the British scheme of State Insurance is a stupendous undertaking.

The national insurance bill, a measure of such scope and proportions as has never hitherto been laid before any Parliament. The act will vitally affect conditions of labor in England, and its operation will be followed with the keenest attention from other countries throughout the world. The bill is divided into two parts, insurance against sickness and insurance against unemployment, \$122,000,000 will have to be raised during the first year, \$12, of which the state contributes \$12,500,000. The bill will not come into force until May of next year, and not for several years will the contributions reach their maximum of \$26,000,000 a year.

Against sickness every wage earner with a salary of less than \$8 will be required to insure by making a payment of fourpence a week in the case of men and threepence in the case of women. The employer will be required to contribute threepence and the state two-pence a week from the proceeds of these tables, which will in most cases be handled by friendly societies. Lloyd George declared it will be possible to give free medical attendance during sickness, maternity benefit of 30s., 10s. a week during three months' sickness, and in case of permanent invalidity a pension of 5s. a week for life. Furthermore \$5,000,000 dollars a year is to be devoted to hospitals, research institutions and sanatoria for grappling with tuberculosis.

In the first year any person not older than 65 may join in the scheme, and benefit under it is open at the outset practically to all ages. Its effect in dealing with sickness is to extend and amplify the machinery of friendly societies. There are many minor provisions of importance, not least of which is the institution of county health boards to improve sanitation and to educate people in matters of health and hygiene.

The scheme of insurance will affect some 14,700,000 persons, and Lloyd George on the strength of the actuaries' report believes there will be a considerable surplus as the funds accumulate and bad risks disappear, which the state is taking at the start by accepting old lives before they have made any heavy contribution.

In the second half of the scheme dealing with unemployment, the insurance affects 5,400,000 workers and applies only to the engineering and building trades. The worker and employer will each be required to contribute a small amount weekly, and the state will add one-fourth to the total cost of the working scheme. Here, as the chancellor of the exchequer pointed out, actual calculations are difficult, as it is impossible to predict the extent of unemployment from year to year; but he hopes it will be possible to pay a weekly allowance for a term of weeks of seven shillings to every insured person who loses employment through no fault of his own. In the case of strikes and lockouts allowance will be paid.

The scheme with regard to sickness provides for compulsory and voluntary insurance. Soldiers, sailors and teachers, crown servants and municipal servants and casual laborers not engaged in employer's own business are excepted from the compulsory scheme in the first three classes, because other measures are in preparation. While voluntary insurance is to be open to small tradesmen without definite employers or who, after employment, are at work for themselves, "we deduct fourpence from a man's wages,"

said the chancellor of the exchequer: "that is to say, two pints of the cheaper beer or one ounce of tobacco."

He explained that fourpence would be reduced in case of a man earning 15 shillings a week or less. A man who earns 2s. 6d. a day shall pay threepence, and 2s. 6d. a day or less, twopence, and a man who is earning 1s. 6d. a day shall only pay a penny a week. This would have to be compensated by extra payments from the employers who profited by cheap labor.

Men over 50 at the commencement of the scheme would receive lower benefits. "We propose to admit every one up to 65 to insurance so long as this is done within 12 months after the passage of the act," said the chancellor. "After 12 months they will come in paying a rate proper to their age or take reduced benefits. A person who fell out of work would be allowed three weeks' grace if he failed in his payments.

Close on this came the statement that a government crusade against consumption was to be instituted, a capital sum of \$7,500,000 was to be set aside for enabling the local authorities to build sanatoria through the country, and there was to be \$5,000,000 a year allotted for their maintenance. A ripple of sympathy ran over the House as Mr. Lloyd George described the devastation from the effects of consumption as a scourge among people. There are 75,000 deaths a year in Great Britain and in Ireland, and the doctors think that they can crush this disease out, but they can only do it with help. "I propose to ask the House to give that help," said the chancellor.

There is no disposition on the part of Parliament to treat the bill as a party measure. Austen Chamberland supported its introduction.

COAL MINING IN THE NORTH WEST

The Hon. Frank Oliver and the Department of the Interior are to be congratulated upon the success of their policy with regard to the disposition of coal-mining rights in Dominion lands in the West. The great difficulty to be faced was that of safeguarding the public interest against the purely speculative holder of mining rights, and at the same time fostering and encouraging legitimate mining enterprise. Judging by figures now made available, a fair balance was struck by the regulations which came into force in 1907.

These provided for the leasing of coal, at the rate of \$1 per annum per acre, as against its sale at \$7 per acre, the rights being now attached to the coal rights only to such an extent as is necessary for the efficient operation of the latter.

The lease is for a term of 21 years, renewable for a further term of 21 years, and not more than 2,500 acres are leased to one applicant. Such surface rights as are necessary for the operation of the coal rights are sold at ten dollars per acre. The royalty on the operation of the leased coal lands is 5 cents per mined ton, as against that of 10 cents in the case of lands which have been sold. An important provision is that requiring the operation, on demand of the Government, of the coal rights leased. As an index of the success of this policy, it is remarkable that as soon as it was brought into force the purely speculative acquisition of coal lands ceased. And whereas only about 250,000 acres were disposed of in the quarter of a century during which the regulations for the absolute sale of coal-mining rights were in force, over 200,000 acres have been acquired upon lease within the period of less than four years since the new policy was inaugurated.

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## Provincial Mining and Mechanical Examinations.

Examination of Candidates for Mine Managers', Underground Managers', and Overmen's Certificates, and Examination of Candidates for Stationary Engineers' Certificates, will be held at Sydney, Mabou, Stellarton and Macan—commencing May 30th., 1911, at 10 a. m. In Cape Breton County, the Engineers' Examination will be held at North Sydney.

All Testimonials from Candidates for examination should be forwarded to the office of the Deputy Commissioner of Works and Mines not later than May 20th. next.

HIRAM DONKIN,  
 Deputy Com. Public Works and Mines,  
 Halifax, N. S., May 12, 1911.

A licensed bar has been opened in a fashionable ladies' club in Boston, U.S.A., and the Women's Christian Union has declared that this is a disgrace to the city, and is organizing a crusade against the club.

The railphone, a device by which wireless messages may be sent to and from stationary or travelling trains, has been installed upon a section of the Stratford-on-Avon and Midland Junction Railway. Miss Marie Corelli performed the ceremony of inauguration. A Great Eastern Railway clerk has invented an automatic lock for securely fastening railway carriage-doors while the train is in motion.

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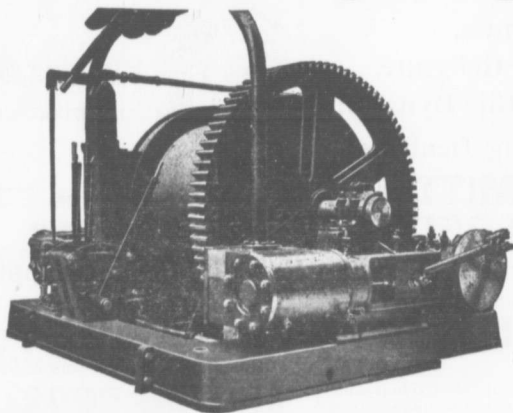
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flexible for Ore & Coal Discharging Cranes, Winches, etc.The use of SPECIAL GRADES of Wire, drawn to our own specifications and rigorously  
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ing the LARGEST USERS in the Maritime Provinces, to any of whom we willingly refer enquirers.

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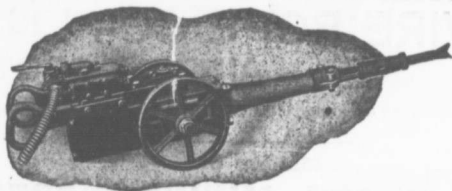
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Apply to Inverness Railway and Coal Company, Inverness, Cape Breton; J. MCGILLIVRAY, Superintendent.

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Time Table No. 28, Taking effect at 1 a. m. OCT 17TH, 1909.

WESTBOUND Superior Dir		STATIONS.		EASTBOUND Inferior Dir.	
53	51			54	52
P. M.	A. M.			P. M.	A. M.
3 30	10 40		P. TUPPER JUNCTION	3 45	11 00
3 25	10 35		INVERNESS JUNCT.	3 50	11 05
3 17	10 29		PORT HAWKESBURY	3 55	11 11
3 09	10 12		PORT HASTINGS	4 08	11 20
P. M.	10 07			4 12	A. M.
	9 57		TROY	4 25	
	9 41		CREIGNISH	4 38	
	9 27		CELAGMORE	4 50	
	9 08		JUDIQUE	5 05	
	8 55		CATHERINES POND	5 16	
	8 41		PORT HOOD	5 32	
	8 25		GLENCOE	5 38	
	8 20		MABOU	5 50	
	7 50		GLENDYRE	6 10	
	7 40		BLACK RIVER	6 28	
	7 25		GLADYRE	6 48	
	7 12		BLACK RIVER	7 00	
	6 55		STRATHLORE	7 10	
	A. M.		INVERNESS	P. M.	

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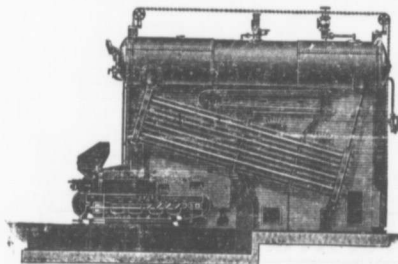
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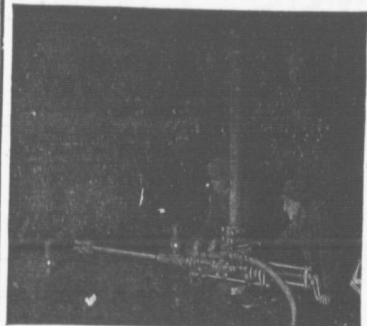
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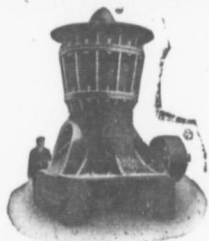
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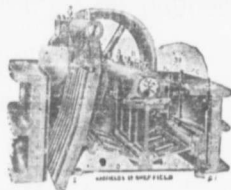
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Volatile combustible matter	18.94 %	27.93 %	28.41 %
Fixed Carbon.....	75.29 %	67.47 %	64.69 %
Ash.....	3.75 %	3.19 %	4.19 %
	100.00	100.00	100.00
Sulphur.....	1.15 %	.58 %	.79 %

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