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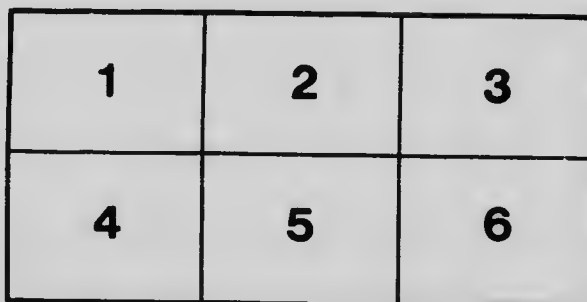
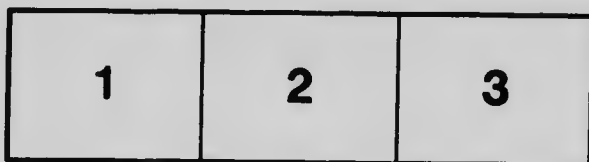
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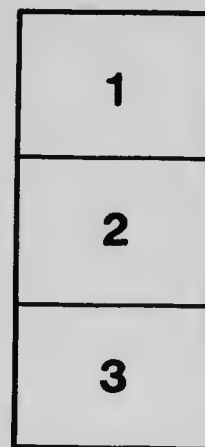
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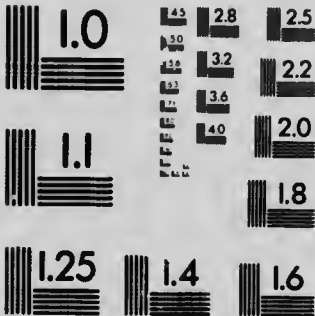
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Industrial Peace versus Industrial War

By

P. H. SCULLIN

Founder of the

Canadian Industrial Peace Association

Published under the auspices of the Canadian Industrial Peace Association
For Free Distribution

PUBLICATION COMMITTEE**A. G. BAGLEY
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Canadian Industrial Peace Association

(ORGANIZED SEPTEMBER 1, 1918)

"In the end there is nothing else but justice."

—THOMAS CARLYLE.

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Canadian Industrial Peace Association

INTRODUCTION

IF you have no interest in your fellow-man, other than as he is or can be made useful to yourself, don't waste your time reading this pamphlet.

If you are so hidebound in your prejudices that you will neither read nor listen to the opinions of those who differ from you, live and die in your ignorance. This pamphlet couldn't profit you.

But if you are a man or woman worthy of the responsibilities with which society has entrusted you; if you have any unselfish interests in your fellow-man, in the improved condition of the masses and the general uplifting of the human family; indeed, if you are normally human, and especially if you are at all interested in the improved social and industrial conditions of your own city, state or country—then do I ask you to peruse this effort from beginning to end. Don't begin in the middle; begin at the beginning. Don't throw it down and deliver judgment on its merits or demerits until you have read it through. It is not a literary effort. The writer has no pretensions to literary ability, and has but honestly endeavored, however crudely, to place before his readers a painful array of facts, with the sole desire of quickening into active organized and useful life the otherwise dumb and dormant protest that

already exists in the public mind against the intolerable industrial conditions that prevail and which are daily growing worse and worse: and if, however far I may be from doing justice to the question at issue, I do but plant the germ of active thought in *one* fruit-bearing mind, who shall say what benefits may ultimately accrue to the entire people from this humble effort.

While all the information herein contained relating to Canada may be found in the yearly reports of the Department of Labor of Canada, to which I myself stand indebted for the little I know of industrial conditions in the Dominion, my experience shows me that the average man will not read Government statistics as compiled, each man wanting to know about his own business only, and then he doesn't want to go to the trouble of putting two and two together. Therefore this pamphlet, being for free distribution and the reader being saved all trouble of addition, subtraction or division, it is more likely to be read, and being read, may induce the reader to become better acquainted with his National Department of Labor, and hence correctly informed upon those vital questions of deep interest to the present and future of himself, his children and his country.

Constitution of the Canadian Industrial Peace Association

PREAMBLE

Preamble to the Constitution of the Industrial Peace Association of Canada.

A Canadian Industrial Peace Association having been organized in the Province of British Columbia, September 1, 1910, for the purpose of establishing and maintaining harmonious relations between employers and employees, to inaugurate and carry on a propagandum of non-partisan economic education, and the procuring of progressive legislation, looking to the amicable

adjustment of all labor disputes in their inception, it is hereby declared to be the purpose of this Association to aid and further said objects in every legitimate and proper manner, and to that end we invite the co-operation of all honest, fair-minded and patriotic Canadian citizens, it being expressly understood that this organization shall have absolutely nothing to do with partisan politics or the furthering of private aims or selfish ambitions.

Canadian Industrial Peace Platform

The following platform was unanimously adopted at the Industrial Peace Convention held in Vancouver, B. C., October the 3rd, 1911, and will be included in the Constitution and Bylaws of the Association, to be given to all branches of the Association.

We concede that both capital and labor have the right to use the means at their disposal within the law to obtain or maintain their rights, but are of the opinion that the suffering and loss entailed by the use of the strike or lock-out may and should be avoided by the adoption of sane and just methods by which differences between employer and employee may be adjusted amicably without suffering to labor or loss to capital, or the people at large.

We thoroughly believe in conciliation and arbitration, and that all differences between capital and labor can be settled by voluntary arbitration with proper and proportionate representation. We therefore hold ourselves ready at all times, under a

practical plan more fully set forth in the Constitution of the Association, to offer our services in all cases of industrial dispute to provide or obtain, with the concurrence and agreement of the contending parties, such arbitrators of the dispute or disputes as would be acceptable to both sides. We recommend that there should be no cessation of labor caused by either contending party pending the decision, and that the award shall date from the date of the day of the filing of the complaint on the part of either party with this or a kindred committee, in whichever city a branch of this Association may exist.

It must be understood that this Association represents the general public and in no sense allies itself with either capital or labor, but is desirous at all times of effecting conciliation for the purpose of maintaining harmonious relations and a better understanding between the two most important factors in the industrial conditions in all countries, to wit, capital and labor.

Canadian Industrial Peace Association Constitution

1. This organization shall be known as the "Industrial Peace Association of Canada."

2. The purpose for which it is formed is to promote industrial peace.

3. The officers of this Association shall be a President and Vice-Presidents, Secretary-Treasurer, General Secretary and Manager; and Honorary President, who shall be the Governor-General of Canada for the time being; and Honorary Vice-Presidents, who shall be the Lieutenant-Governors of the various provinces for the time being.

The corporate powers of this Association shall be vested in a National Board of Directors of not less than nine Directors, whose numbers may be increased at any yearly convention of the Association.

The National Directorate shall be elected by the delegates present at each yearly convention and shall hold office until their successors are elected in like manner, the Directors in all cases to elect their own officers.

Ways and Means.—The funds necessary to the support of the Association shall be obtained through membership fees, donations and contributions solicited in the Association's name, under the supervision and direction of the different Local Executive Committees, or National Executive.

4. No Director of this Association shall receive compensation for his services as Director.

5. The National Board shall have full power and authority to make, alter and repeal all laws, rules and regulations for the government and management of the Association; to organize Local Boards; to issue and withdraw all orders; supervise and control all literature issued in the name of the Association, and to fix and collect a per capita tax from each Local Branch to defray the expenses incurred in carrying on its work, the same to be assessed according to the population of the city in which said Locals are established, and the executive of each Local shall take such steps as it may deem necessary to provide the same.

6. All the executive powers of the National Board of Directors, when not in session, shall be vested in an Executive Committee of not less than five nor more than seven, of which the President, Secretary-Treasurer and General Secretary and Manager shall be members, and to the end that the work of the Association may be facilitated, three of the members composing the Executive Committee shall all be residents of one city or its immediate vicinity.

7. The Executive Committee of the National Board shall issue a report every three months, giving a list of all industrial disputes in which the representatives of the Industrial Peace Association have been instrumental in the behalf of peace, and setting forth other matters of interest to the Association.

8. A convention of the National Board of Directors shall be held in the month of June of each year at the place decided upon by a majority vote of each preceding convention.

9. The Board of each Local Branch shall be appointed in the first place by the organizer, under the authority of the National Executive Committee, and shall be elected annually thereafter by a majority vote of the members of the Local Branch present at its annual meeting. The Board of the Local Branch shall elect its officers from among its own members, in the same manner as the National Boards, and shall meet at least once every three months, and at such other times as it may be called together by the President. Provision shall also be made by the Boards of Directors for free lectures, discussions and distributions of free literature, having for its object the promotion of the purposes for which this Association is formed.

An annual meeting of the members of the Local Branch shall be held on the first Tuesday of May in each year, at which time its Directors shall elect a representative or representatives to the next National Convention.

10. All executive powers of the Local Branch when not in session shall be vested in an Executive Committee of not less than five members of the Directorate and not more than seven.

11. The Executive Committee of the Local Branch shall meet once every three months, or at the call of the chairman of

the Executive Committee, for the transaction of business.

Duties and responsibilities of the Executive Committees of Local Boards of Directors—

Immediately a strike or lock-out is threatened in the locality where a branch of the Industrial Peace Association has been established the chairman of the Executive Committee is in duty bound to call a meeting of his committee without delay, and by resolution forward a courteous communication to each party to the threatened industrial disturbance, requesting that they appoint an official committee to meet with a like committee of the Industrial Peace Association, with a view to a peaceful adjustment of the matter in contention.

12. Special meetings of the Local Branch may be called by the Board of Directors or the Executive Committee by giving notice through the public press, or by notice mailed to each member at his last known place of residence at least two days prior to such meeting, and special meetings shall be called by the President upon the written request of fifteen members.

13. It shall be the duty of the Boards of Local Branches to report at once to the National Executive any industrial disturbances in their community, setting forth the facts as fully as may be necessary for a complete understanding of the points at issue, and giving in full the steps that the Local Board is taking to establish peace. The Local Board shall keep the National Executive fully informed of the situation, and if deemed necessary by the Local Branch, a special representative of the National Directorate shall be sent to the seat of the disturbance to co-operate with the Local Branch.

14. The following shall be the duties of the Presidents of Local and National Boards:

To preside at all meetings of their respective boards; to preserve order and enforce the laws of the Association; to decide all points of order and all constitutional questions, subject to an appeal to the National Executive Committee; to draw and sign all orders on the Secretary-Treasurer of the Board, and to appoint all officers *pro tempore* and all committees, unless otherwise provided for.

15. In case of death, resignation, removal or absence of the President of any Board, the First and Second Vice-Presidents of the same Board, in the order named, shall assume and perform all the duties of the office.

16. The Secretary-Treasurer shall keep a record of all proceedings of his Board of Directors and of his Executive Committee, issue all summonses for meetings; have charge of the seal and affix the same to all official documents of his Board; conduct all official correspondence; receive all moneys paid into the Association, and keep a correct record of all receipts and disbursements.

17. The Secretary-Treasurer of Local and National Boards shall receive all money collected on behalf of their respective Associations and give receipt for same. They shall make disbursements only by warrant or check signed by the President; they shall attend all sessions of their Board, and shall report monthly, or oftener if required to do so, to their President, setting forth the amount of the receipts and expenditures, with items, showing from whom received and to whom paid, and the amount of money on hand. Before entering upon their office they shall give a surety bond of an amount to be fixed by their Board of Directors.

18. Duties of the General Secretary and Manager—

The General Secretary and Manager shall at all times be subject to the authority of the National Directorate and conduct the business of the Association in harmony with the advice of the National Executive Committee. He shall prepare and compile literature for publication and distribution by the Association, arrange for public lectures, and organize branches, in so far as possible, throughout the Dominion of Canada, and use his every effort for the spread and growth of the industrial peace movement; he shall have jurisdiction over and be responsible for all paid assistance necessary to the carrying-on of the Association's work, and represent the National Directorate in all matters pertaining to the best interests of the Association. He shall on or about the first of each month forward to the National Executive a full and complete report of the previous month's work and progress.

19. The funds of this Association shall be deposited in banks chosen by the respective Boards of Directors, and no money shall be paid out of said respective funds except upon warrant drawn upon the Secretary-Treasurer and signed by the President.

20. All moneys, books, papers, seals and charters are the property of this Association, and all officers of subordinate branches of this Association must, upon demand of the National Board of Directors, deliver up same, together with every and all things in their possession pertaining to this Association.

21. Any person wishing to become a member of this Association must be recommended by two members thereof; he must accompany his application with the sum of two dollars, to be retained if he is elected as payment of his annual dues for the current year, and he must subscribe to the following form of application and declaration:

"I hereby make application to become a member of the Industrial Peace Association of Canada. If elected I pledge my honor to support the laws and honestly and conscientiously to co-operate in a fraternal spirit with my fellow-citizens in their endeavors to establish and maintain harmonious relations between employer and employee, and in their efforts to create a healthy public sentiment in favor of voluntary conciliation and arbitration in the settlement of all industrial disputes, so that peace and goodwill may prevail for the benefit of the community, the nation and humanity."

22. All members must pay annual dues of two dollars at or before the day stated in this constitution for holding the regular annual meeting, and whenever any members shall neglect to pay such annual dues such members shall be precluded from exercising any of the privileges of membership until payment has been made, and if payment is not made within one year after the amount has become due, then such members shall, *ipso facto*, forfeit their membership.

23. A Local Branch may be organized by nine or more persons.

Application for a charter must be made to the Executive Committee of the National Board, accompanied by a fee of ten dollars (\$10.00) and the names of the

applicants. If the application be made by persons desiring to form a Local Branch, such application must be sent to the Executive Committee of the National Board. When a charter is sent to a Local Branch, copies of the constitution, membership lists, a book of general advice, and a metal seal are to be forwarded at the same time.

24. The discussion of partisan politics or sectarian questions by or within this Association is strictly prohibited.

25. All Boards of Directors of this Association shall use their good offices in conciliation and in harmonizing all disputes and differences between employer and employee. Should the efforts of any Board in this direction not meet with success, then it shall endeavor to have the dispute submitted to an arbitration committee selected by the contending parties, and tender its good offices in the selection of such committee, whether from among its own members or otherwise.

26. All members of any Board of

Directors having been duly notified to attend a Directors' meeting 24 hours in advance, five members in attendance shall constitute a quorum for the transaction of business, and three members of any Executive Committee after like notice shall constitute a like quorum.

27. Until otherwise provided, the order of business at each meeting shall be as follows:

1. Calling the Meeting to Order.
2. Reading the Minutes of the Previous Meeting.
3. Reading Communications.
4. Election of New Members.
5. Reports of Committees.
6. Unfinished Business.
7. New Business.
8. Report of the Secretary-Treasurer.

Approved by Resolution October 3, 1911.

(Signed)—

F. C. WADE, President.

LESLIE G. HENDERSON,
Secretary-Treasurer.

Canadian Cohesion

It is the few good people in society who preserve its cohesion and equilibrium—Thomas Carlyle.

To the good, the thoughtful and the patriotic citizens of Canada I dedicate this chapter.

In the many years to which I have devoted my every energy in an endeavor to awake the public conscience to a realization of the inevitable results that must surely follow if we remain indifferent to the anarchistic and socialistic teachers of class hatred, industrial disruption and materialism, my experience, up to the time of my first public appearance in British Columbia, compelled the emphatic endorsement of Carlyle's assertion as given above; yet would I be devoid of gratitude, wholly unjust and lacking in appreciation did I fail, here and now, in this my first address to the Canadian people, to pay to the citizens of Vancouver, Victoria and New Westminster, B. C., that tribute to their public spirit and open-handed generosity which seems to me must be instinctive and but an unconscious characteristic of their enterprising selves.

Through their deep interest shown in

behalf of the public or general good, the Industrial Peace Association has had its birth, growth and development into a Dominion institution, approved of and endorsed by the most eminent men of the State, the Church, the Public, the Press, the Judiciary, and the honest and thoughtful citizens of British Columbia in every walk of life, while the continued financial support given to this public effort for the common good has been such as to compel the truthful acknowledgment on my part that never before have I met with such a public-spirited, generous people. In this simple statement I do but freely express my deep sense of gratitude to a people amongst whom I was a stranger, in thus enabling me to prepare the way to greater and more extended effort on behalf of industrial peace, which in the near future not I alone, but all good men sincerely hope to see firmly established through the entire Dominion.

The plans of the Canadian Industrial Peace Association for the just and amicable settlement of industrial disputes in *their inception*, or where strikes or lockouts have already occurred, are acknowledged to be

the best ever yet devised; but, my good people, let me impress this one obvious truth upon you, namely, that no plan, however just, practicable or efficacious, can work of itself. *It must be worked.* The hand of man is required to put all the works of man in motion, and God's masterpiece in man, the mind, must guide and direct the hand. And so it is with the Industrial Peace Association and its plans. Its plans can be made operative, but of themselves they are as nothing unless they are quickened into life by the sincere and active co-operation of man.

To this end I here appeal to every thoughtful citizen of Canada, man and woman, be their station in life what it may, if they are but human, *I appeal to all* to give their co-operation and support to this movement for industrial peace.

No movement ever put before a civilized people had superior or such urgent claims upon mankind, or from so many varied points of view. When we read in the public press (the *Vancouver Province* of March 16, 1912) such items as these:

(London, March 16, 1912)

The following are among the latest incidents of the coal strike. The return of the Bankers' Clearing House for the week ending March 15 shows a falling off of £70,699,000, compared with its corresponding week of last year.

The decline in railroad traffic receipts last week amounted to \$2,855,000, as compared with the same week last year.

LOSS AMOUNTS TO MANY MILLIONS

Exactly what the country has already lost by the strike it is impossible to estimate, but the extent of the damage may be gauged by the fact that the loss in wages alone for one week is calculated at \$10,000,000. About \$1,450,000 was paid out by chief mining and other trades unions in strike pay and out-of-work pay this week, but this was merely a drop in the bucket.

PAINFUL STORY OF STARVATION

The suffering among the decent poor consequent upon the present industrial strike has now become a most serious matter. Up to the present time the distress, while widespread, has not been generally acute, but every day, indeed every hour, that now passes widens the sad field of hunger and bitter misery. One's heart is wrung, particularly by the needs of women and children, the sick and the aged. It is evident that even if the strike ceases at once there must be further keen suffering before wages are forthcoming.

The Lord Mayor of London will convene a conference of all the principal mayors here today. They will consider the best method of serving the nation's interest in case of a strike.

Having read the above, and being conscious of the horrors of industrial war as it is unceasingly waged in all countries today, can *any man* who is human, much less the business man, the patriot, or the Christian man, be filled with indifference to the extent of declaring that he is not interested—

"Breathes there the man, with soul so dead,
Who never to himself hath said,

This is my own, my native land!"

So exclaimed the son of rugged Scotland. But, I would ask, is there a man in all this wide Dominion so dead to every human instinct, so dead to every duty that he owes society, his God, his country and humanity, that before his fellow-men he would for a moment declare himself indifferent to any honest effort in behalf of industrial peace? That influential men have so declared themselves is unfortunately true; but in all charity I believe the declaration was begotten of ignorance or a want of thought, and with all my sad experience and many rebuffs I have still unbounded faith in the inherent desire of my fellow-men to do that which is right, that which is just, and that which will be conducive to the greatest amount of happiness for the people as a whole.

In the next chapter will be found the tremendous and ever-increasing losses sustained by peaceful Canada through her industrial wars of recent years; but in spite of the growing spirit of industrial unrest throughout the world, if the people of Canada as a whole will but join and persevere in this organized movement for industrial peace with the same spirit of sincerity as has been shown by the people of British Columbia, we will reduce the waste and loss caused by industrial strife to a fraction of its present huge proportions, in addition to making our people comparatively happy, establishing and maintaining public confidence, and offering to enterprise and capital the greatest possible inducement to come to our country and develop our natural wealth.

The consummation of this humane and patriotic hope lies, not in the efforts of the Canadian Industrial Peace Association, but in the manner in which its efforts may be sustained by the people of Canada.

The next best thing to having accomplished is to have earnestly tried.

Let us try.

The Union as it is Now. What of Its Future? For Good or Evil?

It is generally the men who know least of the workings of an institution who are the most pronounced in their opinions in regard to its virtues or its vices. Ignorance and prejudice must ever deprive us of a true sense of justice, and thus it is that we hear some men, just and fair in all other respects, declaiming against the union as being without one redeeming qualification. In order that such men may be enlightened, as well as those who, upon the other hand, look upon the union as being without sin, I propose to paint the picture just as it is, and as *I know it to be*.

The first thing to be considered is, Have the working-men a right to organize? Some employers are so prejudiced that they emphatically declare they have not.

Let us see: Ask those same employers if they belong to the Employers' Association, or the Manufacturers' Association, or the Master Builders' Association, and they invariably answer that they do, and on further investigation we are likely to find that they belong to the Chamber of Commerce, the Commercial Club, the Boosters' Club, their social club, and so on to the end; and furthermore, if we interview any individual member of one of those same associations upon a question of community interest he will just as surely refuse to commit himself as an individual; he will unquestionably refer you to his association or club. Let us look further, and we see that in belonging to any or all of those associations or clubs the employer is a member for the simple and only reason that it benefits him to be such, and furthermore that in none of those same associations can the working-man find congenial associates, and that in truth his society is neither courted nor desired in any one of them.

Can we, then, be either just, fair or tolerant if we deny the working-men's right to organize for the double purpose of sociability and the bettering of their condition as men whose life inheritance is toil? No fair-minded man denies the right of the workers to organize; but, unfortunately for the cause of organized labor, the tyranny exercised by some unscrupulous leaders in the name of the union, and the many foolish and unjust strikes inaugurat-

ed by the union through bad advisers, have worked such uncalled-for injury upon employers that they have become embittered against the very name of the union to the extent of having declared unending war against it. But is this wise? I think not, for where prejudice or passion rules, judgment is blinded. The union is here, and it is here to stay; but if it become a political organization instead of a trades union, what then? The trades union is a wonderful organization if we only care to think of it without prejudice, composed, as it is, of a heterogeneous mass of different nationalities, occupations and standards of education and intelligence and want of intelligence. Do we ever stop to think how easy it is to lead such a group by an appeal to passion and to self? And is it not a fact that *in all ages* designing men have taken advantage of just such situations to accomplish their own fell designs?

Experience has shown me that the working-men, in or out of the union, is the peer of *any* man for honesty of purpose, uprightness of character and loyalty to his friends; and the union, with all its faults (chiefly begotten in the ignorance of the rank and file as to the merits of the question at issue) is often God-like in the practice of the highest virtues. Every union has its standing sick committee, whose duty it is to visit the sick and make a report of every such member or his family standing in need of financial assistance, which is freely and promptly given. They also bury their dead, *wherever found*. If a member meets with an accident or is killed the union is ever in the field to take up a collection, get up a raffle or a charity ball for the benefit of the family. In proportion to their means the union men give away more in charity and to help their brother unionists than any other class of men on earth. And when an unjust strike is proposed, if there is a man at the meeting who has both the moral courage and the ability to present the employer's side in its true light, as well as the wit to combat the sophistry ever at the tip of the agitator's tongue, then is it impossible to have a strike voted. *This I know to be true*. But, as I have already said, they are easily

led, and, of course, they are prejudiced, as a body, and the restless spirits are ever active in stirring up strife, and *they are always there*. But with such material to be moulded for good or evil, why leave all the moulding in the hands of professional mountebanks, whose only mission on earth seems to be the sowing of the seed of discord and the embittering of the minds of really honest workmen against their employers and against society at large? I often hear both employers and business men say: "Oh, the union men themselves are all right. *It is the leaders that make all the trouble.*" Just so; but what else do you expect? The labor leader must show cause, else he wouldn't be a leader; he would have nothing to lead, and, of course, he doesn't want to work. Therefore he has to make trouble. That is his business.

WHAT, THEN, IS TO BE DONE?

Just this: If we would have things better instead of growing worse, as they have been steadily doing for the last 20 years, there must be a common ground where employers, their employees and the public can meet as *men*; as members of the same community; as citizens of the same country, and there honestly exchange views and as man to man endeavor to understand condi-

tions from each other's point of view. How is this to be brought about? The Industrial Peace Association provides every requisite, where the only thing required of a member is that he be a man of good character and stands for industrial peace with justice. Some people say: "Oh, it can't be done." They are the weaklings who just live and die without ever having done anything else while on earth. To all who say you can't, I ask them did *they* ever try, and answer them by telling them that they would have said the same to Morse, to Edison, to Jenner, to Pasteur, to Curry, to Marconi, to Orville Wright, to Burbank, and to Christ himself and a thousand others WHO HAVE DONE IT.

There has been so much lost to the world by your "can't do it" and so much done *in spite of them*, that their croaking no longer affects men of thought and action. I not only say *we can*, but *we will*.

The great voice of the people is crying out for industrial peace, and the small voice of the pessimist and the vicious tongue of the professional disturber of our industrial peace will soon be forever stilled by the organized voice of a just and progressive people, declaiming against the wilful waste of industrial war.

Strikes and Lockouts in Canada from 1904 to 1909 Inclusive

I will here endeavor to place before my readers, in dollars and cents, as near as the authentic figures at my command will permit, just what strikes and lockouts mean for the working-men, their employers and the people of Canada.

The Department of Labor of Canada has placed the average wages of those thrown out of work through labor troubles at \$2.25 per day, and the average production \$6.44 and a fraction per day, or \$2,018 per year. From the same authority we find that the number of days' time lost through strikes and lockouts for the six years beginning with 1904 are as follows:

1904	278,956	days
1905	284,140	"
1906	490,400	"
1907	613,936	"
1908	718,443	"
1909	872,000	"

or a total of 3,257,875 days in six years, or

an average of 542,979 per year, which gives us 45,248 and a fraction per month, and a little over 870 days' time lost to both workers and employers every week in the year for the years referred to.

Surely this in itself is enough to make any sane labor leader or employer, if he be but honest and well-meaning, pause and think if there is not some better method which might be adopted to take the place of the present chaotic and destructive tactics. But let us go a little further and see what the toilers lose in actual dollars and cents:

The Department of Labor says that a moderate estimate of losses to the working people would be as follows:

For 1905	\$ 639,315
1906	1,103,400
1907	1,381,468
1908	1,616,497
1909	1,962,000

or a total of \$6,702,680 lost in five years to the working people of Canada, and lost for ever and for ever.

I am aware that few people pay much attention to a large array of figures covering a lengthy period, and my only desire being to impress the reader with the tremendous waste occasioned by industrial warfare, I will reduce the losses to years and weeks through the simple process of division, which gives us a yearly loss of \$1,340,536, or a weekly loss in wages alone of \$25,779. This is the direct loss; but who can compute the indirect loss to labor and the country through lost trade owing to the stoppage of production?

Working men and women of Canada, don't waste a single thought on the writer of this chapter; give your thoughts to these figures, and then ask yourselves this question. If, instead of spending all this vast sum of money, wasting your energy, and devoting the intellect with which God has endowed you in carrying on a wasteful industrial war with your employers, you had earnestly and honestly devoted your energies, guided by the light of reason and actuated by justice only, to the bettering of your condition, would it have been at all necessary for you to have deprived yourselves of the many necessities and comforts of life that the use of this \$25,779 per week would assuredly have obtained for you?

I holdly assert that in Canada today, whatever the past may have been, under wise leadership—leadership worthy of the name, *where self should be forgotten*, the working people can obtain justice without the loss of a single dollar. The sympathy of every free people goes out spontaneously to honest toil. Public opinion in every free country is the court of last resort, and Carlyle tells you, and tells you truly, that "*the great soul of the world is just*." And has not your Government provided you with the machinery whereby you can bring your claims before this supreme tribunal—the Great and Generous Heart of Your Own People? And if this is not enough to convince the working-men of the crudity and folly of striking, except in the most extreme cases and when all else has failed, let me state that of 289 labor battles fought to a finish between employers and employees of the Dominion in the five years referred to, the employers won

168 times, while the employees were successful in just 121 of the above number. Thus out of the 289 pitched battles the employers won 47 more than did the employees, while during all those struggles the workers lost \$2.15 for every dollar of loss inflicted on their employers. If this is true, *and it is*, I would ask, Is striking a good business proposition if it can be avoided? How long will a business man be in business if he persists in pursuing a business policy in which he is a loser each succeeding year?

I have not the time to investigate the figures showing the exact losses of employers during the five years wherein the losses to employees is shown, but having at hand the losses of both the employees and employers of the United States for a period of twenty years, as compiled by Carral D. Wright, I find by the rule of simple proportion (supposing the ratio of loss to be the same) that the Canadian employer in the five years of which I am speaking lost the sum of \$3,111,348, or at the rate of \$622,269 per year, which, added to \$6,702,680 lost by their employees, gives us a total of \$9,814,028 for the five years, or \$1,962,805 per year by the employers and their employees fighting one another over who shall get the greater share of that which has been jointly paid them by a most generous and far from exacting third party, upon whom they are both inflicting injury, hardship and suffering, in return for their generous patronage.

Do the union men and their employers ever stop to think? Or, thinking, do they care about the fact that *they* do not amount to three per cent. of the entire population? Or do they ever consider for a moment that if it were not for this other ninety-seven per cent. of the people, that to themselves their joint products would be absolutely useless? Or how long do they think this long-suffering third party is going to remain quiescent under their destructive policy?

If employers and their employees cannot or will not evolve a plan whereby they can, and will, divide their joint profits paid into their common treasury by the great distributing and consuming third party, then this third party, through the force of enlightened, progressive and organized public opinion, will *compel* an amicable adjustment of their everlasting disputes.

Why should ninety-seven people out of every one hundred be put to inconvenience and have their lives and property jeopardized by the quarrels of the other three over money that has been jointly paid them by this same ninety-seven? Nothing but the sympathy of the great body of the people for labor's efforts to better its condition could have induced the public to silent suffering for such a length of time; but sympathy, like all that is human, has its limits, and the limit has been reached.

In regard to the indirect loss to merchants and others through unsettled conditions and the withdrawal of money from the legitimate channels of trade, the inability of the idle to purchase, and the not infrequent destruction of perishable goods, it is impossible for even our National Bureau of Information to approach it; but we can get an approximate idea of the enormous amount of wealth lost to Canada through the stopping of production. The productive capacity of the worker assisted by machinery is estimated at \$6.44 per day, and in the five years referred to there was lost the production of 2,928,969 days through strikes and lockouts, which gives us a total loss of wealth that might, and would, have been produced but for our labor wars, reaching \$20,662,560, or \$4,132,512 a year. Just

think of it! And yet some business men tell us, and often rather unceremoniously, that *they* are not interested.

My dear reader, the time has come. It is here now, when no man who cares for his own or his country's future prosperity or for his children's future can say with truth that he is not interested in this, the greatest of all questions, the Labor Question. And of all countries none is more interested than Canada, with her vast territory and immeasurably rich and undeveloped resources, taken in conjunction with her sparse population. She needs capital to develop her resources, and workmen to assist. First of all, Capital; and Capital today is casting its eyes over the whole civilized world seeking a haven of refuge from Industrial Warfare. No greater inducement can be offered to Capital to come to Canada and invest than a Canadian guarantee of Industrial Peace; and where active capital takes up its abode, labor finds a home, and business generally stands erect and independent.

If in placing this tedious chapter before the people of Canada I may have served, however little, to make others think, I will be repaid in full for this effort to make men conscious of what is best for themselves and for their country.

To Our Working Men and Women: For What Do We Work? Do We Not Work for Profit?

Query: ARE WE WORKING INTELLIGENTLY TO THIS END?

This is the whole thing in a nutshell. We work for profit, to the end that we may secure for ourselves and those dependent upon us the greatest amount of happiness procurable by our endeavors. This being conceded, the only question at issue is the method or methods which should be adopted by the workers in order to obtain the greatest amount of just profit on the energy, skill and intelligence which they invest in the joint production of wealth by both themselves and their employers. The most vital question at issue in the industrial world today for the workers is, Are they pursuing the *best*

methods possible, and if not, why pursue a *wrong* course for the avowed object of righting wrongs, actual or imagined?

The methods pursued today by organized labor leaders, as a rule, are force, compulsion and threat, all of which are opposed to profit, prosperity, happiness and the advancement of the cause of labor.

Don't get angry, my fellow-toiler, and throw this pamphlet down, declaring you will not read such stuff. It will be time enough to condemn my assertions when I fail to make good. Is not the strike a weapon of force? Is not the boycott a threat and a weapon specifically designed to ruin any man in business who refuses to comply with organized labor's demands,

whatever they be? And are not the union label and the closed shop exclusive dealing and monopoly insofar as the union can enforce them? Is not the 'prentice restriction, the denying to others the privileges we claimed for ourselves and that were freely accorded to us by the just and fair-minded men of our own younger days? Carlyle says, and truly, that in the end there is nothing else but justice. Therefore let us at least be fair with ourselves, and being so, we must admit the foregoing to be true. Now, let us see how these adopted methods for improving the condition of labor or enhancing its profits work out, and to do so intelligently let the working people in the first instance impress this fact indelibly upon their minds, viz.: that a day's time, a day's labor and its reward or profit, once lost to them, is lost for ever. Man cannot store his energy; he cannot go idle today and do two days' work tomorrow; every hour lost is lost for all eternity, and this is why honest toilers dread enforced idleness. Then why voluntary idleness through striking, if by any honorable means the strike can be avoided? That many strikes could have been avoided in the past *no man can deny*; that many were wantonly foolish all must admit.

What is the working-man's interest in the union? The union is a joint-stock company or business concern, and all its members are stockholders and should receive the highest dividends possible from a properly-managed business concern. Is the union managed for the very best interests of *all* its members? **IT IS NOT.** Are its methods business methods? **THEY ARE NOT.** And now for the proof:

Every hour's time lost, every dollar lost by labor through labor disputes which could have been settled in their inception through conciliation or arbitration, has been a dead and irreparable loss of profit to labor; every dollar that has been lost to labor through the sympathetic strike has been a useless and unpardonable waste of money in an abortive effort; every strike that has been inaugurated precipitately or without conditions having been thoroughly investigated beforehand, and showing a reasonable hope of success, has been a total waste of both energy and profit to the toilers. Government statistics prove that for thirty years past labor has lost two dollars and fifteen cents for every single

dollar lost by employers through strikes in the United States; that they gained in forty-two per cent. of the strikes (all of minor proportion and chiefly in the building trades), while losing forty-nine per cent., which included all the larger strikes, such as railroad, mining and manufacturing, the other nine per cent. being compromised.

Between the years 1881 and 1901, in the United States, the loss in wages to employees of establishments in which strikes occurred amounted to \$257,863,478. The loss to employees due to lockouts during the same period amounted to \$48,819,745, or a grand total loss to employees from strikes and lockouts of \$306,683,233. The loss to employers from strikes and lockouts during this same period amounted to \$142,659,104.

Will any sensible working-man say for a moment, after this plain statement of facts, that striking is the most profitable method that the working-men can adopt? I tell you, working men and women, in all sincerity and as a man who knows, that the only man on earth who profits by a strike is the pretended friend of labor who never labors, but lives at ease and too often in riot, by the very trouble which he has been the cause of and through which you and yours suffer.

I have no desire to disparage any man, and labor leaders least of all, while writing and working for Industrial Peace; but I would be unjust to the cause I have espoused if I failed to place before my fellow-toilers a few facts and then apply the light of reason with which God has endowed us all to the end that we may judge justly.

I have already said that the union is not managed in a manner to yield the greatest amount of profit for its members or stockholders. I will now say that it is too often managed for the express purpose of enriching its managers at the expense of its members, the honest employers, the politicians and the people at large; and do not misunderstand me—I am not opposed to the union, nor am I discussing the union. It is the management by the labor leaders I am discussing. Do we forget or approve of the notorious Sam Parks, of New York, who died in Sing Sing, who was in the pay of the large construction companies for the express purpose of calling strikes upon

independent builders in order to put them out of business and thus create a monopoly for the larger concerns? What did it matter to him that, to carry out his nefarious purposes and enrich himself, the workingmen must go idle and business be disrupted? Here is a sample from Chicago, published in the daily papers as a result of investigations by the Grand Jury:

(From the "Public Press" of July 1, 1905)

VAMPIRES PREY ON ALL CHICAGO BUSINESS LIFE

RETURNING INDICTMENTS AGAINST LABOR LEADERS

GRAND JURY SAYS BLACKMAIL IS EVERYWHERE

I have not space here to give details. Let a few acknowledged facts suffice. John Gray received \$25,000 for calling teamsters' strike against independent truck concerns to injure their business. John C. Driscoll, who before becoming a labor manager was working for \$15 per week, received, in 1902, for services rendered in settling strikes, the comfortable sum of \$4,837. (Don't forget that strikes had to be called before they could be settled). Here are a few condensed items of interest to honest union men and others: Strike on Chicago Railway Co. settled for \$1,000; \$600 to Cornelius P. Shea, president of teamsters' union, and \$400 to Patrick Mahon, teamsters' business agent. For settling strike on the H. H. Kohlsaat Bakery Co., Driscoll received \$2,000. Robert Noren, business agent of the garment workers, \$1,500. For settling Kellogg Switchboard strike Driscoll received \$1,000. For settling rubber workers' strike Driscoll received \$3,000; of course, Driscoll had to divy up. For settling strike at the Kennedy Biscuit Co., \$2,000. Cornelius P. Shea, the then national president of the Brotherhood of Teamsters (now of Sing Sing), it was proved, sent his wife in Boston \$1,000 in one week by mailing three different post office orders in one and the same week out of a salary of \$150 per month. The Grand Jury's finding is that not only Shea, but Hugh McGee, James Barry, Edward Mullen, John Gallagher, Jeremiah McCarthy, Alher Young and many other labor leaders of Chicago have been living on the fat of the land and spending more money in dissipation than honest mechanics can earn for the support of their wives and families.

In every instance relative to the foregoing the honest union man was made the labor leader's grafting lever. The union man lost his time and money; lost the strike, and he and his did the suffering. Is this an isolated case? Oh, dear, no! Of late years this is the rule in the United States, at least. I could fill a whole volume with the printed and authentic proofs that I have

collected in the past ten years and which now lie before me as I write, but for which I have not the space. Yet here is a condensation of further evidence along this line:

(From the New York "World," December 31, 1905)

George Fielding, twenty-three, his brother, William, twenty, and John Goldfoss, twenty-eight, members of the Journeymen Plumbers' Union, were shot down yesterday afternoon at Grahame and Montrose avenue by the walking delegates of their own union. The walking delegates had organized a system of graft upon employers, calling strikes where the graft was denied, and at an election held in the union two nights ago the victims had taken a prominent part in ousting the grafters from office.

(Chicago, May 19, 1909, by Associated Press)

Roars Out Strike Order from his Autocar.—Martin B. Madden (Skinny Madden), president of the Associated Building Trades Council, one bitter, cold day last winter, snugly wrapped in furs and a diamond blazing from his shirt front, went to the building of the Joseph Klicka Construction Company and called a strike which made 150 men idle, who had no grievance whatever with their employers. The men pleaded with Madden to be allowed to remain at work for the reason that they had no grievance and for the sake of their wives and children; all in vain.

Madden settled this strike on the payment to him by Klicka of \$1,200, for which Madden has since been convicted and sent to jail:

(The "Weekly Mail," Stockton, California, January 20, 1912)

COMMENT AND OPINION

The Stockton "Mail" has been plain-spoken in regard to Olaf Tveitmo, the drunken and noisy demagogue and bully who has abused the confidence of the labor unions; who has spent thousands without any accounting; who has been hand in glove with cowardly assassins; who is under indictment and out on bail now, charged with felony; who is an ex-convict; and who has misled honest union men to their loss and to the irreparable damage of the labor cause; and the Stockton "Mail" will continue to show up this alien grafter and hoodlum until laboring men know him as he is and kick him out of the positions which he holds, and from which he draws an aggregate of salaries nearly twice as large as the salary of the Chief Justice of the United States. Think of it—this ignorant, bellowing bullhead, who hasn't worked at his trade of cement-mixer for years, drawing over \$20,000 annually in the way of salaries from different offices, besides what he has grafted from union funds! No wonder he has a home in San Francisco, luxurious offices in San Francisco, a summer residence in Santa Cruz, and spends thousands yearly in drinking and gambling. Say, how long will you workmen be fools enough to

keep such grafters riding around the country in Pullman cars, stocked with fancy wines, while you pay the bill from the poor wages earned in the sweat of your fool brows? Say, how long will you?

• • •

The Tveitmoe gang has long controlled the building trades unions by political tactics that ought to make the old Espee law-office gang of political crooks blush to look their feeble performances in the face. Knowing that the San Francisco and Oakland locals outnumbered all others, these fellows set to work years ago to capture and to keep control of these locals. Their methods were as simple and direct as those of a gas-pipe thug, and were eminently successful. Before the fire, the hall in which the union controlling the locals mentioned met seated not over seven hundred men. There were over four thousand members of this union. By giving notice in advance, it was easy to pack at least five hundred McCarthy-Tveitmoe followers into the hall; and the other three thousand five hundred could stay outside and suck their thumbs. Only such resolutions as the gang wanted were considered. Any man who dared oppose McCarthy and Tveitmoe was howled down or thrown out. Then he was hounded until he lost his job. A business agent, followed him from building to building and quietly warned the contractor that there would be trouble if he were employed. By such tactics as these, this gang established a virtual reign of terror. Decent union men quit going to meetings, in despair of getting fair play. And so, in the name of unionism, and in the very halls of the unions, fair play was killed and free speech denied. These statements are facts, and known to all union men. Then these fellows extended their activities. They began to terrorize the locals in the small cities. Tveitmoe set his henchmen to take charge of the small local unions, and carry out his orders. Where a brave man stood for fair play and union principles, he was followed, threatened, caused to lose his job, denounced as a scab, and even his life put in danger. That happened right here, when a dynamiter and thug was sent here to kill the editor of the "Labor Union Advocate"—and sweat in his cowardly fright when denounced on the floor of the union and told that there were men present who knew of his boasts that he had had a hand in dynamiting one structure. Such were the methods by which this ex-convict and criminal still at heart got control of and then abused and grafted the good cause of the working-men. And now this fellow denies a representative of the Stockton Building Trades Council, a decent citizen, a property owner, and as superior morally and intellectually to Tveitmoe as a respectable man is to a rogue and rascal, the seat in the state convention which his fellow-workmen sent him to occupy. It is the same kind of ring rule, the same bulldozing and the same union tactics which these bullies have used for years.

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Union men, if you are cowards and fools enough to let this handful of bullies, grafters and strong-arm men control your local, drive

your decent members from office, drive them from their jobs and smirch the good cause of unionism and the honorable name of labor by midnight association with prostitutes, gamblers, drunkards, thieves and assassins, how long do you think the public will continue to have any respect for you or any sympathy for your cause?

Boys, you must either clean out this gang, or the people will damn you!

Uninn men of Canada, can you put yourselves under the jurisdiction of an alien organization such as the American Federation of Labor, whose president and leaders are such as they are here shown to be, and who are still retained in office, ex-convicts and indicted dynamiters though they be. If you do, you must stand judged and condemned by all honest, patriotic Canadian citizens.

The street car strike of San Francisco was called for political reasons, and in spite of every effort of the company to effect a settlement through arbitration. Every union man in San Francisco was assessed \$1 per week, ostensibly to assist the strikers. Over \$200,000 was thus collected. Since then the union men in their meetings and through the public press have demanded to know where this vast sum of money went. The street car men didn't get it and the labor leaders won't tell; but one significant fact is indelibly engraved upon the minds of San Francisco's citizens, viz., that P. H. McCarthy, president of the San Francisco Building Trades Council, conducted the most extravagant political campaign immediately after, in his effort to become mayor, that ever was conducted in that city.

Surely no man will imagine that a sane man can take pleasure in writing about such painful facts as these; but I see no other way by which the honest men in the union can be made to think, and I am doubtful if the most able and powerful writers of today can awaken them from their present state of lethargy and indifference as to the clean and proper management of their own union. The men who attend all meetings of the union, or any other association, dominate it, rule it, and in the end they sway its every policy. The honest and undesigning union men do not attend the meetings; your Skinny Mike Maddens do; and herein lies the mismanagement of the union and the evil repute in which many of labor's best friends hold it today.

No employer of today objects to the union. Bear this in mind. It is the acts committed in the union's name, or through the instigation of the union, to which honest men object; but if the best element in the union refuses to attend the union meetings and deliberately submits to boss rule, that element must also bear its share of every odium which attaches to that of which they themselves, as honest men and women, disapprove when brought upon the union through the union's acts as represented by the Boss.

The next thing the union man must realize is that the union represents scarcely nine per cent. of the wage workers of the country, and less than three per cent. of the people at large. This leaves the union absolutely at the mercy of public opinion; and so far from being in the position of the dictator which its leaders have assumed it to be, it must ever, if it would be successful, court the sympathy and good opinion of the general public. Experience has compelled the most arrogant labor leaders in the world to acknowledge this incontrovertible truth. How long will any business man or firm be in business if he or it defy the public? Their every effort and the highest intelligence of all successful business men have been devoted to the gaining of public confidence in the superiority of their merchandise and their desire to be fair, just and accommodating. Is this the object of the boycott, or the union label, or the closed shop, or the 'prentice restriction?

What is and ever has been the motto of the union? Is it not that **AN INJURY TO ONE IS AN INJURY TO ALL**? Has the union got a patent or a union label on that motto to the exclusion of all others, that they can afford to call their ninety per cent. of honest brother-toilers scabs; that they can afford to indiscriminately boycott the merchant, the manufacturer and even the church? Yes, the church, as I will show a little later on. My fellow-toilers, the great heart of the people of today goes out in sympathy to the honest, struggling working people; to the wives and children of working-men; but this same great heart, living and palpitating in the bodies of a free people, stands first and last and all the time, as I hope it ever will, for liberty, justice and fair dealing, and as such must ever be in rebellion against

tyranny, injustice and coercion, whether at the hands of a Government or fractional class combination of irresponsible citizens. The profession of the labor leaders of today is war, Industrial War, as I will here prove from the lips of the president of the American Federation of Labor, and as his whole leadership has given ample proof. How, then, I would ask, as any sensible man or woman might ask, can three per cent. of the people expect to be successful in making war on the other ninety-seven per cent.? The Scriptures tell us that when the blind lead the blind they will fall into the ditch. But when the vicious, pretending to be blind, leads his victims to the ditch, he sees that only they fall in, to the end that he may walk over their suffering bodies dryshod and in luxurious comfort. Does the labor leader ever lose his pay when he calls a strike? Not at all. Strike time is his harvest time. That's the time he rides in Pullman palace cars, puts up at fashionable hotels and drinks the most champagne, while his victims starve. *This is literally true of him.*

Up to the present I have been thinking only on paper, placing the situation before myself as I see it. Let me now turn to a few cold facts, which I will deal with in the next chapter; but before doing so I submit the proofs I promised in regard to the irreconcilable Industrial War policy of Samuel Gompers, president of the American Federation of Labor, and his representatives, and their boycott of the church.

At a labor meeting in San Francisco in 1901, speaking from the public platform, he said to his labor union audience: Strike and get all you can; then strike again and get more; and then strike again and again, and yet again and get more. As to this advice or how it was followed I have no comment to make. All the interested people of two nations know, as do also the working-men of San Francisco today to their own bitter loss, as well as that of the merchants and manufacturers.

The following is taken from the Washington, D. C., *Times* of October 7, 1905, in its report of an Industrial Peace meeting held in the Typographical Temple on the evening of October 6, a meeting at which he stood alone in his expressions of hostility to every effort for Industrial Peace:

(Washington, D. C., "Times," October 7, 1905)
**INDUSTRIAL PEACE GETS HARD KNOCK
 FROM MR. GOMPERS**

President of American Federation of Labor
 Ridicules the Theories of Arbitration
 Advanced by Mr. Scullin

Peace Wrested, Not Conceded

The present condition of industrial peace which we are enjoying has not been brought to us on silver platters, but has been wrung by hardship and suffering from the employer.

The time has not come when the lion and the lamb shall lie down side by side.

For the lamb that lies down with the lion today will wake up on the inside of the lion.—Samuel Gompers.

Samuel Gompers, the foremost of militant labor organizers and president of the American Federation of Labor, left no doubt that he does not want industrial peace at any price.

He made this fact clear to those assembled in the Central Labor Union Hall at Typographical Temple, at a meeting held under the auspices of the National Industrial Peace Association, and for the purpose of organizing here a branch of that association.

"What we have we have fought for; and what we get we shall have to fight for," said Mr. Gompers.

Mr. Gompers spoke in comment upon the industrial peace plan as outlined by P. H. Scullin. Mr. Scullin made an ardent plea for national arbitration.

Samuel Gompers, when asked to speak by Chairman Neil, began:

"Gentlemen, the speaker who has so ardently pleaded the plan of peace before you this evening dreams of a millennium. Industrial peace must have a normal growth, and if it is hurried, as is proposed, an abnormal product will be the result, and injury to the working-man will be the fruit of your labor."

Dr. Hamlin, of the Church of the Covenant, was present and gave Mr. Scullin's work his heartiest approval.

"I have personally investigated the plan," he said, "and it has the qualities of simplicity and feasibility."

Prof. Gore, of the George Washington University, gave the efforts of Mr. Scullin the hearty approval of himself and the university which he represents, and promised any aid which he might be able to give.

Mr. Parsons, of the Master Builders' Association, said that he, too, gave the proposed plan his heartiest approval and believed that a consummation of the scheme was near.

These are Mr. Gompers' words, not mine. They were spoken in a public hall at a public meeting in the capital of the United States. All I ask is, Can there be peace while the working men blindly follow where this man leads? My other proof of his boycott of the Church, and this chapter is closed:

LABOR BOYCOTT ON A REVIVAL

Plan to Surround with Pickets Buildings Where
 Methodists Will Hold Rally

(Special Dispatch to the "Chronicle," San Francisco)

Chicago, May 11, 1908.—Union labor is planning to surround with pickets all buildings where Bishop McCabe and other Methodists propose to hold their "world-wide religious revivals."

"Unfair" notices will be handed out and timid women may have personal experiences with the professional slugger. The trouble arises over a dispute between labor and the Western Methodist Book Concern, and a general boycott of the revival has been ordered. The Federation of Labor will attempt to make the boycott national, and even international.

Immediately after the plan for a monster revival was announced the federation began its campaign to defeat the purposes of the church to secure new members.

All union men, it is said, have been notified that if they attend or encourage the revival in any way they will be heavily fined or suffer expulsion. Methodist preachers in the districts where the unions are strong are already under heavy pressure.

Here is another sample of Mr. Gompers' peaceful efforts and intentions, which if carried out is the first step looking forward to revolution:

TO MAKE STRIKES WHOLLY NATIONAL

Gompers Wants All Metal Trades Contracts to End on Same Date

(Associated Press)

Chicago, April 19, 1908.—A plan by which the metal workers of the United States may act as a unit, and if need be call sympathetic strikes extending over the whole country, is suggested by President Gompers, of the American Federation of Labor, who yesterday issued a call to John Fitzpatrick, president of the Chicago Federation of Labor, who in turn called a conference of the officials of the metal workers' unions of Chicago. The object of the plan is to have all the contracts made with the employers begin and terminate at the same time all over the country, so that in making new agreements the unions in this branch of industry can have the full power of their entire national strength to enforce their demands.

There are hundreds of thousands of men engaged in these trades, and the power which their organizations will have under the new scheme is enormous. The plan was originated by Gompers and is being passed out by him to the leaders of the local federations of labor which are affiliated with the national body. These will take the same action as that taken by the Chicago federation.

Within a few days the movement will have spread all over the country and the labor leaders will begin working out the details which will make the system effective. Members of the local bodies favor the idea and will give it hearty support.

In printing the foregoing I have no end on earth to serve except to convince the working-men of their worse than folly in trying to improve their condition by following the crude and suicidal policy advised and adopted by their leaders who favor Industrial War.

Some reader may ask why I have given so much space in this chapter to the labor leaders of the United States. My answer is that the labor leaders of the United States, from Gompers down, have determined to exploit and control the entire labor movement of the Dominion of Canada, a fact of which we have ample evi-

dence in the number of paid American Federation of Labor organizers who are kept constantly in the field within the Dominion. I am laboring under the impression that Gompers' lieutenants would not be likely to present the foregoing facts to Canada's working-men, and yet I do believe that before surrendering their independence to this autocratic labor dictator, the Canadian workmen should be fully informed as to the character and grafting policy of their masters that are to be from the moment they come under the jurisdiction of the American Federation of Labor.

My Experience as an Employer in Dealing With My Workmen

I have not been an employer to any extent for twenty years, and am quite conscious of the change in conditions in that time. Nevertheless there are two things which *have not changed one iota*, and they are human nature and individual man. The individual employee is just as good a man as he ever was; he is just as faithful; he is just as honest; he is just as willing, intelligent and proficient, and as much inclined to be fair as he ever was in any previous day or age. What, then, is it that engenders and keeps alive the spirit of industrial strife; that seems to make employers and their employees, if not open enemies, at least strangers to one another; why is it that there is no longer that old feeling of mutual confidence and goodwill that used to exist some forty or fifty years ago between employers and their employees? Of all the old institutions that have passed away to make room for the hurly-burly methods and gigantic undertakings of the present day, there is none so much, or at least more to be regretted than the apparent death of that most kindly human interest which our old employers ever showed in the affairs of their employees, and which at that time was ever returned by the working people and shown by their care of their employer's property.

In the mind of the average man, for the present industrial chaos and want of method there must be a remedy. Some men say to me that the only remedy is to

enforce the law. *Such men do not think.* No law that was ever made, or ever will be made, I care not how enforced, can ever make a bad man good, or make an honest man out of a rogue. The law, at its best, can only act as a deterrent, as a punisher of the *convicted* evil-doer. The law, like every other human institution, has its limitations for good. Push it beyond those limitations and it becomes the source and fountain-head of greater evils than it was constituted to suppress.

Suppose laws were enacted (which can be done if we so desire) to suppress the unions, or to compel them to incorporate and thus bring them under the strictest supervision of the Government; suppose we go back and revive our old conspiracy laws and imprison men for meeting behind closed doors. What then? Can any law, however rigorous, prevent the individual from becoming a dynamiting anarchist? Can any law prevent the working-men or any other men from joining the Socialist party and peacefully overthrowing the Government? No; the law, like the individual man, has its limitations, and, if ever in the history of the world, the laws of today have reached their limit for good, as the people see it.

Unhappy and insecure is the Government that can only depend upon its army and the strong arm of the law to keep its own people in subjection, and thrice unhappy and to be pitied is the employer who

expects or depends for faithful services from his employees through the enforcement of *any* laws. This doctrine of force on both sides, if longer persisted in by either or both sides, must inevitably work untold loss on both, and in the end bring disaster to the entire people.

The causes of these lamentable conditions are not far to seek and can be easily eliminated if only employers earnestly so desire; but it cannot be done by force nor by making war upon the union. It can only be done by forever destroying the contaminating influence of the professional labor agitator. How is this to be done? Quite easily. Stop ridiculing and traducing or making war upon the union as a whole. The union is full of whole-souled, honest workmen *who are not so much in love with the union as they are afraid to trust their employers*. Gain the confidence of your employees by showing that you have other than commercial interests in them. A kind word is appreciated and often makes a lasting impression for good. Small employers should know every one of their employees well enough to be able to address them by name, and in so doing, if only by the inflection of a word, a cheery "Good morning," or a pleasant face, he should ever show his employees that the human touch of the brotherhood of man has not been killed in him. How often do we hear workmen say that the boss is a hog, or the boss is a bear, or the boss is an unfeeling tyrant? And again, you will hear men, women, and even boys and girls say what a nice, kind, pleasant man our boss is; always a kind word and a pleasant smile; God bless him! Which of those two men get the best service from his people, the greatest amount of watchfulness and care of his property, and, above all, to the good man, at least, that which he prizes most, the greatest amount of love and respect from those who in a manner are justified in looking up to him as a protector and supplier of their natural wants? There is not an employer on earth who cannot win the love, respect, loyalty and faithful services of his people if he will only try to do so. I know the working people, and I know human nature, and human nature will ever respond to kindness. I know large concerns in the United States where the fraternal feeling between employers and their employees is so strong

that every effort to unionize their shops has met with utter failure. In this day of gigantic undertakings it is impossible for large employers to know their employees, but every man capable of conducting such can, if he so desires, make his personality and influence felt by the humblest toiler in his employ. If it can be felt in the grinding process, as it is too often, why not for the good of his people, upon whom he should look with pride, in a manner, as *his* people.

A fresh spirit of confidence and respect for one another *must* be cultivated between employers and employees, or retrogression instead of continued progress is inevitable, and as each and all must bear their proportionate share of responsibility, both before God and the people, according to their opportunities and standing in society, it follows that our employers, with their superior education, general knowledge and command of wealth, must not only take the initiative, but must become the active factor in cultivating and bringing about a better feeling and closer relationship between themselves and their immediate employees, and just a very little sincere effort on their part at this time will most assuredly bring about industrial results conducive to the mutual benefit, not alone to the employers themselves and their employees, but to the entire community, upon whom both in great measure depend for their own prosperity.

If a dispute arises, do not show your employees that as their employer you are the sole and only judge of what is right, just and fair, for you are not. Be ever ready to hear and discuss a grievance, and if need be to arbitrate rather than resort to the lockout. Establish a common ground where both sides and the public can meet and discuss all economic questions of interest to yourselves and the entire community, and by such action you will not only gain the full confidence of your working people, but you will shut out the travelling demagogue from other cities and from other states and countries, and in a very short time strikes, lockouts, boycotts and black lists, with their attendant industrial evils, will disappear from our own community.

What the working-men want today is not so much the union, but to be assured of just treatment. Assure the working-men of this, and the influence of the industrial disturber is forever gone.

The fair-minded, honest and honorable of the workmen, as well as of the employers, make up the vast majority of both. Let those two majorities come together and work for industrial peace and justice and there will be no place left for the oppressive employer or the still worse professional agitator to inflict themselves upon the people of an industrious and peace-loving community. To provide a common

ground where employers, their employees and the people of a given community can meet, interchange views and foster the spirit of justice and goodwill, is the work to which the Canadian Industrial Peace Association is committed, and in behalf of which it most earnestly requests the co-operation of all patriotic and fair-minded men.

Industrial Peace and Education

Do we really want Industrial Peace? This is the question I am often forced to ask myself, and after my ten years' effort to find the answer I am still searching. If a baby wants something which it can't get for itself it cries for it. If our ladies want something beyond their reach they never fail to use their every influence with father, brother or husband until they get the thing they want. If it be a man who wants something, of course, he goes and gets it—that is, if he is a man. Then why not have industrial peace? We all say that we want industrial peace, and all of us mean just what we say; but we want the other fellow to go and get it for us and make us a present of it; but he won't. Nor is there a thing promised to us in heaven or on earth without a personal effort. As I have said, the baby cries, the ladies exert themselves in their own manifold and charming ways, and the man labors to attain his end or to accomplish, whether for good or evil.

Do we, then, expect that industrial peace will descend upon us like dew or a refreshing rain from heaven, without any effort on our part? No. If we want industrial peace we must work for it, and the first and most important part of our work must be educational. In all seriousness, let us just think for a moment upon the results of education either for good or evil. Why is one man a Jew, another a Christian, another a Mohammedan, and still another a materialist? Education. Nothing under the sun but education. Close our schools and we go back to our aboriginal conditions. Close our churches, and how long will we remember God or observe His commandments. All this is but too obvious

and is offered but in proof of my assertion: that if we are to have industrial peace we must first of all have non-partisan industrial education, having justice and fair dealing as its ultimate end.

The special and prevailing industrial education of today is the education of class hatred; the education of revolution; the education that has led and is still leading to anarchy, destruction of property, loss of life and materialism, and yet, while this retrogressive educational wave sweeps boldly on, poisoning and contaminating as it rolls, each succeeding wave bearing upon its crest an array of fresh recruits or ardent converts, whose blind, unreasoning and fanatic faith in their teachers and what they teach will most assuredly bring dire results in the near future if steps are not immediately taken to show the fallacy of the economic education being actually thrust upon our working people of today.

We are having anarchistic and socialistic literature printed literally by the ton in seven different languages for free distribution in the unions, at Labor Day parades, political and labor meetings of all kinds. We have their public speakers in halls, on the streets and in some of our universities, and prizes are being offered to our school children for the best essays on socialism as an inducement for them to read socialistic and anarchistic literature, to the end that their young minds may become warped and inoculated with the virus of class hatred. The Socialists know the value of education and so they are educating and organizing and working—working without ceasing, and their work and their education are bringing results. And if the visible results so far are to be found in

daily increasing converts to their propaganda of equality and confiscation of other men's property, in the illegal consumption of dynamite, and the growing spirit of unrest that is visibly stalking abroad in our midst in the person of the professional agitator, WHO IS MOST TO BLAME? Is it those same teachers and their converts who, however wrong, honestly believe that they are right? Or is it not our rich and well-to-do, who know better, yet do nothing but find fault, growl, and occasionally summon up enough interest or energy, or both, to say: "Oh, damn the socialists!" and drop the subject with the firm conviction that they have then and there proved their loyalty to the commonwealth and done their whole duty to society.

My dear sir, or madam, unless you can be convinced and aroused to the necessity of an active and extensive propaganda of wholesome economic education, you or your children after you will reap a bitter and unprofitable harvest from the seeds of your indifference.

Nothing but organized education of a sound and wholesome character can stem the anarchistic and revolutionary tide that is sweeping over civilization today.

Here is a sample of what is being done by our socialistic friends in the way of education, and the entire expense is being paid out of the scanty earnings of the workingmen:

DEBS PLANS CAMPAIGN COVERING 11,000 MILES

Socialist Candidate Will Open Long Tour in Chicago, August 30. Special Dispatch to the "Globe-Democrat."

Terre Haute, Ind., July 25.—Eugene V. Debs, Socialist candidate for president, will make a special train campaign which will involve 11,000 miles of travel and twice across the country. The first of 240 speech-making points will be Chicago, August 30. From there he will go to the Pacific Coast, and up and down the coast all cities will be visited. The route from the Pacific to the Atlantic will be as far south as Tennessee. All the larger cities on the Atlantic are on the schedule. From the Atlantic Coast the train will pass through New York state, Pennsylvania and Ohio into Indiana for several big meetings in Mr. Debs' native state, with a closing meeting the night before election day in Indianapolis. The train will consist of a sleeping-car, a coach and baggage-car. The latter is to be filled with So-

cialistic literature, and expert distributors will be on the train to give this printed matter away at each stopping place. It is expected to restock the car at Seattle and again at some point on the Atlantic Coast.

The results of this educational propaganda were shown in the November election of 1910 in the United States, when the socialistic vote showed a clear gain of sixty per cent. all over the United States in two years, and the deplorable condition of England in the coal strike of today is but the direct and inevitable result of socialistic education.

The Socialists will no longer permit *any man* to speak from the public platform upon the labor question unless he is an advocate of socialism. A man may hire and pay for a hall for the purpose of presenting his own views; but the Socialists, true to their own principles, never fail to confiscate his rights in the hall which he has paid for by disrupting his meeting in clamoring for the right to be heard, *as working-men!* If they do not get permission to speak they make a row and break up the meeting, and if they are once permitted on the platform they see to it that it is theirs for the evening. This is a specially organized part of their plans, to the end that their propaganda, and theirs alone, shall in future be presented to the working people. There is therefore nothing left as a medium of wholesome education but the printing press, and this is one of the reasons why the Canadian Industrial Peace Association is doing its utmost in the free distribution of clean, healthy, economic literature among our people, a work in which it earnestly solicits the support and co-operation of all right-thinking men and women.

In my pamphlet entitled "Socialism Means Slavery for the Working-men" I have placed before the reader the extensive socialistic educational propagandism of today and its widespread revolutionary and destructive influence upon the minds of our unthinking men and women. *The teaching of Jean Jacques Rousseau* brought on the French revolution. To what goal is the teaching of Karl Marx pointing today if it isn't to revolution, anarchy, chaos and destruction?

Let In the Light and Our Labor Wars Shall Cease

If the People Suffer, the People Should Know Why

Compulsory Investigation of Labor Disputes

If we have laws that will compel the investigation of an injury done to the individual by one or more men, why should we not have a law that would compel investigation of an injury, or threatened injury, to a whole community?

The hallowed duty of any Government is, surely, to safeguard the best interests and happiness of the greatest number of the people governed; but if in addition to that it has a special duty to perform in protecting the law-abiding citizen against the lawless, the disturber of the public peace, and the recklessly irresponsible, then surely it is the Government's right to investigate any concerted movement which experience *has shown* is more than likely to lead to a breach of the peace that *must* inflict injury to others, and that too often leads to destruction of property and life itself.

I hold that any Government has not alone the right to investigate, but that unless it does so it shirks its duty and abrogates its pledge of protection to the well-disposed and law-abiding portion of the citizens who desire to live in peace.

But what will compulsory investigation do to stop strikes and lockouts? you ask me. I will tell you, and I know the inwardness of most of our industrial wars. More than half of our strikes are fostered and brought about by the professional agitator who has everything to gain and nothing to lose through either a strike or lockout. *These men cannot stand investigation*, and the very fact of knowing that they would be investigated under oath would simply and surely put them out of business, and the greater part of our labor troubles would be over; for these discontented, vicious spirits never cease preaching discontent, even in the most peaceful hour; and as for the disagreements that might come between honest employers and honest employees, as they will, both sides honestly believing that they are right, why, the light of impartial and intelligent investigation will clear away every misunderstanding, revealing every mistake or error on either or both sides, and this, together

with the decision arrived at by the court of investigation and put before the people through the public press, will render opposition to that decision impossible. Then shall the people know, and the people also will deliver judgment in keeping with the facts as brought out by investigation, and from the decision of a free and informed people there is no appeal.

The following bill has been drafted over and over again by the writer, submitted to the highest judicial authorities, labor unions, manufacturers' associations, builders and contractors, and by all endorsed in the warmest manner, but opposed most bitterly by labor leaders, who know too well what its being enacted into law would mean for them.

All honest labor union men today are in favor of just such a court of investigation, while I holdly assert that by far the greater number of labor leaders will be found in deadly opposition. What their objection to investigation is, let the initiated judge. The bill is now in the hands of the Government of British Columbia, with enactment into law promised, as will be seen by Premier McBride's letter which I publish elsewhere.

However, I here place the bill before the people for what it is worth, to be adopted, amended, changed to suit any country, state or district, or totally ignored, as the people may choose:

BILL FOR PROVINCIAL ARBITRATION AND CONCILIATION COMMISSION

An act creating a Commission of Arbitration and Conciliation for the adjustment of differences commonly called labor disputes between employers and employees.

Be it enacted by the Government of the Province of British Columbia:

Sec. 1. The Chief Justice of the Province of British Columbia shall, within sixty days after the passage of this Act, appoint a commissioner to serve as a conciliator or mediator and investigator, in all labor disputes that may arise, within the jurisdiction of the Government of British Columbia, in the manner hereinafter provided.

Sec. 2. The commissioner shall before entering upon the duties of his office take and subscribe an oath before an officer authorized to administer oaths, to uphold and support the

laws of the Dominion of Canada and the Province of British Columbia, and to faithfully and impartially perform his duties as such commissioner.

Sec. 3. Whenever any controversy or difference not involving questions which may be the subject of a suit or action in any court of the province exists between an employer, whether an individual, individuals, co-partnership, corporation or association, and his or their employees, the commissioner shall, upon application as hereinafter provided, and as soon as practicable thereafter, visit the locality of the dispute and make careful inquiry into the cause thereof, hear all persons interested therein who may come before him, advise the respective parties, what, if anything, ought to be done or submitted to by either or both to adjust said dispute, and the commissioner must make a written decision thereon.

Sec. 4. Said application for arbitration and conciliation to said commissioner can be made by either or both parties to the controversy, and shall be signed in the respective instances by said employer or by a majority of his employees in the department of the business in which the controversy or difference exists, or the duly authorized agent of either or both parties. When an application is signed by an agent claiming to represent a majority of such employees the commissioner shall satisfy himself that such agent is duly authorized in writing to represent such employees, but the names of the employees giving such authority shall be kept secret by said commissioner.

Sec. 5. Said application shall contain a concise statement of the grievances complained of, and a promise to continue on in business or at work in the same manner as at the time of the application, without any lockout or strike, until the decision of said commissioner (provided, however, a joint application contains a stipulation that the decision of the commissioner under such joint application shall be binding upon the parties to the extent so stipulated, then such decision to such extent may be made and enforced as a rule of court in the Superior Court of the county from which such joint application comes as upon a statutory award).

Sec. 6. As soon as may be after the receipt of said application, the commissioner shall cause public notice to be given of the time and place for the hearing therein, but public notice need not be given when both parties to the controversy join in the application and present therewith the written request that no public notice be given. When such request is made notice shall be given to the parties interested in such manner as the commissioner may order, and the commissioner may, at any stage of the proceedings, cause public notice to be given, notwithstanding such request.

Sec. 7. When notice has been given as aforesaid, the commissioner may, in his discretion, appoint two expert assistants, one to be nominated by each of the parties to the controversy: Provided, that nothing in this Act shall be construed to prevent the commissioner from appointing such other additional expert assistants as he may deem necessary. The expert assistants so appointed shall be skilled in and con-

versant with the business or trade concerning which the dispute has arisen. It shall be their duty, under the direction of the commissioner, to obtain and report to the commissioner information concerning the wages paid and the methods and grades of work prevailing in manufacturing establishments or other industries or occupations within the province of a character similar to that in which the matters in dispute may have arisen. Said expert assistants shall be sworn to the faithful discharge of their duty; such oath to be administered by the commissioner, and a record thereof shall be preserved with the record of the proceedings of the case. They shall be entitled to receive from the treasury of the province such compensation as shall be allowed and certified by the commissioner, not exceeding dollars per day, together with all necessary travelling expenses.

Sec. 8. Upon the receipt of said application and after such notice the commissioner shall proceed as before provided, and after the matter has been fully heard the said commissioner shall, within ten days after the close of the hearing, render a decision thereon in writing, signed by him, stating such details as will clearly show the nature of the decision and the points disposed of by him. This decision shall be published in one or more newspapers published in the locality of such dispute, shall be recorded upon proper books of record kept by the commissioner; and said commissioner shall cause a copy thereof to be filed with the clerk for the county where the dispute arose.

Sec. 9. The commissioner shall have power to subpoena as witnesses any operative in the department of business or other persons shown by affidavit, on belief or otherwise, to have knowledge of the matters in controversy or dispute, and any who keep a record of wages earned in such departments, and examine them under oath, touching such matters, and to require the production of books or papers containing the record of wages earned or paid. Subpoenas may be signed and oaths administered by the commissioner. Said subpoenas may be served by the sheriff of any county, or by any other officer authorized by law to serve legal process, or by any person over the age of twenty-one years, who is not a party to the matter in which said subpoena is issued.

Note A.—The commissioner shall, at his own discretion, employ a stenographer to make a correct record of all evidence adduced in the investigation of labor disputes within the province.

Sec. 10. Any decision made by the commissioner is in honor binding upon the parties who join in the application for the period of one year, and shall continue in operation thereafter unless sixty days' notice be given previous to the expiration of the time specified (one year), and sixty days' notice must be given at all times before any change can be made in existing or said agreement. Nothing in the above shall prevent the parties to said agreement or decision of said commissioner from entering into a different agreement by mutual consent, but if any different agreement shall be

entered into by mutual consent or otherwise a copy of the same must be forwarded to the said commissioner, and be recorded and filed by said commissioner, and due notice must be given thereof. The notice must be given to employees by posting in three conspicuous places in the shop, office, factory, store, mill or mine where the employees work.

Sec. 11. Whenever it is made apparent to the mayor, merchants' association, chamber of commerce or board of trade of any city, or two or more county commissioners of any county that a strike or lockout, such as is described in Section 3, is seriously threatened or actually occurs, the mayor, merchants' association, chamber of commerce or board of trade of said city or said commissioners of said county may at once notify the commissioner of the fact, together with such information as may be available.

Sec. 12. Whenever it shall come to the knowledge of the commissioner by notice as herein provided, or otherwise, that a strike or lockout is seriously threatened, or has actually occurred, which threatens to do or does involve the business interests of any city or county of this province, it shall be the duty of the commissioner to investigate the same as soon as may be, and endeavor, by mediation, to effect an amicable settlement between employer and employees, or endeavor to persuade them to submit the matters in dispute to a board of arbitration, which it shall be the duty of the commissioner to assist in securing to the satisfaction of both parties to the dispute.

Sec. 13. The commissioner shall compile and furnish the Dominion Parliament, and each member thereof, with a printed yearly report of all labor disputes within the province; the number of days lost by employees through strikes or lockouts, and the number of disputes settled through his good offices, or otherwise; the average rate of wages paid in the different industries and such other information as he may deem of importance as bearing upon the industrial question.

Sec. 14. Each witness subpoenaed by the commissioner shall be allowed the same fees and mileage as provided by law to be paid to witnesses in courts of records in this province, said fees and mileage to be payable from the treasury of the province wherein the controversy to be arbitrated exists, upon the warrant of the commissioner that such fees are correct and due. And any person duly served with a subpoena as herein provided and who shall fail to obey the same, without legal excuse, such failure to obey shall be considered a contempt, and the commissioner shall certify the facts thereof to the Supreme Court of the county in which such witness may reside, and upon legal proof thereof such witness shall suffer the same penalties as are now provided in like cases in the courts of this province. And it is further provided that the certificate of the commissioner shall be considered by the court as prima facie evidence of the guilt of the party charged with contempt.

Sec. 15. The commissioner shall receive for his services the sum of \$..... per year

or the sum of \$..... per day, for each day of actual service, and his necessary travelling expenses as the Provincial Parliament may decide, the same to be paid out of the provincial treasury.

Sec. 16. The commissioner shall be subject to impeachment in the same manner and for the same causes only as judges of the Supreme Courts of the province of British Columbia.

Sec. 17. The expenses attached to the commissioner's office or duties shall be paid out of the Dominion treasury or a fund set aside for this purpose.

(Editorial from "The Sun" of Monday, Feb. 19, 1912.)

INDUSTRIAL BETTERMENT

What reply will be made by Mr. McBride to the industrial peace delegation still remains to be seen. Whether he will offer to enact legislation on the line of the bill placed in his hands on February 8 or not will soon appear by his reply. The reception accorded by him to the delegation was most cordial. They were received by a full meeting of the Cabinet, and the Premier declared himself in strong sympathy with the objects of the Association.

In the meantime several events have taken place which show what a strong hold the movement has taken upon the community. At the ministerial meeting held on February 15—a meeting, by the way, in which every religious denomination without exception was represented—it was decided to devote one Sunday annually to sermons on industrial peace. If we are correctly informed, a far greater stride in advance than even the sermon Sunday was taken; it was decided to form an association of all the ministers in the city, to meet monthly and discuss the great questions of social amelioration, with a view to meeting and silencing the arguments of the advocates of social dissolution and anarchy. It is well worth noting that in this particular we have, for the first time, a united front presented by all the denominations.

There can be no doubt that something must be done at once to stem the tide of wrong-headedness and anarchistic teaching which is rapidly spreading and which is just being brought to light in all its hideous viciousness in the United States. Hitherto the public has been completely indifferent, believing, perhaps, that the inherent rottenness of the theories advanced would be sufficient to defeat them. It is now realized that if the great mass of the people is to be rescued from perverse teaching and influenced by sane and healthy ideals no time must be lost in exposing the hollow mockery which is daily put forward as the panacea of evil, but which, in fact, is only a delusion of the most dangerous description.

The necessity for action has been for some time felt in England, and led to the organization of the Anti-Socialist Union of Great Britain, the object of which is declared to be "to make clear to the working people the chasms that exist between Socialist promises and Socialist government; between Socialist reforms and its blessings and Socialism and its terror." The

union has founded schools of anti-Socialist thought and teaching in London and the provinces, in which thousands have already been instructed upon the various phases of Socialistic thought and prepared to meet and destroy the specious arguments of Socialist orators and demagogues. The union held, on an average, four hundred meetings a week last year, and distributed millions of pamphlets. Its object is to preach patriotism and true citizenship and to inculcate those ideals which make for manhood and the race.

In the United States a similar movement has been inaugurated with excellent results, and it is now fully recognized that the spread of the horrible miasma of anarchistic Socialism is due to the apathy of the public, who have so far sat with folded arms, leaving the working-man at the mercy of the demagogue, to be polluted with doctrines which cannot make for social betterment or happiness, and offer no solution of special difficulties, except violence and confiscation, which, in fact, do not stop short of the total destruction of the whole fabric of society.

To come back to the industrial peace movement, which is an effort, first, to prevent strikes and lockouts by a thorough investigation and publication of the facts in dispute, so that the weight of public opinion may be thrown on the side of justice in every case at the earliest moment, and, secondly, to promote conciliation by bringing the parties together so that they may voluntarily submit to arbitration—we will anxiously await the decision of the Provincial Government and trust that the Premier and his colleagues may see their way clear to the enactment of some much-needed and helpful legislation along the lines laid down by the Association.

That the efforts of the Canadian Industrial Peace Association (referred to in above editorial) to have a Royal Commission appointed for the compulsory investigation of all future labor disputes has met with the warm approval of the Government is made evident by the following letter from Premier McBride:

THE GOVERNMENT OF
THE PROVINCE OF BRITISH COLUMBIA

PRIME MINISTER'S OFFICE

Victoria, March 2, 1912.

P. H. Scullin, Esq.,

General Secretary,

Canadian Industrial Peace Association,
Vancouver, B. C.

Sir,—With reference to the delegation from your Association which met the Executive Council on February 7 last requesting that legislation be passed for the investigation and voluntary adjustment of labor disputes, I beg to state that a decision has been arrived at by the Government to have a Royal Commission appointed to consider labor conditions throughout the province.

The Association will have every opportunity at the sittings of the Commission to bring forward its views, as it is intended to make the investigation by the Commission broad and comprehensive in its scope.

I have the honor to be, Sir,

Your obedient servant,

(Signed) RICHARD MCBRIDE.

(From the "World" Editorial Page, Saturday,
September 24, 1910)

INDUSTRIAL PEACE

No organization was ever formed in Vancouver which more deserved the whole-hearted support of all classes in the community than the National Industrial Peace Association, a branch of which has been established in the city. The association seeks to help in bringing about better relations between employers and employees, and in averting industrial disputes, objects, surely, which should commend it to every citizen. Mr. Charles Woodward is president; Mr. F. K. Dunlop is vice-president; Rev. Dr. Fraser, chairman of executive committee; Mr. W. J. McMillan, treasurer, and Mr. S. M. Eveleigh, secretary; and it is to be hoped that these gentlemen will have the active co-operation of representative men of all classes in the community. That they have the sympathy and the common-sense of the people behind them is a fact which does not admit of dispute or question; but it is apparent that the influence which, we are confident, the association shall wield in the city will be proportionate to the extent to which all classes and interests are represented in the membership. The association has sent out the following address "To our fellow-citizens of Vancouver":

"Having at heart the very best interests, happiness and social well-being of all our people, and believing that nothing can be of greater importance to every citizen, in whatever station in life, than that we should have industrial peace with justice, and having very carefully and thoroughly investigated the plans, purposes and educational work of the National Industrial Peace Association, we, the directors of the Vancouver, B. C., branch, representative alike of employers, employees and the public, hereby declare our unqualified confidence in the simplicity and practicability of the Industrial Peace Association's plan for the just and amicable settlement of all labor disputes in their inception, or where strikes or lock-outs are already in existence.

"The number of industrial disputes amicably adjusted, the strikes and lock-outs already settled by the Industrial Peace Association to the entire satisfaction of both employers and their employees, together with its numerous endorsements from men of thought and international distinction, employers' associations, organized labor, the people and the public press, stamps it as a practical organization, simple and intelligent in its application, leaving no room nor cause for future industrial warfare in any community, where its good offices are at the disposal of the people. We,

therefore, in offering our services gratuitously to our people as mediators and conciliators in behalf of permanent industrial peace for our city of Vancouver, B. C., declare it to be our intention and desire to act only for the best interests of all our citizens, and that justice and fair-dealing shall ever be our first consideration, and to this end we call upon our upright and fair-minded fellow-citizens, the press and pulpit, to give their honest effort for our city's good, their joint co-operation and support, it being clearly and distinctly understood that the Vancouver, B. C., branch of the Industrial Peace Association is simply and purely a Canadian institution, having for its ultimate object the bringing about of permanent industrial peace to our entire country."

(Editorial from the "Province," Thursday, October 6, 1910)

INDUSTRIAL PEACE

A recent visitor to Vancouver was Mr. P. H. Scullin, general secretary and manager of the National Industrial Peace Association of the United States. Mr. Scullin recognizes the desirability of establishing on a sound footing in this country, as well as the neighboring republic, the organization of which he is the leading spirit, and is surveying, with that end in view, the conditions which prevail here.

The object of the Industrial Peace Association is to organize a movement in every city where by all industrial controversies shall be considered and terminated by conciliation; that is, it is an association for the promotion of industrial peace.

Surely no more laudable aim than this should be entertained by any association. Any movement to promote unity of action between the employer and the employee, between labor and capital, is worthy of the best wishes and genuine assistance of all good citizens.

The claim of the National Peace Association is that its best work has been, is, and in the future will be, in quietly and without publicity settling disputes in their inception or before they ever reach the acute stage of either strike or lock-out. The public only knows that the disputes have been adjusted. It does not know how, nor is it material. The great thing is that a settlement has been effected. But the most enduring and far-reaching effects of the association's work must be in education and in the awakening in men's minds, in all walks of life, the economic truth, that improved conditions, social, moral or material, can not be brought about by any method whose active principle is waste; by any method that aims at inflicting loss; by any method or plan which, when put into practice, will for a moment either stop the production of wealth or disrupt the even trend of trade or business. Both employer and employee must be brought to realize that their disputes cannot be justly settled by force on either side, and that when they do appeal to force through the strike or lockout, no matter how the contest ends, they are both bound to lose heavily, the loss on each side being just in proportion to the duration of the contest.

It is thus that the association proposes to work as it has heretofore been working. It places two postulates before the public in support of its existence. They are:

It is impossible for our association to do any harm. It is capable of doing much good.

All labor disputes must be settled sometime. Why not before they hurt?

(Editorial from "News-Advertiser," Vancouver, B. C., September 27, 1910)

The blessing promised to the peacemaker belongs especially to him who averts industrial war. There is no war which arouses more bitter passions, causes more distress, interferes more with the progress and well-being of the country. Employers of labor have always before them the menace of a strike, making them afraid to embark in larger enterprises and uncertain of their own future. Employees are never sure that the next month's or the next year's work and earnings will be theirs. The individual workman or employer is himself often the helpless victim of circumstances and organization. Industries are dependent on each other, and men who have no disputes on their own account are drawn into conflict through no act of their own.

The Industrial Peace organization, of which a branch has been formed in this city, is trying to prevent these wars. In Vancouver the movement is welcomed by men of all classes. Representatives of labor unions, employers of labor, commercial men and clergymen are actively enlisted. Mr. Scullin, the secretary of the Industrial Peace Association, has reason to congratulate himself on the result of his work here. Much more reason have the citizens of this community if the organization can assist in maintaining good relations between the parties to industrial contracts. Vancouver has perhaps been more fortunate than some other communities. But the province has been a heavy sufferer from strikes and is liable to suffer from labor trouble in the future.

In spite of the conciliation acts and other legislation for the settlement of industrial disputes, the Labor Department reports loss of time and earnings in Canada through strikes running up to 10,000 working days per month. The greatest sufferers through these troubles are always the wives and children of the working people. In their interests and for the welfare and progress of the whole country, every agency which can help to keep the industrial peace ought to be encouraged.

PAID AGITATORS IN THE UNITED KINGDOM

London "Standard" Deplores the Growth of the Profession

(Friday, February 16, 1912)

In an article on "The Paid Agitator," the London "Standard" says:

At the present time there are upwards of 2,500,000 trade unionists in the United Kingdom. To manage their affairs there are over

10,000 paid secretaries, organizers and agitators, who are paid £280,000 a year by the working-man. Nearly eleven per cent. of the trade union funds is on the average spent in dispute pay, and twenty-two per cent. is classed as "miscellaneous," and amounts to £4,250,000. In the two years 1909-10 nearly 12,500,000 days' work and pay were lost to the workers of this country through labor disputes. But the ten thousand officials received full pay, full expenses, full advertisement, and the fullest opportunity for advancement. The profession of the "agitator" is increasing. There is tremendous competition to get into the ranks "of the cloth." No real work, the milk and honey of a good job, and the open cheque book of the working-man is making the business boom. The working-men, who ought to count in the ranks of the unions, hear the call, and pay! pay! helplessly looking up from the hard crust and stony road in front of them. Disputes, strikes and unrest are the very food on which paid officials feed. Trouble increases, and membership augments the treasury. Seven million pounds in wages and trade have just been practically thrown into the gutters in Lancashire by cotton operatives, and starvation stalked in a district with a population of 11,000,000 as a direct result of the call of the agitator and the paid disciple of unrest, whose salary has been, and will continue to be, extricated from the workers' pockets with pitiless

regularity. The remedy lies in the hands of the worker, and him alone. Working-men, through long suffering, are not in the bulk fools. There are signs that they are beginning to see. The moment their vision is clear the army of agitators will "risk their lives in leaving the sinking ship of livelihood and preferment." But not until then.

"The London 'Standard' is wrong in its declaration that the remedy lies in the hands of the working-men alone."

The professional agitator and trades union manipulator have the honest working-men by the throat; have them choked into acquiescence in their every project, or until their every protest has become but a feeble, inarticulate and ineffective gasp.

The people of the whole country alone can supply the remedy, and I would ask the people of Canada to look to it, at once, and before it is too late, to take such action as will save the Dominion from similar conditions as here depicted and now prevailing in England and the United States. To do so we must organize for a double purpose—namely, Industrial Peace and Justice.

Endorsements of the Canadian Industrial Peace Association's Plans and Purposes

BRITISH EMBASSY

Washington, April 16, 1909.

Dear Mr. Lemieux:

Will you allow me to introduce to you Mr. P. H. Scullin, who is conducting an organization for promoting conciliation and arbitration in labor disputes, which appear to have done much good in this country? He has received letters of sympathy from the President and several members of the cabinet here, and desires to visit Canada to study what has been accomplished there, of which I have told him. He will be glad if you have time to discuss the topic, to relate to you, or to one of your assistants in your office, what he and the organization have accomplished in the United States.

The object is one of such importance to you in Canada and to us in England that such efforts as I believe he has been making engage our sympathy.

Believe me,

Very truly yours,

(Signed) JAMES BRYCE.

DEPARTMENT OF LABOR, CANADA

OFFICE OF THE MINISTER

Ottawa, May 31, 1909.

My Dear Sir:

I have examined with much interest and pleasure the record of the excellent work you have done for industrial peace, and am glad to know that you propose to continue your efforts in this direction. There are few matters of more vital import to the national welfare than the promotion of good relations between employers and their workpeople. The greater the degree of harmony that can be achieved in respect, the more prosperous, the more united and the happier in every respect will be the nation concerned. We in Canada have made some departure from the beaten track in our efforts to legislate to this end, and this fact increases the pleasure I feel in adding my personal testimony to that of the long list of eminent men whose endorsement you have secured as to the value of all you have done and are doing for the same purposes.

I am, believe me,

Yours very faithfully,

R. LEMIEUX,
Minister of Labor.

INDUSTRIAL PEACE

THE GOVERNMENT OF
THE PROVINCE OF BRITISH COLUMBIA
GOVERNMENT HOUSE

Victoria, B. C., February 20, 1911.

P. H. Scullin, Esq.,
Gen. Sec. and Manager,
Canadian Industrial Peace Association.

Sir,—I am happy to be able to inform you that the aims and objects of the Canadian Industrial Peace Association have my sympathy and endorsement, and I shall be very glad, so far as I am able, to extend to the Association my co-operation in the carrying out of its work.

Believe me,

Yours very truly,
(Signed) THOS. W. PATERSON,
Lieutenant-Governor.

THE GOVERNMENT OF
THE PROVINCE OF BRITISH COLUMBIA
PRIME MINISTER'S OFFICE

Victoria, Feb. 23, 1911.

P. H. Scullin, Esq.,
Gen. Sec. and Manager,
Canadian Industrial Peace Association.

Dear Sir,—I have pleasure in stating that your Association is undoubtedly one to be encouraged, and deserves the commendation of all fair-minded and right-thinking persons.

Yours truly,

(Signed) RICHARD MCBRIDE.

THE GOVERNMENT OF
THE PROVINCE OF BRITISH COLUMBIA
PUBLIC WORKS DEPARTMENT

Victoria, March 4, 1911.

P. H. Scullin, Esq.,
Gen. Sec. and Manager,
Canadian Industrial Peace Association,
Dominion Hotel, Victoria.

Dear Sir,—I am grateful for having had an opportunity of looking carefully through the literature you were good enough to place at my disposal in connection with the objects aimed at by the Canadian Industrial Peace Association, of which society you are the founder, and have much pleasure in enrolling my name on the membership list.

Your self-imposed task, involving, as it must, a great sacrifice of time and labor in this great work, is entitled to the highest commendation, and I am convinced your efforts must inevitably be conducive of great good in the adjustment of industrial disputes.

Yours truly,

(Signed) THOMAS TAYLOR,
Minister of Public Works.

THE GOVERNMENT OF
THE PROVINCE OF BRITISH COLUMBIA
ATTORNEY-GENERAL'S OFFICE

Victoria, March 1, 1911.

P. H. Scullin, Esq.,
Gen. Sec. and Manager,
Canadian Industrial Peace Association,
Dominion Hotel, Victoria.

Dear Sir,—I can only add my mead of praise

to that of my colleagues for the splendid work which you are doing in behalf of industrial peace, and I am sure it is the earnest wish of all prominent citizens of Canada that your efforts may be crowned with success.

Yours truly,

(Signed) W. J. BOWEN,
Attorney-General.

THE GOVERNMENT OF
THE PROVINCE OF BRITISH COLUMBIA
TREASURY DEPARTMENT

Victoria, March 1, 1911.

P. H. Scullin, Esq.,
Gen. Sec. and Manager,
Canadian Industrial Peace Association,
Victoria, B. C.

Dear Sir,—I am in hearty sympathy with the work of your Association. That the two factors of production, labor and capital, should be in accord goes without saying, and, therefore, any publicity campaign having in view mutual understanding and mutual effort is worthy of general support. I shall be only too happy to render you any assistance I can to further the work you have on hand, and wish you every success in your efforts.

Yours sincerely,

(Signed) PRICE ELLISON,
Minister of Finance and Agriculture.

THE GOVERNMENT OF
THE PROVINCE OF BRITISH COLUMBIA
PROVINCIAL SECRETARY'S OFFICE

Victoria, March 4, 1911.

P. H. Scullin, Esq.,
Gen. Sec. and Manager,
Canadian Industrial Peace Association,
Victoria, B. C.

My Dear Sir,—I have much pleasure in stating that the objects of the Association are deserving of the highest commendation, and I can assure you that you have my hearty support.

Believe me,

Yours faithfully,

(Signed) H. E. YOUNG.

VICTORIA, BRITISH COLUMBIA, BOARD
OF TRADE

Incorporated 1876

Board of Trade Building,
Victoria, B. C.

Whereas, a committee of the directorate of the Victoria Branch of the Canadian Industrial Peace Association appeared before the directors and members of the Victoria Board of Trade in quarterly session, Friday, January 12, 1912, and having explained the educational work, plans and purposes of said Association:

And whereas, the Association's educational work, plans and purposes so represented in its constitution and as presented by the Industrial Peace Committee, appeal to the highest principles of patriotism and justice:

Resolved, that we give our most hearty endorsement to the Canadian Industrial Peace Association and commend its humane and patriotic efforts for our country's good to all fair-minded men for their encouragement and co-operation and for that liberal financial support so necessary to the success of its undertaking.

Attest:

THE VICTORIA, B. C., BOARD OF TRADE,

(Signed) H. G. WILSON,

President.

F. ELWORTHY,

Secretary.

(Seal)

As also similar endorsements from the Boards of Trade of Vancouver and New Westminster.

Vancouver, B. C., September 3, 1920

Mr. P. H. Scullin

Dear Sir,—The movement you have inaugurated in the interest of industrial peace commends itself to me as one based on sound principles. I hope you will succeed in your untiring efforts to organize it widely and influentially, and that men of means will aid you generously to defray the heavy expenses necessarily involved in your undertaking. I enclose herewith my first contribution to that end.

Sincerely yours,

N. McNIEL,

Archbishop of Vancouver

Vancouver, B. C., August 22, 1920

To Whom it May Concern:

After an interview with Mr. P. H. Scullin and a careful examination of the work to which he has devoted himself, I have much pleasure in heartily commending it and hope it may result in the benefit of our fellow-citizens.

Industrial peace is an essential for the welfare of the community, as national peace is for the larger unit, and that Mr. Scullin will be able to help on this deserved work is my hope and firm belief.

A. W. DEPENCIER,

Bishop of New Westminster

BISHOP'S RESIDENCE

740 Vine Street,

Victoria, B. C., February 27, 1921

Dear Mr. Scullin,—The Industrial Peace Association, of which you are the founder and organizer, seems destined to play a prominent and beneficent part in the settlement of disputes between capital and labor. The war that is being waged today between these two has its origin in an ignoring on the part of both of what they owe each other. Capital has its rights, but it has also its duties, and so has labor. There can never be enduring peace between them until these rights are mutually recognized and these duties discharged. Peace is broad-based on justice, and justice demands the performance of duties and the righting of wrongs. Capital is too prone to lose sight of the fact that there is, as the late Pope Leo

XIII has laid it down, a dictate of nature, more imperious and more ancient than any bargain between man and man, that the remuneration of the wage-earner should be sufficient to keep him and those dependent upon him in reasonable and frugal comfort. On the other hand, labor is but too ready, at the bidding of its leaders, to take a way of getting redress of grievances, real or fancied, which is seldom effective, and in any case can be justified only by the gravest reasons and as a last resort. In seeking to bring an educated public opinion to bear on the differences that divide capital and labor, with a view to their amicable adjustment, the Industrial Peace Association is doing a work which must commend itself to right-thinking men in every land.

(Signed) ALEX. MACDONALD,

Bishop of Victoria

BISHOPSCLOSE

Victoria, B. C., March 7, 1921

Dear Mr. Scullin,—I feel that it has been a very great privilege to have been allowed to have a share in the organization of a branch of the Industrial Peace Association in Victoria. The only opponents have been the so-called Socialists, who are determined to have war to the knife.

The earnest way in which you have given yourself to the work is an inspiration to all, and I hope and trust that you may be spared for many years and see the result of your labors.

In the Old Country I have seen with my own eyes the appalling effects of strikes, with all the suffering that they bring upon the women and children, and I am convinced that the faithful carrying out of the work of this association will do more than anything else to prevent strikes taking place, as an independent body of citizens may bring together the leaders of capital and labor before angry passions are excited. Moreover, I hope that the members of the association will study the whole question and from an educational point of view effect much.

Yours sincerely,

(Signed) W. W. COLUMBIA

YOUNG MEN'S CHRISTIAN ASSOCIATION

Hts HONOR T. W. PATERSON,

Honorary President

1209 Blanchard Street,

Victoria, B. C., March 7, 1921

Mr. P. H. Scullin,

Organizer Canadian Industrial Peace Assn.

Dear Mr. Scullin,—Unsolicited, it gives me really sincere pleasure to congratulate you upon the work of organization you have effected in Victoria on behalf of industrial peace.

I feel proud to have had a part in such a patriotic and humane movement, and shall do my best to make it of practical value in our city. It is of the utmost importance that we cultivate a better understanding between employer and employees, and develop a spirit of

mutual confidence and respect in all our economic and industrial relations.

You are doing a great work, and I wish you godspeed and commend you to our brotherhood across the continent.

Yours sincerely,

(Signed) A. J. BRACE,
General Secretary, Y.M.C.A.

Testimonial presented to Mr. P. H. Scullin, founder of the Canadian Industrial Peace Association, by the directors of the Vancouver branch, in their meeting of October 13, 1910:
To the People, Press and Pulpits of Canada:

We, the directors of the Vancouver, B. C., Industrial Peace Association of the Dominion of Canada, on behalf of our directorate and members, desire to place on record our high appreciation of the purpose and plans of the Industrial Peace Association.

The excellent work and results achieved by its sane and wholesome economic education, as well as its successful efforts in establishing harmonious relations and a better understanding between employers and employees, as well as the general public, marks the association not only as a new venture, but one that deserves and ought to have universal support on the part of all who desire national and individual prosperity.

We also desire to place on record our high appreciation and regard for Mr. P. H. Scullin, the founder and general secretary of the movement. By his energy and unselfish, as well as tactful, persistence, he has succeeded in bringing this movement to the forefront as one of the great economic factors in industrial peace. His methods are sane and sensible, and he highly deserves the support which we here, as an organization, pledge him.

We bespeak for Mr. Scullin from every one to whom this testimonial may be presented, a courteous hearing, and that sympathetic support so necessary in the successful accomplishment of the great humane and patriotic efforts represented by him in this association and its purpose.

Given this 13th day of October, 1910.

CHARLES WOODWARD,
President
SYDNEY M. EVELEIGH,
Secretary

Executive Committee—
H. W. FRASER, D.D.,
Chairman
W. J. McMILLAN, Treasurer
J. J. DISSETTE
F. K. DUNLOP
E. C. KNIGHT

Endorsements of the Canadian Industrial Peace Association

BRITISH COLUMBIA ASSOCIATION OF STATIONARY ENGINEERS

Vancouver, B. C., September 1, 1910

This is to certify that at a meeting of the British Columbia Association of Stationary Engineers held in their assembly rooms, 32 Flack Block, Vancouver, B. C., on the evening of August 31, 1910, the plans and purposes of the Canadian Industrial Peace Association for the amicable adjustment of industrial disputes, as presented by the association's general secretary, Mr. P. H. Scullin, were heartily endorsed by Vancouver Lodge No. 1.

We also endorse the efforts of the Canadian Industrial Peace Association to bring about a better understanding between employer and employee.

We are of the opinion that this movement can be made a grand success if it is given the support of the general public.

W. REITH, Chief
GEORGE H. ANDERSON,
Recording Secretary
F. K. DUNLOP,
Financial Secretary

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

Vancouver, B. C., September 12, 1910
At the regular meeting of Local Union 213,

I. B. E. W., Mr. P. H. Scullin addressed its members in a very eloquent and able manner on the virtues of the Canadian Industrial Peace Association, and a hearty vote of thanks was accorded him, also a resolution as herein stated was carried: That, whereas, the doctrine of the Canadian Industrial Peace Association, as laid down and defined by its most worthy secretary, Mr. P. H. Scullin, has in its pages all that stands for equity and justice, also a means whereby labor and capital can meet together in conciliation and pure sympathy of each others ideas and causes, so that all can work to the common cause for the good and welfare of all concerned in humanity; therefore be it resolved, that we, the members of the above-mentioned Local, tender our utmost approbation and co-operation in this most noble and honorable work, and commend it also to all other organizations and crafts in this great Dominion of Canada and Sister Colonies beyond the Seas.

Given under our hand and seal this 12th day of September, 1910.

H. J. JOHNSON,
Recording Secretary
A. C. PARKER,
President

Witness and Mover:
Ecknight

Copies of Letters Endorsing Our Organization

VANCOUVER BUILDERS' EXCHANGE

441 Seymour Street,

Vancouver, B. C., August 25, 1910

Whereas the plans and purposes of the National Industrial Peace Association, as outlined in its constitution, and the many proofs already given of its availability and usefulness, as a factor in the settlement of industrial disputes in their inception or where strikes or lock-outs have already occurred, entitles it to the co-operation and support of all good citizens; therefore be it

Resolved, that we, the members of the Vancouver, B. C., Builders' Exchange, in special meeting assembled for the purpose of investigating the educational work, plans and purposes of the association, do most heartily endorse the same, and call upon our fair-minded citizens, in every walk of life, to give their earnest support to this humane and patriotic effort for our city's and country's good; and be it further

Resolved, that a copy of these resolutions be given to the public press of our city for publication, and that a copy be also presented to the Industrial Peace Association's representative, Mr. P. H. Scullin.

E. G. BAYNES,
President Vancouver Builders' Exchange

B. DAVIDSON,
Vice-President, Secretary *pro tem*

PROTECTION

FRATERNITY

JUSTICE

MASTER PAINTERS' AND DECORATORS'
ASSOCIATION OF VANCOUVER, B. C.

517 Metropolitan Building,

Vancouver, B. C., December 5, 1911

To Mr. P. H. Scullin.

Dear Sir,—In tendering to you the thanks of this association for the very able explanation which you gave us, of the good that your association has so far been able to accomplish, and also of the trend and nature of your work, I do so feeling that it is the duty of every honest man to endorse, and to assist, in so far as he is able, so grand a movement as yours, which is bound to work for the peace and happiness of mankind the whole world over, and we, as an association, can do no less than give our endorsement to such a noble movement and work.

Copy of Motion:

Moved by Brother Cooter, seconded by Brother Little, that a vote of thanks be tendered to Mr. Scullin, secretary of Canadian branch of the Industrial Peace Association, for his very able explanation of the nature and work of the said association, at this meeting, December 5, 1911.

(Signed) P. J. WILKIE,
Secretary





Saturday ~ Sunset Presses
Vancouver, B. C.

