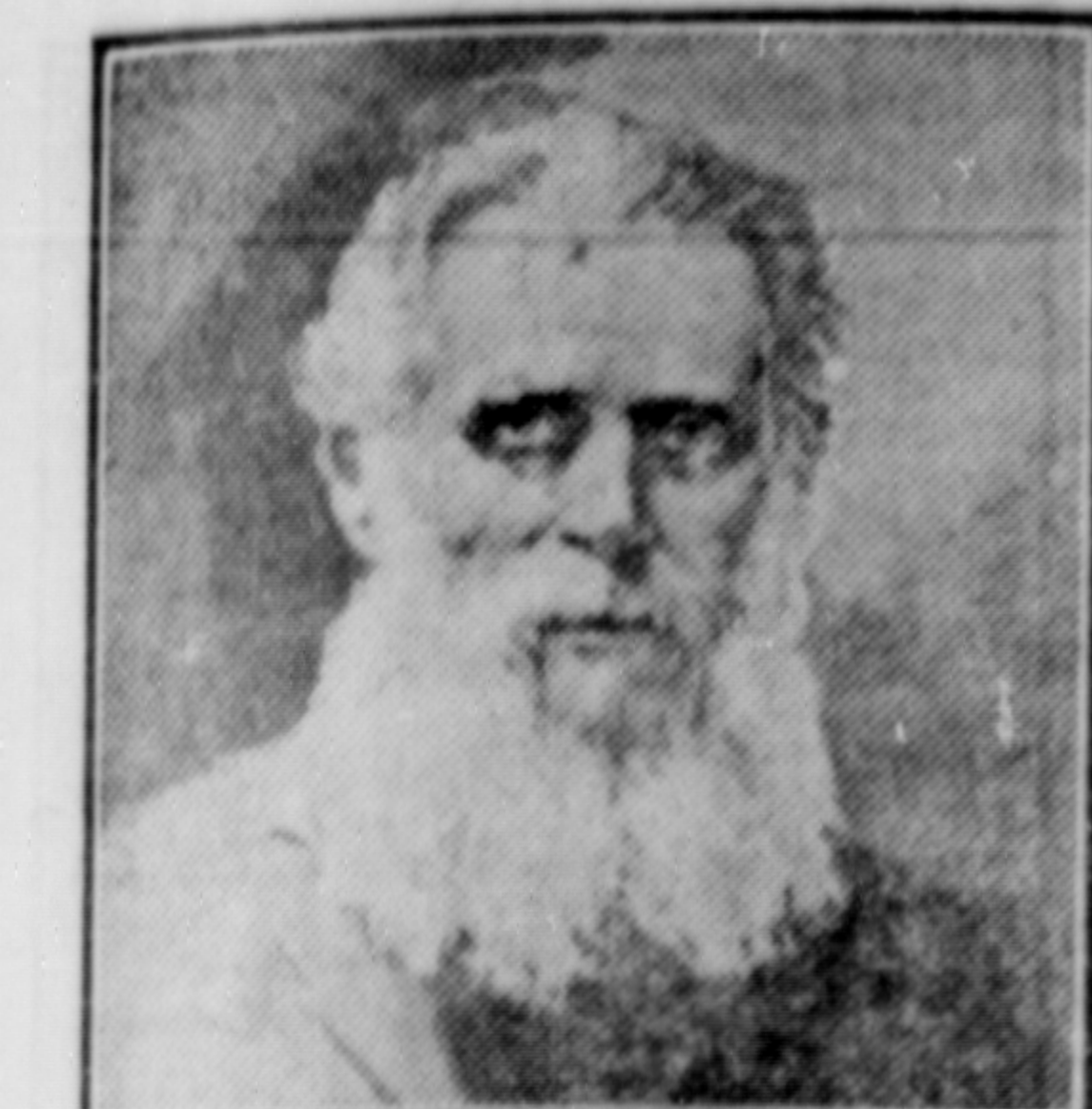


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## THERE WILL NEVER BE CONSCRIPTION—LAURIER

Montreal, Dec. 24.—Sir Wilfrid Laurier's determination to preserve the party truce was shown in his recent speech to the Reform Club here. There is no conscription in Great Britain, there never was, and there never will be, he said.

"I was asked by someone," Sir Wilfrid said, "why should you support the government in their policy of sending men to the front? Why should the Liberal party not remain quiet and passive, and leave all the worries to the government? And my answer was this: 'I have no particular love for the government? And I love my country. I love the land of my ancestors, France. I love above all the land of liberty, England, and rather than I, in my position as leader of the Liberal party should remain passive and quiescent I would go out of public life altogether.'"

"Freedom breeds loyalty; coercion always was the mother of resistance and rebellion," he continued, speaking of conscription.

Referring to the Monroe Doctrine, he said: "Whatever it may mean—and according to the interpretation put on it by an eminent authority in the United States, it is only for American people to dictate what it means—but even if it meant everything that was claimed for it at the time the Canadian navy was under discussion, even if it meant as much as that, I do not hesitate to say and to say it as a Canadian, I do not want her to be saved by the Monroe Doctrine, but by the Canadian people."

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## STUDY OF INDUSTRIAL LIFE AND HOW TO GET BEST RESULTS

EMPLOYERS OF LABOR FIND IT PAYS TO TREAT MEN AS HUMAN BEINGS—GOOD ENVIRONMENT MEANS GOOD SERVICE.

(By Ida M. Tarbell, in the American Magazine, New York.)

Employers have discovered that human beings are more valuable than the most scientific machines, and that cold business sense demands that proper care be taken of the men and women who work.

He who turns out early in the morning sees a wonderful sight. It is the incoming tide of workers. They have the streets, the cars, and the ferries to themselves.

What kind of places are those into which this mighty tide disappears, in which it spends the bulk of its waking hours, and practically all its hours of sunshine? The men and women who do the labor of the world are the most important factor in the thing we call "prosperity."

### Workshops Matter.

No one who knows anything of human beings and the forces which influence them will deny that to a large degree their health, their content, and their efficiency, depend upon their surroundings. Workshops matter. They can pull men and women down or hold them steady, stimulate them—as they are ugly and unhealthy, or tolerable, bright, and convenient.

The world has been slow in admitting this, but it has been slow in admitting that the worker mattered. He has come cheap through all the ages, and men in power have built up theories to keep him cheap. He did not feel hardships, comfort would spoil him. Couple these ideas with the grim notion that the curse of Cain was on labor and that it was not for a devout man to interfere with the ways of the Lord, and you have a partial explanation of the Old World's indifference to the conditions of its workshops. These ideas have been slowly dying in the New World.

### Industry Itself Insists.

Today it is industry itself which is insisting that the best possible workshops are none too good. Indeed, there is no problem which industry is attacking with more interest and intelligence than that of the conditions under which labor of all kinds shall be done. It begins with the basic matter of the building. The new model factory is the most interesting architectural development in the country, far more original and exciting than most of our pretentious public and private buildings. Everything else we do, our skyscrapers aside, are adaptations of Old-World forms, but our factories are our own.

The new Bureau of Printing and Engraving in Washington gives an excellent example of how much more interesting these buildings are than is reminiscent architecture applied to factory purposes. The new bureau is necessarily what it is—a white marble structure of great dignity and beauty, made to fit into the scheme of Washington's public buildings. There is, however, no hint of its purposes about it, none of the lightness, fitness, and originality which has been developed in our newer factories.

Go look at one of our new printing plants at night, a thing of shimmering light, its very framework unseen; or study the simple and easy lines of the great mills and factories. Two things attract at once: they are no longer low, they are no longer dark. The first consideration, indeed, in all modern factories is light. To do good work men must see, and to see they must have plenty of light.

### Ventilation Pays.

What is true of lighting is true of ventilation. Workshops are rapidly becoming the best ventilated places we have. Where buildings are high, with many easily adjusted windows, ventilation is a much simpler problem than in the low, old-fashioned

buildings of few windows. But few factories of any description depend now on windows alone for air. Ventilating plants are almost invariably installed in new factories, and thousands upon thousands of old plants of all descriptions have equipped themselves with them.

I have spent hours in factories of all kinds, including even a re-deemed cannery and laundry, and never for a moment had the sense of suffocation and closeness so common in drawing rooms, theatres and churches. They were scientifically ventilated and the temperature was rigidly supervised.

What this amounts to is that labor—all kinds of labor—may be carried on in perfectly aired and heated shops, and that the old notion that this was Utopian is exploded by the actual experiences of hundreds of employers. And they claim that it pays!

### Something More Useful.

A Chicago board of directors, examining the estimate for a new factory to be put up in Wisconsin, recently balked at the estimates for shower baths and lockers and toilet rooms. "Is it a gentleman's club you are equipping?" they wrote witheringly on the margin. The superintendent came back: "It is something much more useful to the community; it is a shop for 500 working men." The estimate was O.K'd without further comment.

"We are going to have order in this rolling mill if we never make another bar of iron in the place," I heard the stern manager of one of the big plants of the Steel Corporation say, and he had it.

A valuable device for carrying off dirt has recently been installed in the twine plants of the International Harvester Company. Twine is made from Yucatan sisal. The opening of the bundles fills the room with the most disagreeable dust. I have been told that when Mr. McCormick, the head of the Harvester Trust, first caught the idea of the model workshop, he told the heads of the twine department that he would give them sixty days to get rid of the dust in the opening room. It was not long, considering that for years everybody connected with such plants had said that it was one of the unavoidable features of the business. But in sixty days the plant was equipped with a machine which carries off the dust so perfectly that I spent half an hour in the opening room and came out without any perceptible dust on my dark clothing. This is done by opening the bundles over a perforated floor under which fans play. The dirt is carried down and out, never having a chance to rise in the room.

### To Stop Inconvenience.

Disorder and dirt are probably the most wasteful features in industry, but inconveniences are a close second. Scientific management has fully demonstrated this by studying the time it takes a man to perform a task under different conditions. For instance, the old way of putting the parts of a machine together was to place everything on the floor. The workman had to crouch down, or actually sit on the floor while he was assembling the parts which came in the lower part of the machine. Now an adjustable table is provided which can be placed at different heights, so that, as the machine grows higher, the table is lowered, and the workman finds himself always working in the position which is least cramped.

The result is that he does more work and with less fatigue. But what is it worth, this movement toward light, order and cleanliness and beauty in workshops? What is it worth in dollars and cents? Take the matter of proper shop lighting. How can

manufacturers be convinced that they can afford the large initial expense required to install a system which is used on an average not over two hours a day.

Mr. Schwarze declares in his handbook the results of experiments show that it increases output all the way from two to ten per cent.

The new workshops, in fact, are a direct response to a growing belief among practical men that one of industry's functions is to make better human beings. They are a proof of a growing conviction that multitudes who have been thought fit only for ugly toil are capable of response to what is good and orderly and beautiful; and that not only they but all of those with whom they are connected are enriched by their development.

### Changes in the Workers.

It is something more than increased wages the workers in these shops get. They are getting education, satisfaction, a sense of their own value in the undertaking. I could fill this magazine with stories of the effect of these changes on them; of girls transfigured from slatterns to clean and tidy decency; of women whose bitter revolt at work performed in ugly and filthy disorder has been changed to cheerful interest; of men who had given up the saloon because they were allowed to attend the flower beds. Light, sun, order and beauty are as powerful preventives of evil as darkness, disorder and ugliness are incentives to evil.

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TAKE NOTICE that I, Pedro Salinas, as agent for William J. Vaughan, Free Miner's Certificate No. 81545B, and for myself, Free Miner's Certificate No. 80313B, intend, sixty days from the date hereof, to apply to the Mining Recorder for a Certificate of Improvements, for the purpose of obtaining a Crown Grant of the above claim.  
And further take notice that action, under section 85, must be commenced before the issue of such Certificate of Improvements.  
Dated this 21st day of September, A.D. 1914.  
PEDRO SALINAS.

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