



## New Year's Message

By PERCY R. BENGOUGH, *President,*  
*The Trades and Labor Congress of Canada*

On behalf of The Trades and Labor Congress of Canada whom I have the honor to represent, I extend to the citizens of Canada our sincere good wishes for health, happiness and prosperity during the coming year.

Organized Labor realizes that such friendly wishes are of little avail unless implemented by deeds. We have sought and are still endeavoring to secure legislation that will bring the fulfilment of these wishes to Canadian citizens. We believe that one is more apt to enjoy health when being with, and surrounded by healthy people.

Organized Labor has campaigned for many years for the establishment of a scheme of Health Insurance. We have mainly directed our efforts in the past in endeavoring to secure such legislation Provincially. However, the forces against the establishment of a system of Health Insurance have demonstrated themselves to be powerful enough to prevent any well intentioned Provincial Government from enacting such laws. The astounding number of rejections for poor health reasons in those examined for the Armed Service during the recent war years, has shown the urgency for something being done to improve the health standards of Canadian citizens. Organized Labor desires a full and all-embracing scheme of Health Insurance, under the supervision of the Dominion Government and operated in the best interests of the people. Happiness can only be obtained in a contented community and country. People cannot be happy in insecurity, worrying about getting a job; about what is going to happen if they become unemployed; if they or their wives, husbands or children fall ill; worrying about what is going to happen when they are too old to work and the fact that they have to be 70 years of age and destitute before they can qualify for a measly dole.

To wish happiness to Canadian citizens surrounded by such fears, does seem hollow. However, the way out is clear. The war years have conclusively demonstrated that there are no problems of production in Canada. It has been proved that it is possible for people to live in this country free of the fear of want. Canada is a country in which all citizens able to work can have full employment with a standard of living allowing for good and comfortable homes and happy lives, with efficient treatment for sickness and full protection for the aged. Now is the time to demand from all Governments that the necessary laws be passed, — with the same ingenuity and dispatch used to successfully prosecute the war, — to establish jobs and security for Canadians.

We hope the people of Canada have elected Governments which realize the gravity of the present situation and the urgent need of immediately commencing public welfare works of sufficient proportions to re-establish the returning personnel from the Armed Services and those formerly in the Production Army in gainful employment.

It is with such views in mind that The Trades and Labor Congress of Canada extends its good wishes for health, happiness and prosperity to the citizens of Canada during the coming year.

## La force de l'Union Typographique Internationale

L'Union Typographique Internationale est souvent citée comme l'une des meilleures et des plus fortes organisations ouvrières du continent américain; en certains quartiers, on s'étonne même qu'il est excessivement rare qu'un de ses membres s'en laisse suspendre et encore plus rare qu'il l'abandonne. Il y a bien des raisons pour cela. Il serait trop long de toutes les énumérer, qu'il nous suffise de mentionner qu'elle compte plus de 50,000 membres en règle et qu'elle avait, au 20 novembre dernier, près de SEPT MILLIONS DE DOLLARS EN CAISSE.

Son fonds de pension se montait à \$3,794,003.79, et son fonds mortuaire se chiffrait à \$2,375,127.89; le solde se répartissant à son fonds général, au fonds de défense et au fonds du journal.

Le nombre de ses pensionnés s'élevait, au 20 novembre dernier, à 6,913, et chacun d'eux recevait une pension de \$10.00 par semaine.

Inutile d'en dire plus long et cela explique pourquoi les typos sont si attachés à leur Union et en sont si fiers.

## Prière du Nouvel An

O Dieu, dispensateur de tous les dons, nous Vous prions de faire descendre dans nos coeurs Votre Esprit Saint en ce grand jour de la Nativité de Votre Fils bien-aimé. Nous Vous remercions du fond du coeur pour toutes les faveurs inestimables dont Vous nous avez gratifiés durant l'année qui vient de s'écouler, pour les victoires que nous avons remportées sur nos ennemis et plus particulièrement pour les victoires remportées sur nous-mêmes.

Notre Seigneur, notre Dieu, accordez-nous l'humilité et le courage dans les jours sombres qui nous menacent encore. Donnez-nous la force de souffrir avec patience et confiance tous les maux de notre grande épreuve et faites, ô mon Dieu, que tout en accomplissant notre devoir envers notre prochain et nous-mêmes nous travaillions pour votre gloire et votre honneur.

Donnez-nous la force de nous débarrasser de nos préjugés, de notre vanité et de nos haines. Accordez à tous et à chacun la sagesse de n'agir que dans la justice, de toujours faire triompher la vérité, de lutter sans trêve avec vaillance pour le droit, d'être miséricordieux pour les fautes d'autrui et, en un mot, d'aimer notre prochain comme Vous nous l'avez prescrit dans vos commandements.

Comme Vous nous l'avez annoncé l'erreur ne prévaudra jamais contre la vérité, l'injustice contre le droit, la malice contre la bonté; et, dans Votre sagesse infinie, Vous avez prêté la force nécessaire à nos bras et à nos armes pour que nous puissions vaincre les forces de l'erreur et du mal qui s'étaient élancées à la conquête de la civilisation et de la chrétienté. Vos ennemis ont été confondus par la force de Votre puissance.

En ce grand jour commémoratif de la naissance du Fils de Dieu, nous Vous prions de nous accorder le pouvoir et le courage de toujours nous conformer à Votre sainte volonté, afin que nous puissions aider à établir Votre divin règne sur la terre, et que même le plus humble d'entre nous soit digne d'entrer dans la demeure éternelle après avoir vécu sur cette terre la vie du juste et pour la glorification du Verbe fait chair.

Divin Créateur de toutes choses, nous Vous prions de nous donner la force de mettre en pratique votre commandement d'amour et de charité, afin que, nous aimant les uns les autres, nous soyons préservés à jamais des ravages de la guerre et que nous puissions vivre dans une paix bienfaisante.

Gloire à Dieu, au plus haut des cieux. Ainsi soit-il.

— R. HACHETTE.

## Happy New Year

This New Year's Day of 1946 has a marked change over the New Years of War Days! Practically every one in the Dominion of Canada was concerned over the safety of their nearest of Kin, anxious moments were in the minds of Fathers, Mothers, Brothers and Sisters because their young boys and girls were on the battle fields or rendering some kind of War Service for their Country.

This New Year's Day brings to every one a sense of relief in one way, however, other problems have come to the front and that is through the stoppage of war industries and reconversion to peace time occupation in essential industries. The question that should occupy the minds of Government Representatives is Employment for every one in Canada as soon as possible. During the war, Governments made work available by accentuating the production of war material; now, during the reconversion period the

same enthusiasm should prevail for essential peace time products.

It cannot be denied that civilian goods are scarce in this country and more so in war devastated countries, therefore, industry can produce goods and find markets.

Governments, Employers and Trade Unions should co-operate to the fullest extent to see that Canada will obtain employment for its war veterans and those that have been dismissed from War Industries. All have made tremendous sacrifices during Canada's War Effort.

On New Year's Day we should pledge ourselves to make every effort towards a speedy reconversion to peace time essential occupation, and thus, make it possible for everyone to have a Happy and Prosperous New Year.

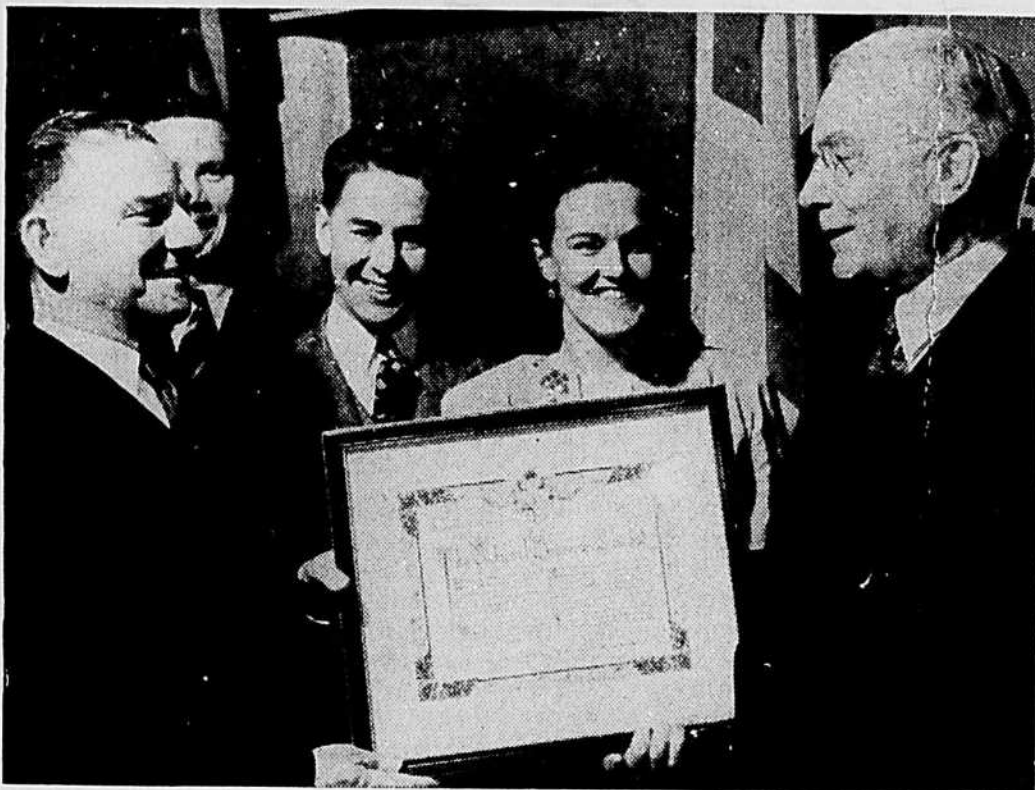
I take this opportunity of expressing my good wishes for a Happy New Year.

I am, **Fraternally yours**  
J. A. D'Aoust, *Vice Pres.,*  
Trades and Labor Congress  
of Canada



J.-ARTHUR D'Aoust

## TEMOIGNAGE D'ESTIME D'UN GROUPE D'ANCIENS COMBATTANTS



Les quelque 500 anciens combattants à l'emploi des brasseries Dawes Black Horse, Dow, Frontenac et Boswell et des autres établissements de National Breweries Limited, ont présenté à la Direction de cette compagnie un certificat d'appréciation en témoignage de la justice, la loyauté, la sympathie et la sincérité dont la compagnie a fait preuve à leur égard. Cette manifestation eut lieu lors d'une réception intime donnée (le 15 décembre dernier) à Montréal, par National Breweries Limited, en l'honneur des anciens combattants qui composent environ un tiers de son personnel masculin. La photo ci-dessus montre les délégués des anciens combattants, qui présentent un parchemin enluminé à M. Norman-J. Dawes, président de la compagnie. De gauche à droite, MM. Patrick O'Brien, amputé de la Première Grande Guerre, David Wilson, ci-devant du R. C. O. C., James Peterkin, ancien de la Marine, Mlle Huguette Schmidt, ci-devant du Corps auxiliaire féminin de l'Armée, et M. Dawes.

## Témoignage d'estime à National Breweries Limited

Les quelque 500 anciens combattants au service de cette compagnie présentent un certificat d'appréciation au président, M. Norman-J. Dawes.

Les anciens combattants au service des brasseries Dawes Black Horse, Dow, Frontenac et Boswell, et des autres établissements de National Breweries Limited ont récemment (le 15 décembre) présenté à cette Compagnie un certificat d'appréciation richement enluminé, en témoignage de la "justice, la sincérité, la sympathie et la cordialité" dont la Compagnie a fait preuve à leur égard. Environ un tiers du personnel masculin de National Breweries Limited se compose d'anciens combattants.

Cette manifestation a eu lieu lors d'une réception intime donnée à Montréal par la Compagnie, en l'honneur des quelque 500 vétérans à son emploi. Le président, M. Norman-J. Dawes, venait d'accueillir les anciens combattants, lorsqu'une délégation d'anciens de la marine, de l'armée et de l'aviation des deux guerres, présidée par M. Patrick O'Brien, amputé de la Première Grande Guerre, lui présenta un livre contenant les signatures de tous les anciens combattants au service de la Compagnie, et un certificat libellé comme suit :

"Qu'il soit connu à la direction de The National Breweries Limited, Nous, hommes et femmes à l'emploi de cette Compagnie qui ont servi sous les drapeaux, de 1914 à 1918, ou de 1939 à 1945, ou durant ces deux guerres, sommes profondément sensibles à la justice, à la sympathie, à la sincérité et à la cordialité dont la Compagnie fait preuve à notre égard.

Fiers et heureux de faire partie d'une entreprise aussi progressive, nous lui renouvelons l'assurance de notre loyauté."

## Discours de M. Dawes

Dans une allocution de remerciement, M. Dawes, au nom de la Direction de la Compagnie a déclaré : "Tout ce que nous pouvons faire pour vous, c'est de vous offrir les moyens de vous réadapter à la vie civile. A vous de faire le reste. Je tiens à ajouter que nous n'avons qu'à nous féliciter des services des anciens combattants à notre emploi, car vous semblez tous aussi intéressés à vous rétablir rapidement que nous le sommes à vous aider."

La National Breweries Limited voulut, par cette réception, donner à M. Dawes et aux chefs de service

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Tendered a "welcome home" reception by National Breweries Limited, the more than five hundred former servicemen employed in Black Horse, Dow, Frontenac and Boswell breweries and other company units responded in Montreal on the evening of December 15, with a presentation to the management. Patrick "Paddy" O'Brien, extreme left, is an amputation casualty from World War I. On behalf of the veterans of both wars, he presented to President Norman J. Dawes, extreme right, an illuminated scroll setting forth the appreciation of servicemen, who form more than a third of National Breweries employees, for the "justice, understanding, sincerity and cordiality" which have marked relations of the Company with them. David Wilson, formerly of the Royal Canadian Ordnance Corps, James Peterkin, formerly of the Royal Canadian Navy Volunteer Reserve; and Miss Huguette Schmidt, formerly of the Canadian Women's Army Corps, look on approvingly as Mr. Dawes accepts the scroll.

## National Breweries Vets Honour Company Management

Former servicemen, a third of total employees, present testimonial of appreciation.

A reception in Montreal on December 15th, tendered by National Breweries Limited to more than 500 former servicemen who now form more than one third of the employees of Dow, Frontenac, Black Horse and Boswell breweries and other company units, as a "welcome home" event, took an unexpected turn when a delegation of the veterans presented the management with a testimonial to the "justice, understanding, sincerity and cordiality" demonstrated in the Company's relations with employees.

Spokesman for the servicemen was Patrick "Paddy" O'Brien, an amputation casualty of the 1914-1918 war, and he headed a delegation representative of all branches of the services in World War I and the war of 1939-1945.

An illuminated scroll, backed by the signatures of Company veterans of both wars and the several hundred discharged service personnel recently employed by the Company, was presented to Norman J. Dawes, president. It declared that :

"Be it known by the management of the National Breweries Limited that we, the men and women in the employ of this Company who have served in the wars of 1914-1918 or 1939-1945, or both, are deeply appreciative of the justice, understanding, sincerity and cordiality which have ever been evident in your relations with us.

We find it a source of pride and satisfaction to be associated with this progressive enterprise, to which we renew our pledge of loyalty."

In reply to the presentation, President Dawes, speaking for the management, remarked that "what we have been able to do, what we are doing, and what we plan to do for you employees who have been in the services, can only be a small down payment on the eternal debt of gratitude which we and all Canada owe to those who have served."

Earlier, Mr. Dawes expressed the pleasure of the Company in welcoming back old employees who had been absent while serving with the armed services, and extended a welcome to new employees who had also been in uniform. The Company, he said, had adopted a definite plan to assist service veterans in re-establishing themselves in civilian life. "All that we can do," said Mr. Dawes, "is to supply the means of your rehabilitation. After that it remains with you

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## "On" demande l'épargne obligatoire

La bureaucratie — cette plaie des administrations des pays d'Europe — a la vie dure, elle est comme l'ivraie dans un champ : si on réussit à la déraciner dans une certaine étendue du terrain, elle se répand avec plus de vivacité dans une autre partie. C'est donc dire que le Canada aura beaucoup de difficulté à se débarrasser de ce chancre administratif que semble nous avoir apporté des vieux pays notre participation répétée aux guerres de l'Empire. C'est à regret que le Gouvernement relâche ses contrôles qu'il avait établis à la faveur de la Loi des mesures de guerre. Il est vrai que la démobilisation de ces bureaux et commissions de guerre apporte au gouvernement un nouveau problème de plus à résoudre : il lui faut replacer dans leur milieu tous ces bureaucrates qu'il a déplacés et qui se trouvent beaucoup mieux dans un fromage gouvernemental que dans le grand champ de bataille de la vie.

Cependant il n'en est pas de même pour la généralité des contribuables qui ont eu pour partage les taxes, les rationnements, les restrictions, les privations de toutes sortes demandés pour la poursuite efficace de notre effort de guerre. Maintenant que la guerre est finie, que nos soldats reviennent des champs de bataille, en dépit du fait que "gouvernementalement" nous sommes encore en guerre — le Parlement n'ayant pas cru opportun de décréter que la guerre est terminée — les contribuables aspirent plus que jamais et plus intensément à goûter à l'ordre nouveau que nos braves soldats, aviateurs et marins sont allés élaborer en Europe, dans le sang et la mitraille, ils en ont assez des restrictions gouvernementales, ils veulent vivre leur vie, librement, comme on le leur a promis pendant toute la durée du conflit.

Mais non, le gouvernement prend tous les moyens de garder en place la bureaucratie dont il nous a dotés. En effet, nos gouvernants ne viennent-ils pas d'adopter le Bill 15 — après certaines modifications nécessitées par la peur de l'opinion publique — dans le but de conserver ses contrôles sur la vie économique et sociale du Canada ?

Dans un message qu'il adresse au peuple canadien à l'occasion du Nouvel An, l'honorable J.-L. Ilsley, ministre des finances, laisse entendre que le gouvernement étudie en ce moment le problème de l'épargne obligatoire qui serait mise en vigueur sous quelque forme après que les derniers versements du 9e emprunt de la Victoire auront été encaissés... Le ministre a déclaré qu'on avait "demandé qu'une forme quelconque d'épargne soit organisée et mise en vigueur après que les derniers versements du 9e emprunt de la Victoire auront été payés et je me suis engagé à donner à cette question la plus sérieuse attention".

M. Ilsley ne nous dit pas qui a demandé cette mesure. "On avait demandé"... Ce "on" est un pronom indéfini. Et la grammaire nous dit que "les pronoms indéfinis sont ceux qui représentent les personnes ou les choses d'une manière vague et générale". C'est le pronom dont on se sert ordinairement quand on ne veut nommer personne. Ne serait-ce pas son ami de cœur, ce bon M. Donald Gordon, qui lui a fait cette demande ? Est-ce dans le but de conserver un personnel nombreux pour tenir à jour la comptabilité qu'exigerait cette législation ? Est-ce dans le but d'entretenir ce ver rongeur de la bureaucratie au cœur de la nation canadienne ?

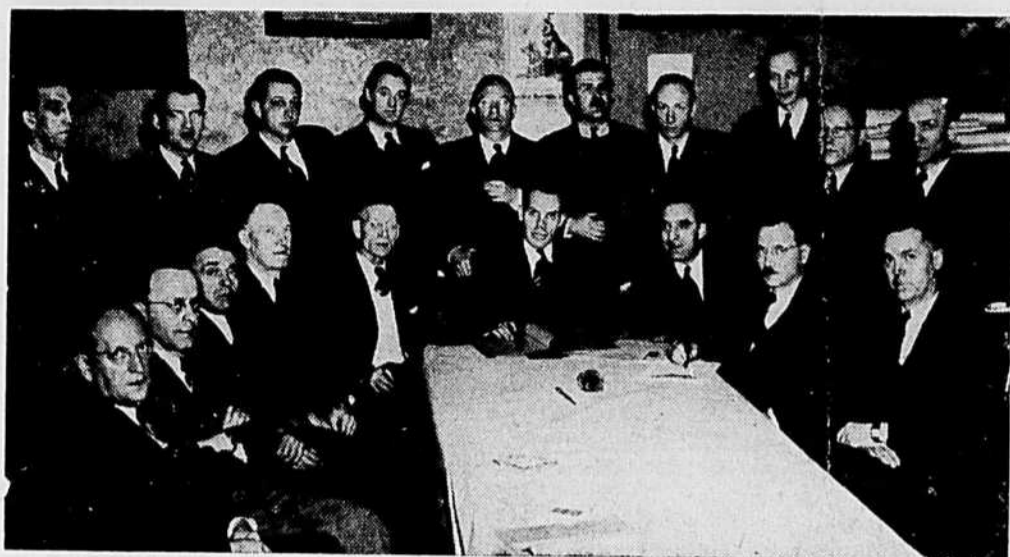
On nous dira que c'est pour empêcher l'inflation, ce qui paraît le plus plausible. Mais, pourquoi le gouvernement essaierait-il de rendre économe le peuple canadien, si celui-ci ne le veut pas et, surtout, ne le peut pas ? Il est pourtant reconnu qu'on ne rend personne vertueux à coups de lois.

Nos députés ont été plus sages, car, en vue de pouvoir faire de l'épargne, ils se sont voté un supplément d'indemnité de \$2,000 par an, exempt de taxes, contrairement à tout revenu des citoyens canadiens. Si le gouvernement projette d'adopter une mesure semblable pour les Canadiens en général, il sera ensuite en bonne posture pour exiger l'épargne obligatoire. Mais, dans le cas contraire, le peuple refuse d'accepter volontairement sa suggestion de retour à l'épargne obligatoire. Tout citoyen a le droit de voir lui-même à l'administration de son revenu qui est déjà si mince après que les gouvernements se sont servis. Ne serait-ce pas plutôt un emprunt forcé que voudrait lancer l'hon. M. Ilsley ? Avant de parler de recourir de nouveau à l'épargne obligatoire, le ministre des Finances pourrait probablement penser à remettre aux contribuables canadiens ce qu'il leur a enlevé durant la guerre, car les bons comptes font les bons amis. Si le gouvernement emprunte toujours — par le moyen des emprunts et de l'épargne obligatoire — sans jamais rien rendre, ce n'est pas avantageux de partager avec lui nos revenus qui ne suffisent pas le plus souvent à rattraper la hausse du coût de la vie que le gouvernement évalue à environ 20 pour cent depuis 1939 tandis que les payeurs de taxes la mettent sur un plus haut gradin dans l'échelle statistique.

L'épargne obligatoire sous l'empire des lois du gouvernement n'est pas réellement une épargne pour le peuple. Car, s'il arrive une malchance, une adversité, le citoyen n'a aucun moyen de récupérer son argent en temps utile. Il lui faut toujours subir les méthodes bureaucratiques qui ne sont certainement pas favorables au règlement rapide de ses difficultés.

L'épargne obligatoire avait été établie la première fois dans le but d'arracher leur argent aux contribuables, — dans ce cas, les travailleurs qui seuls touchent un salaire duquel était déduite cette épargne — afin de les empêcher de dissiper leur argent dans des achats que le gouvernement ne jugeait pas nécessaires mais qu'ils auraient pu difficilement faire parce que la marchandise manquait alors. Cette fois-ci, la marchandise deviendrait sinon abondante du moins suffisante et

## CONTRAT D'UNION A LA WAYAGAMACK



Cette photographie a été prise à l'occasion de la signature d'un contrat d'union entre la Consolidated Paper Corporation (division Wayagamack) et les locaux 222 de la Fraternité internationale des Papetiers, et 216 de la Fraternité internationale des Travailleurs de la Pulpe, du Sulfite et des Moulins de papier. On reconnaît (assis), de gauche à droite: MM. L.-P. Lacroix, vice-président de Fraternité internationale de la pulpe et du sulfite; Armand Harnois, représentant de ce même organisme; Adrien McGee, président du local 222 des papetiers; J. Jacques, vice-président du local 222 des papetiers; William H. Burnell, deuxième vice-président de la Fraternité internationale des travailleurs de la pulpe, du sulfite et des moulins à papier; H. G. Timmis, gérant des moulins de la Wayagamack; J.-A. D'Aoust, vice-président de la Fraternité internationale des papetiers; G. Louthood, président du local 216 de la pulpe et du sulfite; E. P. McMullen, assistant-général de la Wayagamack. On remarque (debout), de gauche à droite: MM. John MacKenzie, vice-président du local 216; C. Roay, trésorier du local 222; Raoul Tremblay, du local 216; Johnny Walker, officier du local 222; Adrien Dumont, vice-président du local 216; Lauréat Côté, sec.-correspondant du local 216; R. Hunter, surintendant de la Wayagamack; G. Pressley, statisticien de la Wayagamack; Ernest Laperrière, secrétaire du local 222 et Hervé Goyette, sec.-financier du local 216.

### Témoignage d'estime . . .

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de la Compagnie, l'occasion d'accueillir les anciens employés revenus au travail après avoir servi dans les forces armées, de même que les anciens combattants embauchés depuis le début de la guerre. M. Dawes mit en valeur le fait que National Breweries Limited a élaboré un plan bien défini en vue d'aider les militaires à se réadapter à la vie civile. "Nous constatons, dit-il, que la formation que vous avez reçue au cours de votre service militaire vous a été utile, tant au point de vue mental que physique. Vous êtes devenus de meilleurs hommes."

#### 637 vétérans au service de la Compagnie

Un porte-parole de la Compagnie signala que des congés ont été accordés à 275 employés qui se sont engagés dans les forces armées. De ce nombre, 136 sont revenus et 139 sont encore dans les services. On observa aussi, à la suggestion de M. Dawes, deux minutes de silence en hommage aux six employés de la Compagnie et à tous les Canadiens qui ont fait le sacrifice de leur vie au cours de la guerre.

La National Breweries Limited emploie actuellement 498 anciens combattants, dont près de 300 sont des nouveaux embauchés. Y compris les 139 employés encore en congé pour service militaire, la Compagnie emploie 637 anciens combattants, soit environ 38 pour cent des hommes à son service.

#### Aide fournie aux vétérans

Dans un bref énoncé du plan de rétablissement de la Compagnie, M. J.-C. Cushing, vice-président exécutif, affirma que la Direction en restant fidèle aux principes dont son nom est devenu synonyme, a devancé quelques-unes des mesures du plan fédéral de rétablissement. "En plus d'observer fidèlement les dispositions de la loi, dit-il, nous avons mis en oeuvre tous les moyens susceptibles de vous aider à vous réadapter au civil le plus rapidement et le plus facilement possible." M. Cushing fit aussi allusion à la nomination par la Compagnie d'un "officier de réadaptation", le sous-lieutenant d'aviation Lucien Marcotte, D.F.C., ci-devant pilote de la fameuse escadrille des "Alouettes", qui s'occupe exclusivement de venir en aide aux anciens combattants à leur retour au travail.

En terminant, M. Cushing a fait appel à l'esprit de loyauté et de collaboration des anciens combattants.

### National Breweries Vets . . .

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yourself to do the rest. Our experience with those who have returned has been a happy one, as you all seem to be as anxious to adjust yourselves as we are to help you.

"It is apparent to us that the military training you have received has been of benefit to all of you, both mentally and physically. You are better men now."

Company spokesmen present pointed out that 275 employees left the Company on leave of absence to go on active service, and that, of that number, 136 have come back and 139 are still on active service. At the suggestion of Mr. Dawes, the assembly observed a two minutes silence in tribute to the memory of the six former employees and all other Canadians who gave their lives on active service.

On National Breweries Limited payrolls, at present, there are 498 veterans, of whom nearly 300 are new employees who did not work for the Company before the war. Together with the 139 employees still on leave of absence while on active service, the aggregate of service people reaches 637, which is in excess of one third of the male employees of the Company.

In a brief talk on the Company's rehabilitation plan, Mr. J. C. Cushing, executive vice-president, said that in putting into effect its philosophy of "humanizing of the Company in its relations with all whom it contacts," the management had involuntarily anticipated some of the features of the Government's rehabilitation scheme. "While complying in every respect with the requirements of all legislation," he remarked, "we have also included those ideas of our own which we believed would best insure your getting back into the swing of things with the minimum amount of adjustment on your part." He referred to the appointment of Flying Officer Lucien Marcotte, D.F.C., of the famed "Alouette" bomber squadron, as Company rehabilitation officer with a full time responsibility for interviewing, advising and assisting veterans in getting back into step with their civilian occupation.

"If you will help to create and develop here that spirit of loyalty and co-operative effort which you have witnessed in the Services," Mr. Cushing concluded, "then our confidence in the future is justified. Team work will always win."

on priverait encore les citoyens de la liberté d'acheter ce dont ils ont un besoin urgent, devant remplacer tout ce qui s'est détérioré depuis six ans. Et c'est pour cela que nous avons consenti tant de sacrifices en argent et autrement durant plus de six ans! C'est pour cela que nos fils sont allés se battre et mourir sur les champs de bataille de l'Europe, de l'Asie et de l'Afrique! Allons donc, nous ne le croyons pas. Si c'est pour nous conserver la liberté, qu'on nous donne cette liberté tant vantée durant la guerre, qu'on nous laisse disposer de notre revenu comme autrefois, nous ne sommes pas plus prodigues que nous l'étions; nous l'avons d'ailleurs prouvé parce que M. Ilsley dit que nous avons souscrit \$13,301,000,000, dont \$6,596,000,000 par les particuliers. Nous ne pouvons croire que le ministre des Finances perde le sens de l'appréciation et qu'il croie que les Canadiens ne peuvent épargner que sous le stimulant de la loi. C'est très mal nous connaître.

Maintenant que l'invasion n'est plus à craindre pour le Canada, nous espérons que nos députés sauront faire comprendre au gouvernement qu'il est temps qu'il laisse les Canadiens au moins administrer leur revenu à leur guise, sans ingérence de l'Etat et qu'il faut prendre tous les moyens de nous débarrasser de notre bureaucratie belliciste et collante.

R. HACHETTE.

### La compétence de l'artisan-militaire

Le Ministère fédéral du Travail lance une campagne élaborée de presse et de radio pour faire noter à l'employeur éventuel les connaissances techniques et la compétence en arts et métiers que l'ex-militaire a acquises durant son service. Le sous-ministre, M. Arthur MacNamara, fait part de l'initiative publicitaire.

Des milliers de militaires licenciés des forces armées sont expérimentés ou en partie du moins, dans des occupations qui peuvent être d'une utilité directe dans la vie civile. Des milliers d'autres ont acquis de l'expérience, y compris le développement de leur personnalité et de leur bon jugement, qui sera inappréciable au futur employeur. Aux bureaux locaux du Service national de Placement, on a le tableau des dessinateurs, mécaniciens en moteurs stationnaires, mécaniciens, comptables, employés du bureau et autres spécialistes en arts et métiers qui peuvent remplir des occupations analogues dans la vie civile. Il y a un grand nombre d'anciens combattants, tels que les mécaniciens en carlingues d'avions, les télégraphistes, les menuisiers, les cuisiniers et les machinistes, qui sont aptes à l'embauchage civil immédiat, sans formation additionnelle ou à peu près pas. Plus de 250 spécialités en arts et métiers des forces armées sont représentées dans les demandes d'emploi des ex-militaires.

La campagne d'une envergure nationale s'adresse à "Monsieur l'employeur". Elle a pour but de rapprocher l'employeur et l'employé-ex-militaire par l'entremise du Service national de Placement. Les directeurs d'entreprises commerciales et les employeurs en quête de travailleurs alertes, bien préparés et fiables, qui ont bien mérité de leur pays par leurs sacrifices au cours des années récentes et angoissantes de la guerre, trouveront dans les "Nouvelles de Travail", une annonce quotidienne publiée par le Service national de Placement, le tableau, mis en évidence, des facilités du bureau local de Placement au sujet des ex-militaires disponibles pour remplir les emplois.

M. MacNamara déclare: "Bien que le but du Service national de Placement soit d'aider tous les citoyens à se procurer l'emploi le plus convenable, nous jugeons toutefois que le nombre croissant des militaires licenciés hommes et femmes, justifie qu'en ce moment nous attirions l'attention spéciale sur leurs compétences et aptitudes qui seront d'une grande importance dans la reconversion industrielle. Le militaire canadien a aidé à gagner la guerre. Sa compétence technique et mécanique aidera aussi à gagner la paix".

### Rationnement du beurre

On réduira de 7 à 6 onces par semaine, à compter de janvier, la ration de beurre. Cette réduction de la ration sera en vigueur pour les mois d'hiver où la production est à la baisse et sera remise à ce qu'elle est présentement dès que les approvisionnements le permettront.

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à tous.



**LE MONDE OUVRIER — THE LABOR WORLD**

Est publié par la Fédération provinciale du Travail du Québec chaque semaine, dans le but de promouvoir de la législation sociale tendant à protéger et à améliorer le sort de la classe ouvrière de cette province.

Exécutif: J. Elphège Beaudoin, président; Jos. Matte, J. B. Arsenault et Chas. E. Chalifour, vice-présidents; Gustave Franca, secrétaire-trésorier et rédacteur; Marcel Franca, administrateur; Henri Richard, rédacteur associé.

Adressez toutes les communications à 11, rue Saint-Paul Ouest  
Téléphone: LAncaster 7808

Imprimé par Mercantile Printing, Limited, 11 ouest, rue Saint-Paul, Montréal 1

Is published by the Quebec Provincial Federation of Labor weekly, for the purpose of promoting legislation towards the protection and advancement of the working class of the Province of Quebec.

Executive: J. Elphège Beaudoin, president; Jos. Matte, J. B. Arsenault, and Chas. E. Chalifour, vice-presidents; Gustave Franca, secretary-treasurer and editor; Marcel Franca, manager; Henri Richard, associate editor.

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**Bonne et Heureuse Année 1946**

Combien ce Jour de l'An 1946 diffère de ceux des années de guerre! La plupart d'entre nous étions inquiets du sort de nos fils et filles vivants des heures d'angoisse et de tristesse en songeant aux êtres chers qui risquaient leur vie sur les champs de bataille et à ceux que les nécessités de la guerre éloignaient de leur foyer.

Cette année, tous se sentent délivrés de la contrainte qu'imposaient les incertitudes de la guerre malgré les nouveaux problèmes qui se posent maintenant quant à l'avenir de nos ouvriers depuis que nos usines de guerre ont cessé de fonctionner et que l'on s'efforce de revenir à une industrie appropriée aux temps de paix. C'est vers la solution de ces problèmes que doivent converger tous les efforts de nos gouvernements pour donner du travail à tous aussitôt que possible.

Puisque, pendant la guerre, le Gouvernement a trouvé le moyen de donner à chacun du travail en ordonnant la production massive de matériel de guerre, on peut espérer qu'il s'efforcera avec autant d'enthousiasme de favoriser les industries essentielles en temps de paix. Les produits destinés aux civils étant encore rares ici, et plus encore dans les pays dévastés par la guerre, notre industrie doit revenir à la production normale et pourra aisément trouver des marchés pour écouler ses produits.

Nos gouvernements, les employeurs et les unions ouvrières devront se faire un devoir de coopérer dans la plus large mesure possible pour qu'il y ait, au Canada, du travail pour nos vétérans aussi bien que pour ceux qui étaient employés dans les usines de guerre — n'oublions pas que tous ont fait de grands sacrifices pour gagner la paix!

La guerre contre l'Allemagne et le Japon est terminée et les démocraties sont sorties victorieuses — elles maintenant de prouver au monde qu'elles peuvent assurer du travail et du bonheur aux peuples qui ont combattu pour elles.

Aujourd'hui, 1er janvier 1946, il faut promettre de nous dévouer à la tâche qui nous incombe: Transformer rapidement notre industrie de guerre en industrie de paix pour que se réalise le souhait que je fais à tous: Que 1946 soit une année heureuse et prospère!

Fraternellement vôtre

J.-A. D'AOUST, vice-prés.,  
Congrès des Métiers et du Travail du Canada

**Elections au Conseil de District**

Le Conseil de district de la Fraternité unie des charpentiers et menuisiers d'Amérique procédait dernièrement à l'élection d'un secrétaire et de deux agents d'affaires. Le confrère Léopold Francoeur est élu par acclamation secrétaire de ce Conseil. Les agents d'affaires élus sont les confrères Elzéar Bernier et Charles Doiron.

Le confrère Edouard Toussaint, agent d'affaires sortant de charge, démissionna volontairement.

**Activités des travailleurs du métal en feuille**

Mardi, le 18 décembre dernier, le local 116 tenait sa dernière assemblée régulière pour l'année 1945, sous la présidence du confrère Alfred Bourbonnais, assisté des vice-présidents Alfred Lamontagne et Léon Van Moorhem.

Après l'adoption des minutes de la dernière assemblée le secrétaire, comme cadeau surprise, présenta onze nouveaux candidats et le président leur fit prendre l'obligation d'usage. Ce cadeau fut fortement apprécié.

Le secrétaire fit rapport des négociations qui sont présentement en cours et qui doivent être soumises aux parties intéressées au tout début de la nouvelle année, et cela conjointement avec le Conseil de construction de Montréal (Unions internationales).

Rapport fut aussi donné de l'entrevue que les délégués du local 116 ont eu dernièrement avec M. Buhay, conseiller municipal, en rapport avec la question de la construction de logements ouvriers. Cette conférence a été très appréciée des membres. Le local a nommé un comité qui rencontrera le Conseil de construction en vue d'étudier de façon plus élaborée ce projet qui intéresse si vivement toute la classe ouvrière dans le moment.

Au cours de l'assemblée rapport a aussi été donné de l'instructeur au centre d'apprentissage provincial pour le département des ferblantiers a été choisi dernièrement en la personne du confrère J.-L. St-Amant, qui entrera en fonction le 8 janvier, date de l'ouverture officielle des cours pour les apprentis de ce métier. Ceci est un grand événement pour nos apprentis qui sans doute sauront profiter des avantages qui s'offrent à eux pour acquérir l'expérience nécessaire afin de devenir de vrais hommes de métier.

Le clou de la soirée a été une autre surprise consistant en un tirage d'une douzaine de belles dindes suivi d'une fête où il y avait musique chant et déclamation, le tout accompagné de rafraichissements. Mais comme ici-bas tout prend fin, la soirée se termina par les souhaits de bonnes fêtes de la part du président et des officiers présents et la promesse de leur part d'un programme chargé pour la nouvelle année.

L'agent d'affaires, le confrère Onésime Renaud, profite de l'occasion qui lui est offerte par le *Monde Ouvrier* pour exprimer ses meilleurs souhaits à la grande famille ouvrière de notre mouvement ouvrier international. Il est à espérer que la nouvelle année vous comblera de paix, bonheur et prospérité et sera en quelque sorte profitable à tous et chacun.

**Aux membres du local 272**

Les officiers, par l'entremise du confrère Lionel Lemieux, sont heureux de présenter à tous leurs membres du local 272 de l'Union internationale des concierges de Montréal leurs meilleurs souhaits pour une nouvelle année remplie de bonheur, de prospérité et de paix. Que cette nouvelle année vous apporte la réalisation de vos désirs les plus chers.

**Le Ministère du Travail à une réunion à Londres**

L'honorable Humphrey Mitchell, ministre du Travail, fait savoir que le Brigadier N.-B. Macdonald du Lac Mégantic (P. Q.), actuellement Sous-Quartier-maître général au quartier général de l'Armée canadienne à Londres, Angleterre, sera le substitut de M. M.-M. Maclean, directeur des Relations Industrielles au Ministère du Travail. Le brigadier, qui est très versé dans les questions de transport, remplacera M. Maclean à la réunion de la Commission industrielle et permanente des transports intérieurs le 13 décembre à Londres.

La Commission des transports intérieurs est un des comités industriels internationaux établis par l'Organisation internationale du Travail. Elle étudiera a) les problèmes urgents des transports intérieurs en Europe, b) les problèmes sociaux de l'industrie durant la période de transition de la guerre à la paix et c) la future collaboration internationale au sujet de la politique sociale et de sa fondation économique dans l'industrie.

Chacun des Gouvernements qui participent à l'Organisation internationale du Travail nomme six représentants aux comités internationaux industriels: deux pour les travailleurs, deux pour les employeurs et deux pour le gouvernement. M. V.-C. Phelan, directeur du service de l'Informantion, est l'autre délégué du Ministère du Travail au Comité industriel des transports intérieurs.

L'arrêté en conseil C.P. 6852 du 15 novembre 1945 approuve la participation du Canada aux Commissions ou Comités industriels permanents de l'Organisation internationale du Travail auxquels il peut être nommé de temps en temps.

**Les "objecteurs de conscience" versent plus de \$2,000,000 à la Croix-Rouge**

Le Ministre du Travail a fait savoir récemment que plus de deux millions de dollars ont été versés à la Société canadienne de la Croix-Rouge des salaires des objecteurs de conscience depuis le début du service alternatif jusqu'au 31 octobre 1945. Le total exact est de \$2,162,130.16. Près de 70 pour cent des objecteurs de conscience, dont le service militaire avait été remis, sont des travailleurs agricoles. Quelque 200 seulement font du service alternatif dans les chantiers de service alternatif. Ces hommes ont jusqu'ici refusé de se conformer aux règlements. Chez les autres, ceux qui en ont les aptitudes physiques travaillent à des emplois qui n'attirent pas les militaires licenciés. Il est probable que la régie du Service alternatif sera maintenue durant l'hiver. La révocation de la régie coïncidera probablement avec l'amélioration prévue dans la situation du placement au début du printemps. On fait également noter que d'ici là tous les militaires en service outre-mer, autre que les troupes d'occupation, auront été rapatriés pour permettre ainsi la révocation des règlements vers ce temps.

**Bulletin des Relations industrielles de Laval**

Le quatrième bulletin des Relations industrielles de Laval vient de paraître. Voici les principales études du numéro de décembre: clauses de maintien d'affiliation syndicale — la médecine industrielle — pas de grève de sympathie — structure du ministère provincial du Travail — progrès de l'organisation professionnelle — des notes d'actualité et une bibliographie complètent ce quatrième bulletin.

L'abonnement est de \$1.50 la série de 10 numéros. Faire parvenir un chèque au pair ou un bon de poste au secrétaire du Département des Relations Industrielles de la Faculté des Sciences sociales de Laval, Québec.

**Le programme de la prochaine conférence maritime du B.I.T.**

On apprend au Bureau international du Travail que la session maritime spéciale de la Conférence internationale du Travail, qui se réunira probablement aux Etats-Unis en juin 1946, aura à examiner neuf projets de conventions internationales du travail et deux projets de Recommandations. Le Gouvernement des Etats-Unis a proposé Seattle comme lieu de la Conférence, et la date du 30 mai a été suggérée pour l'ouverture de la session.

Les neuf projets de conventions et les deux recommandations que la Conférence prendra comme base de discussion visent à établir des standards minima en matière de salaire, de durée du travail et de conditions de travail à bord. Ils ont été élaborés par une réunion maritime technique préparatoire qui s'est tenue à Copenhague du 15 novembre au 1er décembre, et à laquelle ont participé vingt pays maritimes, représentés par des délégations tripartites comprenant des membres gouvernementaux, patronaux et ouvriers.

La Conférence maritime de 1946 sera la cinquième que l'Organisation internationale du Travail a convoquée pour l'examen de questions maritimes et elle constituera la vingt-huitième session de la Conférence depuis la création de l'O. I. T. en 1919. On sait que la vingt-neuvième session commencera à Montréal le 19 septembre 1946.

La réunion de Copenhague fut convoquée par l'O. I. T. dans le but de soumettre à un examen préliminaire les huit questions placées à l'ordre du jour de la Conférence maritime. Ces questions sont (1) salaires, durée du travail à bord, effectifs; (2) congés; (3) logement à bord; (4) alimentation et service de table; (5) reconnaissance des organisations des gens de mer; (6) assurances sociales; (7) stabilité de l'emploi; (8) recrutement, formation et avancement.

Sur le problème des assurances sociales, la session de Copenhague a élaboré les textes de deux projets de Conventions et d'une Recommandation. L'une de ces conventions vise à instituer, en faveur de tous les gens de mer, une assurance-maladie-accidents et décès, ainsi qu'une assurance-chômage et vieillesse dans les cas où elle est déjà prévue en faveur des autres travailleurs. L'autre projet prévoit l'établissement d'un système de pensions. La Recommandation invite les Etats Membres de l'O. I. T. à conclure des accords réciproques pour la protection des gens de mer engagés sur des bateaux naviguant sous pavillon étranger.

Les autres projets de conventions proposés par la réunion de Copenhague prévoient (1) l'institution par les pays maritimes d'une autorité centrale responsable de l'amélioration des standards d'alimentation et de service à bord; (2) la présentation d'un certificat professionnel pour toute personne employée à bord comme cuisinier; (3) des congés pour tous les gens de mer; (4) des mesures appropriées pour le logement de l'équipage à bord; (5) des conditions minima pour les marins en quête d'emploi; (6) l'institution d'un système de certificats de compétence pour les marins qualifiés; ainsi que (7) des standards minima pour les salaires, la durée du travail et les effectifs.

De plus, la réunion de Copenhague a adopté une résolution demandant aux Etats Membres de l'O. I. T. de considérer la possibilité de prendre les mesures nécessaires pour assurer la stabilité et la régularité de l'emploi, et a recommandé qu'une convention internationale soit adoptée sur ce sujet dans un avenir rapproché. Une autre résolution a proclamé le droit des armateurs et des marins de former librement des associations professionnelles et a insisté sur la nécessité de la reconnaissance mutuelle de ces organisations ainsi que sur la valeur des conventions collectives.

**AVIS DE REQUETE DE DIVORCE**

Avis est donné que CAROL GORDON CASS PLANCHE, de la cité de St-Lambert, district de Montréal, province de Québec, garde-malade, s'adressera au Parlement du Canada à sa prochaine session afin d'obtenir un Bill de Divorce d'avec son mari, HAROLD AUBREY PLANCHE, vendeur, de la cité de Montréal, province de Québec, pour cause d'adultère et de désertion.  
Date à Montréal, le 18 décembre 1945.  
MILAN OXORN,  
Procureur de la requérante,  
261 St. James St. W.,  
Montréal.

**AVIS D'APPLICATION POUR DIVORCE**

AVIS est ici donné que, MARIE-JEANNE-ANTOINETTE BASTIEN CADIEUX, du Village de Ste-Genève, district de Montréal, Province de Québec, s'adressera au Parlement du Canada, à la prochaine Session des Chambres, et si non entendue alors, à la Session suivante, pour obtenir un décret de divorce contre son époux, JOSEPH-HENRI HECTOR CADIEUX, chauffeur de camion, de la Cité de Montréal, le 4 décembre 1945.  
JOHN E. CRANKSHAW, C. R.,  
49-1 Procureur de la Requérante.

**AVIS D'APPLICATION POUR DIVORCE**

AVIS est donné par les présentes que, OTTOCAR FIEDLER, Barbier, de Montréal, Québec, présentement Sapeur, R.C.E. de l'Armée Canadienne Outre-Mer, s'adressera au Parlement du Canada à sa présente ou sa prochaine Session, afin d'obtenir un Bill de Divorce d'avec sa femme, ANGELINA BEAUDRY, des mêmes lieux, présentement résidant dans la dite cité de Montréal, pour cause d'adultère et d'abandon.  
Montréal, Qué., le 11 décembre, 1945.  
JOSEPH HELAL, C. R.,  
Procureur du Requérant,  
50-2 159 Craig O., Montréal, Qué.

**AVIS D'APPLICATION POUR DIVORCE**

AVIS est par les présentes donné que, MICHAEL GIBSON, mécanicien, de Montréal, Québec, s'adressera au Parlement du Canada, à la prochaine ou à la Session suivante, afin d'obtenir un bill de divorce d'avec son épouse, LAURA ROSE KANE GIBSON, de Montréal, Québec, pour cause d'adultère.  
MONTREAL, 7 décembre, 1945.  
MERGLER & MERGLER,  
Procureurs du requérant,  
261, rue St. Jacques ouest,  
50-2 Montréal, Qué.

**AVIS D'APPLICATION POUR DIVORCE**

AVIS est par les présentes donné que, JOSEPH FRANCOIS GEORGE LANDRY, de l'Aviation Royale du Canada, de Montréal, Québec, s'adressera au Parlement du Canada, à la prochaine ou à la Session suivante, afin d'obtenir un bill de divorce d'avec son épouse, ADRIENNE MARIE ANNA GAGNE LANDRY, de Montréal, Québec, pour cause d'adultère.  
MONTREAL, 6 décembre, 1945.  
MERGLER & MERGLER,  
Procureurs du requérant,  
261, rue St. Jacques ouest,  
50-2 Montréal, Qué.

**AVIS D'APPLICATION POUR DIVORCE**

AVIS est par les présentes donné que, EVELYN HELEN DEEB, résidant à Montréal, Québec, s'adressera au Parlement du Canada, à sa prochaine Session, afin d'obtenir un Bill de Divorce d'avec son mari, JOHN JOS. KOURI, vendeur, domicilié et résidant à Montréal, Québec, pour cause d'adultère et d'abandon.  
MONTREAL, Qué., le 16 novembre, 1945.  
JOSEPH HELAL, C. R.,  
Procureur de la Requérante,  
49-1 159 Craig O., Montréal, Qué.

**AVIS D'APPLICATION POUR DIVORCE**

AVIS est par les présentes donné que, ARTHUR JOSEPH HUBBARD, Quarter Master Sergeant dans l'Armée Canadienne, de Montréal, Québec, s'adressera au Parlement du Canada à la prochaine ou à la session suivante, afin d'obtenir un bill de divorce d'avec son épouse, DOROTHY WHITMAN HUBBARD, de Montréal, Québec, pour cause d'adultère.  
Montréal, 12 décembre 1945.  
MERGLER & MERGLER,  
Procureurs du requérant,  
261 rue St-Jacques ouest,  
Montréal, Qué.

**AVIS**

AVIS est ici donné que, VIOLET MAUDE GRIFFITHS BARRACLOUGH, des cité et district de Montréal, Province de Québec, s'adressera au Parlement du Canada, à la prochaine Session des Chambres, et si non entendue alors, à la Session suivante, pour obtenir un décret de divorce contre son époux, NORMAN JOHN BARRACLOUGH, comptable, de la cité de Montréal, pour cause d'adultère.  
Montréal, 24 décembre 1945.  
JOHN E. CRANKSHAW, C.R.,  
Procureur de la Requérante.

**AVIS D'APPLICATION POUR DIVORCE**

AVIS est par les présentes donné que, RENE RENE LEVEY RITCHIE, de Montréal, Québec, s'adressera au Parlement du Canada, à la prochaine ou à la session suivante, afin d'obtenir un bill de divorce d'avec son époux, FREDERICK EDWARD RITCHIE, Sergent Major dans l'Armée Canadienne, de Montréal, Québec, pour cause d'adultère.  
Montréal, 13 décembre 1945.  
MERGLER & MERGLER,  
Procureurs de la requérante,  
261 ouest, rue St-Jacques,  
Montréal, Québec.

# WHAT IS SUCCESS ?

Is It the Life One Lives or the Rank or Wealth He Secures ?

By BERNARD ROSE, K.C.

We read quite frequently in the press of the tribute paid to a well-known citizen, who being a member of a profession, has acquired high rank and earns very considerable fees, or in the case of a business man or financier, has been successful in building a large fortune. He or they that come within this class are looked upon as successful. Those who may not have been so fortunate in getting a high degree of professional prestige or making money are regarded as persons of no consequence and entitled to little if any respect from their fellow-citizens.

In politics, the man who is very assertive but mediocre in ability and superficial in his appreciation of things and men, but who nevertheless managed to get a seat in the Legislature, Parliament, or Municipal Council, and is eventually given promotion is looked up to as a distinguished citizen. One who may be his superior in every respect but who has not been as aggressive or selfish is regarded as a person of no importance. We measure success therefore by standards of rank, prestige, or wealth, rather than real accomplishments in the direction of helping our fellow-men, and giving those less favored than ourselves the encouragement and help enabling them to bear their burdens.

There are men in public life who are absolutely sincere, who have devoted the whole of their lives to rendering the best service their abilities permit in suggesting measures of government or administering the affairs of the nation in a manner to help not only one group or class but the people as a whole. We have quite a number in Canada, who in this respect, have earned the gratitude of their fellow-citizens and are entitled to the continuous appreciation of their fellow-Canadians. One outstanding figure was the late Sir Wilfrid Laurier. His eloquent compatriot, the Right Honourable Ernest Lapointe gave of his very best to not only his own people but the nation. Our distinguished Prime Minister has followed in the footsteps of his eminent predecessor.

There are thousands of men and women in humble walks of life, who very quietly but nevertheless quite effectively, have from their modest means contributed to movements and have helped their fellow-citizens in a very unostentatious way. I am frank enough to admit, that I fail to see what the country owes one, who has achieved high professional rank, who earned good fees in the practice of his profession, was paid a substantial stipend while occupying the office to which he was appointed, and upon his retirement paid a good pension, is entitled to any further praise or memorial from his confrères or the community. His success was a purely personal and selfish one. He may not have been hard-hearted or intentionally selfish, but the fact that he devoted the whole of his time to securing a front place in his profession and finally getting a well-paid appointment does not in my estimation entitle him to as much praise or consideration as the humble workman or professional man of lesser prominence who has lived a useful life, and to the best of his abilities, helped his fellow-citizens.

In my view, the real test to be applied is whether the citizen has thought less of himself in all that relates to rank, professional pre-eminence, or money, than he has of helping his fellow-man or woman. Have we ever thought of what sacrifices are made by the millions of mothers who labour so unselfishly in not only having a family but bringing them up in health and in no way sparing themselves in all that relates to the welfare of their children and the community? There are thousands of mothers, and even single women, who live selflessly because of the obligations imposed upon them due to members of their family being unable to support themselves. Can we for a moment compare their sacrifice to that of a distinguished member of a profession who enjoyed all the advantages and emoluments mentioned in a preceding paragraph? Yet, no meetings are called in order to give testimony to their worth; no memorials are erected to their memory. They lived what might be called heroic lives in comparison with the wealthy man, even though he may have been a philanthropist or achieved distinction in his profession.

There are millions of workers, who from infancy, labour at some trade or calling and know little of the pleasures of life or the leisure that money can give. They constitute the backbone of the nation. They are called upon in peace and in war to make sacrifices. Again it must be asked: who ever gives them a thought and how many tributes are paid to them because of the very useful lives they have lived? Many of them as they get older suffer in body because of inability to purchase the highest available medical or surgical skill.

The largest percentage of them cannot even find employment giving them the necessary compensation that would permit them to purchase the necessities of life. Yet, any one of these unknown millions is as good if not a better citizen than the personage whom his confrères believe, because he has written a number of volumes of a special nature and is regarded with almost reverence by his confrères because of his knowledge, but has never known what it was to be without funds and lived to a ripe old age possibly leaving a fortune to his heirs.

History tells us of men and women, who, counting not the cost, were ready to give all they possessed to the causes to which they devoted their lives, and in many instances, made

## La réadaptation au Canada

"Le Canada a fait plus de progrès que les Etats-Unis sous le rapport de pourvoir à la formation professionnelle des ex-militaires féminins," dit le major Elizabeth Weatherby du "U.S. Marine Corps" dans une entrevue ici. Le major Weatherby, qui a servi un an et demi au quartier-général du "Marine Corps," est maintenant avec l'Organisation du Service sélectif national des Etats-Unis et représente la division du personnel des anciens combattants. Le major Marion Lichty de l'armée des Etats-Unis l'accompagne afin d'étudier, elle aussi, notre mode de réadaptation des ex-militaires.

Elles s'intéressent surtout à la coordination des services de formation professionnelle et de placement. Elles font enquête sur la provision de nouveaux emplois et la réintégration des anciens emplois relativement à la réadaptation.

Les deux officiers féminins ont leur quartier général à Washington et ont des relations avec 6500 commissions des anciens combattants aux Etats-Unis. Elles donnent un aperçu de l'organisme de réadaptation aux Etats-Unis. Les commissions de réadaptation sont formées des mêmes volontaires qui ont siégé aux commissions de mobilisation. Dans bien des cas, les commissaires donnent leur temps depuis cinq ans. Le mode conserve les intérêts des militaires rapatriés sur le même niveau local et pourvoit à une connaissance intime et sympathique de leurs problèmes.

Elles constatent que les ex-militaires féminins jouissent au Canada des mêmes droits de réadaptation que les hommes.

## John A. McClelland Fills Post Held by Late "Jack" Bell

Ottawa. — John A. McClelland of Veolais, Que., popular railway labor leader for years, has been appointed workers' representative on the National War Labor Board, succeeding John A. Bell, of Toronto, who died recently.

From 1912 to 1926, "Jack" McClelland was vice-president of the International Association of Machinists, and before that was secretary of the C. P. R. District Lodge No. 34. After 1926 he was interested in manufacturing for a time. Between 1928 and 1941, McClelland acted almost continuously on conciliation boards representing the workers under the Industrial Disputes Investigation Act.

Came From Ireland  
When the National War Labor Board was established in 1941, he became a member of the Executive Board, and

the supreme sacrifice. The splendid young men who went over to fight, and died for their country and civilization are better entitled to constant reference to their heroism and appreciation of their sacrifices than the man or men who have never known sorrow or poverty.

We instinctively pay tribute to genius and outstanding ability, but this is altogether different to seeking to immortalize one who because of his professional eminence has earned the high esteem of his confrères. The criterion to be applied when we talk of success is the worth of the individual and his contribution not in money but in service to the community and those he helped to nurture during their youth.

The advocate of labour's rights receiving small compensation in comparison with the fees earned by certain eminent professional men is entitled to our thanks for his readiness to suffer indignities and unjust criticism. He labours for the benefit of his fellow-workers rather than a privileged group. A tribute should also be given to the many members of the medical profession, who not in the specialist class but as general practitioners render such splendid service to the patients in the community they serve. They may not enjoy the distinction or get the publicity their confrères who are specialists do, but again when a comparison is made, the community owes more to them than it does those who are fortunate in belonging to the small group designated as specialists or experts.

I think it can be finally said in giving a definition of "What is Success?" that it can be defined as a readiness at all times to do all that our opportunities and abilities permit; to bear no malice; to treat those with whom we are associated or who are our subordinates with respect and consideration and, last but not least, adherence to the Golden Rule.

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from 1944 up to the present has been technical adviser to the board.

"Jack" McClelland came to Canada in 1901 from Belfast, Ireland, where he had been a marine engineer, going to sea as such for a couple of years. He joined the Canadian Pacific Railway immediately and was employed as a machinist in the old DeLorimier shops at Montreal.

Up to 1907, he was a member of the Amalgamated Society of Engineers and then left that organization to take out membership in the International Association of Machinists, to which he has belonged ever since.

● A number of newsreel stories have been issued by the National Film Board showing the steps taken by the Canadian Government for the rehabilitation of ex-service men and women.

## Rehabilitation Plan of Pacific Mills Ltd.

A joint committee, drawn from both management and labour to assist in the rehabilitation of the company's returning service-men, is the key feature of a reinstatement plan made public recently by Pacific Mills Limited and its subsidiaries, the Canadian Boxes Limited, and the Hudson Paper Company, Limited.

This committee interviews each veteran as he returns, and after careful consideration of his previous experience, the experience he has gained while in the services, his acquired ability to accept responsibility, and the man's own desires, the committee then makes its recommendation to the personnel supervisor.

The responsibility of the committee will not cease at the reinstatement of the veterans. After the veteran returns, his progress on the job is followed up at definite intervals and a report made to the rehabilitation committee. Where changes are necessary to assist in the normal re-adjustment of the veterans, the committee is empowered to make recommendations to those in authority.

The company states that it will do everything in its power to provide work for any of its disabled veterans, and a survey of jobs will be made to determine those which can be performed by, or adapted to a disabled worker.

The company states further that the plan is being undertaken with the full approval and co-operation of the two employees' union: the International Brotherhood of Paper-makers and the International Brotherhood of Pulp, Sulphite, and Paper Mill oWrkers. Both groups have agreed that in the case of the returning veterans, regulations will be interpreted liberally so that men can get back on the job with the minimum of delay or difficulty.

A booklet, *Our Serviceman Comes Home*, giving all details of the plan, has been published by the company for the benefit of ex-employees now in the services.

## THE LABOR DELEGATION AT QUEBEC



THE DELEGATION OF THE QUEBEC FEDERATION OF LABOR MEETS THE CABINET AT QUEBEC

# The Provincial Federation of Labor Submits Its Legislative Memorandum

An established custom has been broken this year by the Provincial Federation of Labor of Quebec when it presented its legislative memorandum on December 18th, far ahead of the opening of the Parliament session. This was done so as to permit the Government and especially Honorable Antonio Barrette, Minister of Labor, to prepare the new legislation requested, and to modify or amend that which are already in the Statutes.

In reporting on the presentation the newspapers were unanimous in saying that it had been one of the most cordial and where exchange of so important views was made. The delegation was received by Honorable Maurice Duplessis, Prime Minister; Honorable Antonio Barrette, Minister of Labor; Honorable Paul Beaulieu, Minister of Commerce; Honorable J.-S. Bourque, Minister of Lands and Forests and Hydraulic Resources; Honorable Bona Dussault, Minister of Municipal Affairs, and Honorable J. Hormisdas Delisle, Minister without Portfolio. Mr. Gérard Tremblay, Deputy Minister of Labor, and Mr. Pierre Gosselin, Member of the Labor Relations Commission, were also present.

Amongst those attending were Messrs. Arthur D'Aoust, vice-president of The Trades and Labor Congress of Canada; J. E. Beaudoin, president of the Quebec Provincial Federal of Labor; vice-presidents Jos. Matte, J. B. Arsenault, Chas. E. Chalifour and Secretary-Treasurer Gustave Franey.

Many central councils and unions were represented by over fifty delegates from the various industrial centers of the Province, also the organizers of the American Federation of Labor and The Trades and Labor Congress of Canada.

The delegation was introduced to the Prime Minister and his Cabinet by Honorable Antonio Barrette who said in short: "It is useless to go into lengthy remarks, because you all know Mr. Duplessis, a man who has done much for the working class."

The Minister of Labor said he was happy to notice in the delegation Mr. Gustave Franey, "this veteran of trade-unionism in this Province", secretary-treasurer of the Federation who, on account of ill health was not present at last year's presentation.

The Minister of Labor appreciates the fact that the legislative memorandum acknowledges the excellency of the Apprenticeship Aid Act. He asked the delegates to make a loyal essay of same for he is convinced that it will give excellent results.

Mr. J. E. Beaudoin, president of the Federation, stated at the start that "the Labor body he is representing had confidence in the Minister of Labor, Mr. Barrette, who has done his best to give justice to the workers," he added that the Federation had no attach itself to any political party.

He then read the legislative memorandum which contained the following subjects:

To the Honourable Maurice Duplessis, Premier,  
and to the Honourable Members of the  
Executive Council of the Province of Quebec.  
Gentlemen:

Since the last interview the Provincial Federation of Labor had the honor of having with you the event we all looked forward to with such eagerness and anxiety, has at last taken place. The war is over. Germany and Japan have been defeated, their monstrous ideology is now a thing of the past and has ceased to dominate, people of the liberated countries can breathe more freely, they are looking forward to the better days that democratic institutions alone can bring about.

Thousands of women and men of our armed forces on the ground, in the air and at sea are back home, or will be soon, they are anxious to take their place in civil life; we have indeed contracted towards them a debt of gratitude which pompous demonstrations and eloquent speeches of welcome cannot repay, it needs well thought and considered deeds.

It is up to you, who have been called upon to preside the destiny of our province that devolves the arduous task to facilitate them the transition with the least possible hardships, and it is the duty of Organized Labor and the citizens at large to second your efforts in that direction.

Moreover, besides this general readaptation of women and men from our armed forces there is another problem of reconversion, from the war industry to peace time economy and to

secure employment for thousands of workers who must be re-adapted to new occupations and take contact with the atmosphere of private industry that so many of them have never known.

We desire to express our very deep appreciation for one legislative measure adopted during the last session of the Legislature entitled: "An Act to assist apprenticeship and the enhancing of human capital." it is a well thought off measure which will no doubt bring good results.

To face the problems of today and looking forward upon those of tomorrow the working classes are appealing to governments, seeking social legislation which will guarantee entire and complete liberation from want and fear and give them security; they have confidence that you will not fail them but will contribute to develop a new order of things where social justice shall be the rule and where cordial relations between Capital and Labor will prevail as well as unity between all citizens of our province.

### Post-War Measures

Last August, the Executive Council of The Trades and Labor Congress of Canada submitted to the members of the Federal Government a legislative Memorandum containing a 6-point programme which, in our estimation, would tend to prevent to a great extent the unemployment crisis which appears today more menacing than at the time this Memorandum was submitted and seems to aggravate from day to day with the return in civilian life of thousands and thousands of members of the Armed Forces and the transferring to private industries of a large number of ex-workers — (male and female) of war plants. As several points of this Memorandum are of provincial jurisdiction, we submit it in its entirety for your consideration:

1. That all citizens who have been engaged in essential civilian industry be allowed a "reconversion pay" during this period of dislocation;
2. To spread available employment, a maximum forty-hour week be put into effect, with no reduction in wages;
3. To create confidence and maintain buying power, that general reductions of pay be prohibited;
4. That restrictions be lifted from building materials and the construction of homes be carried on with the same effort, ingenuity and dispatch as was displayed in the production of urgently needed war materials;
5. That necessary public works be immediately commenced; and
6. That the reconversion of all war plants suitable to peace-time production be speeded to the utmost.

### Uniform Labor Code and the Federal-Provincial Conference

Industrial relations and other measures dealing with wages, working hours and working conditions were regulated, to a great extent, since 1940, by the Federal Government through Orders-in-Council adopted under the War Measures Act. It appears that these measures may continue to be enforced through the powers vested to the Governor-General in Council for the duration of the post-war national urgency or a period of one year, although nothing may prevent its continuation indefinitely with the consent of the various provinces. But can we anticipate that all the provinces would favor such move? And what would happen if one or more provinces were dissenting? Would this Federal Legislation then apply only to the acquiescent provinces and not to the others? This equivocal situation would certainly not be in the best interest of the working class in particular nor in the general interest of Canada.

The labor organizations that we represent, viz: those affiliated with The Trades and Labor Congress of Canada and the American Federation of Labor are in favor of a Labor Code which would establish a uniform minimum wage for all parts of Canada, also similar working hours and other labor conditions, leaving to each province the entire and full liberty to increase said minimum wage, working hours and other labor conditions could also be improved by a provincial government through a provincial legislation.

It is a recognized fact that in some of the provinces wages are generally higher than in others, with the suggested proviso that the wage-earners of the more favored provinces would not lose anything while on

## George Meany Lashed Out at Soviet Russia

George Meany, secretary-treasurer of the American Federation of Labor, lashed out recently at Soviet Russia for her dictatorial actions in Europe and Eastern Asia, which have made a mockery of the promises of the United States while the war was being fought that the right of self-government would be accorded to all the liberated nations, and urged this country to lay its cards on the table and ask Russia to do the same.

The hard-hitting A. F. of L. leader warned that "peace cannot be purchased by appeasement" and served notice that the American Federation of Labor will never bow to the doctrine that "we must not speak frankly against the evils we see in the recent actions of Soviet Russia lest such utterances 'worsen relations' between our two countries."

"That is ridiculous nonsense," he said.

Mr. Meany's address, one of the frankest utterances on foreign policy delivered by a prominent American since the end of the war was delivered at Harrisburg, Pa., at a dinner under the auspices of the Pennsylvania Council of Public Employees. The Council's annual award, "for the individual making the most outstanding contribution to the welfare of the workers" was presented to Mr. Meany before an assemblage which included large numbers of top government and labor figures from various parts of the country. "I think it is time our government talked matters over plainly with the Russians and made it clear that we do not want to push them around or let them push us around," the A. F. of L. secretary-treasurer said.

"We want peace, but we don't want peace at the price of having commissars giving orders at the White House.

"If the Russians are sincere in their asserted desire for peace and world cooperation, they ought to welcome frank and sincere talk along these lines."

Mr. Meany declared that it "would be an act of national hypocrisy" to pretend a lack of knowledge that "millions of people in Eastern Europe are today victims of a dictatorial tyranny with all the old familiar trappings used by Hitler and his mob."

The A. F. of L. leader made it clear that American labor also recognizes that "conditions which Americans cannot approve" also exist in certain territories other than those now under Russian domination and declared:

"We firmly believe that all peoples without exception, whatever their color and whatever the part of the earth in which their homes happen to be located, are entitled to the opportunity to develop, to govern themselves and to strive for better economic conditions. Future peace depends upon fair treatment during the years ahead for all peoples who up to now have been ruled and exploited by other nations."

Mr. Meany warned that, though the developments of recent months are tragic for all those who fought, worked and prayed for a lasting peace after this war, Americans must not delude themselves or shrink from the bitter facts. Action is needed to correct the situation, he said, ridiculing the notions of some persons that wrong can be corrected "by refusing to expose it."

Mr. Meany castigated Communist organizations in the United States for their responsiveness to the wishes of a foreign nation and condemned proposals to deprive American workers of their freedom.

— Canadian housewives who have seen the "World in Action" production "Food — Secret of the Peace" have reported they understand the reason why meat rationing is needed to save lives in Europe.

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— The British War Office loaned Mulberry, the model of the British built harbour used in the Allied liberation of Europe, for its present Canadian tour because the floating port would never have been attempted had it not been for the lessons learned at Dieppe.

— Film libraries now growing in Canada under the sponsorship of community organisations and the National Film Board will make it possible for groups to get films on current topics almost as easily as books.

the other hand the workers of the other provinces would see their lot improve automatically. No doubt that quite a number of our workers in Quebec would gain by it, and after all it is this point of view that interest them mostly.

Which is the best way to obtain these improved conditions? Should it be through a National Labor Code supervised and administered by a Federal organism? Or is it possible to attain better results by an understanding between the nine provinces establishing a uniform minimum wage and similar working conditions but in leaving the administration and enforcement of this uniform legislation to each province?

We presume this has been or will be one of the subjects submitted to the actual Federal-Provincial Conference, we beg of you to favor the following measures:

1. a Labor Code giving workers the right to organize in its fullest sense;
2. a proper and full system of Health Insurance;
3. replacing the old age "pauper citizens dole" by a decent aged citizens pension, sufficient to guarantee a Canadian Standard of living and that all destitution tests be eliminated and pension be obtainable by all Canadian citizens on reaching the age of sixty years.

**Workmen's Compensation and Occupational Diseases**

We desire to express our most sincere appreciation for the amendments brought to the Workmen's Compensation Act at the last parliament session, and particularly by the increase to \$175 instead of \$125 for the funeral expenses of a workman killed in a labor accident, and the increase of the compensation for a temporary or permanent total incapacity to \$15 per week instead of \$12.50.

We reiterate some of the requests we have made previously and suggest the following modifications to the Act:

1. That all employers, without exception, should come under the working of the Act, without taking into consideration the number of employees in their employ, the total amount of the pay-roll, regardless of the risks involved in the industry or occupation concerned.
2. That a merit and demerit rating system be instituted; thus permitting the employer who adopts preventive measures to benefit through a reduction in insurance rates while the employer who refuses to become interested in accident prevention would be penalized by an increase of his rates.

3. That a greater degree of co-operation should exist between the Workmen's Compensation Board and the Department of Factory Inspection. At the present time only fatal accidents or those causing serious bodily injury are reported to the Inspection Department. We would suggest that all reports of accidents should be reported to both the Workmen's Compensation Board and the Factory Inspection Department.

4. That the computing of the average earnings of an employee be made by taking the normal daily wage earned the day the accident happened and multiply this by 300. It would undoubtedly prove more simple than the present method of computing the weekly or monthly earnings during the twelve months preceding the accident.

5. That your government — through an interprovincial agreement — do its utmost to make the rate of compensation 100% of the worker's wage all over Canada.

6. That the Workmen's Compensation Board be instructed to interpret the Act so that an injured worker receives the full compensation to which he is entitled during the entire time he is incapacitated and not only up to the time of the consolidation of his injury; it seems that under the pretext the injured worker is able to do light work his compensation is reduced to 50% or even less; it is a well recognized fact that as a rule whenever men work in gangs, light work is non-existent.

7. That all occupational diseases should be assimilated to an accident and be compensated on the same basis.

8. That centers of occupational therapy and electro-physio-therapy be established in various industrial districts so as to hasten the rehabilitation of injured workmen; we contend that men should not be relegated to the scrap pile because they have suffered a permanent disability. Science is so far advanced today that a large number of invalidated persons can be re-educated.

**Labor Relations Act**

You have granted us part of the demands we submitted to you during our interview last January, you may rest assured that we appreciate it. You have replaced the 60% majority necessary for a labor organization to be recognized as the negotiating agency by an absolute majority of the workers; you have also modified somewhat section 23 dealing with union solicitation of an employee during his working hours or at his place of employment, and section 17 was also improved re complaint by a group of employees or organization not having the recognition against a violation of the Act or of the collective labor agreement.

We desire to call your attention to section 43 dealing with penalties, which stipulates that a fine of not less than \$100 and not more than \$1,000 per day could be imposed to an employer, association, officer or representative of an association, who shall have declared or instigated a strike or lock-out; the word "strike" implies that this fine may be imposed on a labor union or an officer of a union; it is exorbitant and in practice cannot be applied. We urge you in the interest of all to revise the scale of penalties and to see that well established infringements of the Act be prosecuted, we are wondering if it would not be opportune to simplify the procedure?

Sub-section 1 of Section 2A, Division 1, enumerates the employees not considered as wage-earners and therefore not included in the majority necessary to obtain certification as the negotiating agency, "managers" are mentioned but nothing defines exactly who should be recognized as a manager. It appears that in several chain-stores employees are given the title of manager while in fact they are only but just dignified clerks in charge of a department or even a single counter; so as to avoid any further misunderstanding, we submit that "only persons employed as managers having power to hire or fire employees" be deprived of the protection of the Act.

The Act or the regulations should be also amended so that the word "employee" includes "all persons whether temporary or casually employed" in the case of banquet waiters in particular.

**Certificates of Qualification and the Collective Labor Agreement Act**

We submit that the Collective Labor Agreement Act should be modified through the experience acquired since its inception.

We wish to call your special attention to the fact that according to Section 25 of the Act a parity committee may, by regulation, render a certificate of competency obligatory for every employee subject to the decree, *throughout or in a part of the region determined by such decree.*

Therefore in the building trades a workman employed by the same employer may be called to work in several districts or cities and in each he must obtain a certificate of qualification, pass a new examination in each district and pay every time a sum not exceeding two dollars; furthermore, in some cases workmen who have passed their examinations with success in one parity committee have failed in another.

We reiterate one of our previous request and suggest the following:

1. A parity committee shall charge as a fee not less than three dollars (\$3.00) for the examination of a skilled workman and not less than one dollar (\$1.00) for the examination of an apprentice;
2. If the candidate as a skilled workman is successful in his examination a competency card will be issued upon payment of a supplementary sum of two dollars (\$2.00);
3. Said competency card shall be renewable each year on payment of the sum of \$5.00 for a skilled workman; two dollars (\$2.00) for an apprentice of second year; three dollars (\$3.00) for the third year; four dollars (\$4.00) for the fourth year, subsequently said apprentice shall be recognized as a qualified workman and his competency card shall be renewable each year;
4. Any workman, member of a *bona fide* labor organization as defined in Paragraph B, Section 1, shall be exempt from any fee. His membership card shall be recognized as a competency card if the organization to which he belongs makes him pass an examination in accordance with Section 30 of the Collective Labor Agreement Act; his membership card shall be recognized as a competency card and shall be accepted as such throughout the Province as long as the holder of said card remains a member in good standing of his labor organization and continue to have the required technical qualifications to pursue his trade.

We strongly urge that a system of strict control and more followed-up of all parity committees be observed in view of preventing possible grievances and permit this legislation to give the utmost of benefits to all concerned.

**Vacation with Pay**

The demand for vacations with pay is almost universal, for quite a long time already office employees and other salaried employees are benefitting of one, two and three weeks vacation with pay per year, there is only now the mass of the hourly paid employees who are deprived of vacation with pay, some have obtained same through union contracts, others through the willingness of their employers. In several countries vacations with pay are compulsory by legislation, several Canadian provinces have also decreed by legislation and regulations that all employees are entitled to at least one week's vacation with pay every year.

In the construction industry every employee is entitled to receive a vacation with pay credit book in which the employer shall affix at the end of each working day or working week credit stamps, issued by the Minister of Labor, in an amount equivalent to two per centum of his earnings during such working period. On or after the 30th of June, each year, the employee shall present his record book to any provincial savings office and he will then receive the amount of money accruing to him as a vacation credit.

We are convinced that you will realize the rightfulness of our request and that in the course of the next session of the Legislature you will adopt legislation granting to all wage-earners and salaried employees of the province one week's vacation with pay.

**Compulsory School Attendance**

Section 29a of the Compulsory School Attendance Act, 7 Geo. VI, Chapter 13, reads as follows: "every child must attend school every day, in each year, on which the public schools are open, in accordance with the regulations made by the proper authority, from the beginning of the school year following the day on which he attains the age of six years until the end of the school year in which he attains the age of fourteen years."

We submit that this section be amended in replacing the word "fourteen" by the word "sixteen" as we consider the age of fourteen too young to leave school.

**The Housing Crisis and Pre-fabricated Houses**

It is recognized that the system of constructing pre-fabricated houses" is a menace to the building industry and an impediment to the Collective Labor Agreement affecting the building trades in Montreal and suburbs, we therefore urge that some legislation be passed to force the system of "prefabricated houses" to be subjected to the regulations of the Collective Labor Agreement governing the building industry in its proper territorial jurisdiction.

It is recognized — especially in Montreal — that there is a housing shortage; that the situation is aggravating from day to day, this in spite of the fact that several housing projects are presently under way; unfortunately the rents are so high that they are out of reach of the average workingman, the result being that same are rented to a more fortunate class of people.

We beg you to consider said situation and take such measures that will permit to remediate to this housing crisis so that slums may disappear and be replaced by sanitary houses within the reach of the financial means of the average working man.

**Extension of Act respecting Pipe Mechanics**

- We recommend that the following be added to said Act:
- (e) all piping in oil refineries and all piping installations connected with service stations;
  - (f) All sewage, water and gas piping outside buildings.

We have shortened this memorandum to include only the most urgent and important subjects and have not mentioned various demands we have been making for many years, we will however submit a supplementary memorandum to the Minister of Labor covering matters directly affecting his department and we are convinced he will give them the earnest consideration they deserve.

Respectfully submitted,  
THE QUEBEC PROVINCIAL FEDERATION OF LABOR.

After the lecture was over, President Beaudoin requested Mr. E. Larose, representing the United Brotherhood of Carpenters and Joiners, to explain more in detail the changes that Organized Labor would like to be brought to certificates of qualifications also to the Collective Bargaining Act a task which he accomplished in a very dignified way.

Mr. Bernard Shane, the Manager of the garment workers, spoke on home work in this particular industry. He realizes that it is almost impossible to abolish home work and that for many reasons, but, on the other end, he insisted on the fact that such work could and should be controlled so as to end an exploitation which has too long lasted. He said his organization controls fairly well the home work but there should be legislation that complete the results already secured.

Vice-president J. B. Arsenaud opposed Sunday labor. He said: "certain electrical power companies were charging for electrical power on Sundays the same as if the mill was in full operation, that is at least what he has been told. However, he said, the Day of the Lord should be more respected and more developed and followed than it has been the fact during the last few years.

Honorable Duplessis immediately said that it was the first time that he heard that this electricity question had anything to do with Sunday labor in the paper mills or other manufactures. He furthermore declared that it was preferable that electrical power companies lose money than be the cause to imperil the soul salvation of the workers.

Vice-president Matte spoke of the housing crisis. He believes that one of the best means to better the situation would be that the government establish an urban credit to enable the workers to build their own "home".

Prime Minister Duplessis said he could not see how the government could have functioning an urban credit to help the construction. This would necessitate, he said, a capital of some three hundred million dollars, without assuring the guarantee which involve the rural credit. We must not forget that the farmers present certain guarantees that in general the workers have not, for the farmers have a land, a farm, and agricultural implements, live stock, etc. It is estimated that the best way to push up construction would be to develop a co-operative system. It has given good results in other countries. He also declared that the housing crisis was due to the establishment of war industries which speeded up in large cities a great number of country people, add to this the restriction on construction material and you will find the explanation of this lack of houses. However, said he, I strongly recommend to the delegation to sustain the true co-operative societies.

Mr. Arthur D'Aoust, general vice-president of the papermakers, who just arrived from the Paris Conference of the International Labor Office, mentioned the fact that the ratified conventions by the Federal were in no way binding the various provinces. Although in respecting the autonomy and laws of each province there should be ways and means that once a convention is accepted by the delegates to a conference of the I.L.O., an agreement with the various provinces could be entered into so it may apply to Canada in its entirety.

Secretary Gus. Franq stressed the importance of having laws and regulations observed by all, it is useless, said he, to have our Statute Books filled with a lot of legislative

measures if they remain unenforced. He cited for instance flagrant violations of the Labor Relations Act and suggested to simplify the procedure in view of having all such cases prosecuted without undue delay.

He also advocated vacations with pay for all wage earners, although personally he believed that vacations with pay should be obtained through collective labor agreements and union contracts, however as there has always been a certain number of workers who do not see fit to join the ranks of Organized Labor and unfortunately always will, vacations with pay will have to be enforced by legislation, it is our duty to help those unfortunate who do not help themselves, hence our request.

Premier Maurice Duplessis approved the main demand for a Labor Code, he had no objection to a National Labor Code provided that it contained two important provisions. The first was that any such Code "give full justice to this province and everybody else by taking into account Quebec's special characteristics and conditions", and the second that such Code be adopted "not by amending the British North American Act but by co-operation and collaboration".

He advocated the entering into, by Ottawa and the provinces, of "sensible and just agreements which will not upset our constitution and furthermore will not suppress or infringe upon the fundamental rights of the provinces, in general, and of Quebec in particular. He always favored co-operation but will always oppose assimilation, natural resources were given provinces to guarantee their survival and by abandoning its labor legislation a province was making the first step towards complete surrender of its natural resources and provincial life. It is absolutely essential for Quebec to preserve all its rights, special needs, characteristic mentality and beloved traditions; those are the national assets of the province and must be safeguarded if French Canadians are to keep their faith, language, religion and traditions.

Premier Duplessis stated that the serious housing problem facing Canadians today is not the fault or responsibility of the provincial or municipal governments, he expressed the opinion that this important problem should be solved by those who, perhaps unwillingly, created it in the first place. He pronounced himself against the creation of a system of urban credit, similar to the agricultural one, pointing out that a proper system of this kind would cost about \$350,000,000 which the Province has not the means to finance.

He came out very strongly in favor of the construction co-operatives and said it was one of the best solutions of the housing problem.

The Premier stated that his government will study and enact, if possible, legislation to give wage earners the right which most people have of enjoying vacations with pay.

He agreed that pre-fabricated houses are not only an injustice to the workers but in many cases a danger to public health, the construction of same should however come under the working of collective agreements of the building industry.

The Premier also agreed with the request to increase the Labor Relations Board from three to five members. Mr. Duplessis paid tribute to Labor Minister Antonio Barrette, Acting Provincial Treasurer Paul Beaulieu and to Gus. Franq, the secretary-treasurer of the Federation.

Hon. Mr. Barrette congratulated sincerely the delegation for the splendid spirit of co-operation they

have shown during the course of the deliberations stating that on the suggestion of its secretary a certain number of the requests made would be submitted for study to the Quebec's Superior Council of Labor, he stressed its usefulness as an essential organism to good labor relations.

President Beaudoin thanked in very appropriate terms the Premier and the Minister of Labor as well as the other members of the Cabinet that were present for the cordial reception they have tendered the delegation and for their spirit of co-operation with the demands of Organized Labor.

### Acting Chief Employment Officer foresees high level of employment soon

Speaking on the manpower outlook for 1946 to the delegates assembled in Ottawa for the 3rd Dominion-Provincial Farm Labour Conference, W. K. Rutherford, Acting Chief Employment Officer for Canada, said that in his opinion "a full and stable level of employment will be attained by the middle of the coming year." He hastened to add that this did not mean that everyone would have the work they wanted most. "The work of the country must be done and not everyone will be fortunate enough to secure exactly the type of work he desires," he stated, "but nonetheless, the main object is to secure as satisfactory work as possible at a decent living wage for every citizen."

He pointed out that the tremendous upsurge in consumer goods demand would in all likelihood absorb in addition to civilian workers the great majority of servicemen to be discharged in the coming months. Agriculture, he noted, would be competing for labour by spring, in view of the removal of the "freeze" on agricultural workers. In common with other speakers he emphasized that in order to compete with other industries farm wages must be maintained at the present level or possibly increased. In addition more attention must be placed on acquisition of technical skills and development of efficiency in production.

World trade and export markets will have no great effect in the first half of 1946. Enlarging on his statement that selective jobs were not possible, he pointed out that the tendency to specialization in industry, while it might result in attainment of a high degree of skill on the part of a worker, limited the worker to that particular occupation. A great number of jobs in industry are not "highly" skilled. There is the same tendency in agriculture while admitting that some seasonal slackening in employment was to be anticipated, it was hoped that careful planning between Dominion and Provincial authorities would mitigate the more severe effects of this, and tend to even the scale of employment over the annual period. The obtaining of extra ex-skills and trades training under Canadian Vocational Training would help provide a large portion of our available manpower with additional means of earning during slack seasons, particularly in woods operations, farm labour and the building and construction trades. This latter would absorb a great number of workers in the coming year.

He strongly emphasized that the attainment and maintenance of a high employment level was dependent to a very great degree on the avoidance of industrial strife.

Strikes and lockouts at this time will have a very detrimental influence on the whole development of employment for 1946.

### A Booklet on Labour Legislation in Canada

A booklet of thirty-three pages entitled "Labour Legislation in Canada — A Historical Outline of the Principal Dominion and Provincial Labour Laws, August, 1945," has just been issued by the Department of Labour. The information was prepared for the use of the Dominion-Provincial Conference on Reconstruction, August, 1945. Somewhat revised, it has now been reprint-

# ROYAL BANK ASSETS TOP \$2,000,000,000

New high records revealed in Royal Bank Annual Statement. Assets reach highest point in history. Total deposits at record level of \$1,888,000,000. Healthy increase in current loans. Liquid position strong. Profits improve.

New records in the field of Canadian banking are revealed in the Annual Statement of The Royal Bank of Canada, for the year ended November 30, 1945. Total assets, which increased during the year by over \$217,000,000 have reached a total of \$2,007,546,978 which is not only a new record for the bank, but is the first time the assets of any Canadian bank have reached the two billion dollar figure. Total Deposits, which a year ago stood at the record total of \$1,676,884,696, are again up, having increased by more than \$211,000,000 to \$1,888,757,074. Deposits by the public are also at the new high level of \$1,595,389,294, an increase of over \$195,000,000. That the scale of private savings, steadily on the increase through the war years, has been well maintained is reflected by public deposits bearing interest totaling \$711,591,119. This figure compares with \$592,851,469 in 1944.

Current loans both in Canada and abroad are higher than a year ago, and have reached a total of \$383,624,056 as compared with \$351,652,376. The downward trend of current loans in Canada noted in last year's report has been reversed, the figures under this head showing an encouraging increase in the present balance sheet. At the close of the bank's fiscal year on November 30th such loans totalled \$283,726,567, an increase of more than \$22,000,000 over the figure for the previous year. Current loans outside Canada, which now total \$88,441,196, are higher by \$9,323,726. An increase of some \$53,-

000,000 is also shown for Call Loans in Canada, probably due in large measure to the temporary accommodation extended to investment dealers in the financing of purchases of the 9th Victory Loan.

The liquid position of the bank is, as usual, very strong. Liquid assets are substantially higher than a year ago and total \$1,558,477,086 which is equal to 82.14% of the bank's liabilities to the public. Included in these liquid assets are Dominion and Provincial securities valued at \$882,039,866, an increase of more than \$72,000,000 over the previous year. The balance sheet also reveals an increase of some \$20,000,000 in the bank's holdings of public securities other than Canadian. These consist primarily of United States and United Kingdom Government Securities.

The bank's profit and loss account is this year presented in a somewhat different form to that used previously. Profits, after the usual contribution to the Pension Fund Society and appropriation for Contingency Reserves, amounted to \$6,003,142. From this amount \$2,175,000 has been set aside for Dominion Government taxes, leaving a net profit for the year of \$3,828,142. The comparative figure for the previous year was \$2,932,184. From the net profit \$729,295 has been set aside for Bank Premises and the usual dividends amounting to \$2,100,000 paid, leaving \$998,847 to be carried forward to surplus which now stands at \$5,246,518.

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ed for general distribution. Wartime measures occupy little space in the pamphlet. Historical information is given for most classes of peace-time laws.

The distribution of legislative powers between the Dominion and the Provinces in relation to labour matters is described in a brief section. Headings of other sections are Trade Unions, Collective Bargaining, Conciliation and Investigation of Disputes, Mines, Factories, Commercial Establishments, Minimum Age for Employment, Workmen's Compensation, Minimum Wages, Fair Wages, Maximum Hours of Labour, Employment Offices and Unemployment Insurance, Vocational Education and Apprenticeship, Uniformity of Provincial Labour Laws and International Labour Organization.

Tabular statements appended to these sections show the provincial legislative standards in connection with school attendance, child labour, minimum wages, hours of work in mines, factories and shops, and benefits payable under Workmen's Compensation Acts.

Copies of the pamphlet may be obtained from the Legislation Branch, Department of Labour, Ottawa.

**NOTICE OF APPLICATION FOR DIVORCE**  
Notice is hereby given that JESSIE HOPE FORBES, of the City and District of Montreal, will apply to Parliament of Canada at its next or following ensuing session for a Bill of Divorce from her husband CHARLES DOUGALL HARDIE, formerly of the same place now of Chicago, Ill., U.S.A., on the ground of adultery and desertion.  
Dated at Montreal October 20th, 1945.  
GUSTAVE DUTAUD, K.C.,  
Attorney for Petitioner,  
59 St. James Street West,  
Montreal.