

## ATTENTION TURNS TO PLAN TO SAFEGUARD WORKERS

Dismissal Wage Begins to Take Place in Industrial Structure of U.S. — Provides for Funds on Leaving Employer.

WASHINGTON, July 8—Now that much of the protection accorded workers in the United States by the codes of the National Recovery Administration has been removed through the adverse decision of the supreme court renewed attention is being entered on other means of safeguarding the interests of workers.

### New Plan Introduced

The dismissal wage has been introduced in this country and, in some cases, has worked well, but it has not had nearly the vogue here observed in foreign countries.

In the United States the institution of the dismissal wage has been a voluntary matter with employers, but in 40 foreign countries laws have been passed having some bearing on it. The number is increased to 63 countries if those with laws relating to agricultural workers, domestic servants, seamen apprentices and civil servants, are included. Sixteen international labor organizations have gone on record in support of the dismissal wage and national trade unions of 19 countries have been actively pressing the matter.

It appears that technological improvements which have resulted in unemployment have had a tendency in recent years to stimulate the demand for the recognition, upon dismissal, of the past services of the worker.

The employer-employee relation of human beings is one of the oldest in the world and the evolution of this relation has been the subject of study of many economists. It has been found that the situation has steadily changed over the years with new problems constantly arising. In the feudal days, the question of a dismissal wage was cared for automatically. There was no wage in the usual money sense. The feudatory could command the services of the servitor or vassal at any time and was, on his part, under obligation to protect and support him or provide him with means of supporting himself. Upon cessation of the feudatory's need for the services, his obligation to the servitor did not cease. He was still bound to look out for his vassal.

### History Traced

During the guild period and the rise of the merchants the connection was looser, but still there was a connection. The apprentice was bound to the master and the master could not abandon his responsibilities. It was

not until the individual worker won his independence, not until the beginning of the industrial revolution that an outright wage relation, readily terminable by either party, began to bear an important part in employer-employee relationships.

Then there was a long period during which the pendulum reached its extreme amplitude in the other direction, and there developed an almost utter lack of feeling of responsibility on the part of employers for their workers. Employers felt at liberty to lock out their workers any time they chose, to lay off men at pleasure and in short, treat labor in the same manner as inanimate raw material. The rise of the labor unions was bitterly fought but, imperceptibly, there began to emerge a renewed feeling of employer responsibility. Everywhere, in this country and abroad, employers fought the unions and still fight them, but it can not be denied that there has been something of an awakening of social conscience.

The World War greatly stimulated attention to labor problems. One reason for this was the power of veteran organizations which insisted, politically, upon certain preferences for veterans. Every major country had the task of reabsorbing into industrial life the vast armies which had been in the field.

There are two general types of dismissal compensation which have been incorporated in legislation in various countries. The first type relates to what might be called emergency situations. These include sweeping displacements due to sudden technological improvements in machinery and new inventions, the sort of program of rationalization which has been undertaken in many places and the enactments of legislation having the effect of diminishing employment. A second type is general in scope. It applies to the rank and file of workers in ordinary employment.

Although not generally regarded as one of the great industrial countries, it is a notable fact that the Mexican Labor Code, enacted in 1931 after prolonged study and negotiations, is regarded as a world model. Actually it has been strictly enforced in Mexico but experts declare that were it enforced no fairer code could be employed. Other Latin American coun-

tries have followed the Mexican model and in Europe, Spain and Yugoslavia have adopted it. The dismissal wage is an important feature of the Mexican code.

### Dismissal Wage Plans

There are wide variations in the types of dismissal wage plans which have been adopted either voluntarily or as a result of legislation. The basic theory, however, is that, upon dismissal, a worker shall receive a sort of final valetudinarian bonus, the amount of which is governed by his rate of pay at the time of dismissal and by the length of his service. Of course dismissal wages are not paid where a man is dismissed for cause such as theft, sabotage, or other overt act. Safeguards are provided to prevent trumped-up charges to the part of employers to avoid payment.

The Rumanian law, while not precisely typical, may be cited as illustrative of the theory. After service of six months to one year, the worker must be paid an additional month's wage. After service from one to five years, three months' wage; after five to ten years, four months' wage; after 10 to 15 years, six months' wage with an additional one month's wage for each additional year of service over 15 years. Some plans provide that no dismissal wage is due unless the worker has been on the job five years. The usual plan is that the rate is at the rate being received at the time of dismissal. Also, some plans provide that, in lieu of the cash dismissal wage, the worker may take notice. Thus, a dismissed man could, in some circumstances, elect to work for three or four months longer.

Another safeguard which has been incorporated in dismissal wage laws has to do with a tendency on the part of some employers to escape liability by firing and rehiring. Thus a foreman although pleased with the work of a man, could after a few months discharge him. After a lapse of perhaps not more than a week he could rehire him and repeat this indefinitely. Such a procedure would defeat the man's claim to dismissal wage although he might have worked for the same company for years because it would be claimed that each term of work started only from the last rehiring and that the man had never completed as much as a year of continuous service.

Occidentals frequently talk and write of the slave labor of the Orient. As a matter of fact, Japan probably has the most liberal and protective labor laws in the world. For example, the law of Japan relating to dismissal wages provides that something be given a man even when dismissed for an overt act and this includes strike leaders.

Operation of unemployment insurance is so slow, old age pensions are so precarious and various other relief measures are so much less than satisfactory that increased attention will be given the dismissal wage.

## How To Treat Poison Ivy

Various treatments for ivy poisoning are given in the free pamphlet on poison ivy issued by the Dominion Department of Agriculture. The treatment most widely recommended at the present time is to dab the affected parts with a three percent solution of potassium permanganate. The stain left by this solution soon disappears or may be removed slowly by soap and water. Iodine tincture will also be found useful. Once the blisters have appeared, all rubbing should be avoided, and care taken to prevent infection spreading by painting iodine around the edges of the sores, and by using compresses soaked in a two percent solution of aluminum acetate, alcoholic solution of sugar of lead (50 to 60 percent rubbing alcohol) or any other cooling substance (baking soda, boric acid solution, etc.). In persistent cases the treatment may be varied by the use of ointments which may be removed again by sponging with hot soapy water. Avoid dusting dry baking powder or boric acid powder on oozing sores, as the latter will be sealed by a hard crust, thus aggravating conditions while frequent exposure to air relieves them. In slight cases where the oil of the ivy has not as yet penetrated the skin, scrubbing with laundry soap in running water will remove the danger.

The Daily Mail is the only "daily" in New Brunswick with a full radio page and programme.

## FRENCH AWARD SPELLS HONOR FOR CANADIAN

LONDON, England, July 8—Canadian founder of Women's Institutes in England and president of the Associated Country Women of the World, Mrs. Alfred Watt of Collingwood, Ontario, has been awarded the diploma and gold medal of the Societe des Agricultures de France, the highest tribute of that official agricultural organization of the French republic.

The medal was presented by Lady Tiphaine Lucas, on behalf of her sister, the Comtesse de Keranflech-Kernezne president of the Union Centrale des Associations Rurales Feminines. Referring to Mrs. Watt's initiative in organizing the Associated Country Women of the World, Lady Lucas said the thanks to her there was no country on the earth's surface "where our sisters, gallantly struggling to produce our daily bread, need feel isolated".

In her reply, Mrs. Watt indicated a special reason for her gratitude was the old link between France and Canada. "As a 'citizen of Canada', she said, "I possess two great heritages—one from Britain and one from France. I know that other Canadians will be glad that a Canadian woman should have received this honor from France, the land to which we owe the birth of our history".

Mrs. Watt was in the King's honors list some time ago, being named an Officer of the Order of the British Empire for her organization of Women's Institutes in the United Kingdom, now numbering 5,000 branches with 300,000 members.

The Associated Country Women of the World, of which she is the head, is the clearing house and central office of rural women's organizations and unites in friendship women in many lands which are otherwise without friendship alliance and which are indeed sometimes politically opposed. It includes among its affiliated societies the Women's Institutes of Canada and kindred bodies all over the world.

Daily Mail advertisements bring results.

## HYDRO MAY CONSTRUCT SMALL POWER PLANTS

TORONTO, July 8—Possible construction of a number of small power plants in the northern Ontario mining fields was forecast in the annual report of the Ontario Hydro-Electric Power Commission.

T. Stewart Lyon, chairman, said that estimated gold-mine tonnage in the vast area northward of the Great Lakes made probable a growing field for power sale in Northern Ontario. Small plants might have to be located in the far northwest.

They would follow in line with the development of Bat Rapids, 730 miles north of Toronto, where a small plant is being built to supply Patricia district mines, the report said.

Such proposals were termed long-distance forecasting. They would be in the area north of the French River and outside of Thunder Bay. If built, they would be operated by the Commission as agent for the province.

The cost would be returned to amortization carried for periods within the life of the mines they would serve.

The report also noted savings of \$100,000 a year in rural areas by service inducements and rate reductions. During the year 190 miles of primary rural lines were built.

## NURSING SICK AMONG CLOUDS

DARWIN, Australia.—When the Qantas airmail plane left Daly Waters recently for Darwin one of the women passengers became quite ill. Noticing her condition, Lady Louis Mountbatten, who was a passenger on the plane made the patient a comfortable bed with her coats on the floor of the cabin and tended her all the way to Darwin. On arrival at Darwin the woman said Lady Mountbatten "had been wonderful to her."

Lady Mountbatten left by the mail plane en route to Malta. She shares with Major Phillips, an Englishman, the distinction of being one of the first official passengers to leave Australia by an airmail plane.

The Daily Mail Advertisements Bring Results.

## Of Interest to Women

### THE PICNIC SEASON'S HERE

This is the season when business men and women flee from the city on Saturdays and Sundays. It's economical and pleasant if they can take picnic lunches along on trips to the beach or country. The problem is to find time and facilities for packing the lunch. So we suggest the following menu which can be prepared with the least possible trouble. All items can be assembled during a trip to the delicatessen and grocery, and then wrapped and packed at home.

#### Box Lunch for Two

1 pint chicken salad—Pack in moisture-proof paper containers.  
4 nutbread and butter sandwiches—slice and butter bread. Wrap each sandwich separately.  
4 chopped-egg-and-bacon sandwiches—wrap each sandwich separately.  
1 package of stuffed olives—Buy a ten-cent bottle of olives, remove from bottle and drain before wrapping.  
6 small sweet pickles—Wrap together.

2 frosted cup cakes—Wrap each cake separately.

1 pint sweet cherries—Wash and dry them before packing in moisture-proof paper container.

Hot coffee or cold beverage can be purchased at or near place of the picnic.

Leave such crushable food as cup cakes until last so that you can pack them on top of other foods rather than beneath them. Two firm ripe tomatoes, wrapped separately, with a small paper container of mayonnaise, might be added, if desired.

A few additional accessories are needed for a picnic lunch planned for several people. Included among the necessities are a tablecloth, can and bottle-opener, sharp knife, and vacuum bottle. Should you be planning to buy a vacuum bottle, you might be interested in the new one just out. It has a tan, enamelled finish, is decorated with a red and black band in the centre and has 4 non-breakable composition drinking cups in bright colors nested at the top.

A de luxe lunch kit, which is also new this year, has a case covered with water-proofed Irish linen, decorated with one deep green stripe. It resembles the most popular type of light weight luggage used so much for airplane travel. It is fitted with non-breakable composition food boxes, table service of the same material for 4 or 6 persons and 2 quart vacuum bottles.

#### Family Style for Six

Veal or Upside-Down-Ham Loaf—Wrap whole, slice at picnic, and place between slices of buttered bread.

Horseradish Mustard—Carry in a small moisture-proof paper container. Spread on slices of meat loaf for sandwiches.

1 large loaf bread—Slice and butter before wrapping.

1 quart potato salad—Pack in moisture-proof container.

6 stuffed beets—Wrap each in oiled paper.

Jelly roll—Wrap whole and slice at picnic.

Coffee in vacuum bottle.

Sugar and cream for coffee.

Milk in vacuum bottle for children.

Pineapple Fans—Carry in moisture-proof container.

½ cup confectioners' sugar to serve with the pineapple fans.

When the picnic lunch is to be cooked out of doors over a fire, matches head the list of necessary supplies. Include also, any equipment needed for cooking. A new convenience for camp cooks this year is a tricky portable grill. It has adequate space for holding charcoal or wood, with a grill

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above for broiling which is large enough to hold 2 frying pans or kettles. The legs fold up, so that the whole thing can be packed in a travelling case considerably smaller than the average suitcase.

Uncooked meats should not be carried far on a very hot day unless they are placed on ice. A grill of some kind will be needed for preparing the menus below; also, long handled forks and a large kettle for boiling the corn.

#### Campfire Menu for Six

3 to 4 pounds steak, cut medium thick for steak sandwiches—Cut steak in strips at the campfire, broil, and serve in buttered rolls.

Salt, pepper and Worcestershire sauce, for seasoning steak.

Chili sauce or mustard—Serve on the steak.

12 slices onion—Place on each steak in sandwich.

12 sandwich rolls—Cut in half and butter before wrapping.

12 ears sweet corn—Boil or roast at campfire.

6 dill pickles—Wrap in moisture-proof paper.

Cocoanut Fingers—Prepare at the campfire.

Hot Coffee—Carry in vacuum bottle or make fresh over the fire.

Sugar and cream for the coffee.

Fruit—Watermelon, or plums and grapes.

Most of the following recipes are mentioned in the menus given above.

#### Stuffed Beets

6 medium sized beets, cooked French dressing

½ cup celery, diced.

2 hard-cooked eggs

1 tablespoon prepared horseradish

1 teaspoon onion, finely chopped

Salt and pepper.

1-4 cup mayonnaise.

Peel beets and scoop out the centres to form cups. Marinate for ½ hour in French dressing. It is better to put them in the marinade the night before if you want them ready early in the morning. Combine other ingredients and fill the beets. This recipe makes 6 portions.

This is a new and particularly good kind of ham loaf:

#### Upside Down Ham Loaf

3 tablespoons butter

1-4 cup brown sugar

3 slices canned pineapple.

1 pound ham, ground.

½ pound fresh pork, ground.

½ cup bread crumbs.

1-4 teaspoon pepper.

2 eggs, well beaten.

1-4 cup milk.

Melt butter in loaf pan and add brown sugar, stirring until dissolved.

Cut pineapple slices into halves and saute in the butter and brown sugar mixture until slightly brown, about 15 minutes. Remove as much fat as possible from the meat, put meat through the meat grinder then combine with all the other ingredients. Spread in loaf pan over pineapple sections.

Press it down well into the pan. Bake for about 50 minutes in a moderately hot oven 375 degrees F. This recipe makes 6 portions.

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