

NOTICE TO RETURNED MEN

Any returned men wishing to subscribe for the "Veteran" may do so by applying to Secretary E. H. Coy of the local G. W. V. A. at the G. W. V. A. rooms. The subscriptions have been taken out of the hands of the agents and in future will be subscribed to through the G. W. V. A. branches.

PUBLIC STENOGRAPHER

The Office of MISS MARY C. McCARTHY, Public Stenographer 445 King street, which has been closed since August 15th, will be re-opened on THURSDAY, October 16th, for all lines of commercial and reporting work.

NOTICE.

For convenience in train operation, the C. N. Trains on the VALLEY SECTION, between ST. JOHN, FREDERICTON and CENTREVILLE, are now being run on the

EASTERN STANDARD TIME

and not under the Atlantic Standard Time, as shown in Advertisements and Timetable.

Travellers are advised to keep in mind the difference between the Atlantic and Eastern Standard Time.

FEEDS

Cracked Corn, Corn Meal, Shorts
Bran, Oat Feed
Oats

at lowest market rates.

G. W. HODGE

Custom Tailoring

The New Importations for the Coming Season are now on display. An early inspection will assure you of a large and varied selection to choose from.

We are also prepared to fill all orders entrusted to us for MILITARY CLOTHING at reasonable price. We are sole agents for the Crown Tailoring Company, of Toronto, the largest Military Tailoring Company in Canada.

WALKER BROS. MERCHANT TAILORS

QUEEN STREET, WEST END

Witch Soot Destroyer

This article has been such a great boon for our customers and the public since we introduced it last season that we have put in another large stock of it and it will always be obtainable.

THE WITCH cleans the pipes and chimney chemically, saves labor taking down pipes, cleaning of furniture, etc., and incidentally saves your temper.

A trial will convince you.

D. J. SHEA

PUT A 2 C IN YOUR POCKET IT FITS THE 2 C KODAK Jr.

For Pictures of the somewhat elongated postcard shape, but just a trifle smaller, $2\frac{7}{8} \times 4\frac{7}{8}$ inches.

And this elongated shape makes possible a slim, thin camera that fits the pocket.

It is autographic, of course, and extremely easy to operate.

Call and ask to see the 2C KODAK JR., and we will tell you of our easy payment plan.

The McMurray Book & Stationery Co., Ltd.

DEVELOPING AND PRINTING FOR AMATEURS

NOT EVEN
A SCAR

is left where my little son cut his forehead so badly by running against a cross-cut saw," writes Mrs. T. G. Miller of Winona, Ont.

"I had never used Zam-Buk, but had heard how good it is for injuries, so I got some, and applied a dressing at once. It was quite wonderful the way it soothed the pain. I renewed the dressing twice a day for three days, by which time the cut was so much better the child was able to go without the bandage. From then I had no more trouble with the wound. It healed up very quickly, and not even a scar is left. Needless to say, I shall never be without Zam-Buk again."

Mothers should always keep Zam-Buk in the house, as nothing can take its place for cuts, scratches, bruises, burns and scalds. For rashes, eczema and all sores, blood-poisoning, ulcers, abscesses, boils, pimples, scalp sores, salt rheum and piles Zam-Buk is equally good. All dealers 50c. box.

Zam-Buk

SWORD OF HONOR
FOR GEN. SMUTS

Pretoria, South Africa, Oct. 20.—A distinguished gathering crowded the town hall today when the ayor amid scenes of enthusiasm, presented General Smuts with the sword of honor subscribed for by the citizen. Gen. Smuts, replying, dwelt with pride on South Africa's part in war. He said that for the fifteen million pounds expended in conquering German South-west Africa, the union had received an absolutely adequate asset.

FOR SALE—An Eastman folding camera, 4x5, in good condition; will be sold at a bargain. Apply at the Mail Office.

INSURANCE NOTICE

I wish to announce to my friends and the public generally that I have accepted the agency for the CANADA LIFE INSURANCE COMPANY.

This is a high class Canadian Company which has long carried a large amount of insurance in this province. I have several attractive propositions to offer and those who contemplate taking on insurance will find it to their advantage to consult me.

JOHN S. SCOTT,
Charlotte Street - - - Fredericton
Telephone 112.

MINARD'S
"KING OF PAIN"
LINIMENT

I was cured of terrible lumbago by

Minard's Liniment
—Rev. Wm. Brown.

I was cured of a bad case of earache by

Minard's Liniment
—Mr. S. Kaulbach.

I was cured of sensitive lungs by

Minard's Liniment
—Mrs. S. Masters

Manufactured by the
Minard's Liniment
Yarmouth, N.S.

CANADIAN COTTONS' PLAN
OF SHARING PROFITS

Offers an Even Division of Advantages of Increased Production

—Refusing Business Owing to the Falling Off in Production—All Round Wage Increases Made Possible Through New Scheme of Co-operation.

(Financial Post)

Montreal.—One of the important experiments in the direction of a co-operative arrangement between a Canadian plant and its employees has been undertaken by Canadian Cottons throughout its seven mills. The plan is a unique one in that increased production, rather than profits, is the basis for the increased wages that will be paid, and probably never has been tried before. The scheme has been put into operation within the past few days in the three mills of Canadian Cottons at Cornwall, also at the Hamilton mill, the two at St. John, N. B., one at Milltown, and one at Marysville N. B. Already inquiries have been received from a number of manufacturers who have heard of the plan, and a successful operation would mean a spreading of the principle in many directions.

In outlining this plan for the "Financial Post" on Thursday, A.C. Dawson, vice-president and general manager of Canadian Cottons, explained that the company had reached the limit of increases in wages for their employees under existing conditions of production; any further advances must be conditional on greater production, which, in turn, would decrease overhead charges per unit of production, and thus add to the profits of the mills. It was proposed to distribute these increased profits on the basis of fifty-fifty between the mill and its employees.

Based on Capacity of Mills

The basis of production taken was the percentage of the rated capacity of the looms. In the case of the "Canadian" mill, for example, this had fallen to about 65 per cent, while it might easily be brought up to 85 per cent, through the co-operation of the employees. The company proposes, then, that, starting from the present the company and employees shall share equally in the profits accruing from increased production and in direct ratio to such increase. Thus the company has agreed to pay the operatives, at the end of each succeeding three months' period, a sum equal to 1 per cent of each operative's wages for every 1 per cent increase of production obtained henceforth over and above the present average of 65 per cent, which may be considered as the "dead level." If the production is increased to 75 per cent, each operative will receive an increase of 10 per cent in wages; if to 85 per cent, the increase will be 20 per cent. The present average of production has been figured out for each mill, and the increase over this in each case will be the basis for increases in wages.

In order that each operative may at all times keep in touch with the production figures, these will be posted week by week on the usual notice boards. Moreover, in order to establish a healthy rivalry among the various mills the results at each mill will be posted for purposes of comparison as well.

Before going into the reason for this method that had been chosen, it might be well to state that early last spring the company made an offer to the employees to reduce the hours of work from 5 to 57 to a uniform 50 each week, paying the same wages for the shorter period. This worked out at an advance of about 14 per cent in wages. Later a further advance of 5 per cent was given. These increases aggregating nearly 20 per cent, were all that the management felt possible under existing conditions. For, contrary to all theories that have been held in many quarters, it was found by actual results that reduction declined in proportion to the drop in hours of working. This at once increased the costs of production, for the greater the production from the same plant, naturally the lower the unit cost of production, and vice versa. In seeking to provide an incentive to the operatives to increase production, the company chooses the only means of increasing the margin of profit and thus providing means for further increases in wages.

But there has been a further cause of decreased production, which has been termed "absenteeism," the taking of additional holidays by employees, a condition that higher wages is apt to accentuate, and has done to a greater extent probably in England than in this country. This point is handled thus in a circular letter the company has issued to the employees: "Some reduction in product as a re-

sult of the shorter working hours recently put into effect is naturally expected. The chief cause of the small production today is, however, idle machinery, caused in some instances by a shortage of workers, but more particularly by irregular attendance of many workers now on the pay roll. The Company's earnings, based upon present limited production are only sufficient to meet the operating expenses, depreciation, necessary renewals and war taxes, and at the same time to give the shareholders a reasonable return on their investment. The management, therefore, while deciding to put into immediate effect another moderate increase in wages—averaging about 5 per cent—is not in a position to do all that it would like to do for the workers."

To this the company added a frank statement of the need for the desired production, as follows: "There is, at present obtainable, a large volume of European and other foreign business, as well as an increasing demand at home, by participating in which Canadian industry would be greatly benefited. Our company is totally unable to participate in this business owing to its greatly reduced production."

The desirability for the increased

PALE CHEEKED WOMEN
TOLD ABOUT RESTORING
A ROSY COMPLEXION

A few years ago the girl with pale, drawn cheeks scarcely knew what to do in order to restore her fading appearance. At that time there was no blood-food medium made that really would put color and strength into systems that were more or less worn out.

Today it's different. The blood can be quickly nourished, can be made rich, red and healthy. All you have to do is to take two Freezone Tablets with a sip or two of water after meals. The effect is almost magical.

Mothers, look at your children. Are they ruddy and strong—do they eat and sleep well, or are they pale, weak, and anaemic?

FERROZONE will rebuild them. Take your own case—is your blood strong and rich? Have you that old-time strength and vigor, or are you somewhat under the weather?

FERROZONE will supply the strengthening elements you require. It is a blood-forming nourishing tonic that makes every ailing person well.

FERROZONE is a marvellous remedy, it contains in concentrated form certain rare qualities that especially fit it in cases of anaemia, poor color, thin blood, tiredness, and loss of weight.

Every day you put off using FERROZONE you lose ground. Get it today, sold in 50 cent boxes by all dealers, or by mail from the Catarhazone Co., Kingston, Ont.

production was thus made clear: How to obtain it? This, too, was pointed out to the employees in the following appeal to their own intelligence, self-interest and loyalty:

"The management is convinced that by loyal and unselfish co-operation a very material increase in production can be effected. Increased diligence on the part of every worker is essential in order to attain the desired results. Regular attendance at work is an absolute necessity. For this reason the management considers it only fair to the steady workers that, in order to participate in the proposed plan, the

(Continued on page three.)

SPORTSMEN

When you want the best in Taxidermy Work
send your work to

GEO. A. DAVIS, TAXIDERMIST, Fredericton, N. B.
281 Queen Street West

Canadian National Railways

ST. JOHN RIVER VALLEY ROUTE

TRAIN SERVICE BETWEEN ST. JOHN and GAGETOWN,
FREDERICTON, WOODSTOCK and
CENTREVILLE.

Passenger Train Service Tuesdays, Thursdays
and Saturdays

Read Down	(Eastern Standard Time)	Read Up
12.55 p.m. Lv. ST. JOHN	Ar. 2.05 p.m.	
3.10 p.m. Lv. GAGETOWN	Ar. 11.50 a.m.	
4.30 p.m. Ar. FREDERICTON	Lv. 10.30 a.m.	
5.00 p.m. Lv. FREDERICTON	Ar. 10.00 a.m.	
7.47 p.m. Lv. WOODSTOCK	Ar. 7.12 a.m.	
9.00 p.m. Ar. CENTREVILLE	Lv. 6.00 a.m.	

Mixed Train Service on Mondays, Wednesdays
and Fridays.

Leaving Fredericton for St. John at 2.00 p. m.

For further information apply to TICKET OFFICE.

Canadian National Railways

NEW THROUGH SERVICE
ST. JOHN TO QUEBEC

Via ST. JOHN RIVER VALLEY and TRANSCONTINENTAL
RAILWAY.

(Eastern Standard Time.)

Tue., Thur., Sat., 12.55 p.m. Lv. ST. JOHN	Ar. 2.05 p.m. Tue., Thur., Sat.
Tue., Thur., Sat., 1.30 p.m. Lv. Westfield Beach	Ar. 1.30 p.m. Tue., Thur., Sat.
Tue., Thur., Sat., 3.10 p.m. Lv. Gagetown	Ar. 11.50 a.m. Tue., Thur., Sat.
Tue., Thur., Sat., 4.30 p.m. Ar. Fredericton	Lv. 10.30 a.m. Tue., Thur., Sat.

(Atlantic Standard Time)

Tue., Thur., Sat., 6.25 p.m. Lv. Fredericton	Ar. 11.15 a.m. Tue., Thur., Sat.
Tue., Thur., Sat., 8.00 p.m. Ar. McGivney	Lv. 9.35 a.m. Tue., Thur., Sat.

Tue., Thur., Sat., 8.10 p.m. Lv. McGivney	Ar. 7.45 a.m. Tue., Thur., Sat.
Wed., Fri., Sun., 1.35 a.m. Ar. Edmundston	Lv. 2.50 a.m. Tue., Thur., Sat.

(Eastern Standard Time)

Wed., Fri., Sun., 12.45 a.m. Lv. Edmundston	Ar. 1.40 a.m. Tue., Thur., Sat.
Wed., Fri., Sun., 6.00 a.m. Ar. Moncton	Ar. 9.00 p.m. Mon., Wed., Fri.
Wed., Fri., Sun., 11.00 a.m. Ar. QUEBEC CITY	Ar. 3.45 p.m. Mon., Wed., Fri.

THROUGH BUFFET SLEEPING and PARLOR CAR between St. John, Fredericton and Quebec.

For particulars, rates, etc., apply TICKET OFFICE.