

Notable Document by British Quaker Employers

Following is the document issued by twenty British Quaker employers after four days of discussion.

For some time past a number of employers belonging to the Society of Friends have been feeling, as many others are doing, the duty of examining the way in which their religious faith can be given fuller expression in business life. The following statement, designed as a stimulus to practical action, is an attempt to see how the Quaker conception of the divine worth of all life, which is accepted in wide circles of thought today, affects our modern industrial life, and in particular the relationship between employers and employees.

There is perhaps nothing in this statement that is new, nothing that has not been found in the practice of some employers for years, nothing which, though responsible for the statement, would have refused their assent before the war. But the period of reconstruction that must follow the war offers an opportunity for a general raising of industrial standards such as our generation has not had before, and imposes a corresponding obligation on each of us to define in our own personal responsibilities.

We have sought in the course of our discussions to discover the principles and duties of employers within the present industrial system, not because we hold a brief for it or regard it as ideal, but because we believe that the immediate task is to bring about a change in the present system, and we are convinced that the principles of our religion, but in the meantime we cannot afford to neglect the urgent needs and the outstanding opportunities which confront us in our own factories. For most of us, does not our business afford the greatest opportunity we have of serving our fellow-men, and have we yet ever fully tested the possibilities of the present system, whatever criticisms we may have against it, as a field for applied Christian ethics?

The point of view from which we have sought to approach the problem is that employers are persons fulfilling certain necessary functions of organization in the great process of industry, side by side with all other functions necessary to the maintenance of that process, and that each of these functions demands its own qualities of character and capacity, and that it is the duty of each employer to develop these qualities to the highest possible standard.

We place what we believe to be our true status and function in society in the foreground of our statement, because we believe that its full recognition is the first need of industry today. We believe that it is only in so far as those engaged in industry are imbued with a new spirit and regard industry as a national service, to be carried on for the benefit of the community, that any general improvement in industrial relations is possible.

With this initial word of explanation, we give our conclusions under the following heads:

Wages.
The Status of the Workers.
Security of Employment.
Working Conditions and the Social Life of the Workers.
Appropriation of "Surplus Profits."

Wages.

We believe that the following propositions may be laid down with regard to wages:

(1) In determining the rate of wage to be paid, a distinction must be drawn between the minimum or "basic" wage and the secondary wage, which may be referred to as "secondary" wages. The former should be determined primarily by the human need for the value of the service rendered, as compared with the value of the services rendered by workers who are receiving the basic or minimum wages.

(2) The basic wage is so much a man of average industry and capacity should at least enable him to support a family in a decent manner, and to provide the necessities of physical efficiency in a normal family, while allowing a reasonable margin for contingencies and recreation.

(3) The secondary wage is so much a man of average industry and capacity should be the sum necessary to maintain her in a decent dwelling and in a state of full physical efficiency, and to allow a reasonable margin for contingencies and recreation.

(4) The secondary wage is so much a man of average industry and capacity should be the sum necessary to maintain her in a decent dwelling and in a state of full physical efficiency, and to allow a reasonable margin for contingencies and recreation.

(5) The secondary wage is so much a man of average industry and capacity should be the sum necessary to maintain her in a decent dwelling and in a state of full physical efficiency, and to allow a reasonable margin for contingencies and recreation.

(6) The secondary wage is so much a man of average industry and capacity should be the sum necessary to maintain her in a decent dwelling and in a state of full physical efficiency, and to allow a reasonable margin for contingencies and recreation.

(7) The secondary wage is so much a man of average industry and capacity should be the sum necessary to maintain her in a decent dwelling and in a state of full physical efficiency, and to allow a reasonable margin for contingencies and recreation.

(8) The secondary wage is so much a man of average industry and capacity should be the sum necessary to maintain her in a decent dwelling and in a state of full physical efficiency, and to allow a reasonable margin for contingencies and recreation.

(9) The secondary wage is so much a man of average industry and capacity should be the sum necessary to maintain her in a decent dwelling and in a state of full physical efficiency, and to allow a reasonable margin for contingencies and recreation.

(10) The secondary wage is so much a man of average industry and capacity should be the sum necessary to maintain her in a decent dwelling and in a state of full physical efficiency, and to allow a reasonable margin for contingencies and recreation.

limit their own remuneration for their services, nor should they pay larger dividends upon borrowed capital than is essential to ensure an adequate supply. But if at the moment really adequate wages cannot be paid, the earnest attention of the management should be turned to improving the process and general efficiency of their business organization, by the use of engineering and chemical science, adequate costing system, etc.

While we emphasize the obligation of employers to do everything in their power to ensure the business under their control shall be able to pay wages on the above basis, we believe that the co-operation of the employees in the form of better and more intelligent work will generally be needed to increase the funds available. The need of evoking this added interest and stimulating a co-operative spirit should be borne in mind when deciding on methods of remuneration.

It may be found that the most effective service can be rendered to the community in some industries only by some form of combination of independent firms. Where this is the case, we should assist in the organization and management of such combinations, but only on condition that the consumer is not affected adversely by state action or otherwise, against exploitation.

Smuts.
The worker asks today for more than an improvement in his economic position. He claims from employers and managers the "clear recognition of his rights as a person. The justice of this claim our religion compels us to admit. We cannot regard human beings as if they were merely so many units of brain power, so many of nervous or muscular energy. We must co-operate with them, and treat them as we ourselves should wish to be treated. This position involves the surrender by capital of its supposed right to dictate to labor the conditions under which work shall be carried on. It involves more; the frank avowal that all matters affecting the workers should be decided on in consultation with them, which once they are recognized as members of an all-embracing human brotherhood.

What machinery can be devised which will enable industry to adopt these principles, without endangering its productivity, on which the wages of both labor and capital ultimately depend?
In answering this question we shall make certain definite proposals, but we wish to prefix them by stating our belief that the creation of machinery, however excellent, is less important than a living desire on the part of employer and worker to give full expression to their fundamental religious beliefs in the relations they establish with their workers.

We now pass to detailed proposals.
The management of a business may be divided broadly under three heads:

(a) Financial.
The provision of capital and appropriation of profit; relations with shareholders, bankers, etc.; business, the state, terms of credit, etc.

(b) Commercial.
Determination of the general character of the goods to be manufactured or of the class of work to be undertaken; purchase of materials; sale of product; advertising, etc.

(c) Control of processes and machinery.
Nature of product; engagement of work; rates of pay, bonuses, etc.; hours of work; shop discipline; relations with trade unions.

With the financial and commercial aspects of the business the employer is directly and continuously interested, and he is capable of helping to determine it. How can we give him an opportunity of doing this?

As an initial step, any existing shop committees or Railway Company, Railway men were left in abeyance, in view of arbitration boards having been applied for.

The proposals were received with considerable hostility inasmuch as it was contended the proposed bonus was not a bonus at all as the decision was to take it back later. Following a lengthy discussion, the conclusion was reached to affiliate with the Trades and Labor Congress.

TORONTO STREET RAILWAY MEN'S DEMANDS.
A straight eight-hour day, 55 cents an hour, and time and a half for overtime. This is what the street railway employes, conductors, motormen, carmen, shodmen, truck repairers, etc., have decided to ask from the Toronto Railway Company. This decision was reached at a monster mass meeting held in the Star Theatre, when over 1,000 members of the Street Railway Employees' Union drew up a wage and working schedule, which they will shortly submit to General Manager Fleming.

The men have to give the company a month's notice and this will be done at once, as they are seeking to have the new schedule put into effect on June 15.

FERNIE MINERS REACHING SETTLEMENT.
FERNIE, B.C., May 1.—The officials of the Fernie Miners' Union have been advised that the dispute over the rate of pay for outside or surface mine labor has been adjusted by granting the class of labor the same pay for working eight hours as was formerly received for nine hours, but that the question regarding those formerly working 12 hours has not been definitely adjusted.

TORONTO PACKING HOUSE WORKERS' STRIKE.
As expected, 3,125 meat butchers and packers of Toronto, went on strike on Monday, to compel recognition of the union and secure these concessions: Eight-hour day, 44 hour week; union rates for overtime; increase of \$1 a week in wages and guarantee of 40 hours work a week. Some 5,000 workers are affected covering all the packing houses of Toronto.

HULL TRADES AND LABOR COUNCIL.
There was a very spirited meeting of the Hull Trades and Labor Council, at which strong objection was voiced by the members present over alleged derogatory statements concerning the council published in a local French daily.

The matter was introduced by the president, T. Paradi, who stated that the articles in question had attacked the Trades and Labor Council on the grounds that its formation was detrimental to the interests of the working classes of Hull, in that it would introduce socialistic ideas amongst the masses. It was claimed that such statements were untrue and served to mislead the public as to the attitude of organized labor.

B. C. CIVIL SERVANTS TO JOIN LABOR.
Between 300 and 400 provincial civil servants at a meeting of the Civil Service Association at Victoria, B.C., have decided to apply to the Trades and Labor Congress of Canada for a charter. The civil servants further decided to recommend to the provincial association that it adopt a similar course.

The decision followed an address by Civil Service Commissioner McInnes, who explained what was proposed in the matter of better salaries. He was now engaged on a plan whereby the civil servants of the province would get a bonus of 10 per cent for the month of April. Subsequently, salaries would be graded anew and from the increase given this bonus would be deducted, the increase, whatever they might be, to take effect as from April 1.

NEW WESTMINSTER REFUSE TO GIVE ASSISTANCE.
The typos of New Westminster, B.C., will spare none of their funds for propaganda purposes in the One Big Union idea. This was unanimously agreed by the members in annual session when a request came before the union for a two-cent per capita grant for this purpose.

HALIFAX HEARS LAST ADDRESS OF LABOR SEAMAN.
Halifax was the city to hear Peter Wright, the British Seaman's official, deliver his last address in Canada. He spoke of the ravages of materialistic philosophy, with its wrong conceptions of life and its worship of wealth. The hidden iniquities of wealth were eating into the very heart of society. Men struggled to amass their millions and in the effort lost their souls. It was a false philosophy that turned men's minds away from God. In their pride of knowledge they preferred it to the simple and satisfying creed of the Nazarene. He spoke of the rebuilding and regeneration of society. When men's minds had seen the folly of materialism they would turn to Christ. The speaker foresaw the time when every man would become a new force in humanity, and the world would become freer and happier. The world would cease following its wrong conceptions of life, and the ceaseless striving for happiness in amassing material wealth would end. Men would labor and love on earth with joy in their hearts, dedicated to their Creator, seeking the Kingdom of God and striving to imitate Christ.

CALGARY BIG TRINITY AGAINST DIVISION.
Even at Calgary the "one big union" is receiving some severe blows. These days, the carpenters voting against it with a vote of 181 to 88. It is stated, however, that this vote was not taken as an official vote of Local 1719, but merely the vote of the members apart from their organization. What difference this makes to the sentiment is not known. At the same meeting they voted against the principle of the six-hour day, the vote being 137 to 46.

CARLETON PLACE WORKS TRADES COUNCIL.
Carleton Place has been placed on the map of Trades Councils with a charter from the Trades Congress, installed last week. Secretary-treasurer P. M. Draper was the man of the hour to the organized workers there when he presented the charter and gave them a trade union speech which the local papers say was notable.

OTTAWA BUILDING TRADES SETTLE DISPUTE.
At a meeting of the whole of the membership of the Building Trades at Ottawa, on Thursday morning, ratification of the terms agreed through conference with the contractors was accepted by the trades assembly. This does not include the sheet metal workers who are at present negotiating through General Organizer J. H. Kennedy, of Toronto, as their agreement does not expire until the end of the present month. A solution is in sight for this craft, however. Resumption of work was decided upon for Friday at an enthusiastic meeting.

MONTREAL'S SELECTION TO MEET COMMISSION.
Montreal Trades Council will be represented before the Industrial Commission having selected the following committee, composed of Delegates Foster, Franco, Gauthier, Garipey, A. Mathieu to act jointly with a similar committee appointed by the Railway-Brotherhoods to prepare a memorandum to be presented to the Industrial Relations Commission when they will meet in Montreal. All labor organizations were invited to send in their views before this joint committee.

MONTREAL TRADES COUNCIL AND THE O. B. U.
The "One Big Union" plan had its answer from Montreal workers when the delegates of the Trades and Labor Council with fifty three dissenting votes went on record as opposing it. This was in reply to the circular demanding that the local council declare itself on the subject not later than May 10.



—Ort in Chicago Tribune

FROM COAST TO COAST

HULL TRADES AND LABOR COUNCIL.

There was a very spirited meeting of the Hull Trades and Labor Council, at which strong objection was voiced by the members present over alleged derogatory statements concerning the council published in a local French daily.

The matter was introduced by the president, T. Paradi, who stated that the articles in question had attacked the Trades and Labor Council on the grounds that its formation was detrimental to the interests of the working classes of Hull, in that it would introduce socialistic ideas amongst the masses. It was claimed that such statements were untrue and served to mislead the public as to the attitude of organized labor.

The question of the firm's dispute and that of the Hull Electric Railway men were left in abeyance, in view of arbitration boards having been applied for.

The proposals were received with considerable hostility inasmuch as it was contended the proposed bonus was not a bonus at all as the decision was to take it back later. Following a lengthy discussion, the conclusion was reached to affiliate with the Trades and Labor Congress.

TORONTO STREET RAILWAY MEN'S DEMANDS.
A straight eight-hour day, 55 cents an hour, and time and a half for overtime. This is what the street railway employes, conductors, motormen, carmen, shodmen, truck repairers, etc., have decided to ask from the Toronto Railway Company. This decision was reached at a monster mass meeting held in the Star Theatre, when over 1,000 members of the Street Railway Employees' Union drew up a wage and working schedule, which they will shortly submit to General Manager Fleming.

The men have to give the company a month's notice and this will be done at once, as they are seeking to have the new schedule put into effect on June 15.

FERNIE MINERS REACHING SETTLEMENT.
FERNIE, B.C., May 1.—The officials of the Fernie Miners' Union have been advised that the dispute over the rate of pay for outside or surface mine labor has been adjusted by granting the class of labor the same pay for working eight hours as was formerly received for nine hours, but that the question regarding those formerly working 12 hours has not been definitely adjusted.

TORONTO PACKING HOUSE WORKERS' STRIKE.
As expected, 3,125 meat butchers and packers of Toronto, went on strike on Monday, to compel recognition of the union and secure these concessions: Eight-hour day, 44 hour week; union rates for overtime; increase of \$1 a week in wages and guarantee of 40 hours work a week. Some 5,000 workers are affected covering all the packing houses of Toronto.

B. C. CIVIL SERVANTS TO JOIN LABOR.
Between 300 and 400 provincial civil servants at a meeting of the Civil Service Association at Victoria, B.C., have decided to apply to the Trades and Labor Congress of Canada for a charter. The civil servants further decided to recommend to the provincial association that it adopt a similar course.

The decision followed an address by Civil Service Commissioner McInnes, who explained what was proposed in the matter of better salaries. He was now engaged on a plan whereby the civil servants of the province would get a bonus of 10 per cent for the month of April. Subsequently, salaries would be graded anew and from the increase given this bonus would be deducted, the increase, whatever they might be, to take effect as from April 1.

NEW WESTMINSTER REFUSE TO GIVE ASSISTANCE.
The typos of New Westminster, B.C., will spare none of their funds for propaganda purposes in the One Big Union idea. This was unanimously agreed by the members in annual session when a request came before the union for a two-cent per capita grant for this purpose.

HALIFAX HEARS LAST ADDRESS OF LABOR SEAMAN.
Halifax was the city to hear Peter Wright, the British Seaman's official, deliver his last address in Canada. He spoke of the ravages of materialistic philosophy, with its wrong conceptions of life and its worship of wealth. The hidden iniquities of wealth were eating into the very heart of society. Men struggled to amass their millions and in the effort lost their souls. It was a false philosophy that turned men's minds away from God. In their pride of knowledge they preferred it to the simple and satisfying creed of the Nazarene. He spoke of the rebuilding and regeneration of society. When men's minds had seen the folly of materialism they would turn to Christ. The speaker foresaw the time when every man would become a new force in humanity, and the world would become freer and happier. The world would cease following its wrong conceptions of life, and the ceaseless striving for happiness in amassing material wealth would end. Men would labor and love on earth with joy in their hearts, dedicated to their Creator, seeking the Kingdom of God and striving to imitate Christ.

CALGARY BIG TRINITY AGAINST DIVISION.
Even at Calgary the "one big union" is receiving some severe blows. These days, the carpenters voting against it with a vote of 181 to 88. It is stated, however, that this vote was not taken as an official vote of Local 1719, but merely the vote of the members apart from their organization. What difference this makes to the sentiment is not known. At the same meeting they voted against the principle of the six-hour day, the vote being 137 to 46.

HULL TRADES AND LABOR COUNCIL.

There was a very spirited meeting of the Hull Trades and Labor Council, at which strong objection was voiced by the members present over alleged derogatory statements concerning the council published in a local French daily.

The matter was introduced by the president, T. Paradi, who stated that the articles in question had attacked the Trades and Labor Council on the grounds that its formation was detrimental to the interests of the working classes of Hull, in that it would introduce socialistic ideas amongst the masses. It was claimed that such statements were untrue and served to mislead the public as to the attitude of organized labor.

The question of the firm's dispute and that of the Hull Electric Railway men were left in abeyance, in view of arbitration boards having been applied for.

The proposals were received with considerable hostility inasmuch as it was contended the proposed bonus was not a bonus at all as the decision was to take it back later. Following a lengthy discussion, the conclusion was reached to affiliate with the Trades and Labor Congress.

TORONTO STREET RAILWAY MEN'S DEMANDS.
A straight eight-hour day, 55 cents an hour, and time and a half for overtime. This is what the street railway employes, conductors, motormen, carmen, shodmen, truck repairers, etc., have decided to ask from the Toronto Railway Company. This decision was reached at a monster mass meeting held in the Star Theatre, when over 1,000 members of the Street Railway Employees' Union drew up a wage and working schedule, which they will shortly submit to General Manager Fleming.

The men have to give the company a month's notice and this will be done at once, as they are seeking to have the new schedule put into effect on June 15.

FERNIE MINERS REACHING SETTLEMENT.
FERNIE, B.C., May 1.—The officials of the Fernie Miners' Union have been advised that the dispute over the rate of pay for outside or surface mine labor has been adjusted by granting the class of labor the same pay for working eight hours as was formerly received for nine hours, but that the question regarding those formerly working 12 hours has not been definitely adjusted.

TORONTO PACKING HOUSE WORKERS' STRIKE.
As expected, 3,125 meat butchers and packers of Toronto, went on strike on Monday, to compel recognition of the union and secure these concessions: Eight-hour day, 44 hour week; union rates for overtime; increase of \$1 a week in wages and guarantee of 40 hours work a week. Some 5,000 workers are affected covering all the packing houses of Toronto.

B. C. CIVIL SERVANTS TO JOIN LABOR.
Between 300 and 400 provincial civil servants at a meeting of the Civil Service Association at Victoria, B.C., have decided to apply to the Trades and Labor Congress of Canada for a charter. The civil servants further decided to recommend to the provincial association that it adopt a similar course.

The decision followed an address by Civil Service Commissioner McInnes, who explained what was proposed in the matter of better salaries. He was now engaged on a plan whereby the civil servants of the province would get a bonus of 10 per cent for the month of April. Subsequently, salaries would be graded anew and from the increase given this bonus would be deducted, the increase, whatever they might be, to take effect as from April 1.

NEW WESTMINSTER REFUSE TO GIVE ASSISTANCE.
The typos of New Westminster, B.C., will spare none of their funds for propaganda purposes in the One Big Union idea. This was unanimously agreed by the members in annual session when a request came before the union for a two-cent per capita grant for this purpose.

HALIFAX HEARS LAST ADDRESS OF LABOR SEAMAN.
Halifax was the city to hear Peter Wright, the British Seaman's official, deliver his last address in Canada. He spoke of the ravages of materialistic philosophy, with its wrong conceptions of life and its worship of wealth. The hidden iniquities of wealth were eating into the very heart of society. Men struggled to amass their millions and in the effort lost their souls. It was a false philosophy that turned men's minds away from God. In their pride of knowledge they preferred it to the simple and satisfying creed of the Nazarene. He spoke of the rebuilding and regeneration of society. When men's minds had seen the folly of materialism they would turn to Christ. The speaker foresaw the time when every man would become a new force in humanity, and the world would become freer and happier. The world would cease following its wrong conceptions of life, and the ceaseless striving for happiness in amassing material wealth would end. Men would labor and love on earth with joy in their hearts, dedicated to their Creator, seeking the Kingdom of God and striving to imitate Christ.

CALGARY BIG TRINITY AGAINST DIVISION.
Even at Calgary the "one big union" is receiving some severe blows. These days, the carpenters voting against it with a vote of 181 to 88. It is stated, however, that this vote was not taken as an official vote of Local 1719, but merely the vote of the members apart from their organization. What difference this makes to the sentiment is not known. At the same meeting they voted against the principle of the six-hour day, the vote being 137 to 46.

NEW WESTMINSTER REFUSE TO GIVE ASSISTANCE.

The typos of New Westminster, B.C., will spare none of their funds for propaganda purposes in the One Big Union idea. This was unanimously agreed by the members in annual session when a request came before the union for a two-cent per capita grant for this purpose.

Officers were elected as follows: President, Harry Walsh; vice-president, C. Uren; secretary-treasurer, R. A. Stoney; reading clerk, A. Oxenbury; sergeant-at-arms, Tom Costello; executive, G. S. Vickers, W. E. Maiden, R. A. Stoney, A. R. McDonald and J. T. Burnett; labor committee, R. G. Marshall, Kang, Joseph, C. P. Grant, Mission; W. T. Jackson, Chilliwack; A. M. Inlay and J. T. Burnett, New Westminster.

CALGARY BIG TRINITY AGAINST DIVISION.
Even at Calgary the "one big union" is receiving some severe blows. These days, the carpenters voting against it with a vote of 181 to 88. It is stated, however, that this vote was not taken as an official vote of Local 1719, but merely the vote of the members apart from their organization. What difference this makes to the sentiment is not known. At the same meeting they voted against the principle of the six-hour day, the vote being 137 to 46.

CARLETON PLACE WORKS TRADES COUNCIL.
Carleton Place has been placed on the map of Trades Councils with a charter from the Trades Congress, installed last week. Secretary-treasurer P. M. Draper was the man of the hour to the organized workers there when he presented the charter and gave them a trade union speech which the local papers say was notable.

OTTAWA BUILDING TRADES SETTLE DISPUTE.
At a meeting of the whole of the membership of the Building Trades at Ottawa, on Thursday morning, ratification of the terms agreed through conference with the contractors was accepted by the trades assembly. This does not include the sheet metal workers who are at present negotiating through General Organizer J. H. Kennedy, of Toronto, as their agreement does not expire until the end of the present month. A solution is in sight for this craft, however. Resumption of work was decided upon for Friday at an enthusiastic meeting.

MONTREAL'S SELECTION TO MEET COMMISSION.
Montreal Trades Council will be represented before the Industrial Commission having selected the following committee, composed of Delegates Foster, Franco, Gauthier, Garipey, A. Mathieu to act jointly with a similar committee appointed by the Railway-Brotherhoods to prepare a memorandum to be presented to the Industrial Relations Commission when they will meet in Montreal. All labor organizations were invited to send in their views before this joint committee.

MONTREAL TRADES COUNCIL AND THE O. B. U.
The "One Big Union" plan had its answer from Montreal workers when the delegates of the Trades and Labor Council with fifty three dissenting votes went on record as opposing it. This was in reply to the circular demanding that the local council declare itself on the subject not later than May 10.

HALIFAX HEARS LAST ADDRESS OF LABOR SEAMAN.

Halifax was the city to hear Peter Wright, the British Seaman's official, deliver his last address in Canada. He spoke of the ravages of materialistic philosophy, with its wrong conceptions of life and its worship of wealth. The hidden iniquities of wealth were eating into the very heart of society. Men struggled to amass their millions and in the effort lost their souls. It was a false philosophy that turned men's minds away from God. In their pride of knowledge they preferred it to the simple and satisfying creed of the Nazarene. He spoke of the rebuilding and regeneration of society. When men's minds had seen the folly of materialism they would turn to Christ. The speaker foresaw the time when every man would become a new force in humanity, and the world would become freer and happier. The world would cease following its wrong conceptions of life, and the ceaseless striving for happiness in amassing material wealth would end. Men would labor and love on earth with joy in their hearts, dedicated to their Creator, seeking the Kingdom of God and striving to imitate Christ.

CARLETON PLACE WORKS TRADES COUNCIL.
Carleton Place has been placed on the map of Trades Councils with a charter from the Trades Congress, installed last week. Secretary-treasurer P. M. Draper was the man of the hour to the organized workers there when he presented the charter and gave them a trade union speech which the local papers say was notable.

OTTAWA BUILDING TRADES SETTLE DISPUTE.
At a meeting of the whole of the membership of the Building Trades at Ottawa, on Thursday morning, ratification of the terms agreed through conference with the contractors was accepted by the trades assembly. This does not include the sheet metal workers who are at present negotiating through General Organizer J. H. Kennedy, of Toronto, as their agreement does not expire until the end of the present month. A solution is in sight for this craft, however. Resumption of work was decided upon for Friday at an enthusiastic meeting.

MONTREAL'S SELECTION TO MEET COMMISSION.
Montreal Trades Council will be represented before the Industrial Commission having selected the following committee, composed of Delegates Foster, Franco, Gauthier, Garipey, A. Mathieu to act jointly with a similar committee appointed by the Railway-Brotherhoods to prepare a memorandum to be presented to the Industrial Relations Commission when they will meet in Montreal. All labor organizations were invited to send in their views before this joint committee.

MONTREAL TRADES COUNCIL AND THE O. B. U.
The "One Big Union" plan had its answer from Montreal workers when the delegates of the Trades and Labor Council with fifty three dissenting votes went on record as opposing it. This was in reply to the circular demanding that the local council declare itself on the subject not later than May 10.

Vancouver Metal Trades' Agreement With Firm

The following agreement has been arrived at between the firm of J. Coughlan & Sons and the Vancouver Metal Trades Council:

That a Production Committee be established in this shipyard to comprise three members selected by the Vancouver Metal Trades Council and three members by J. Coughlan & Sons, the functions of this committee being:

(1) To devise ways and means to decrease the cost of production with a view to insuring the endurance of the shipbuilding industry in these yards and to sustain the wage standards and make permanent the positions of the employees of these yards as far as possible in face of present and future conditions surrounding the industry.

(2) To promote mutual confidence between the firm and its employees.

(3) To endeavor to increase production in every reasonable manner by overcoming obstacles that prevent the workers performing their work with facility or prevent any employee from doing a day's work for a full day's work.

(4) To overcome any willful idleness on the part of any employee, such as is evidenced by the opinion of the committee very detrimental to the interests of the earnest worker in that it has the effect of decreasing the cost of the work, with the direct result of making it difficult if not impossible for the firm to obtain further orders or to continue to pay the standard of wages the honest worker is entitled to be paid.

(5) It will be the duty of the committee to promote a feeling of good fellowship in these yards and to give both the employee and the firm a square deal, and to this end the sincerest co-operation of every employee is earnestly requested.

(6) The firm will be the duty of the committee to promote a feeling of good fellowship in these yards and to give both the employee and the firm a square deal, and to this end the sincerest co-operation of every employee is earnestly requested.

(7) The scope of the committee will include the following:

(1) To adjust all grievances as far as possible in conjunction

(2) To look after the safety of the employees (conjointly with Mr. Fawkes).

(3) To observe all operations going on and suggest the elimination of any wastage in connection with any department.

(4) The management will put into effect all the recommendations made by the committee and concurred in by the management. In the event of differences of opinion among the members of the committee, the recommendation of the majority of the members shall constitute binding. Pending the action of the committee as a whole, subject to the right of appeal by any dissenting member or members, as follows:

(A) First to the management.
(B) Secondly to the partners of the firm.

(5) To refer to the Royal Commission at any sitting thereof granted by the commission.

(6) In the event of the management of these yards by having a recommendation made by the committee, the committee shall have the right to appeal as follows:

(A) First to the partners of the firm.
(B) Secondly to the Royal Commission at any sitting thereof granted by the commission.

(7) The joint committee hereby deposes that the management of these yards by having a recommendation made by the committee, the committee shall have the right to appeal as follows:

(A) First to the partners of the firm.
(B) Secondly to the Royal Commission at any sitting thereof granted by the commission.

(8) The joint committee hereby deposes that the management of these yards by having a recommendation made by the committee, the committee shall have the right to appeal as follows:

(A) First to the partners of the firm.
(B) Secondly to the Royal Commission at any sitting thereof granted by the commission.

(9) The joint committee hereby deposes that the management of these yards by having a recommendation made by the committee, the committee shall have the right to appeal as follows:

(A) First to the partners of the firm.
(B) Secondly to the Royal Commission at any sitting thereof granted by the commission.

(10) The joint committee hereby deposes that the management of these yards by having a recommendation made by the committee, the committee shall have the right to appeal as follows:

(A) First to the partners of the firm.
(B) Secondly to the Royal Commission at any sitting thereof granted by the commission.

Editorial Page of The Canadian Labor Press

WM. LODGE, Editor. CHAS. LEWIS, Circulation Manager. J. D. SULLIVAN, Business Manager.

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

The Canadian Labor Press PUBLISHED WEEKLY BY THE CANADIAN LABOR PRESS, LIMITED. Business Office: 246 SPARKS STREET, OTTAWA. Phone Queen 3993.

A WEEKLY NEWS LETTER.

MONUMENT OF FOLLY.

THE One Big Drawback to the One Big Union, according to Matthew Woll, is that it is One Big Failure. Mr. Woll claims that the One Big Union plea is an attempt to swerve the wage-earners from their orderly and practical course of action.

OUR FUEL PROBLEM.

REPORTS from authentic sources predict more fuel trouble during this coming fall and winter. An American coal authority states that there will be no more cheap coal, and that the quality will be poorer.

MADE-IN-CANADA MOVIES.

IT has been announced that we are to have made-in-Canada films to advertise Canada in all the countries of the world. Good idea! Good movies are a great force for Education, Enlightenment and Enjoyment.

THE CONSTITUTION.

THE man who wrote the famous "Letters of Junius" must have been the "Tom Moore" of his day. Junius spoke a great truth when he said, "Be assured that the laws which protect us in our civil rights grow out of our constitution, and they must fail or flourish with it."

VERY OFTEN.

THE fellow who rocks the boat is very often one who is too dogone lazy to row it.

BOLSHEVISM would level the Highest down to the Lowest.

But organized Labor is raising the Lowest to the level of the Highest.

CHEIFS OF PRINTING CRAFTS FAVOR ARBITRATION.

Today's session was devoted entirely to labor questions at the annual convention of the American Newspaper Publishers' Association at New York. On invitation of the heads of the four international unions engaged in the newspaper printing trade addressed the convention.

SOME LOOSE DEFINITIONS.

The ordinary conception of Labor and of Capital is frequently a loose, inexact and confused idea. In using the words, most people are dealing in generalities. No two persons, probably, would exactly agree upon the line to be drawn between the two.

As Labor Views Parliament

BY SPECIAL CORRESPONDENT. There was presented to the House yesterday by Hon. N. W. Rowell the text of the labor clauses in the Peace Treaty, which he described as likely in the future to be regarded as "the magna charter of labor."

CARPENTERS' ORGANIZATION IN RESCENT SUCCESSES.

The following list shows the successes attained by union carpenters in the matters of rates and hours: Cochoctow, Ohio, 75 cts. 8 hrs.; Newton, Iowa, 75 cts. 8 hrs.; Sacramento, Cal., 75 cts. 8 hrs.; Boston, Mass., 75 cts. 8 hrs.; Green-ville, N. C., 75 cts. 8 hrs.; Waco, Texas, 85 cts. 8 hrs.; Bradford, Pa., 75 cts. 8 hrs.; Ottawa, Ont., 75 cts. 8 hrs.; Wichita, Kansas, 75 cts. 8 hrs.; Ogden, Utah, 87 1/2 cts. 8 hrs.; Decatur, Ill., 75 cts. 8 hrs.; Danville, Ill., 75 cts. 8 hrs.; Indianapolis, Ind., 75 cts. 8 hrs.; Gallon, Ohio, 70 cts. 8 hrs.; Poplar Bluff, Mo., 65 cts. 8 hrs.; O'Fallon, Ill., 75 cts. 8 hrs.; Hudson Co., N. J., 75 cts. 8 hrs.; Bridgeport, Conn., 75 cts. 8 hrs.; Middlesex Co., Mass., 75 cts. 8 hrs.; Gillespie, Ill., 50 cts. 8 hrs.; Janesville, Wis., 65 cts. 8 hrs.; Madison, Wis., 75 cts. 8 hrs.; Ottawa, Ill., 75 cts. 8 hrs.; Columbus, Ohio, 75 cts. 8 hrs.; San Angelo, Texas, 75 cts. 8 hrs.; Waukegan, Ill., 65 cts. 8 hrs.; Wausau, Wis., 55 cts. 8 hrs.; Portage, Wis., 55 cts. 8 hrs.; Pratt, Kans., 65 cts. 8 hrs.; Norwalk, Conn., 65 cts. 8 hrs.; Tiffin, Ohio, 75 cts. 8 hrs.; Newport, R. I., 86 cts. 8 hrs.; Hudson Co., N. J., 87 1/2 cts. 8 hrs.; York, Pa., 65 cts. 8 hrs.; Madison, Wis., 75 cts. 8 hrs.; Neshanic, Wis. (millmen), 50 cts. 8 hrs.; Saratoga Springs, N. Y., 65 cts. 8 hrs.; Owensboro, Ky., 55 cts. 8 hrs.; Evansville, Ind., 70 cts. 8 hrs.; Okmulgee, Okla., 61 cts. 8 hrs.; Anderson, Ind., 70 cts. 8 hrs.; Saginaw, Mich., 75 cts. 8 hrs.; Hornell, N. Y., 50 cts. 8 hrs.; Virden, Ill., 65 cts. 8 hrs.; Richmond, Ind., 65 cts. 8 hrs.; Dubuque, Ia., 75 cts. 8 hrs.; Cleveland, O. (flopayers), 81 cts. 8 hrs.; Asheville, N. C., 65 1/2 cts. 8 hrs.; Glen Cove, N. Y., 75 cts. 8 hrs.; Dubuque, Ia., 75 cts. 8 hrs.; Iowa City, Ia., 75 cts. 8 hrs.; Ironton, Ohio, 75 cts. 8 hrs.; New Castle, Pa., 90 cts. 8 hrs.; Pekin, Ill., 65 cts. 8 hrs.; Tiffin, Ohio, 75 cts. 8 hrs.; Greely, Colo., 75 cts. 8 hrs.; Madison, Wis., 67 1/2 cts. 8 hrs.; Dallas, Texas, 67 1/2 cts. 8 hrs.; St. Paul, Minn., 75 cts. 8 hrs.; Hudson Co., N. J., 80 cts. 8 hrs.; Atlantic Co., N. Y., 70 cts. 8 hrs.; Denver, Colo., 87 1/2 cts. 8 hrs.; Essex, Wis. (millmen), 50 cts. 8 hrs.; Montclair, Caldwell and Bloomfield, 75 cts. 8 hrs.; Belleville, Ill. (inside), 80 cts. 8 hrs.; Toledo, Iowa, 75 cts. 8 hrs.; Tri-City (Omaha, Neb.), 75 cts. 8 hrs.; Pratt, Kans., 65 cts. 8 hrs.; Eau Claire, Wis., 57 1/2 cts. 8 hrs.

INDUSTRIAL COMMISSION IN WESTERN ZONE.

Despite the fact that the Trades Councils of Vancouver and Victoria decided to ignore the Industrial Commission, no dearth of evidence from the workers' ranks has been reported. The witnesses, being a former Congress vice-president, Mr. Alex. Watchman. He agreed that there were 2,500 unemployed in Vancouver.

TORONTO PACKING HOUSES STRIKE ENDED.

TORONTO, May 7.—The packing house strike ended Wednesday last. All the strikers have been reinstated and will return to work on Monday morning. This was the result of the conference between Senator Oliver Robertson, Minister of Labor, the employers and the packers.

BRANDON CIVIC WORKERS WIN OUT.

The big strike of the Brandon civic employes has been brought to a satisfactory conclusion, ending in a recognition and reinstatement of their discharged officials.

SOME INTERNATIONAL RECORDS OF WAR SERVICE.

The International Secretary of the Bricklayers, Masons and Plasterers' International Union of America, which organization has 41 locals in Canada reports that 594 of their members served in the Canadian and United States armies of which number 122 were killed.

ONTARIO HOUSING LAW EXPLAINED.

At a recent open meeting under the auspices of the Ottawa Housing Commission, Mr. J. A. Ellis, Director of housing for Ontario, explained the scope and provisions of the Provincial Act.

TENDERS WANTED.

SEALED TENDERS addressed to the undersigned, registered and endorsed on the envelope, "Tender for school, Whitefish Lake, Indian Reserve, Ont.," will be received up to noon of the 15th day of May next.

TENDERS WANTED.

SEALED TENDERS addressed to the undersigned, registered and endorsed on the envelope, "Tender for school at Tyndinaga Indian Reserve, Ont.," will be received up to noon of the 25th day of May next.

SPARKING OF GARMENTS!

For cleaners: Tight shiners. For clerks: Holy socks. For cowards: Frayed collars. For coach-drivers: Four-in-hand ties.

INDEPENDENT LABOR PARTY

(Notes From the Ottawa Branch.) The Sunday afternoon meetings are now suspended for the summer months, and will be resumed in the fall. During the session just closed the party held twenty-seven public gatherings, and the popularity of these was evidenced by the large audiences in attendance and the keen interest displayed in the various addresses.

PRES. JAMES LORD OF THE A. F. OF L. MINING DEPT.

Mr. James Lord is a British-born working miner, coming to the forefront of the American Federation of Labor activity, as a representative of the miners protesting that body at the British Trades Union Congress in 1917.

BOLSHEVISM.

"There's one thing I'm thankful for," said Mrs. Crossotis. "My John is never going to be one of those bolsheviks."

HOW DO YOU KNOW?

"Well, of course, I'm not sure how to know if a man is a bolshevik. But I understand it's largely done by spreading flames. I don't believe there's a man on earth that has a fire in his head up an' startin' a fire worse than John's." Washington Star.

UNION MEMBERS—MAIL THIS TODAY.

CANADIAN LABOR PRESS WEEKLY. 246 SPARKS STREET. OTTAWA, CANADA. Enclosed please find \$1 for one year's subscription.

NAME

Address (Street and Number)

City Province

Use Post Office Money Order, Express Money Order or Cheque.

Labor Items of Interest From the Capital City

O. T. U. NO. 102. The annual nomination meeting of O. T. U. No. 102, brought out the usual large attendance on Saturday evening last.

The "One Big Union" idea, which for many of the members had no special significance, was explained to both the president, Mr. P. M. Draper and Mr. Jas. Drury, of Montreal, international organizer, who was a visitor to the officers' meeting.

The scale committee reported progress, and the meeting with the employing printers arranged. The committee in charge of the recent strike party reported a fine profit balance. A most enjoyable evening was the report of the journal clubs, both morning and evening, who reported a week's holidays with pay, sick leave with pay and a shortening of the work week.

Mr. P. M. Draper was elected over Mr. M. B. Rowan to represent Local No. 102 of the Typographical Union at the convention of the Ontario Educational Association, which is to be held in Stratford, on May 24.

The following members were nominated for officers for the ensuing year: For president—P. M. Draper, M. B. Rowan; for vice-president, Achilles Reay, D. A. Reay; secretary-treasurer, W. H. Peppers; recording secretary, G. S. Duncan; corresponding secretary and chairman of executive, A. E. Sheppard, R. S. Lee; sergeant-at-arms, W. H. Peppers; (acclamation); executive committee (four to be elected), O. J. Ouellette, Martin O'Brien, Joseph O'Neill, F. J. Peere, R. T. Good.

Mr. P. M. Draper, after a visit to a meeting of the city firemen, returned to Ottawa as an honorary member, and the gold union is to be forwarded, extending his fraternal tie to include the Organized Firefighters. This is owing to the large initiation list of the newcomers, through the adoption of the platoon system. His remarks were of the most complimentary nature, and he expressed his delight in his hearers, and a unanimous vote of thanks for past and present services was extended amidst hearty applause.

LOCAL 428 LABORERS. Builders Laborers is the new, largest union in point of membership in the city and can claim also that the number has never been reached by any Ottawa union. The special agent, Robertson, has shown an activity and results surprising to the membership now reaching out to the 2,000 mark.

By the way, Market Hall has been adapted for the regular meetings of this huge crowd on the second and fourth Tuesdays of the month. The President, Martin O'Brien, in the rest of the officers has expressed himself as being highly pleased with the staunch attitude that has been shown by the entire membership through the past few months, and the loyal support that has at all periods been extended the officers.

With the Theatrical Stage and Moving Picture Operators International Convention to be held here commencing Monday, May 26, things are beginning to hum at the meetings. From President Campbell and secretary, Martin O'Brien, the line everybody is working in harmony to place Ottawa on the map as a convention city.

The Rotary Club has taken a loan of one hundred dollars from the already in positions of responsibility others for those who desire to fit themselves for such posts in the future. The instructions of the club should cover a fairly wide field, and deal inter alia with economic industrial history, trade unionism, and psychology.

At the last meeting of the Trades Council, interesting news was read showing the necessity for organization work in the surrounding sections, particularly the Ottawa Valley. The subject treated a good discussion, in which unanimous approval was given to forward same to the Congress for them to take action in practical way.

The International has just received the baby 1919, which will be changed within the next few days. We are growing fast, but we need the aid and assistance of each local and members to start the ball rolling in their neighboring cities and towns. Don't forget that every new local makes us stronger and more influential in the United States and Canada.

It is proposed to start an athletic association among the fire ladders and the ginger the boys put into the idea leaves no doubt that they mean business. It may be some time before the younger members of the department to learn that quite a large number of our officers have held their own, and are not excluding our presence.

NOTABLE DOCUMENT.

Continued from Page 1.

Security of Employment.

Regarding the industrial life of the worker from the standpoint of the whole population, hardly anything is of greater moment than that while he is willing to work and capable of doing so he should be able to rely upon a regular income. It is universally acknowledged that insecurity of employment, which is found in the most aggravated form among casual workers, such as dockers, has a disastrous effect upon his physique and character. We believe, moreover, that restricted output, and opposition to the introduction of machinery, are almost always the result of the employer's fear that he or his fellow-worker may be thrown out of employment.

We believe that it is the duty of employers to do their utmost to secure casual labor and to render employment as regular as possible. It is not within the scope of this memorandum to discuss any measures which should be taken by the state, or by trade unions or employers, for the purpose of remedying these evils. But individual employers can and should, do much to remedy the present evil, and we make the following suggestions:

(1) The employer should be carefully organized (a) with a view to reducing the employment of casual labor to the very lowest limit; and (b) to regularizing work throughout the year as far as possible.

(2) Where labor-saving machinery is introduced every effort should be made to absorb the workers displaced, either by the business, or by other departments of the business. If this is impracticable, the firm should endeavor to find work for them elsewhere. This may be done by a temporary surplus of labor which may be created by any improvement in production.

(3) A guarantee to absorb displaced workers should be provided, either by the business, or by other departments of the business. A portion of any extra profits arising from labor-saving improvements might be placed to a special fund to employ displaced workers who may be displaced and cannot be absorbed or placed elsewhere.

(4) When adolescents are employed on work which does not fit them for any adult occupation, special attention should be made either for their absorption when they reach adult age or for their training for some alternative occupation.

Working Conditions.

The working conditions of a factory should enable and encourage every worker to be and do his best. These conditions may be considered under two heads: (1) Personal Environment.

(2) Material Environment. The factory should be so arranged that the bulk of them at least belong to the community, and should be used in its interest. In this connection we would ask all employers to consider very carefully whether their style of living, their personal expenditure are reflections upon the community. More than this is waste, and is, moreover, a great cause of class divisions.

CONCLUSION.

In regard to many of the matters referred to in the preceding pages there is ample room for expansion. It is not our intention, however, to draw up a list of proposals, but to suggest a few which are needed just as urgently in the industrial sphere as in the opening up of new tracts of fertile country. The narrow vision that grips the employing classes, such pioneers will not be lacking.

NEED OF ORGANIZATION.

At the last meeting of the Trades Council, interesting news was read showing the necessity for organization work in the surrounding sections, particularly the Ottawa Valley. The subject treated a good discussion, in which unanimous approval was given to forward same to the Congress for them to take action in practical way.

absence of suitable working conditions.

(3) Social Conditions. We have considered the relation of the employer to such matters as the provision of adequate housing accommodation, and full facilities for the recreation and education of the workers. It seems to us, however, that the most important of these is the relation of the employer to the payment of wages which will allow his workers to live in comfortable homes.

We have discussed the principles which should be applied to the appropriation of "surplus profits" where such a surplus exists. It is here meant a surplus which may remain over when labor has been paid on the scale referred to above, and managers and directors should be careful in applying to the market value of their services; when capital has received the rate of interest necessary to ensure adequate supply, having regard to the risk involved, and when necessary reserves have been made for the security and development of the business.

(a) The proprietors of the business, whether private individuals or corporations, should be careful to ensure that the workers are not treated as mere tools, but as persons entitled to a share in the surplus profits of the business.

(b) The directors and principal managers, who may or may not be the same as the persons mentioned in (a), should be careful to ensure that the workers are not treated as mere tools, but as persons entitled to a share in the surplus profits of the business.

(c) The employer should be careful to ensure that the workers are not treated as mere tools, but as persons entitled to a share in the surplus profits of the business.

(d) The employer should be careful to ensure that the workers are not treated as mere tools, but as persons entitled to a share in the surplus profits of the business.

(e) The employer should be careful to ensure that the workers are not treated as mere tools, but as persons entitled to a share in the surplus profits of the business.

(f) The employer should be careful to ensure that the workers are not treated as mere tools, but as persons entitled to a share in the surplus profits of the business.

(g) The employer should be careful to ensure that the workers are not treated as mere tools, but as persons entitled to a share in the surplus profits of the business.

(h) The employer should be careful to ensure that the workers are not treated as mere tools, but as persons entitled to a share in the surplus profits of the business.

(i) The employer should be careful to ensure that the workers are not treated as mere tools, but as persons entitled to a share in the surplus profits of the business.

(j) The employer should be careful to ensure that the workers are not treated as mere tools, but as persons entitled to a share in the surplus profits of the business.

(k) The employer should be careful to ensure that the workers are not treated as mere tools, but as persons entitled to a share in the surplus profits of the business.

Labor News From the Busy City of Hamilton

Hamilton's strikeless May Day was short-lived. On Saturday, May 3, between 250 and 300 men in maulers and coremakers, members of Local No. 25, Iron Moulders Union went on strike from ten of the city's machinery foundries.

The Canadian Labor Press supports the strikers' demand for a 40-hour week, and a wage rate of \$25 and \$28 weekly. The strikers' demand for a 40-hour week, and a wage rate of \$25 and \$28 weekly.

Having incurred the displeasure of the church powers, the Rev. E. M. Hawkins, who for the past year has been the pastor of St. James' Anglican Church, East Hamilton, got his "walking-ticket."

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

William Cassaday, past-president of the Trades and Labor Council is the Ontario Labor Party, on Saturday last he bid adieu to broom-making to assume editorship of the Ontario Labor Party.

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

DOCTRINES FROM THE DE-TROYERS' CAMP.

Two issues of The One-Big-Union Monthly have come from the I.W.W. press at headquarters in Chicago. The journals are published by the Executive Board of the Industrial Workers of the World. By article, editorial, cartoon and verse they set themselves to promoting the doctrine of the class war.

By many I. W. W. the church is regarded as a tool of capitalism, and in the April issue of The One-Big-Union Monthly the question is asked: "Is Religion a Handicap to the Labor Movement?" The answer of the I. W. W. author is given in such paragraphs as these:

"The workers must realize, as they never did before, that the object of the church is to keep them in ignorance of the fact that they are being exploited and robbed by the master class."

"How long will it be before the workers realize that industrial freedom can never be attained unless they break up the idea of the priest, pastor, preacher and the like are leading them away? They are in with the exploiting class to crush the workers. They lead them away from the best of social reform and preach religion and obedience instead, while the workers are 'hashing the game.'"

"The I. W. W. publications have rapidly increased in the past few months. The English, Hungarian and Russian weeklies were said to have been the only I. W. W. papers printed in Chicago at that time, others having discontinued after the strike and the trial. Now there are nine such publications. In addition to the three mentioned, and The One-Big-Union Monthly weeklies in Spanish, Italian, Swedish, Jewish and Bulgarian are being published here."

On the back cover of The One-Big-Union Monthly a list of the I. W. W. publications is given. In English there is a monthly referred to as The Solidarity, both issued from Chicago headquarters, and from the Industrial Unionist of Seattle, Washington, an old I. W. W. paper in eclipse during the war and now revived; the Swedish weekly, The New York City. Then there are the Russian weekly, Golos Trusnika (The Voice of the Laborer); the Hungarian, A Felszabadul (Emancipation); the Finnish, La Nueva Solidaridad; the Italian, Il Nuovo Proletario; (The New Proletarian); the Swedish, The New World; the Bulgarian, Probulgaria (Awakening); and the Jewish Der Industrieller Arbeiter. The Industrial Worker of Chicago at that time, which are noted as published by stock companies; industrial union papers: English, the Butte Daily Bulletin; Butte, Montana, daily; Finnish, Industrialist; (The Industrialist); Duluth, Minnesota, daily.

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

Disatisfied with the two cents hourly wage increase conceded by the city some weeks ago, the civic laborers, many of them members of the Hamilton Civic Employees' Union, have requested the eight-hour day with nine hours' pay.

EGGS—TRIMELY WEALTHY. He boasts his wealth. Which I detest. He wears an egg-stain. On his vest.

ORIGANER ROBSON SPOKE. Eroyer Robson, Halifax, N. S., national organizer, Brockton, Mass., in addressing the delegates mentioned that on Monday, May 5, in the Foresters' Hall, John and Main Street, a mass meeting had been arranged to organize the Hamilton railway clerks and freight handlers.

TO THE PELMAN INSTITUTE (Canadian Branch) Dept. B, 16 Toronto Street, Toronto, Canada: Please send me a copy of the "Pelman Messenger" and particulars of the Special Offer, entitling me to take the Pelman Course at a reduced rate.

Winter Gardens. St. George's Theatre. Cor. Bank and Somerset Sts. Every Night, Every Dance. Jazz Band Music Novelties Everything Union. Good for all - all the time! 50¢ per package. After Eating - After Smoking.

Stop Forgetting—Learn to Concentrate—Build Self-Confidence. The Pelman Institute. London, England Toronto, Canada. Strengthen Will Power—Train Observation—Develop Initiative. The news that I am going to give you about PELMANISM is taken from letters that have come to me from students during the past week. They tell the story of what PELMANISM does more effectively than any amount of description.

LABOR'S FUNCTION.

Let Us All Work Together

“LET US ALL WORK TOGETHER” is a Slogan expressing the Spirit of Reconstruction. Let us all work together to produce better industrial and social conditions. There must be no Clash of Classes.

WITH all working together, Idleness, Dissension and Ill Feeling will be reduced to a minimum. Every worker must have the fair reward of his effort. Conditions of Labor must be endurable and sanitary, in keeping with the principles of Trades Unionism.

DREAMS, Fine Speeches and Unworkable Theories—though backed by a million Bayonets—will not enable the World to live without Labor.



HONEST Toil is the Ointment that takes the sting out of Malice, Hatred, and Envy. Work must be found for all, under conditions that will enable every worker to retain his self respect. The new Political and Industrial Freedom will be gained by all getting on the Job and working together.

IN the great Anglo-Saxon Countries of the World Freedom and Prosperity are found in company with

Law and Order. Anarchy, Lawlessness and Violence lead but to national disaster and individual suffering. Let us attain the greater future of Labor by working for the greater Future of all.

Let Us All Work Together.