

THE STATUS OF FARM LABOUR IN SASKATCHEWAN

BY MAURICE C. FITZ/GERALD, B.A.

PREFACE.

Extensive as is the sphere of Economics at the present day, the tendency of the twentieth century up to Modern times has not been to make a cursory review of the entire field, but rather to focus attention upon each particular phase in the composite development of Society, in relation to its production, distribution and consumption of wealth.

Insofar as the economic state may well be regarded as dynamic and while in all truth static influences are constantly exerting a modicum of stability, yet the trend of all economic activity is in the direction of change.

That change is not identical with progress is not only apparent but sufficiently significant and confusion in the terms is to be strictly avoided.

Here again the implication "progress" may be subjected to ambiguity and in the minds of many, may imply the general progress as applied to discovery or invention and the utilization of products formerly regarded as disutilities: In short, to the accumulation of the gross wealth of the state. To the considerate however, progress can be measured only with respect to the net advantages as opposed to the consequent disadvantages of the state in its entirety.

Even in an assertion of this nature the fallacy is only too evident. That certain groups of employees, who may

contribute to the general progress of mankind and aid in promoting class wealth and luxury, which we in a loose way may call the net progress, are themselves suffering from all the inequalities and deficiencies of an inimical system of development under a dynamic state.

It is open to conjecture whether the agricultural employee could be placed in this category. Yet there is no hesitancy in maintaining that his efforts contribute toward the net progress of the state, but particularly promote the material gain of his employer. The question naturally arises whether there is any provocation for an indictment of exploitation.

In the following chapters, after a brief survey of the conditions under which the early pioneer existed, all which, might ordinarily be expected to serve as an introduction to both the employer and employed, an earnest attempt has been made to represent the actual status of agricultural labour in the province of Saskatchewan.

Lest demolition of existing traditions be thought the purpose of such treatment, frequent suggestions have been made relative to constructive methods of procedure.

While the suggestions intimated are necessarily subject to personal bias, some claim to their effectiveness, were they put into effect, is not unwarranted; and it may be trusted that, if no actual steps are taken to directly improve the lot of the agricultural laborer, yet a movement will have been begun, which may open the field to future investigators and that

ultimately the laborer may receive just recognition and conversely be, "worthy of his hire."

Arcola, Saskatchewan,

Feb. 1st, 1926.

THE STATUS OF FARM LABOUR IN SASKATCHEWAN.

CHAPTER 1.

IN RETROSPECT.

Where lilies of a gorgeous red gleam bright
And daisies stretch for miles beyond one's sight,
Where sunflowers tinged from off the setting sun
And the bluebell closes when the day is done.

"There is the grave beneath that stunted elm." "Whose grave?" the casual questioner might inquire and in return be told the life and death, and uncertain chronicle, of one who in all honour we designate the pathfinder of the Canadian West.

"That second grave?" You query. "Perhaps! Who knows? A wife, a friend, what difference now? Why delve into a misty past, written in blood and punctuated by the groans of suffering humanity? Enough to know, to realize beneath the scanty umbrage are the crumbled bones of one who loved life, lived a free existence in the untrammelled pathways of the West, drank from the clear brook, warmed himself by the smoky fire, dreamed his dreams, loved and was loved and past on over the great divide west of which there is no known return.

That is the history of the West! We of to-day can vaguely realize the intrepidity of the men who blazed our trails, who forded our rivers, who penetrated into the innermost recesses of an unknown world. Men with indomitable spirit, who risked their

lives a thousand times by fire, water and by hostile bands of roving indians. Men who were lured by the velvet softness of the beaver, otter, mink and wolverine; men who at night heard the blood-curling howling of the timber wolf in search of prey, pulled their blankets closer round their shoulders, have watched till dawn, then moved westward unafraid.

That was the spirit of the West! The trapper passed and in his wake were the bleached bones of slaughtered buffalo. Great bulls with massy heads, that boomed a challenge and rushed with level heads over the steep ravine. Cows too, less rugged in appearance, piloting their awkward wobbling calves, which with strident calls delayed a swift retreat.

Listen! What sound was that? Not the far-distant war hoop of a tribal band but shrill screeching of red river carts winding a circuitous path to old Fort Garry. Deep-rutted trails worn by the burdens of myriads of stinking hides. Gold for a life, the West has sold her birthright. Commercialism I crown you king!

If that is the justice of man, nature has unquestionably suffered. However nature utters no reproofs. She endures all, for on final analysis has not man been instructed by nature in methods equally as destructive!

If the indian in his war bonnet, the buffalo dotting the prairie, the trapper in beaded buckskin moccasins have played their parts, just so the Scarlet Riders of the plains came into their own. Recruited from the salt of the old land these men have rendered unparalleled service, facing danger and

privation, scouring the hinterland, and purging the life of a new people.

Safety of life has always been regarded as a first essential and the organization of The Royal North West Mounted Police marked a scarlet letter in the annals of the West. Picturesque in their blue serge trousers with yellow strips, scarlet tunic and stetson hat, armed solely with a forty-five, endowed with courage and determination they rendered the West safe for the early pioneer. No trail was too long, no weather too severe, no task too arduous for men of this calibre. Honoured, respected, the lonely riders of the plain accomplished the impossible. They established justice.

Justice! Or is illusion your true name? Too strong an epithet! Too bold a caricature! She is no masker with silken hose and silver-buckled shoon, no reveler in fitful phantasies of youth and age. Once grown to full maturity she still exists though warped and bent and oft times tardy of redress.

CHAPTER 11.

THE VANGUARD OF A NEW DEMOCRACY.

A student interested in Etymology might trace the origin of the word pioneer. Derived from the old french "peon" meaning foot soldier and earlier from the latin "pes" meaning foot. In its broadest sense it represents one who goes in advance to clear the way. To us the pioneer is the advanced guard of democracy.

Generally speaking Canadian literature is replete with instances depicting pioneer life. Numberless authors have written relative to the achievements of the few. This accentuation of the final triumph of man over his environment is indeed laudable yet the true perspective is lacking. Little is said regarding the grim struggle for existence. While it is gratifying indeed to learn how the first settlers consolidated their homestead. How they tilled the rich loam. The erection of buildings seems to indicate his growing prosperity. His stock raising and his development of cereals are no less a source of wonder. His self sufficiency and ingenuity would furnish material for a sequel to Robinson Crusoe. Indeed to some of the chroniclers Robinson Crusoe had an arduous experience as compared to the pioneer. Other writers cynically allude to the practices and customs of the times. Some purporting to trace these sociological developments of preceding decades point with a scornful finger at the fusion of the red and white races.

To the few women who braved the endless miles of travel in the prairie schooner, a monument ought to be erected. To the modern wife-flapper of to-day, protected by a generous medical

science and all the artifices of the twentieth century, who hesitates to undertake the burden of motherhood, must regard the woman of a century ago as indeed the progeny of Lacedaemonian brood. With absence of anaesthetics and disinfectants of any kind the wife of the pioneer was maternity's gold medalist.

Neither has it been the practice to portray the squatter in his cabin, the corner stone of a new nation, to view his calloused hands and hear his language of despair wrung from a tortured mind craving the common decencies of civilized affairs. Too long have historians portrayed in rosy-tinted colours the false retrospect, beautiful, tinged with the glories of a rising sun. The sun has set and in the Stygian darkness a heart beats without hope, when gazing to the stars a cry is raised unannulled in the years that passed between. This no Moschus, Bion or Theocritus can idealize into rich Sicilian verse. To ^{us} ~~we~~ who know it is a pastoral elegy.

CHAPTER 111.

WHEN EAST MEETS WEST.

To mention the name of Donald Smith, later known as Lord Strathcona, is to conjure up from the somewhat musty past and murky political background the brilliant achievement of a man of extraordinary ability. Smith was essentially a business man, keen of intellect, possessing strong convictions, endowed with personality and practical foresight. His monumental work of building the Canadian Pacific Railway which united the Atlantic and Pacific oceans is indeed worthy of tribute. Few men under the prevailing conditions could have accomplished such a stupendous task. With the political atmosphere highly charged, tremendous sums of money to be procured in order to finance the project; the Rockies to be spanned, were only a few of the difficulties to be surmounted. That he achieved his objective in the year 1885 several years earlier than was actually stipulated by the terms of the contract, shows the dispatch of his undertaking and the eagerness of the people for the completion of a trans-continental railway.

If we estimate projects by millions of dollars one must readily acknowledge the construction of the Canadian Pacific Railway as an undertaking of inter-national importance. If on the other hand one considers the mortality which is consequent to all constructional developments there is a vague

hesitancy in believing that after all, was the cost not too great? It has been established from well authenticated data that upward of three thousand men lost their lives in the building of this railway. If it were expressed in terms of miles one would simply say that each mile post represented the tombstone of a labourer. Few projects can vaunt such a consecration.

The Canadian Pacific Railway has undoubtedly proved a paying concern. It has been a constant source of irritation to later railway companies and since their re-organization under the Canadian National Railway system under the direction of Sir Henry Thornton this antipathy has not been dispelled.

That the terms of the original contract which secured the Canadian Pacific Railway millions of acres of the most fertile land is not to be opined. The feasibility of the venture was dependent upon a substantial subsidy. However the presentation of this vast acreage exempt from taxation has been the bone of contention for petty politicians subsequent to the driving of the last spike.

Suffice here to say, due credit should be accorded this stalwart Scotchman and no terms can express too emphatically the beneficial results which followed the meeting of the East and West.

The first direct consequence of the completion of the trans-continental railway was the almost instantaneous influx of immigrants from coast to coast. At regular intervals towns sprang up over night and the mushroom growth has been unparalleled

in the colonization of any country. With the railway came surveyors and the steady stream of homesteaders filing their claims seeking new fortunes in the land of golden opportunity. Truly to many the west was a veritable paradise, a refuge, a sanctuary. The transition however was pronounced and it was only by steadfast courage and perseverance that many waged a relentless warfare with mother nature. Picture to yourself the quarter section and the pre-emption adjoining. The log cabin with its clay filled seams, the sod roof and the coarse rough flooring. In the far corner of the tiny kitchen are some home made chairs, a cook stove ornaments the further side. In sharp relief a portrait on the wall, you perhaps inquire, "What a charming face, whose might it be?" "My sister, Lady so-and-so," is the calm reply. "In this environment?" Truly, our public debt is equally maintained, for have not rich and poor, humble and noble borne the heat and burden of the day!

Outside the humble dwelling two oxen wheeze, tugging the solitary walking plow. A wagon by the hay rack sole means of transportation, a kill or cure for sluggish livers. A keg of nails, huge, square, iron nails. A roll of barbed wire with cruel looking spikes quite an inch long. A wide toothed saw hangs on the near by branch. The homesteader appears and after proper salutations have been made, a hasty glance reveals that he wears a prince albert coat scarcely a year old, bearing a Bond Street tailor's name on the upturned collar. Strange visciditudes! The empire builders, a proud apostrophe! These are the men who forged our destiny, poured into the crucible

they emerged pure gold, the magic melting pot fulfilled the alchemist's dreams.

It is to this period that so many and so varied stories were circulated regarding the greenhorn.

The would-be agriculturist innocently inquiring just how many bushels of bran should be sown to the acre; or the hopeful immigrant regretfully complaining that the shafts of the plow appeared too narrow for the ox. Still another ardent naturalist on his discovery of a bird's nest thoughtfully leaving his spectacles to mark the spot.

Incidents like these depict the spirit of the people, optimistic, confident, these homesteaders struggled on, learned in the harsh school of life what nature had to teach. Why mention the prairie fires? Why refer to the gopher ravages? Why recall the frosts and droughts? Why enumerate the long, cold winters spent round the cook stove, or the sweltering summers and the myriads of insects? What is heat and cold? They had their pleasures too, simple perhaps, yet four per cent was not in vogue. No imitation Volstead pussy-footed laws. Real men drank blood-red wine and swore and smoked. No spotter watched with smug contempt the course of gravity a cocktail takes, then summons you to court. "Step to the bar boys - The Motherland," is quaffed and pledged again. It took much pledging to maintain its fealty! These were the days of open confidence, when friend helped friend, when the right hand was a binding contract where the West was in the making and whose traditions we cherish to-day.

CHAPTER IV.

AN ENIGMA.

Men are great, in so far as they obey the mandated of their own conscience. The cynic sagely remarks however, that even the most sensitive conscience is not infallible, that erroneous opinions may be formed, that at best, right is a relative unknown. Regardless of equivocation of this nature the consensus of opinion points conclusively to the inception of reform, the ultimate accomplishment of liberation, in short to the whole philosophy of democracy as the product of men, who have had a visionary ideal. How far short the materialization of these ideals actually comes, apparently depends on the nature of the demands and the emergency of the times.

In the light of the last half century Louis Riel was an enigma. No epithets are strong enough, no calumny too embittered, no vitriolic vituperations rancid enough to meet the needs of many historians. Seeped in the criticism whose only faculty is destruction, these historians of the past decades misrepresent the actual motives, pervert much of the inherent nobleness, distort events and draw hasty and false conclusions.

Turn the pages of history one by one, glance at the blood-stained leaves and sordid tragedies, the bitter altercations, view with an impartial eye the eternity of suffering, sorrow and bitterness. Ask yourself the value of a life when justice is in the balance.

Regrettable as it appears to be, while any measure

of mitigation has been rigidly withheld, all attenuating circumstances circumscribed, it is surely not too late to pay a modest tribute to some of the sterling attributes of one popularly anathematized as a rebel leader.

Enough has been written concerning the cause of the Saskatchewan Rebellion. The disinclination of the metis to till their allotted two hundred and forty acres subsequent to the Red River rebellion. Their migration west. Their settlement in the vicinity of Batoche. The arrival of surveyors with the completion of the transcontinental railway. The dread of speculators seizing these lands of which they held no title deeds. The general scarcity of buffalo and game. The feeling of antipathy of the redman to his white conqueror, no brother-love, but a harsh restraining hand, the age old aphorism of a dominant race, - the rights of man. Epitome of sorrow, sufficient to stir the soul of a nation were they so affected.

As from the phoenix, the fabulous bird of old mythology grew the awkward fledgling later to develop into the brilliant plumaged paragon of fables aviaries, So from the blood-sprinkled plains a new nation derived vitality.

In modern commerce if it pays to advertise in gilded letters blazoned to the world, true characters, which mock at deep sincerity and flaunt the cheap, effete and somewhat worthless competition. No medium since can boast such quick returns, for indelibly inscribed in the crimson pigment of man's blood, cemented by common mother-love the old restored the new.

CHAPTER V.

EVIL MAY RESULT IN GOOD.

Paradoxical as it may appear, the North West Rebellion actually had beneficial results. The speedy repression and prompt adjustment of just complaints marked the final effort of the red man to defy authority. It further tended to give the settlers a voice in their own affairs, for in 1886 representation was granted at Ottawa. Two years later, by the creation of a local legislature whose powers were enlarged in 1890 to control all territorial expenditure. In this way securing to the four provisional district of Assiniboia, Saskatchewan, Alberta and Athabaska a responsible government of considerable latitude. Out of these four districts on September the first 1905 the federal government formed the present provinces of Saskatchewan and Alberta. The province of Saskatchewan comprising practically Assiniboia, Saskatchewan and the east half of Athabaska; Alberta including Alberta and the West half of Athabaska. The first Saskatchewan provincial government consisted of a Lieutenant Governor and a Legislative Assembly of twenty-five members. To-day we have sixty-three members in the provincial house and from the six dominion members of parliament our representation has been increased to twenty-one.

The name Saskatchewan is derived from a corruption of a Cree expression meaning, "swift current" or "rapid flowing river." Its original significance was limited to any swiftly

flowing river, however the white settlers made the term applicable to the great river meandering through the fertile prairies, whose great arms were subsequently designated the North and South Saskatchewan. The name in this way was applied to the territorial division and later adopted for the name of a province to be unquestionably handed down to posterity.

To the uninitiated the province of Saskatchewan represents a vast expanse reaching on the south from the forty-ninth parallel of north latitude to the sixtieth parallel of the north latitude, to the north of which are the North West Territories. In width the province extends from a somewhat irregular line between longitude one hundred and one degrees and thirty seconds and one hundred and two degrees west, to longitude one hundred and ten degrees west. In shape the province is a huge blunt wedge, seven hundred and sixty-one miles long by three hundred and ninety-three miles at the base which tapers to two hundred and seventy-seven miles at the narrowest end. Its area is 251700 square miles, 8892 square miles being water and 242808 square miles being land. It has been moderately estimated by the Natural Resources Intelligence Service that seventy million acres are suitable for agriculture purposes of which only about twenty million acres have been improved. A comparative study usually conveys a more accurate appreciation of the relative sizes of respective areas. Especially is this true, when we consider that Saskatchewan is actually greater in extent than any European country with the exception of Russia, more than double the area of England, Scotland, Wales and Ireland

taken together; twice the size of Italy and more than twenty times greater than Belgium.

Numerically Saskatchewan compares favourably with the younger provinces. According to the 1921 census her population was 757,510 or approximately three inhabitants to the square mile, while her immigrants numbered 13,392. At this time the urban population was 218,958 or 28.9 per cent as compared to her rural population of 538,552 or 71.1 per cent.

It is a logical inference when so large a proportion of the population are agriculturalists to assume the importance of agrarian interests. Yet on closer inspection one is urged to consider, that while in many cases the farmer actually operates his own farm, in the majority of cases he is largely dependent upon assistance.

In the following chapters an earnest endeavour will be made to represent the actual facts relative to status of farm labour in Saskatchewan.

CHAPTER VI.

AGRICULTURAL LABOUR DEFINED.

Definition is at best arbitrary. It only too frequently portrays the idiosyncrasies of the writer and the peculiar bias of his mind. To the timid, definition is an effort at enunciation of his tenets to endure the caustic criticism of the hyper-critical. To the bold it is an annunciation in arrogant phrasiology, brazenly stereotyped in pedantic verbiage and bearing all the hall marks of redundancy, a camouflage which not infrequently conceals the limitations of his reasoning.

To which category a definition of the following nature may pertain is uncertain. Suffice to say, that the term farm labour may here be construed to mean, the male employee of adult age employed by an agriculturist. By thus restricting our definition of farm labour we immediately limit our horizon and are enabled to exclude labour which strictly does not fall within the limits of the definition. In this way farmers sons, chore boys, male workers beneath the legal age and domestics while being regarded as essential to the welfare of the employer will be treated separately and are not to be considered under the term farm labour.

While it has never been definitely decided who could claim the notoriety of being called the first agricultural labour nor has any data ever been secured relative to the first agreement. It appears to have been the practice of the early settlers to undertake their own work. From inquiry one might even surmise

that help was hired more generally subsequent to the North West rebellion, for the obvious reason, that the settler was in better circumstances and the development of script land called for a greater man power. It has been well established that in the early days, the place of modern labour was filled to a large degree by gentlemen's sons. It is the inherent desire of every Englishman to be the owner of land. It is as much part of his composition as the horns are to the ox. So it logically followed, that large numbers of these young Britishers were shipped out to learn the science of agriculture from first hand observation of the actual conditions. In many cases the immigrants received board and lodging and in a few cases slight remuneration during the summer months. On the other hand parents frequently paid liberally for their sons instruction and maintenance, furnishing their hopeful progeny with an adequate spending allowance, which in many cases was riotously spent. There is little question however, that under these fortuitous circumstances many a struggling homesteader met his current expenses and was enabled to fulfil his homestead obligations.

Generally speaking, we may assume, that prior to 1890 wages seldom exceeded ten dollars a month in the summer season, winter wages being a nominal amount of a dollar or two, more frequently they worked for their board. On the formation of the province on September the first, 1905, while wages were by no means uniform, the wage schedule had risen and a fair average payment for a willing and experienced farm labourer approximated twenty dollars per month for the summer and ten dollars per month for

the winter. In view of the absence of official statistics one can only base ones opinion upon available diary entries to which access may be had. In this way it is impossible to make any pretense at precision, in as much as local conditions were subject to such variations, that what might be generally true in regard to one particular region, might be entirely erroneous when applied to another. It is however the general tendencies rather than the exact mean which is of importance in an inquiry of this nature.

Assuming that the rural and urban population remained in the same ratio as previously mentioned in an earlier chapter and assuming the figures 257,763 as the total population for the province in 1906, then 71.1 per cent of this number would represent the rural population or in round figures 183,269 were dependent upon agriculture for a means of livelihood. Taking a modest estimate, that every one in ten of the rural inhabitants was an agricultural labourer; we are forced to admit the presence of 18,326 labourers in the year 1906, just one year after the formation of the province. Were we to apply a similar method of reasoning to the present time, assuming the same ratio, which in all probability would be decreased and nearer one to eight, we would be surprised to discover, that there actually are employed in the province no less than 53,855 agricultural labourers. To show that this approximates the truth may be shown from the fourth annual Report of the Bureau of Labour and Industries, for the twelve months ending April 30th.1924; where the agriculture labour placements are stated as 63,328. Sufficient allowance ought to be made in this connection however

for the large number of seasonal labourers, who in the majority of cases work for thirty days or less in the twelve months in the capacity of farm labourers. It seems then a logical inference to assume that at least 53,855 farm labourers are utilized for at least nine months out of the twelve and while such figures are always open to equivocation, the significance of the number alone should warrant the government to inquire into the actual number employed and an effort ought to be made to formulate statistics relative to the duration of employment. If then every thirteenth person in the province is an agricultural labourer - to which number there is undoubtedly a sinister meaning - it is high time that attention be paid to the study of the requirements of the labourer and every effort exerted to improve the status of so large a proportion of our population.

CHAPTER VII.

THE DEMAND FOR EXPERIENCED LABOURS DETERMINES WAGES.

Wages are determined largely by supply and demand. To state that they are determined solely by supply and demand would be to express, what in the majority of cases is not the implicit truth as regards agricultural labour. If, by supply we mean the existence of a standard of efficiency and by demand we infer an ability to meet the obligations of a subsequent engagement; then, there is positively no room for discussion and we must positively admit that the supply and demand are the sole determining factors in the setting of agricultural labourers' wages.

On the other hand, we understand by supply, only numerical significance and by demand, only the general efficiency on the part of every employer to meet his obligations on the termination of the contract, then supply and demand are only factors in the determination of wages.

The foregoing theory is not difficult to substantiate. It is evident an employer will be unwilling to pay an experienced man's wage to an inexperienced labourer. ACCORDINGLY IT IS THE DEMAND FOR EXPERIENCED LABOURS WHICH DETERMINES THE LABOURER'S WAGE. Similarly employees, who have become disillusioned regarding the capability of employers to pay a high wage, do not necessarily accept the highest wage offered. Many instances have been given, where the employees request a bank rating of their prospective employer, before entering into any definite

agreement and have been known to accept a relatively lower wage from another employer, rather than run the risk of failing to collect their wages at the expiration of their contract. It may here be said that in either of these events the respective employers would be estimated in the demand influence. The truth of this is apparent rather than real, in as much as its influence on wages has been found to be slight, in so far as the second employer might be quite indifferent regarding his employment of the labourer and he might in this way be termed within a zone of indifference. Interesting as a discussion of this nature is at the present time, the study of wages must be reserved for a later chapter, where under the chapter wage contract the whole question will be taken in its entirety.

To the farm labourer the matter of most supreme importance is that of immigration. All other issues fade into relative unimportance as compared to this one vitally important question. In all young countries, the policy has been to throw open the gates and welcome with open arms the miscellaneous assemblage of responsible and irresponsible entities desirous of availing themselves of the privileges of a democratic form of government. During a similar period of development, the United States, feeling the necessity of a greater population to share the burdens of taxation and to enable a more rapid development of her natural resources, pursued a policy of easy access to her shores. To-day, having learned her lesson and fully acquainted with the numerous difficulties in connection with the cosmopolitan characters of her population and not feeling the

same urge for unskilled labour, she has exhibited an unprecedented discrimination in her most recent immigration laws.

Saskatchewan to-day is passing through just such a period of development parallel to that of the central states of a quarter of a century ago and it is of dire importance, that our policy of immigration be so directed that we may be enabled to avoid the mistakes made by our southern neighbour.

The effect of immigration on the status of farm labour is not to be minimized. It is essentially vital to the interest and well being of the labourers. Increase the supply of efficient labourers by even a fractional per cent and the result must be invariably the lessening of demand and the consequent lowering of agricultural wages, providing other dynamic changes do not counteract the working of this law.

It is the utter helplessness of the agricultural labourer to remedy his situation which is of concern to the economist of to-day. The very inherent impotence of his class, makes it essential that his interest be safe-guarded, if not for the reason that he is a fellowman, then, for the reason that the entity of the farm labourer must be maintained, which necessitates the welfare of the agriculturalist.

Inimical as the immigration laws are to the labourer, they suffer in another respect. Seeking to make further profits or to lessen the deficit in the case of the Canadian National Railways, the transportation companies undertake harvest excursions and in this way import thousands of men from eastern and western Canada to the harvest fields of Saskatchewan yearly. This is done with no altruistic motive. It is

a matter of good business. By the large numbers wishing to avail themselves of a reduced rate, which enables them to see the middle west and make a substantial "stake," the transportation companies ply a lucrative trade, entirely regardless of the consequences. In many cases owing to the absence of any supervision in the selection of suitable harvesters, the arrival of the first excursion train is the prelude to a series of disputes. Nor is the dissatisfaction restricted to the harvesters but the spirit of unrest is infused into the regular labourers, who seeing inexperienced men, totally unfitted for harvest work, demanding and in many cases securing fabulous wages. In addition many of the harvesters are nothing short of I.W.W. organizers, reds, petty thieves or notorious car and bank bandits, who have exceptional chances to spy out the territory for later depredations. It must not be thought that this applies to the majority, among the harvesters are to be found virile young men who are anxious to give every satisfaction and usually do, yet the defects of this haphazard system are only too evident and the disadvantages ought not to be overlooked. It is indeed time that measures were taken restricting the wholesale chicanery of transportation companies, in their so called efforts to assist the agriculturalist. Indeed, while it possibly savours of the early Statute of Labourers, wages should be standardized and this standard adhered to by all employers. Only by careful selection, limitation and proper distribution of harvesters, with the understanding and

enforcement of a fair wage, can justice be done to the permanent farm labourers of Saskatchewan. In this way a sense of security in the long term contracts will be established and the labourer's confidence in their employer, which is so essential to the agrarian interest will be maintained.

CHAPTER VIII.

BELLUM ET MORS, ITS EFFECT.

What constitutes patriotism has since the dawn of History furnished material for interminable debate. During the last decade, every phase of the controversy has been viewed in turn to the merit and demerit of many of those concerned.

At the commencement of the Great War, a vagueness of the situation was apparent. In the initial stages, the true significance and extent of hostilities were underrated. To many, the declaration of war was synonymous to a gratuitous passage across the sea, with full provision for payment of incidental expenses and a promise of just sufficient relaxation upon disembarkation to enable one to derive complete advantages of a climatic change. Incidentally adequate exercise was to counteract the feeling of ennui.

Prevalent as this idea was, doubtlessly there were a few more far-sighted, who could view with disquietude the mystifying utterings of the minister for war. Familiar perhaps with the preparations of an enemy and their concentration of implements of war, these few sounded a note, which was not audible above the strident reverberations of a motley concourse. To these alone, a long drawn struggle was about to begin.

A brief discussion of the relative theories of patriotic endeavour as propounded during the war would be both interesting and instructive. Cursory as this would necessarily

be, unfortunately a treatment is beyond the limits of feasibility, so reference will only be made in the most casual way to the attitude of a few who exhibited a seemingly glaring outrage to ethical propriety. In this way by placing in sharp relief the actions and motives of a few self-interested men, a direct bearing may be had and the effect of the war more easily observed on the status of the agricultural labourer.

To question the courage and response of the existing militia at the commencement of the war would be to cast a slur on the brilliant record of both officers and men. However, as the months passed and the extreme seriousness of the situation became only too evident, many questionable methods were resorted to. Among the most brazen of these would appear to be the mobilization of battalions under the command of civic Colonels. - Commissioned with full rank of Colonel some farmer who was more familiar with the tines of a pitchfork than the bellicose termination of a bayonet or more accustomed to directing the wayward heifer than the intricate manoeuvre of a squadron of horse. Again some business man, who, well adapted to portioning prunes over the retail counter felt his deficiencies in the commissariat or the haberdasher who undoubtedly an excellent judge of cravats, knew little of the steel content of the helmet.

The privilege of forming battalions, meritorious as it is on first inspection, accentuates the futility and ineffectiveness, when we understand that these "Colonels" were elderly

men, quite unfit and incapable of service at the front. By liberal promises and substantial commissions they secured their quota of men and ever protesting their eternal devotion to their battalion and the cause, transported their men to Shorncliffe only to take the next boat home and receive their reward. Duped, deceived and mislead these recruits were left to their own reflections and a meagre dollar-ten a day. While the valiant officer in command, who satisfied at so notable an achievement returned to restful ease and a substantial army pay!

The exigencies and times demand unusual and unprecedented measures! The butcher and the baker quite within the military age of acceptance, waving the Union Jack, vied with each other protestation of their patriotic inclinations. One shouts the National Anthem and the other in loud acclaim portrays the spirit of Britannia. They insidiously recruit the rank and file, that their own most respectable selves might remain in the security of their own homes to enjoy the fruits of exceptional prosperity.

Any reference to the sentiments of the manufacturer might appear to question the justice of the cause itself. For did not the manufacturer maintain the wheels of industry! He it was he tells us who was accountable for the speedy termination of the war. He created the arsenal. He was the armourer of the nation. He was the strength, the Vulcan forging Jove's harness. Yet one scarcely dares to estimate the millions amassed by these traffickers of human confidences.

If the actions of many self-asserted patriots can

scarcely endure the mildest scrutiny, it is fortunately not applicable to the province as a whole. The practical absence of manufacturers and the relative number of agrarians who responded to the urgent demand for grain and yet more grain to feed the allied arms brought a prompt response.

The position of the agricultural labourer was difficult. He had two distinct claims on his patriotism. First, was to enlist and become a belligerent. Second, was to continue as a farm labourer and utilize his experience in assisting to supply the needs of Europe. Either course was commendable. Inertia would direct him in the second. Youth, duty and adventure would direct him in the first. No tribute can be paid which would adequately express the spirit of the labourer. Search the honour rolls in each town, village and community, go to the battle fields of Belgium, France and Salonica, view the ocean depths and where the blood of patriots has been spilled, he too has given his.

The effects of the world war on agricultural labour would best be discussed under two headings. Firstly, the lowering of efficiency. Secondly, the consequent rise of money wages.

The lowered efficiency of labour was only a natural consequence of the enlistment of thousands of agricultural labourers. To fill the vacancies of these experienced men, the employers found it necessary to engage inexperienced assistance. It was only too evident that there was a great disparity between the grades of labour and its effect was evident on the production

of the province. Nevertheless the employers made the best of a difficult situation by training successive grades of these inferior labourers. In many cases women were employed and to their credit it may be said gave excellent satisfaction. Farmers daughters were pressed into service, who familiar with the tasks contributed not a little to the national production. Young men, boys, occasionally clerks, even whole battalions in training were utilized in an effort to reduce the serious labour shortage and supply numerically what was needed in efficiency.

The second direct consequence was the rise in the wage schedule. This in many instances was not so pronounced as in reality was the case; in so far as an inferior labourer received the same wage as an experienced labourer received prior to the commencement of hostilities. When comparison with the experienced labourer is attempted a sharp increase in wages is clearly evident. As wages rose the marginal labourer or the labourer, who did just sufficient work to warrant his retention by his employer, was selected from a group, which was not formerly employed by the agriculturalist. In this way successive groups were brought within the margin of employment. Until ultimately all practical available labour was employed to meet the demand.

It has been constantly asserted, that the bargaining position of the experienced labourer during the later period of the war was ideal; that the labourer could dictate his own terms and that the employer of necessity had to secure his services at any cost. There is an element of truth in this

assertion, yet on analysis a fallacy is apparent. Owing to the inflation during the war, with the dollar suffering from depreciation, money wages and real wages had an entirely different significance. If we consider the enhanced prices of commodities essential to the labour and the purchasing power of the Canadian dollar we are inclined to question the unparalleled prosperity of the labourer.

If during any period subsequent to the declaration of war the position of the labourer would seem to be substantially improved, it would be shortly after the signing of the armistice. In 1919 the prices of commodities used by employees indicated a slight reduction, while wages were at the pinnacle. To this period then, and to no other did the labourer actually benefit to any appreciable degree.

During this period of reconstruction, the government evidencing a desire to express its appreciation for services rendered by the expeditionary force, furnished the soldiers with their so called gratuities. How far the government was influenced by the social unrest will never be ascertained. It is sufficient to know, that in common with the rest the erstwhile farm labourer received his gratuity, which enabled him to tide the period of crisis. The most commendable undertaking during this chaotic period of reconstruction was the establishment of the Soldier Settlement and Civil Restablishment Board. By this many of the ex-farm labourers have derived special advantage. Experienced in farming, in many instances with years of experience, these labourers have justified every confidence placed in them. Should

the Soldier Settlement Board require any justification for its continuance or should any harsh criticism as regards its unwarranted extravagancies be voiced, one essential must be granted, that with few exceptions the farm labourer has substantiated his claim to the privilege of this method of land purchase and further is bidding fair to make a success of his undertaking which will eventually repay the trust placed in his confidence to become an efficient and successful agriculturist.

CHAPTER LX.

LATITUDE AND VIRILITY.

A hasty survey of any map would indicate the geographical position of Saskatchewan to be in a north temperate latitude. It requires only an elemental deduction to realize that the province is so situated that of necessity the summers are comparatively brief while the winters are of supplementary duration. The fall and spring seasons of transitory periods furnishes variety to a climate otherwise notable for its thermal variations.

The universal scheme appears to have ordained the solar system so that some variety may be afforded the inhabitants on earth. Strange as it may be to us, this change of season is our most cherished expectation. Man is so constituted that the monotony of existence would become irksome were it not for the promised vision of a brighter tomorrow.

It has been definitely established that a northern latitude produces a hardy race. As the exotic conditions of the tropics tend toward early maturity and decay. If our birth-right is the bleak blizzard-swept expanse, alternated by a sunlit interval which we designate our summer, some alacrity is not to be opined at our readiness to sell our pottage.

To those who have never visited the middle west and are in ignorance of the actual vicissitudes in climatic conditions, a few words regarding the Saskatchewan winter might not prove

misplaced.

The European on his first visit designates the province the land of ice and snow, where bitter winds of high velocity sweep the bleak prairies and the icy finger of death points with beckoning familiarity.

It is true low temperatures are not uncommon. Forty and fifty below zero is no unusual thermometric reading. Yet this temperature gives a false impression of the intensity of cold. The unusual dryness of the atmosphere counteracts the lowness of the temperature and forty below zero, if one is suitably clad, is scarcely more noticeable than zero weather in a damper climate. Furthermore the altitude of some two thousand feet above sea level provides a somewhat rarefied atmospheric condition which is bracing in its effects.

Periodic blizzards which rage for days on end are of no rare occurrence, yet intervening periods of zero weather tend to make the winter more tolerable. The province, the western part of which, is within the chinook belt, feels the warm winds from the South West, which gently blow their message from the sea.

The trying feature of the prairie winter is its duration. From the middle of November until the later part of April the province is covered with a snowy mantle. Exceptions are of course not unusual and as if nature may have considered herself too harsh, an open winter may be permitted the native of the province on occasions.

If the long winter months so interminable in duration

are slow in passing; spring is equally prompt in her arrival. The magic disappearance of the snow drifts and the almost exotic growth of flowers is a source of bewilderment to all who have viewed the transition of the seasons. The protracted twilight and the early dawns defy the painters' brush and a fortune awaits the artist who can depict in living colors the sunset of the land within the precincts of the midnight sun.

No arbitrary separation can be made between the spring and summer seasons. Spring merges into summer and the hot rays of the sun engender life in the insect world. As the sun mounts in the south mosquitoes, bulldogs and flying ants ravage in voracious hordes the domain of man and beast. The temperature rises and one hundred and ten degrees in the shade is not unknown. Storms too, of violent electrical nature disturb the tranquil calmness of a summer night and God's artillery booms forth His stern commands to instil fear into the hearts of man.

So pass the seasons and the leaves don their brightest red autumnal tinted hues, then flutter to the ground a prelude to a frosty monologue, where winter reigns and rules.

CHAPTER X.

THE MAINTENANCE OF EFFICIENCY.

By definition we must understand in addition to the labourer being an efficient workman that he is in full possession of his faculties and in a normal state of health.

How far short of these requirements the labourer is in reality can easily be ascertained on visiting the farms in the province. Employers are constantly engaging young men, between the ages of seventeen and twenty-one. In many cases conditions may actually warrant this engagement, however the responsibility rests entirely with the employer and not matter how efficient they may prove it must always be borne in mind that a promising young man of seventeen would be far more efficient after he had received a suitable and adequate education. Incidentally he would prove more reliable in his early twenties than he would as a mere youth.

If it may be assumed, and this reasonably, that it is to the advantage of the employer to engage adults, what may be the most suitable ages from the employers view point? Inquiry into this question would suggest that the ages between twenty-one and thirty-five are best adapted to such rigorous employment. It is by no means difficult to arrive at this conclusion. The young man in his early twenties possesses energy which an older man of forty or fifty has already expended. While to a limited degree his activity is offset by lack of experience, yet in the majority of cases a young man can adapt

himself to his employment more readily than an older man. In addition, a young man is at his formative period, perception is active and he exhibits an interest, which with a readiness to meet the approval of his master, are determining factors that point toward this period of life as the most desirable in a labourer.

As the labourer nears thirty-five years of age, at which period in his life he should have accumulated substantial savings, he approaches a transitional period. This phase is noticeable for his desire to be independent. If the labourer fails to show this characteristic restlessness and settles down to the acceptance of agricultural employment as a life task, he has past beyond that period of most effective service and has entered the final stage indicative of the stagnatory period.

To many employers, who desire absolute reliance elderly labourers are most satisfactory. They have undoubtedly a certain steadiness which appeals to many employers. The amount of work nevertheless is limited and the practice has been to employ only limited numbers as the occasion justifies.

Age after all is somewhat illusive. The potion for eternal youth has not yet been discovered, nor has the condition of permanent good health been equally apportioned. It is by no means unusual to meet the young man of fifty and the increpid youth of twenty, nor have health specialists determined all the causes contributory to good and ill health. Generally speaking most people believe in hereditary, which proves a sufficient subterfuge for the actual condition of man.

Essential as good health is, it is of infinite importance to the agricultural labourer he must possess a sound body, and it may be cynically remarked that a sound mind in that body is no real disadvantage. Stamina to perform the manual work is required. Evident as this is and the more general use of labour saving devices, the day has not yet arrived when the puny and insignificant labourer can draw equal wages with the robust and muscular employee.

Good health depends however on the maintenance of the gift of nature. Not infrequently are to be met the social derelicts, who in a last endeavour to salvage their dissipated physical resources have recourse to the farm as a final and last resort.

Few as these cases are, their exaggerated condition justifies the study of hygienic methods of the employer, with respect to his employment of labour.

Sleep the restorative of worn brain cells and muscle tissue provides for the maintenance of vital energy. Failure on the part of the employer to provide appropriate sleeping accommodation is one of the causes of a lowered intellect and a decreased power of physical endurance. The wise employer's initial procedure is to furnish the labourer with a separate bed and sufficient clothing to promote restful and refreshing slumber. If the employer were to wish for a simile, no better one could be selected than the comparison of the human body and mind to that of a storage battery. The materials exist, but energy is maintained only by the constant supply of distilled

water and the systematic charging process which is so essential to the efficiency and life of the battery. In like manner food may represent the pure water supply and sleep the necessary electrical current to restore the difference of potential in the human body. If yet another crude illustration be used, the element of truth may be even still more apparent. Take for example the delicate mechanism in a large manufacturing plant, examine the intricate working of any of its parts and one is forced to realize the complication of construction. Were one subordinate part of this machine to cease functioning the effect would be felt and the machine would necessarily cease to operate. Without any exaggeration the human body is the most complex and delicate machine in existence to-day, yet daily violations are made, which nature in her bounty as an engineer of exceeding great skill, repairs. Some day the damage may be of such a serious nature, that no repair may be affected. Literally and metaphorically speaking the monkey-wrench may be cast in the hopper and the machine be thrown on the discard. Another burden to the tax payer and an insult to reasoning humanity!

As clean housing, separate bed, clean linen, sufficient blankets and suitable washing facilities are essential, so is good food a contributing factor to a good state of health. There is an immense difference however, between good food and elaborate fare. The latter is inimical to the welfare of the worker and not infrequently tends to counteract the labourers many other advantages. Rich foods such as fat pork, some kinds of cakes and pies can be taken of sparingly. It is well to consider the

Necessity of a moderate meat diet and the use of sufficient vegetables, simple puddings and good bread and butter. These should usually serve as a basis for the rural dietition. The consumption of one commodity such as eggs or pork with little variety has been responsible for the ill health of numerous agricultural labourers.

Another important consideration is provision for good and pure water. The difficulty in this respect within the province is considerable though usually the employer can overcome it by judicious planning. The value of pure drinking water is inestimable to a vigorous and energetic labourer in so much as his occupation requires the expenditure of much energy the consequence of which is ordinarily profuse perspiration. This perspiration dries the body and the supply must be restored if the body is to function properly and eliminate the waste materials from the alimentary canal.

Simple as the preceding remarks have been, there is to-day a general tendency on the part of the agricultural employer to deny the decencies of every day life to his employee. Regrettable as this fact is, that the majority of employers are prone to imagine that the labourer is of secondary consequence as compared to his live stock. This antipathy and general feeling is evidenced by a farmer's remark to a local druggist; who enquired of the farmer on his request for some medicine, whether he had a sick horse or a sick cow. The laconic reply was, "It is only for the hired man."

The seeds that are sown bring forth their own fruit. It is not to be wondered at, that at times there is an antagonistic

feeling between the employer and the employed. Not that the employer is always at fault. Yet life at best has its roots in suffering and fatigue and is indeed a tender plant which requires kindness to bring its blossoms to maturity.

CHAPTER XI.

BRAIN OR BRAWN.

In the preceding chapter special mention was made to the general health of the agricultural labourer. Important as health may be, it is by no means the only requisite. So general is the opinion, that muscle and brawn are synonymous with a labourer's efficiency that the epithet, "Strong in the back and weak in the head" has become an opprobrium for the term agricultural labourer.

Distasteful as remarks of this character must necessarily be to the majority of labourers, yet the very prevalence would be sufficient reason for an inquiry into the intellectual efficiency of the labourer.

Measurements may be said to be of two kinds standard and derived. Both are arbitrary. A derived measurement might be termed a measurement which is obtained from some certain fixed standard. To all intents and purposes we accept the derived units of measurement as a matter of convenience and we base our comparisons upon them accordingly.

No doubt in every employer's mind there exists some standard of measurement, yet this standard is individually variable and represents in fact, each employer's estimate of his own ideal employee. To the employer this mystical

personification is infallible. This labourer, like the kings majesty, can do no wrong. His judgments are actuated by precient knowledge, as are his efforts and actions always equally effectual. This figment exists in the mind of each and every employer and to this fixed standard, this etherial phantasy, the corporeal labourer must submit to discriminating comparison.

Irrational as the above theory undoubtedly appears the verity is not to be disputed. Employers unfortunately fail to realize the absurdness of such comparison and consequently fail to understand the unfairness of their scale of measurement.

From the beginning it is seen, that the employer has no definite fixity of standardization. In each particular employer a variable standard exists, to which in as equally a variable degree derived standards or standards of inferiority are secured. Lamentable as this peculiarity of the agricultural employer has proved to be, recognition of his fallacious standardization must be fully understood if an endeavour is to be made to fix upon the relative efficiency of the agricultural employee.

To the employer experienced labour must guarantee to himself a vigorous and healthy body with an active and intelligent mind. Furthermore the labourer must have had sufficient experience to enable him to perform all the seasonal duties on the farm. His familiarity with machinery is imperative. He must be of a constructive nature in order to enable him to disassemble, repair and assemble the innumerable farm implements.

Knowledge of horses is essential. Familiarity with feeding ratios and the general care of stock. He must be of sufficient reliance to drive a six to eight horse team and the chance of a runaway, regardless of the wildness of the animals must be reduced to a minimum.

Nor must the labourer's knowledge be limited to equestrian creatures but must include the bovine. A thorough understanding of cattle is required and the agriculturalist must under no provocation whatever have his idyllic illusion dissipated by a realization that the employee is unable to milk.

It is no exception to the employer's demands that even swine and poultry must be worthy of his undivided attention. Briefly, the whole sphere of the animal world must fall within his capability of provision. He must use his judgment and discretion and in the event of any mistake must endure the scathing rebukes of an irritated employer with an oriental equanimity.

In the domestic region the labourer must display judicious moderation. His appetite must not be inordinate regardless of the strenuous nature of his work and it is indeed a wise policy for him to appreciate the efforts of his employer's wife, in her culinary endeavours. His boots must be cleansed from all offensive odours to meet the approbation of the super-sensitive nostrils of his employer's daughter. Neither must the meal be too protracted. Just sufficient time must be consumed to devour enough food and roll a hasty tribute to Lady Nicotine, for working, eating and sleeping the labourer is at the direction of his master.

Harsh as the demands of the individual employer may be, fortunately few employers exact all requirements possible under a wage agreement. Yet sufficiently variable demands are made to conclusively indicate that employers are by no means uniform in their designation of experienced labour and that as a basis of consideration in the estimation of a labourer's services, a vague standard is utilized, which is subject to constant change. Until a definite standardization of what constitutes an experienced and efficient labourer and what is a day's work, is established, there will always be a direct attempt to coerce the labourer to perform more than he is capable of doing. Conversely, the labourer with his own estimation of his own duties, may tend toward malingering, in the opinion of his employer. In any event, where there is an element of vagueness an opportunity is often times presented to one or the other of evading their responsibilities to each other.

CHAPTER XII.

A DAY'S WORK.

Having established within the limits of the definition of agricultural labour the necessity for experience and efficiency. It would be prudent to make an inquiry into what constitutes a day's work.

Strangely enough the agricultural labourer is not circumscribed in this respect, as other types of labourers are. To the total absence of organization on the part of the farm labourers may be attributed the variable length of the working day. In a subsequent chapter an effort will be made to formulate the essentials requisite to the organization of an Agricultural Labourers' Union on lines not dissimilar to the industrial unions of the present day. In this chapter however, consideration of the prevailing attitude of the employer with respect to what is commonly termed, a day's work, will be attempted.

The comparative brevity of the spring, summer and fall seasons has a distinct bearing on the hours of work. Climatic conditions demand that cereals must be planted and harvested at the earliest opportunity, if they are to be attempted at all. In this way, the employer must confine within a few months, the whole process, which in a milder climate might be extended over an entire year. It is evident that the farmer is not to blame for these exigencies. If the vital season may be said to extend from the beginning of May to the end of September. It is clear

that the interval of five months must necessarily include seeding, summer-fallowing, haying, harvesting and part of threshing. In their entirety these operations must all be performed, not in a haphazard fashion but at the most expedient and opportune time to enable satisfactory results to be assured.

This seasonal brevity furnishes the employer with his strongest argument for lengthening the working hours of the labourer. Indisputable as his argument in reality may be relative to the summer and mid-seasons, the employer's demand for protracted hours of work must be viewed from a different angle.

It has been generally accepted in the province, that the labourer's hours of work are from sun-up until sun-down. In many cases it proves to be even of longer duration. It is only a matter of observation to note that during the mid-summer the sun in Saskatchewan rises about four A.M. and sets about Nine P.M. A period of seventeen hours of sun light, to which the possibility of the growth of cereals in our far flung northern latitude is rendered possible. It is true that the hours of sunlight are shortened in spring and fall yet the daylight hours are even then comparatively lengthy.

What relation have the hours of sun light to do with the day's work? The answer is, everything. The labourer arises in the course of an average day shortly before dawn and goes to the barn immediately to feed the stock. His next duty is to groom and harness his team, then the barn must be cleaned and performs other less important tasks, after which he is ready for

breakfast. It is a safe estimate to assume the pre-breakfast chores take in the neighborhood of an hour and a half, if they are to be properly performed. Breakfast is served usually about five thirty, which time is supposed to enable the labourer to be out in the field at six o'clock, the accepted hour for the rush farmer of the province. Six hours are spent in the fields and lunch is served by twelve fifteen and the labourer is hooked up again at two P.M. from which time he generally works till six or seven P.M., or even longer in the harvest period. After his supper the labourer has his nocturnal chores. He finally "hits the hay" by nine or ten P.M.; sets the clock for the morrow, which in every case is a sequel to the day preceding.

Six days a week, for as many months, this schedule is maintained, with the possible exceptions of wet weather, even on such days many employers demand outside work performed, such as, fencing, stone picking, plowing, breaking and even harrowing. In the full sense of the term the labourer has a harrowing experience and his reward is a stipulated wage. The only sympathy expressed is, that the seasonal demands warrant such long hours.

Luckily the employer has an element of humanity, dictated largely with respect to his pocket book. He finds his horses are unable to keep in condition on more than nine hours field work, so he righteously permits his labourers to take advantage of his tender feelings. The tendency during the last few years is in favour of a nine hour field day, rather than, the previous ten and twelve hour day. If of course, the teams are changed, the labourer may not be so fortunate as to be permitted any curtailment

of his hours of work. In this case, he finds that his field hours are lengthened, though generally chores, which are ordinarily assigned to himself are performed by some other member of the farmer's retinue.

The absence of reasonable and uniform hours of work is a direct result of the failure on the part of the employee to come to some definite understanding with respect to his duties previous to engagement and the tendency of every employer to disregard the health and rights of his employees. Only enlightenment of the one and organization of the other, will eventually secure to the labourer a day's work commensurate with his money wages.

CHAPTER XIII.

CHORES.

A reference has been made to the term chores. Its meaning in provincial England is the performance of the daily light work on a farm. In Canada and particularly in Saskatchewan, chores have an entirely different significance. In the true sense the word signifies the performing of various tasks, often it is true of a light nature, before or after the regular day's work. One must not think that chores are reserved especially for the labourer. In the rural home it is difficult indeed for anyone to escape these irksome tasks, that the employer and the employer's son undeniably shirk as many as may be expedient is only too common a practice, with the result that usually they fall to the lot of the labourer.

How does the labourer regard chores? Apparently it is the one source of constant irritation. The inevitable character and the periodic occurrence render them detested.

Illustrations usually serve to clarify the attitude of individuals toward their labour. Take for instance the feeding of hogs. No one questions for a moment the necessity and advisability of hog raising, yet when it comes to feeding and care, evasion of the task is by no means uncommon. Again, the labourer returning late from the nearest village with a load of

lumber or during the period of grain hauling, being greeted in the yard on his arrival, by the bellowing of milk cows, which later he must stable and milk. Indeed it may be part of his assigned duty to turn the separator handle into the bargain.

It must not be thought that the labourer is averse to cream and the products of cream. In all probability his feelings would be considerably injured were he to be denied the luxury of what the cow produces. It is rather his general antipathy to the petty nature of the work and a sentiment that there ought to be a limit to a day's endeavour, which induces him to hurry his chores to the monetary loss of his employer.

If chores are generally distasteful, they are particularly so on the Sabbath. The commandments call for six days of work and entire cessation from work on the seventh day. The labourer endeavours to follow the letter of the Mosaic commandment. No matter how willing, conscientious and energetic the labourer may be on week days he feels lassitude on the Sunday. It has been suggested that the employer may be responsible for this condition. A wise employer would limit his employment in such a way, so that the necessary chores could be performed and the energy of his labourers restored during the Sabbath period of rest.

It would seem pertinent at this juncture to consider how Sunday is spent by the labourer. No more lofty employment could be desired than prayer and fasting! The employer makes no exception to the latter and to materially aid a devout cause he frequently serves but two meals on the Sabbath day. Regarding

the latter however he has some misgivings. If the labourer is inclined to walk to the nearest church, possibly a distance of seven or eight miles he is welcomed to do so. If he has no inclination; the employer acquits himself of any onus in the matter by tacitly admitting to himself that he is not the guardian of his soul.

What is the duty of the agriculturist in this regard? It is a simple affair to say that the labourer be made one of the family. Where only one is employed this is not infrequently the case and he shares in every way the home life and privileges of the honest and upright employer. To expect this in the majority of cases is to assume the prevalence among employers of the spirit of Christianity. It has been ascertained in no uncertain way, that the employer sets neither a high standard of example nor does he materially interest himself in the spiritual welfare of his employees.

If this is the attitude of the agriculturist with regard to the Sabbath, one is in no way astonished to learn that the legal holidays present some difficulty to the labourer. What has been said with respect to Sunday holds true regarding holidays generally. Few employers care to trust their horses to their labourer in order to facilitate their going to some place of amusement, say a picnic or a dance and their hands are held up in righteous indignation if the employee were to request the loan of the family "Lizzie" to visit the neighboring town on a Saturday night.

It is difficult to account for this antipathy on the

employer's part. It can scarcely be want of trust for after all, the employee works the horses day in and day out and should know what horses would be available for any emergency. Further the employer may have absolute confidence in his employee with respect to his human treatment of animals. In a word there is no known reason in the majority of cases for a refusal on the part of the employer for such slight concessions. Why is it then that the agriculturist denies the convenience of the means of transportation? No answer is available. The possible suggestions would appear to be justifiable: that the employer exhibits a dog in the manger attitude and what he cannot enjoy himself he is averse in permitting his employees to enjoy; or is it the fear that he may lose control of his employees by appearing on too intimate terms? Again, is it absolute disregard for the feelings of his fellow man and a satanic pride in seeking to make a tedious and hard existence more difficult? Whatever the reason, an honest and conscientious employee, who has been employed long enough to make known his reliance to his employer, ought to be shown some consideration. No doubt a greater co-operation by employers would meet with the ready response of the employee and a feeling would develop between the two which would materially assist in making life more tolerable and guarantee the allegiance of the employee.

Nothing has yet been said about the number of holidays which a labourer could reasonably expect. This depends to some extent on the period of engagement. The employer is not

likely to give his approval to more than the legal holidays, if the labourer is engaged only for a short period of time. Short term labourers do not expect consideration nor are their expectations frequently misplaced. The long term labourer may rightly expect holidays other than the twenty-fourth of May and the King's birthday. In many instances employers have evidenced themselves as being of a very generous disposition. It has been frequently observed that some employers permit their labourers to enjoy every second Saturday afternoon as a holiday throughout the midsummer months. This practice is becoming more general and is a step in the right direction. Other employers prefer to permit their labourers to attend the provincial fair for several days or perhaps for the entire period. Still others if their work is well in hand may allow them to visit a near by summer resort.

Regardless of where or how a vacation is spent, the element of change is still present. If the employee is fortunate enough to be enabled to visit the Provincial Fair, doubtless-ly the change will prove of inestimable benefit. In addition, labourers display much interest in stock judging, they may also secure many useful hints while in conversation with others which would later be of service to the employer. The educational value would favour a brief visit to the metropolis of the province. The chief disadvantage to a city visit in all probability would be the expense and the inevitable squandering of hard earned savings so essential for the labourer to launch out on his own and thus become his own master.

Finally it may be conceded, that it is to the best interest of the employer to generously allow his employee to visit

the provincial capital during the exhibition. Let the labourer don his richest apparel and his brightest tie, let his happy smile radiate from a bronzed countenance. Yes, let him raise his voice like Pippa in Browning's immortal poem. If blind fortune beckons him the employer has yet ample time to secure another employee prior to the harvest rush. If he returns as is to be expected, he will evidence an appreciation for his employer richly deserving his best efforts. If romance may have entered into his life, then the employer deserves the thanks of a nation, for no potion so transforms a man as the keen arrows of cupid. For truly, does not a golden after-glow betoken a glorious tomorrow.

CHAPTER XLV.

THE WAGE CONTRACT.

The most vital relationship between an employer and his employee is unquestionably that of the wage contract. In a province such as Saskatchewan, where the number of illiterates is phenomenally small, it appears paradoxical that the wage contract should inevitably be of secondary importance. That this is in reality the case, needs little verification. Were an investigator to send out one hundred questionnaires to agriculturists located in the various parts of the entire province. In not one instance - were the questionnaire returned - would it be recorded that any satisfactory written agreement existed between the employer and his employee. In a few instances memos would be admitted relative to the wage agreement and the term of hiring. But in the majority of cases an entire absence of any reference whatsoever to any agreement would be revealed. With respect to the employee, there might be some attempt at recording the terms of contract yet even among the employees there would be few instances where any systematic and complete recording of details would be extant. No doubt the employee feeling his insecurity in connection with an oral contract and the absolute absence of any favourable witness has attempted on occasions to retain in documentary form the details of an engagement which is of supreme importance to himself, in the

event of a subsequent wage dispute.

How then are wage contracts made? From present indications the only surmise is, that nearly every contract is a verbal agreement between the employer on the one part and his employee on the other. This oral agreement is entered into, possibly in the presence of the employer's wife, son or daughter, who serve as witness in the event of a misunderstanding. Not infrequently details of agreement are made over the telephone, neither is it of rare occurrence for an employer to engage an employee through the assistance of a fellow employer. In this event a neighbour may specify to the prospective employee the term and state the wages, under the direction of his fellow employer. The final acceptance of these terms no doubt rests with the employee, yet only too often no allusion or recapitulation of the terms of agreement and the money wages is made and the engagement is considered final in every respect, regardless of the condition, that the real employer has actually not come to terms with his employee. Upon this faulty negotiation rests the future relation of the two parties, which as might be expected is often subject to dispute.

The question naturally arises. What validity have these verbal contracts? In a court of law, a verbal contract, providing the term of engagement does not exceed twelve months and is properly witnessed, is considered valid. If then a verbal agreement is as binding as an iron-clad written contract; why dispute the validity of verbal agreements? Why not accept them in their entirety? Much is to be said in connection with

this method of agreement. First, the contracting parties may or may not be explicit in the presentation of their reciprocal demands. If any ambiguity exists it may not be realized by the witness, who later may swear to what was never actually undertaken by one of the contracting parties. In addition it is not uncommon for the employer to have the sole witness to the agreement and the integrity of this witness may be subject to influence in minor details of agreement, which would prove incriminating to the employee if reviewed in a court of justice.

The question arises then, is the convenience and facility of verbal agreements to be entirely discredited? In other words, is there no opportunity to exercise discretion in entering into a verbal agreement? To this, the wise response would indicate reservedly a negative reply. Under no provocation ought an oral agreement be entered into. If any reservations were to be made it would point toward the engagement of the day labourer as being most susceptible to this form of agreement. In this event the element of misunderstanding being less likely to occur in the specification of a daily wage and the absence of any requirement of notice for discontinuing work. Briefly then the possibility and justification of this method of agreement might be termed workable though not highly recommendable with respect to the employment of daily labourers. On the other hand, for monthly and short term labourers and especially for long term engagements, which necessarily would limit it to less than twelve months by the present act of parliament, no verbal agreement should under any circumstances be entered into

by the parties interested. An illustration may readily explain this situation and also give a clearer understanding of the inadvisability of this method of engagement. An employer may engage an employee, let us say for a term of eight months, which is a popular term of engagement, at the rate of, let us assume, forty-five dollars per month. The money, apart from any advances, to be received at the termination of the contract. The content and significance of this verbal agreement is fully and completely understood by the employer but may not be similarly construed by the average labourer whose intimacy of legal facts may not be extensive. The employee may think, that if any dispute arises, he may give his month's notice, demand full payment for the time he has worked and leave at the expiration of that month. No greater surprise awaits the employee were he to do this, for by law, were he to leave during this term of engagement at any time (regardless of his notice given) on his own initiative, he forfeits the right to any wages due him at any time during his period of contract and has no further claim on his employer. In fact he is liable by law to recompense his employer for breach of contract, if his employer suffers any inconvenience and monetary loss on his departure. It must not be thought here, that the employee is so rigidly bound by the terms of his contract that he may not leave his master's employment during the term of engagement. This may be done by substituting a fully experienced labourer to take his place. Or in the case of sickness, where there is no doubt whatsoever regarding his incapability to perform his duties, it would be to his employers advantage to release him

from his contract. In fact the employer has not or infrequently has shown the spirit of the good Samaritan. Numerous instances could be cited, where the employee injured or incapacitated through the performance of his duty has received short shift and a prompt farewell from his employer. There is another method whereby the employee may be released from his contract. He may evidence a spirit of indifference toward his work which may even approach malingering and even sabotage. If he were successful in accomplishing this and other insidious methods of making his presence not required he might be requested to leave and in this way avoid completing his contract. The law looking toward this exigency has made full provisions to cope with this tendency of employees to break their promises. Under the Master and Servants Act a fine and a jail term have been included in order to prevent this tendency.

One is liable to severely criticize the justice of such legislation, in so far as the advantage seems to lie with the employer. Security of contract must be guaranteed the employer however in all wage agreements. Still, this should not discountenance the rights of every employee to justice. The advisability of a definite form of contract can in no way be over emphasized. What is to be desired is uniformity of agreement and clearness in engagement so that there will be less tendency to violate promises one made.

Violations of contract are not to be considered the general practice of employer or employee. If any comparison were to

be made between the two, there is little hesitation in saying, that the employer is the chief offender. In order to indicate the existence of violations of agreement due to the ineffectual character of verbal contracts, special mention will be made to a number of cases brought before the justice of the peace.

By these direct references the inadvisability of the continuance of a method of agreement, which is based solely upon the ethical and moral integrity of the contracting parties will be clearly emphasized in the next chapter. And an endeavour will be made to give typical instances which will accentuate what might be termed the mutual disadvantages to both employer and employed.

CHAPTER XV.

LAW OR JUSTICE.

One of the frailties of mankind is the tendency to offer criticism. If criticism is just and is accompanied by some suggestion for correction of the fault it is something which is to be desired. Too many people are prone to destroy, regardless of their capability to restore. This wholesale desire to tear up every vestige of the old fabric, with a total disregard for substituting something better in its stead, is characteristic of the present day sentiments. On all sides one hears the cry, "Stagnation and decadency" and the equally appealing phrase, "Time for a change." The serious minded person will do well to pause and contemplate the truth of the charges laid at the door of modern society.

That all is not as it should be is needless to explain. No society originated by man can be perfect. For, after all, do not the imperfections of mankind find a reflex in the actions of the same being? What has its roots in the soil can never aspire to very lofty proportions.

Nevertheless, while in the poets dream, life may be thought, to the practical minded economist life is but what we make it by the aid of rational thinking.

In a work of this nature it would be quite irrelevant to discuss the evolution of justice. It is to be assumed rather,

that justice is ordinarily to be supposed to keep pace with the advancement of science and the discoveries and inventions of the age. That it makes a pretense to do so is not to be disputed. The yearly volume containing the latest amendments and the passage of new acts which are directed toward a better and a more efficient form of government are in themselves monumental proof as regards the intention of legislators to enact laws which will reflect credit upon the country and province which they so ably represent.

The cynic, on the other hand, who is ever too ready to find a pretext to make harsh judgments, challenges the motives of the legislators and taunts their achievements and not infrequently brands their acts as that of class government.

Criticism is seldom offered without some foundation. Yet one must often look for the "Needle in the haystack" and when ascertained, on inspection, as is to be expected, the result is not always gratifying.

To those who have criticized adversely the motives of the employer in relation to his employee, with specific reference to his dishonesty in payment of wages, much could be written. In all fairness to the employer both sides of the question must be represented, for nothing can be more contemptible than to purposefully assert one phase of an indictment only and by omission imply the responsibility rests with a certain side.

It has been constantly stated and with some degree of truth, that the employee being a poor man does not receive justice at the hands of his employer. Were this statement to be true,

then the whole structure of legal tradition is founded upon usurpation and tyranny prevails to-day.

It is the purpose of this chapter in as unobtrusive a manner as possible to show that this indictment has some foundation.

To illustrate is generally to present in a more explicit way the actual facts. In this respect it may be well to recapitulate, that one of the commonest periods of lengthy engagement, which as yet calls for no written contract, is that of the eight months term. If we may assume this term then at forty dollars a month, the entire amount due the labourer at the termination of the contract would be three hundred and twenty dollars. This sum of money, apart from advances and legal deductions, ordinarily, in this instance, would be paid to the employee by the employer at the expiration of the agreement. The question is. Does the employer make a prompt settlement as he is required to do? The embarrassment of the employee is increased when one remembers, that a justice has power only to deal with cases where the amount of dispute is under one hundred dollars. It is only a simple deduction then, to see, that in the case of a controversy in excess of one hundred dollars, as the eight months agreement would involve, that the employee is denied the privilege of the justice's court, which is necessarily the least expensive and that he must perforce have recourse to a higher court of judgment. In this court, the district court fees are considerably higher and if he may wish, as he ordinarily would, to be successful in his suit it is necessary for him to engage a suitable lawyer for

the occasion. That the employee enters upon this course with hesitancy may be appreciated from the words of a lawyer, who openly advised, due to the exorbitant fees of both lawyers and court that, "Unless the amount at stake is at least in the vicinity of five hundred dollars and that a person has an excellent chance of winning the suit, it is better not to think of legal proceedings, but be content to suffer an injustice."

That with respect to the employee an injustice actually exists is only too manifest, when the least costly court of redress is closed to him.

In the following instances taken from the file of a reputable justice of the peace it will be seen that justice is not the even handed phantasy it is so frequently depicted and that the caustic tongued orator who gibes, has possibly some justification other than his innate desire to ridicule the foibles of the times.

In nineteen hundred and twenty five a young man employed by a farmer through the Regina Employment Bureau was told by his employer after working for a month, that he would not pay him his month's wages unless he promised to work until the fall.

The young man being firmly under the impression that he had been engaged by the month and not for any term sought the advice of the local justice of the peace. On whose advice he telephoned the bureau relative to the terms of agreement. The bureau did not substantiate the claims of the employer, to the effect that the young man had been engaged to the fall of the year.

The irony of fate was evident in the case, when the justice of the peace had to state his unwillingness to undertake the case, due to the fact that the young man's brother previously had cheated the justice out of twenty-three dollars and he thought that he might inadvertently be biased in his judgment if tried before himself. In this way the affair was referred to another justice, who advised the young man to seek legal advice. This he was unable to do, owing to his limited resources. The denouement of the whole affair was that the young man left his employer without securing his month's wages and the employer benefited to the extent of a month's labour for the cost of the young man's board. Incidentally the responsibility of the labour bureau in not furnishing the employee with a suitable memorandum of the period of engagement and rate of wages, which could have been later incorporated into a written contract by the two interested parties.

In nineteen hundred and twenty-four a young man signed a contract in England to serve his prospective Saskatchewan employer until such time as the advanced passage-money be paid. A certain monthly wage having been agreed upon.

The young man arrived in Saskatchewan and entered upon the fulfillment of his agreement. It appears that the young fellow was very indifferently treated. While no actual evidence of ill treatment was proved, all indications would point in that direction.

The immediate result was that the young man left his employer's service and sought employment elsewhere. He was summoned upon the complaint of his previous employer and was

sentenced to pay the costs of the court, a limited time being allowed in which to make this payment.

The young man secured employment but was unable to earn enough in the interim to enable him to pay the required costs. On the expiration of the stated time his new employer instead of generously advancing the small amount needed to give him sufficient money to meet his court obligations, escorted him to Regina and saw him incarcerated in the Provincial jail. In the meantime his previous employer, evidencing a spleenful attitude seized the young man's trunk, which was later returned upon the issuance of an order by a justice of the peace.

That there is a distinct tendency to take advantage of the foreigner whose knowledge of English is limited and who is unacquainted with the legal procedure of the country is a condition which reflects little credit on the employers as a class.

In nineteen hundred and twenty-three a foreigner was made to accept a note from his employer in payment of the wages due him. The employee was unable to collect the note due to the fact that the farm crop was under seizure and the employer seriously embarrassed. That it appears a deliberate attempt at evasion of liability is beyond the slightest question of doubt, in so far as the crop was actually under seizure prior to the issuance of the note.

The employee did finally sign a claim as an ordinary debtor under the "Small Debts Act" and "Creditors' Relief Act" but as the value of the goods seized was insufficient to meet

the original claim, the employee received nothing for his effort.

An instance of a slightly varying character is the case of an employee charged with perjury. The text of the charge being in substance, that the employee swore his employer had not paid him fifty-five dollars due him as wages.

In this particular instance the evidence pointed toward the heinous act of swearing deliberately to an untruth, yet there appears to have been some suspicion as to the mentality of the employee. While it was not proved that the employee was a moron and of subnormal intellect, yet the fact was evidenced, that the employee was a cigarette fiend and that his inordinate desire for tobacco caused him to rush from the room during the course of giving information in order to purchase a fresh supply of cigarettes to soothe his troubled nerves and to act as a paregoric.

The judge dispensed with the preliminary hearing of a justice of the peace and sentenced him to fifteen months' imprisonment. A terrible punishment indeed, where every indication pointed to sub-normalcy.

With respect to the treatment of the foreigner, the following is indicative of the unscrupulous employer.

A foreigner from Manitoba engaged by his employer for work on a threshing outfit, having had occasion to produce his O.B.U. card to prove his identity was in the course of a later altercation knocked down by the fireman of the outfit also employed by the same employer.

The assaulted employee laid a charge of common assault against the fireman and while the charge was later withdrawn by

the injured employee yet it would appear from evidence submitted, that the employer was at the bottom of the whole affair. It was ultimately reduced to a fear on the part of the employer lest the employee being an O.B.U. man might stir up trouble on the threshing outfit, by a demand for higher pay and influence the other employees in making a similar demand. The employer thinking that if the employee were dismissed the sympathy of the gang would be in his direction and might have an influence on his employees, insidiously furthered the antipathy between his two employees as the best means of being rid of the undesirable labourer.

That the charge was later withdrawn redounds to the credit of the foreigner, who had suffered at the hands of his antagonist and his terse explanation rendered in the broken English to the effect that, "I let you go because I am a christian" says little for our nationality and our religious sentiments.

If foreigners can teach the elements of christianity and can portray the true christian spirit of forgiveness it behooves the anglo saxon employer to look to his laurels. That all foreigners do not exhibit this praiseworthy and laudable attribute can be gathered from the following incident.

Two so-called Roumanians employed by another Roumanian, between which some racial antipathy existed beneath the veneer of national unity, after working for several days, were assigned to sleep in the barn with but one blanket as a covering. On the following morning they informed their employer of their intention to leave and requested an immediate settlement. The

only response they received was a torrent of oaths. The result was that they sought the justice of the peace who furnished them with a bill asking for the wages due them. The justice saw no more of them, but on inquiry later, learned that on the presentation of the bill, the employer became so incensed at their persistent demands for adjustment of their wages, that he even out did his previous blasphemous tirade and overawed the somewhat sensitive feelings of the labourers, with the inevitable result, that they left without any further attempt to exact their legal demands.

That an employer invariably realizes the position he is in may be shown from the case of an employer who was summoned to pay nine dollars, the amount owing one of his employees. The position of the employer was especially vulnerable, in so far as he was under suspended sentence from the magistrate issuing the summons. When the summons was presented, he promptly paid the required amount as well as the hire of the livery for the delivery of the summons.

A very palpable evidence of gross carelessness on the part of an employer, who had employed a youth of eighteen years of age and promptly left him in charge of his farm during his absence on the ensuing day. On his return the employer missed a hundred and seventy-eight dollars from the pocket of a pair of trousers the young man was immediately accused of theft. In the evidence he first asserted he had taken the money for safe-keeping and later the impulse to retain the money became an obsession. The judge gave the youth a suspended sentence on condition that

the money be returned. The young man remained in the employ of his master and apparently lived down the stigma of disgrace.

That men are not the only employees taken advantage of is conclusively revealed in the case of a woman, who was employed as a cook by a French employer. The amount owing was only of a trifling nature, yet the employer ignored the bill sent in by the justice of the peace, who subsequently learned that another farmer had paid the amount owing rather than see a woman taken advantage of.

From the foregoing instances it might be inferred, that the employer alone is the offender and that the employee is a paragon of virtue. That this may in a measure be dispelled, one might refer to the episode of an employer employing two labourers on a Saturday. These men were not day labourers in any sense of the word. They arrived at the employer's farm early one Saturday evening, remaining over Sunday and on the following Monday, which happened to be Labour Day were assigned work. They however absolutely refused to work on the Monday, the result being the employer lodged a complaint and they were summoned before the justice of the peace on a charge of refusing to work. The magistrate fined them for breaking their contract and they were also required to pay the costs of the court. The amount of money they claimed they had was just sufficient to cover the fine and costs, and since they were not searched to discover whether they had a larger amount of money upon their person, the employer suffered the loss of their board during the period they were upon his premises.

The case of an Austrian employee is slightly analogous, and will serve as a somewhat complex illustration with respect to the difficulties faced by employers in general.

This particular employee was engaged for a term of seven months by an Irish employer of very reputable standing. After working for three months the labourer asked payment by cheque for about one half of his wages, stating that he wished to purchase some necessary articles. The employer unhesitatingly advanced the sum. On the Saturday night the employee went to town, gathering up his belongings on the way, which he had evidently cached in preparation for his departure.

The following morning the other employees reported his absence and the absence of his personal belongings. After the lapse of several days the employer wrote the chief of police in the city from which he had been employed and stated the circumstances, explaining that he had left in a mysterious manner, but if he returned he would be given the balance of his wages regardless of whether he completed his contract or not.

The reply of the police was to the effect that no one answering that name or description could be located. The employer had done all in his power under the circumstances and the reason for the employee's departure still remains a mystery.

An exceptionally striking reminder of an employee's perversity and its attendant consequences is that of a young man of twenty-seven engaged through an employment agency for the term of one month. On his arrival he was assigned a complement of horses and sent out to plough. The season was well

advanced and the previous employee, whose team he had taken over had not left it in a sleek condition.

The new employee complained of the team's condition and it was explained to him that he was to work them easily and to do what he could, and by liberal feeding and careful resting and exchange bring them back to a good and normal condition. This he consented to do.

This continued for several days until the new employee had time to cast a coveting eye on his employer's team, which the employer had worked personally and had treated carefully. The employee demanded the use of this team and if the employer refused, he expressed himself as ready to leave. The employer flatly refused, with the result that the employee stated he would leave after breakfast.

Shortly after breakfast the employee took a milk bucket and began to milk. During the process he called his employer to him and asked for his wages pro rata for the days he had worked. The employer then explained to him that he had expressed himself as desirous of leaving and in such an event he was not entitled to receive any payment for the few days he had worked. At this the employee flew into a terrific passion and having cursed his employer with a varied and offensive vocabulary he then terminated his harangue by kicking the milk bucket and its contents over the corral fence, swearing he would have his revenge. Nothing of course came of his threat, which was an abortive attempt to intimidate his employer into paying him regardless of a violated contract.

No comment is necessary with regard to the relation between employer and employee. While as previously intimated, if a written contract were utilized and all provisos made much disappointment would be spared the party of the first and the party of the second part. Yet, where the desire to profit by dishonest and unscrupulous methods is clearly proven, no ameliorating and extenuating circumstances should be advanced to pander to what is becoming already an alarming practice. After all, dishonesty is dishonesty all the world over and whether found in an employer or an employee the penalty should be equitable. For on final analysis the only panacea is not law but justice to all alike.

CHAPTER XVI.

THE WRITTEN CONTRACT.

In the business sphere the inherent value of a written contract is fully recognized. The development of such a written contract is a growth parallel with the evolution of civilization itself. In the life of primitive peoples no instances of iron-clad written contracts are extant and it is consistent with the theory of development to assume that the earliest contract was in the nature of a verbal agreement. As the requirements of the times and the more intricate business relations between the members of primitive society sprang up, initial precautions were taken to safeguard the fulfillment of agreements which were constantly being violated. Undeniably, at an early stage in the history of contracts, witnesses were considered a requisite adjunct to a valid contract. If we are to grant this recognition by primitive peoples toward the tendency of mankind to derive advantages from the weakness of his fellowman; and the development of a written contract to have been instituted by this cause; is it logical to suppose that the innate characteristic of man to benefit himself at the cost of another has within the past few years become extinct? The inconsistency of such reasoning is indicative of an inordinate trust in the goodness and integrity of mankind and an unwarranted assurance in his ethical standards.

The tendency in recent years is to take no man's word

unless committed to paper and accompanied by his signature, duly witnessed and signed. No matter how much we may regret the necessity of such a procedure, the wisdom of such a development is not to be gainsaid. If written contracts are considered as essential in the business world and are accepted as a matter of course, it is indeed remarkable why the agricultural employer and his employee, who in each respect are contracting parties of the first and second part, can express such confidence in each other as to persistently ignore a formal and binding statement of their mutual intentions.

It would appear that while much water may have flowed beneath the bridge, yet the pons assanorum is still in existence and the agricultural employer and the agricultural labourer are content to watch the course of events and trust in their own respective intuition and ability to secure the best of the bargain in the event of the disputation.

The advisability of a written contract is not to be minimized. It is further essential that a written contract actually exist between the employer and employee. The query arises, what would serve as an appropriate form and what restrictions are commendable? As the intention of the contract is to be a medium to express in unambiguous phraseology the exact terms of the agreement, simplicity of diction is particularly to be cautioned. In the appendix a contract form, which would in every way serve the requirements, has been included, which has both the advantages of special and provisional clauses as the occasion would so demand. The validity in a court of law,

provided the contract form were properly filled in and duly witnessed and signed would be indisputable. In addition, provision for special stipulations apart from the term of months and wages agreed upon would adequately solve the difficulty of hours of work, chores, special duties such as milking, barn cleaning, hog feeding, deductions from wages for breakages, payment on present valuation of articles found, sickness and health and the various and miscellaneous special requirements considered by the contracting parties.

Some difficulty would be encountered in the enforcing of written contracts for a period less than twelve months. Yet this could be overcome in a very simple manner. The provincial government would supply all contract forms free of charge and require by a special act of parliament that all employers and employees be compelled to properly fill in these contract forms, and have them properly witnessed and registered at the office of a justice of the peace at a nominal fee of twenty-five cents. The contract to be made out in duplicate by the contracting parties and a copy to be retained by each of the agreeing parties. Failure to register the contract with the justice of the peace would deprive both parties in the event of a wage dispute of the privilege of any settlement in a court of justice.

It might be asked who would pay the registration fee? There is of necessity only one answer. The employer would advance this amount but in reality it would be a liability on the part of the employee, as in every case the consumer ordinarily pays all taxes, so in a similar manner the employee would find

the cost of registration passed on to him most probably, in the form of an additional household economy. In any event, the advantage would far outway the monetary expenditure and the inestimable security of an ironclad contract, which would guarantee to the employee the liability of his employer to meet his just demands of payment.

CHAPTER XVII.

EARNINGS AND SAVINGS.

One of the most obvious difficulties in the way of the agricultural employer appears to be the retention of the services of his employee. This of course is a problem which is common to all employers. It would appear however, that the agricultural employer has been lax in his attempt to understand and approach the difficulty in the right way. Were it subject to a numerical expression of dollars and cents it would be a safe estimate to assume that thousands of dollars are yearly expended in securing agricultural help, which might have been retained, had employers used more discretion and a wiser judgment prior to their dismissal.

Unquestionably many labourers prefer to migrate from place to place and work for short periods as they so feel the urge of monetary stringency. This however cannot be considered as the prevailing practice among labourers. The average labourer if he receives prompt settlement at the termination of his engagement and has been treated in a business like manner, usually is willing to re-engage with his previous employer. The number of instances where the employer has failed to take advantage of this willingness would suggest the advisability of a full discussion.

What then deters the employer from entering into an agreement for a second term? If the employee has been found inefficient the answer is not long in being sought. For no

intelligent employer could long tolerate a labourer who could not perform the tasks assigned, upon the performance of which, the livelihood of the employer and even the employee depends. Another reason then is to be ascertained. Does the employee, recognizing his enhanced value to his employer, due to his knowledge of the farm, stock and machinery, presume to dictate a considerable increase in his wages? This might in all probability be the bone of contention. The reasonableness of the employee's argument is not to be ridiculed. No question exists, granted that his efficiency as an energetic worker is in no way impaired, that during his second year he would be of greater value to his employer. If in reality he would be of greater value, why should the employer refuse, as not infrequently he does, to grant a moderate increase in wages and so retain an employee, whose known excellencies are above question.

The employer often exhibits a short sightedness inimical to his interests, yet a whole field of inquiry is opened up as to what would be considered a fair and an adequate yearly increase in the employee's wage, *ceteris paribus*.

No definite answer may be obtained, though it would seem to be the practice among the employers of best standing to believe that a labourer receiving in the neighbourhood of four hundred dollars per annum, a fifty dollar wage increase might be considered to lean toward liberality for the labourer in his second year.

To this entire absence among employers of any wage schedule can be attributed the consequent evils of failure to

retain help. Employees' wages in comparison to the high cost of clothing are relatively low and until a schedule of wages, which makes some pretense to distinguish between the most efficient and the least efficient employees can be secured the difficulty of secured suitable employees will exist.

In the appendix will be found a chart indicating the approximate fluctuations of the agricultural employee's wage since the formation of the province to the present time.

If forty dollars a month be accepted as the wages for a term of eight months and twenty-five dollars a month as the winter wages, the total yearly wage would be then four hundred and twenty dollars. This amount represents the total possible money revenue of an experienced and able bodied employee. For the sake of argument let it be said that from the years twenty-one to sixty-one, a matter of forty years, the labourer received this rate of remuneration. Granting also that no accidents or sickness occurred during that period, he would then have earned in actual cash \$16,800. In other words the labourer sells four-sevenths of the best years of his life for this paltry and insignificant sum. Let it be expressed this time in terms of wheat and we find that his forty years of toil are represented by the sale of one wheat crop from 640 acres of land yielding approximately twenty seven and one half bushels per acre and selling for \$1.00 per bushel. Yet another instance, this time considering the investment of his savings. If the employee were to save two-thirds of his gross receipts during this period of employment, he

would do exceptionally well. His savings then represent \$11,200. His annual income at three per cent, Savings bank, interest would be \$336 at the end of his forty years of toil. In effect he would be in receipt of an amount in excess of this, in so far as his savings would ordinarily if left in the bank bear interest, and be compounding, increase his principal and render possible a larger income on his sixty first year of age.

Granting the possibility of the labourer's parsimony, and denial in his prime, to meet the emergencies of old age. Does the annual interest of \$336 repay him for a life of hardship, the enforcement of celibacy and the emptiness of the few last remaining years of his normal existence? No fallacy exists. The labourer is only too well acquainted with the limitation of his method of existence. If they were not, where is the grizzled throng of permanent agricultural employees dependent on a trifling pittance for the very means of existence, one devoid of wife and children, and lingering like the last autumnal leaf to be later swept into oblivion.

CHAPTER XVIII.

SOCIETY DYNAMIC.

It has long been established that the agricultural employee in Saskatchewan seldom remains in that capacity for a long duration of time. That this is the case, indelibly characterizes the employees as a class, of having ability in determining what is expedient for their success in life. In this respect should comparison be made with employees within the British Isles and other European countries, the prevalence of the agricultural employees, who there are not only employed for many years, but who also marry and rear a family, which in turn become labourers, is distinctly dissimilar to the practice in this province.

While much might be said from an employer's point of view in favour of the existence of a permanent class of agricultural labourers, yet no real advantage can be derived by the state. Fortunately, the opportunities furnished by a young country render this servitude a matter of rare occurrence. It is a matter of common observation to assert, that with reasonable allowance for exceptional cases, where the element of misfortune may have appeared, that where an agricultural employee remains as such for a period extending over ten years, that, that employee lacks sufficient education or initiative to rise above his present station or that he is mentally incapable of doing so.

How is it possible for an employee to change his status in consideration of this eventuality, various factors are to be reviewed. The existing regulations enabling a British subject to file land or homestead and in this way become in three years' time an owner of farm land in his own right. Perhaps more young labourers are indebted to the bounty of a beneficent government, as a means whereby they can themselves in time become employers than to any other method. Subsequent to the world war as was indicated previously many labourers availed themselves of this method of land ownership, which had special advantages over land purchase under the Soldiers' Settlement agreement, in the land being free, their obligations exclusive of machinery were considerably lightened. Comparatively few however have been able to purchase land without some material assistance. There are not a few instances of land purchases on crop shares, with a sufficient deposit to ensure the proper working of the land until final settlement be made. Still another method, which is not uncommon is that of rental equipped or otherwise, this necessarily does not look toward purchase though often the farm is purchased after some years of rental. It would appear from inquiry that the agriculturist has special predilection for renting his farm fully equipped with a provisional clause for ultimate purchase.

It is not to be surmised that agricultural employees all eventually become agriculturists. It is true that large numbers do. Yet, many feel themselves adapted for various other vocations

and wisely follow the direction of their aptitudes. History is in no way reticent regarding the achievements of young labourers. An ample niche must be reserved for the ex-labourer, who has by sheer force of endeavour risen to a position of importance. No more notable illustration could be offered than the rise to fame of our own most recent Saskatchewan premier, the Honourable C. A. Dunning.

To the vast numbers, who have eventually risen to the rank of independent agriculturists much might be written, which would redound to their credit and conclusively prove that the spirit of the Anglo-saxon race is still dominant. Perhaps in the course of years to come, when a true retrospect is possible and when a panoramic view of the whole situation can be more clearly appreciated, a juster valuation of his efforts and a truer estimate of his manhood may be rendered possible. The thought however must not be entertained, that this changing of status will in any way be checked in the future, for after all, society is essentially dynamic in its development. Changes are ordinarily subject to the difficulty of a sympathetic understanding and after the disturbing influences are past a more correct value can be placed upon the motives and results of any movement dynamical in nature. It is as if time erases the petty and trivial and the more dominant and enduring actuating influences are stereotyped as to form a silhouette which stands out in dark relief against the more complex and confused developments of the times.

CHAPTER XIX.

MARRIAGE, AND POTENTIAL CITIZENSHIP.

The material destiny of man may be said to depend upon three things. What fate has ordained; what he has done for himself; and what woman has done for him.

The tendency to-day is to discount the element of fate, for we flatter ourselves, that we have the supreme privilege of making voluntary decisions and are in no way influenced by the supreme decrees of deity. We are permitted indeed to use our special privilege of free will to an extent that may be seriously detrimental to our eternal welfare. Reviewing the lives of great and famous men one is prone to hesitate in forming an opinion regarding the absence of the element of fate. It may be that disgruntled with many futile efforts to cut a sufficiently wide swarth and to receive the plaudits of a fickle populous in just recognition of their several merits; may lay the blame of their own deficiencies upon the ample shoulders of an adverse Destiny. Purile as this would appear to be, still some allowance must be made and some attempt at explanation, if the labourer is to be thoroughly understood and an endeavour made to relieve him of this fatalistic attitude so common to his class.

Environment has much to do with the employee's delusion. Necessarily circumscribed in his outlook of thoughts and actions, he may justly lay the fault of his own relative unimportance at the feet of an unkind and prejudiced fate. The danger of this belief in the accident of birth is by no means to be ignored. If the employee once accepts this doctrine in its entirety, no power in creation can shake him out of his lethargy, and no force will instil sufficient ambition to make him of any future consequence. He is condemned to oblivion by the very tenets of his fate.

How prevalent this gospel of fatalism is cannot be exaggerated. It is a serious and contributing factor in the lassitude and apathy of the individual employee. What remains to be inculcated into the very soul of the employee is the gospel of ambition, which has its roots in a constant belief, that man is master of his success and what one may wish to attempt can in reality be accomplished. Only by acceptance of this virile doctrine of progression and self-assertiveness can any man achieve and compel the respect of his fellow men.

If fate asserts such a supreme influence on the philosophy of the agricultural employee, recognition of the attributes of man should at least receive proportional attention. As lineaments in no cases are identical, so no two men possess the same qualifications physical or mental. The employee strange to say, while he may be ready to admit a superior physical strength, hesitates to acknowledge the keener intellect in his fellow worker. This failure to gauge one's mental capacity is detrimental to that

individual who practices this method of self-deception. In the same way as the individual is a component part of the class of employees, so the whole group is weakened by this inherent weakness of man.

The employer in a similar way while susceptible to the same weakness, yet is in a position to differentiate between his labourers, and thus determine, which is of greater relative value to him at any particular time. The correctness of his judgments are usually verified by the resultant work, which is converted into terms of dollars and cents at the close of the season. It may be said, that employers generally are inclined to underestimate the aid received from their employees, apart from this peculiarity they evidence an impartial understanding of the utility of each and every employee and can furnish a fairly approximate rating of their individual excellencies. To say that this estimate is considered worthy of mention would be indicated by the frequency with which references are required by employers of the present day and the emphasis attached to these recommendations.

The third phase is to be approached, which must necessarily be treated in a very delicate manner and quite in accord with the innate sentiments and feelings that are peculiar to mankind.

In view of the fact that woman caused the downfall of man. It might be asked; what has she done since that time to retrieve the fallen fortunes of the stronger sex? No naive reply indicative of fuddled and distorted imaginings can be entertained. She is man's equal in every respect but one. In the physical realm alone must she acknowledge her inferiority, yet even here

her endurance and tenacity, more than counterbalance her inequality.

If woman has by sheer force of aggression forced recognition of her equality with man. It would be of interest to review her relation to man generally, but with particular attention to the agricultural employee.

It is no uncommon practice to rhapsodize on the ravishing beauty and charm of some daughter of Eve. Grant her the form of Venus de Milo and the symmetry of a Greek Goddess, assure her the poise and deportment of an ethereal sprite and no human belonging to the genus, called man, will fail to pay homage at her feet. The primitive appeal of beauty to man is so ingrained in his sordid soul, that it would take countless ages of celibacy if it were ever to be possible to quench the inherent glamour of romanticism of mere man and to curb his forceful protestations of enduring devotion to all womanly charms.

The tragic element of life is lurking in the background, and age the hoary harbinger, often with premature approach strides with no uncertain step and beckons toward the entrance of eternity. This appears the cycle of life, and no exceptions can be made. No elixir of eternal youth, no clays of mystic quality can preserve the life of man beyond its allotted span. Nature not fate asserts a stern prerogative, but what endures? In the twilight of life, often it is true a sombre shadowed afterglow, a period of vain regrets, a time when long forgotten memories rise like phantom spectres pointing to a frittered childhood and the inconsistencies of youth; the guardian of our soul, the most tangible evidence

of our separate entity remains; often it is true impaired yet serviceable still to perform and function until it too has passed away.

Charm as strength will always be admired but intelligence is to be revered. No aristocracy of intellect has actually been substituted for the aristocracy of wealth and social prominence. Though it might well be the criterion. If it were, how would women in the agricultural sphere be viewed. No keener intellects are to be found. If the records of the province were consulted out of the forty thousand teachers registered in the province, a large percentage of these are rural products. Nor must one be remiss in attaching due significance to their efforts. It is true that the rural lady-teacher presents a problem in the province and continual complaints are heard that she no sooner is educated and fully qualified to teach than she succumbs to the arrows of cupid. Many lament this so called waste of education on a girl, who must eventually supervise a home and possibly bring new lives into the world. The crusty old employer, who is the principal offender in this aspect, does not deserve to have a daughter, if he maintains this attitude. If education is essential to man, woman must not be neglected. The reflex of education is in the home and a veneer of polish will never suffice, it needs a solid foundation to endure the storms of life.

How does the agricultural labourer regard the feminine sex? Do they have a strong aversion to their insinuating charm? Do they regard them as vampires or sirens, who beckon them to the styrtes of destruction by their alluring wiles? Have they as

a rule, a worthy regard and appreciation and an ultimate desire to own one of the specimens one day themselves?

It would, if not instructive, be at least amusing to attend some rural picnic and view the simple pleasures and endeavour to imbibe the atmosphere pervading the celebration.

The local diamond is roughly marked out and the hirsute giants are warming up for the fray. It takes much practice before the game begins, to tune into form. You dodge the whizzing baseballs and are considered lucky if you personally escape injuries and assist at the resuscitation of only one Grande Dame. You next visit the ice cream booth and under the leafy foliage are a bevy of bucksome damsels portioning out ices, lemonade, peanuts, chewing gum, all day suckers and candy. They appear bright and happy and are dressed in up to the minute clothes, le dernier cri, in Timothy's catalogue and are not the sunburned, hard-handed specimens one so frequently reads about. They are there too, but off on the side of the booth washing dishes, scraping lemon peel and performing the many minor and distasteful tasks so necessary for a distinct success.

The girl in centre with the cute hat and the pale pink dress, who is the cynosure of the local gallants. Who is she? "She's the teacher," deservedly receiving adoration and respect. She's the pillar of education. Somewhat slim, perhaps, but still a support of some considerable merit.

The natives lounge around gossiping and bantering in a light hearted way, but what of their appearance? That fellow by the booth works for Fraser the two section dirt farmer. He

has a very red face and his nose is peeling at the tip. He has red hair and consequently his complexion is subject to sunburn and as he only wears a cap the peak of which does not protect his facial projection it is only to be expected that his proboscis should suffer some temporary abuse. He is being chaffed by the other boys but does not mind much, for he is quite an affable fellow after all.

The young man over near the McLaughlin touring car, next the Fordbug, who is he? His name is Fraser junior. He is Mr. Fraser's son. You look again and your attention is attracted by his scarlet tie. His collar is many sizes too large for him and his hair has not got that brilliantine finish so requisite for the modern Beau Brummel of to-day. That he has a good opinion of himself is established by his many and varied jokes with his lady friends. In fact he considers himself a sheik and a cake eater and it is reported has attended innumerable necking parties with very considerable success.

A shout of, "Here they are!" and several automobiles round the curve on high. The town baseball team has arrived. The teacher's limpid eyelids quiver for the fraction of a second, for she has met the pitcher on several occasions and he told her she was to receive an invitation to the next bank dance in town. He, is the teller you see, and the social lion of the village!

The boy with the sunburned nose notices the team's arrival, and saunters over to where the teacher is standing, in a friendly way asks her to have an ice cream. She apparently does not care for ice cream, so he has one by himself and slightly hurt,

he proceeds toward the diamond, where Fraser junior, he of the scarlet tie, approaches, who in a somewhat gruff manner asks him to walk over to the barn a matter of half a mile, and corral a few cattle, which had jumped the fence. "It isn't far" and "won't take long" and he can be "back in time for the game" are his consoling instructions.

The cattle are perverse and our friend with the sunburned nose returns too late for the game. He is not a bad player. In fact he is one of the best batters, having played in Toronto back-yards during his youth. In the meantime Fraser has taken his place and the inevitable has happened, the town team wins by a large margin.

Little incidents one says. They are, but sufficient to cause rancor in the heart of the finest chap in the world. He bites his lip and smiles a somewhat dubious smile, when asked why he had been absent. He had looked forward to this game for a couple of weeks, hoping he could emulate Babe Ruth and stand in the fair graces of the lady with the pink dress. His opportunity is gone and an opportunity occurs just once. The bank teller has his innings. He may win. Perhaps it is better for him if he loses this time. The boy with the sunburned nose will get over his sunburn and it will assume its normal colour. He is a good loser but he knows it was a forced run.

It would be absurd to imagine that an incident of this nature is of usual occurrence. The "educational Pillars" are not in actual life as fickle, nor are the "Fraseres" devoid of an element of chivalry. Yet, that an illustration from actual life may be

drawn, would indicate to what an extent the young labourer is subject to disdain. The dignity of labour has not yet been finally established and the labourer may toil for his master, but in social activities he feels himself the pariah of rural society and the unbidden guest whose presence must ever be urksome.

This tendency of employers to supercilious attitude is greatly to be deplored in so far as it limits the associations of the household and places restrictions upon a possible fusion of interests and family alliance. Many an employer has failed to secure an estimable son-in-law through his inherent antipathy in countenancing his daughter's predilection for an honest hard-working young labourer, when slight encouragement and monetary assistance would have paved the way for his daughter's ultimate happiness if entrusted to his safe-keeping.

Few instances have been cited where the agriculturist has been provident enough to realize and appreciate the latent talent and potential ability of the labourer to provide in all exigencies for his life partner. These few however would warrant the more general adoption of cultivating a closer and more kindly disposition toward a young and ambitious employee, who would with reasonable financial assistance ultimately prove a suitable husband for his marriageable daughter.

As it is to-day, the period of marriage for the eligible employee is postponed until he has accumulated a sufficiently large bank account to induce his previous employer to trust him with the destiny of his daughter, or failure to be permitted to

unite his fortunes, he may seek a new means of livelihood, and eventually other associations may influence his final selection of a wife. In either event the employer is the loser, for a protracted period of struggle as an employee, may dissipate his energy and the extended period of courtship may be of such a duration, that many of the best years of his life are spent, which could have been utilized in domestic cares and the rearing of a healthy and vigorous family. Finally the employer must seek elsewhere in the marriage market, if he wishes to relieve himself of the burden of an unmarried daughter and the chances of a successful marriage are still in the lap of the gods.

CHAPTER XX.

INSURANCE, ACCIDENTS AND SICKNESS.

As the child during his or her adolescent period looks forward to the possession of a baseball bat or a sleeping beauty doll as the case may be, so the ultimate goal of men and women is that of a marital state.

The Benedictines are by no way remiss in extending excellent advice to those of marriagable age, with few exceptions, they point a finger to the road leading to celibacy as the trail of greatest contentment and happiness. It would seem to be man's privilege to portray an inordinate inclination to try things for himself and so are found successive series of new prophets indicating the approaches to the Anchorite's cell and a new series, satisfied to ignore their inestimable precepts.

If that is the way of the world, as it appears to be, what provision does the labourer make for the successful performance of this marital experiment? For frequently, he drifts with the tide of inertia and lives in the sufficiency of day to day, his meagre demands are satisfied by a meagre supply, and tomorrow sees him no more prepared to meet the exigencies of the future.

Parsimony has been extolled and the foundation of colossal fortunes have been traced to the careful saving of the scanty nickels. Yet, the agricultural employee deems himself

immune from the influences of old Adam and the season's differences, to him the present is but the prelude to a brighter tomorrow and he turns a deaf ear to all proposals of a parsimonious nature.

The agricultural employee is no exception to the labouring group as a whole. He has three things to fear. First, the possibility of accident. Second, that of sickness. Thirdly, old age. He may by good fortune avoid the first two. Peradventure the hoary reaper may even relieve him of the necessity of terminating his complete contract with respect to the third, though this dubious privilege of the fates is open to question. More probably the employee must face the final provision for all three, unless he desires to become a charge on the community in which he lives, which no self-respecting man is prone to do.

Statistics show that due to the outdoor nature of farm labour, employees have an unprecedented advantage of enjoying the benefits of a long life, neither are accidents frequently of a very serious nature, nor can sickness be attributed to a dangerous occupation. Even in consideration of the unusual advantages yet accidents do occur and sickness of long duration is by no means unknown to the employee. Age too creeps on with a stealthy step and one realizes that youth is no longer here and it is but a short step to that of senile decay..

How can an employee make adequate provision against these eventualities? The answer is by insurance. Several questions naturally arise relative to this. Should the employee insure himself against these exigencies or should the insurance be paid by the employer, who becomes a guarantor of the employee's

perpetual maintenance?

In Industrial concerns it has become the practice for employers to insure their employees by deductions from their employees daily or weekly wage to cover the premiums. This necessarily is restricted to accident and sickness. There is a distinct benefit derived by both the employer and labourer in the event of any misfortune and the practice is commendable. Subject for debate is not absent of course ^{Regarding} ~~to~~ which should pay the premium. It has been asserted reasonably, that accidents occur while the labourer is performing his daily tasks and that he should not be expected to pay for this industrial risk. He, on the other hand accepts ~~this~~ risk upon entering upon an agreement of employment and can be consequently expected to provide for his own maintenance in the event of disability.. The employer advances the age old argument that carelessness of others is accountable for numerous risks and that the employee should be responsible for this and his own carelessness, provided that there is no undue speeding up and that full protection of machines is afforded. The employer appears to have the best of the argument. Let this be as it may, the general practice is as stated and the employee must contribute to his own insurance for disability and sickness.

Regarding old age two methods are adopted. One is industrial pensioning, which approximates insurance providing the firm is solvent as the employee reaches this period of dependence; the other is that of old age pension maintained by the state which is the case in England. There is an ethical appeal.

to this subsidy of aged dependents which justifies its continuance.

What is the position of the employer and employee with respect to insurance of the agricultural labourer.

Insurance to-day is only in its infancy. It is sporadic. Generally speaking policies are sold on the merits of the insurance agent entirely. He thrusts as it were, a policy upon an unwilling recipient; collects the premium and moves on to pastures new. This ready-tongued orator, with his persuasive jargon of premiums, policy, stability, saving and provision is in reality the first friend the employee has met. In disguise of personal interest, he sells his policy little thinking that on final analysis he may be considered a benefactor, rather than the self-centred and parasitic individual he is so frequently depicted.

Many policies are sold in this way, where employees are virtually talked into the initial payment by some white-collared agent proffering a cheap cigar. The principle underlying employees' insurance is yet to be discussed.

It is only just to assume that what has been found a convenient method for industrial groups might be equally serviceable to the agricultural. Nothing could be more reasonable than provision in the provincial Statutes, calling for employers' accident and sickness insurance of employees with full provision for the deduction of the premiums from the employee's wages. The trifling cost of such insurance and the distinct advantages to both parties would soon be felt and in the event of any serious

disability the employee would be assured of a competency for life.

Life insurance ought to be taken by the employee and it has three distinct advantages. First, of inculcating a desire to save and so lay the nest egg of future saving. Secondly, with a clear view to the decreased efficiency as a wage-earner as time slips onward. Thirdly, the establishment of a fund, which might be utilized, if a business opportunity were to present itself.

To intimate the extent of Insurance is impossible. Each employee must regulate his liability according to his efficiency to meet the demands. It is a safe assurance to suggest, that the initial policy of \$1000. would prove a step in the right direction and as the opportunity is presented further investments could be made.

Nothing has been said with respect to what kind of Policy would prove most suited to the needs of the employee. With little hesitation, one could suggest the twenty year endowment policy, which has the special feature of provision for dependents in case of death and an excellent investment assuming one lives to the expiration of the time.

Only by insurance will the labourer learn the value of money and the squandered dimes during a young man's life will net him an adequate assurance of a modest gold reserve for the rainy day or when he refuses to be directed by the Benedictines.

CHAPTER XXI.

ORGANIZED LABOUR, IT'S POSSIBILITIES.

The innovator is usually subject to the scathing criticism of his fellowman; nor is this without reason. It serves as a flame to the crucible, to purge his ideas of falsity and render them fit for adoption in conformity with the times. The clarity and effectiveness of opinions are indebted to this spirit of conservatism, which is active in all ages to a variable degree. If innovators could project their ideas in their entirety and cause them to be accepted in toto, there is little question that the civilized world would be influenced by their efforts to a far greater extent than has yet been rendered feasible. Yet the benefit of such measures would still be open to question and time alone would describe the limitations of these ideals.

It is to the keen intellects of a few men who appear to have possessed an unprecedented foreknowledge that the passage of years has dealt in so kindly a manner. Yet, after the lapse of decades the movement may produce a progeny quite unrecognizable to the creative mind of the genius who was responsible for its first inception. It is the ever acting and reacting of economic influences, which develops and brings into proper alignment the essential details of all movements of material importance.

Organized labour is to-day a by-word of the twentieth century. The old gild members of the passed centuries would

gasp in sheer astonishment at the power, extent, and flexibility of the modern trade union. Its growth and affiliation has been commensurate with its influence and the worker of to-day registered under any one of the recognized unions in affiliation with the American Federation of Labour has a status which he can be justly proud of, and a position in an organization where his influence is distinctly positive.

What place has the agricultural labourer in organized labour of the present day? The answer is by no means difficult to find. The labourer has absolutely no organization, nor are there at present any indications of an organization being fostered. True, his employer has recognized the material advantages of such associated assistance; he may belong to the Farmers' Union, a union of mushroom growth proposing to serve as a panacea to all the ills the employer is heir to. He may be a member of the Grain Growers and seek his own salvation through membership in this body. He may even think as most agricultural employers are inclined to do that economic evils can all be attributed to political gerrymandering and the inability of the solons to administer a wise form of government. In this event, he becomes a member of the Progressive Party and rightly or wrongly reserves to himself the privilege of committing national suicide. Again he may consider that the Wheat Pool with its ultra vires contract, sufficient allurement to meet his requirements, or again the Beef Ring with its weekly killing may serve as ample pretext for his association.

Regardless of the number of associations and their extent. It is sufficiently evident that the employer seeks and maintains his alliance with others in order to promote his personal interests by combination with his fellow man.

What progress has the employee made in this regard? He is to-day in just the same position as his employee forebears were centuries ago. He has no more bargaining power apart from the abolition of the Statute of Labourers and he never will exert his influence until a definite agricultural employees' organization is formed and he finally becomes affiliated with the Brotherhood of organized labour.

No useless regrets can be expressed, no requiems sung at the passage of opportunity. The fact remains that the machinery of association is lacking and what is of more significance still, is that the spirit of association has not been quickened.

Where there is no Soul, no ambition can be. How true this sophistry is can be realized by the daily tragedy of the lives of labourers. It remains for someone to galvanize into action the sluggish spirit of the agricultural employee and awaken within him a sentiment of alliance. Then, no navigator will push out on a more turbid sea, than the labourer in his new found associations. He too, will approach the styrtes of distruction, and many a near ship wreck will be experienced but eventually will reach the lagoon and the haven of rest, from which, he may return with steady sail in the unagitated waters of fair weather.

Leadership is the sole requirement. The faggots are laid. It but requires the torch. The intensity of fervour is not yet

evident but it like the fire will maintain itself. Yet, the simile being apt, must not be overdrawn. It must not be self-destructive, nor must it be too far reaching in effect. A leadership which will direct the labourer in his aims and associations, similar to the trades unions of to-day; with membership, fees, cards and the requisite essentials, is all that is required to transmute and metamorphose permanently a class, who have slumbered too long.

Full provision relative to this organization is not so much the assumption of a new role. It is rather the application of a present benefit to an unaffected unit of society. The dynamic changes will not be violent. Effects are certain to be felt, but not necessarily of a serious nature. The employer will realize that the contemned labourer is in possession of a sting and he will treat him with due respect, and adjustments will be made to mitigate its evils. All the machinery, active and passive of the Trade's Union will be put in effect and legitimate use of the strike and picket may be expected to be utilized. So that, after the first violent disturbance has transpired, development and progress will become normal and complete agreement of interest will be maintained.

The foreshadowment of the agricultural Labourers' Union is no phantasy. It must materialize. The status of the labourer to-day is such, that the question is not how long, but how soon, will this become an actuality. As all accredited associations are for the final benefit of mankind, so no regret will be

felt when contentment, happiness and security are within the grasp of each agricultural employee.

CHAPTER XXII.

WA-PEN-A-NUNK (THE RISING SUN).

If all great developments tend toward the elevation of mankind: The labourer may be expected to share in these rewards. To enjoy the privileges and advantages of society however one must be capable of assimilating the thoughts and aspirations of the age in which one lives, as well as the appreciation of the past. The past tends toward stagnation but the future is indicative of progress. In so far as he can equip himself to become an active and useful member of society, so the labourer's relative importance will be measured.

Is the agricultural employee bound down by the harsh traditions of an unlettered past to remain in comparative oblivion? Is there no progenitor of the soil within the limits of the province, who might have laid claim to literary excellence, or no scion who might add to the scientific quantum by some startling new discovery? If the present has not revealed a literary luminary the future may not be so unkind, for Saskatchewan's skies are clear, her flora beautiful. She has her streams of Helicon of more recent origin, nor will her purling streams always be reticent to the appreciative ears of a second Lycida.

"Great oaks from little acorns," so the extensive utilization of the open-shelf library, the participation in

winter classes in vocational training and the broadening influence of communion with the masters of all time, may eventually accomplish the impossible and the province may some day look back upon the life and literature of an agricultural employee, who has depicted in lasting tints the beauties of our sun sets and proved conclusively for all time, that the world is not a place of disappointment and shattered ideals.

THE END.

APPENDIX.

TREATMENT OF ANIMALS.

Insofar as human nature is variable, so the employer is confronted with one of his greatest problems, that of humane treatment of his stock by his employee.

On first inspection one would assuredly expect to learn that the inexperienced labourer was the chief offender. This is not necessarily the case. It is true, the inexperienced employee is responsible for much thoughtless cruelty, but it can not be truthfully stated that his actions are premeditated and deliberate.

In the course of a day's work employees have ample opportunity to give vent to their spleenful disposition, which is ordinarily reserved for the team they drive.

A particular instance of the bullying labourer was that of _____ a certain employee who systematically thrashed one or more of his team during the course of grooming, and by way of variety, prodded them with a pitchfork. This team finally became so frenzied at his approach that the employer wisely decided his services were not necessary and dismissed him.

Many employees, wishing to discipline an animal have recourse to kicking. The danger of such chastisement is far

reaching in its effect. While the vital parts may not immediately reveal injuries, it oftentimes is the cause of later ailments and internal disorders which are directly traceable to abuse.

Often hot tempered labourers quite beside themselves with rage over some trivial incident detach the trace and in slang parlance deliver a lambasting of extremely unjust severity. Indeed, they have been known to use the steel links at the trace's end for this purpose.

One of the most severe and at the same time most common cruelty practiced is that of jerking upon the bit. Some high spirited horses are driven with Liverpool curb bits and in not a few cases upon examination of horses' tongues I have personally seen horses' tongues practically severed in half as the result of this cruelty. The final consequence is farther reaching than the pain itself, for with a lacerated tongue no animal can eat, which in turn affects their general health and capacity for work.

Another particularly common cause of suffering is that of biting horses at a low temperature, with a steel bit, without taking the bother to warm it sufficiently in one's hand or under the collar, or to keep them in the house in order to prevent the bit from sticking to the tongue and mouth. Thousands of horses each year are ruined through this pernicious form of carelessness and inconsiderateness on the part of employees.

Many minor methods of discrimination are in vogue, such as keeping an unpopular horse bitted during the night, or leaving the harness on. Again tying an animal too closely to

the manger to prevent it feeding or lying down.

Failure to water at proper intervals is a common fault of labourers, Many horses in the province remain for as long as two days without water and often are insufficiently nourished at the same time.

Perhaps the commonest of all and the most palpable proof of want of proper attention, is that of sore shoulders. The employee to a large measure can offset this tendency to acquire sore shoulders by proper fitting of the hames to the collars and securing a suitable draft. If there is any excuse for sore shoulders, there is none whatever for leg galls, especially on the inside. A leg gall should be sufficient evidence for any employer to dismiss his employee summarily.

Of all these external cruelties, there is one other which in severity far exceeds any mentioned previously, namely that of failure to rest a team periodically. The tendency of employees to drive with a whip and the almost universal adoption of riding implements, makes this abuse general. The muscle strain on a pulling team must parallel the inquisitorial rack of the earlier centuries and is the most exquisite method of torture devised by the brain of man in our enlightened age.

It would be unfair to the animal world to omit a reference to the sucking colt running at its mother's heels all day and seldom given a chance to receive sufficient sustenance or conversely the dark loose box without a water-trough, where a colt not yet weened remains for six hours without a drink of any kind.

A recapitulation of such dire cruelties seems to discredit the culture of our century. There is no exaggeration however in the indictment. Cruelty exists on the farms of Saskatchewan and no temerity on our part can blind our eyes to the actual facts.

Only one question need be asked. If cruelty exists, what attitude does the employer take regarding the matter?

Unfortunately the employer in most instances is little or no better than his employee. It is often by his example that his employee becomes so proficient. Strangely however, the employer rarely sanctions extreme methods of abuse by his labourers, yet his actions themselves have a sufficiently evil effect.

In order to illustrate, what one can only trust is perhaps the exaggerated conduct of an agriculturist, reference can be made to an employer who owned a young calf.

This calf developed a taste for green grass, which is not extraordinary in a growing "Sookie." Facilitated by the indolent method of fencing, the calf finally entered the farmer's crop and brouzed in divine luxuriance. It appears that it might be cited, as the one exception to the well known lines, "Where ignorance is bliss 'tis folly to be wise." Nevertheless the agriculturist rampant with choler resolved upon fitting punishment. The calf was placed in the sod stable with a tin sucker preventer attached to its nostrils; a heavy poke was placed around its neck, which prevented it from resting comfortably;

in addition lest any comfort yet remained to the calf, its head was chained to its right foot. Needless to say it scarcely survived this treatment and died, as the farmer diagnosed the case from, "sheer cussedness."

DOMESTIC HELP.

On first presentation a discussion of the Status of Farm Labour would necessarily appear to be seriously abridged were it not to take into full consideration the whole field of Agricultural Labour with its various ramifications.

By the limits of definition however, agricultural labour was arbitrarily restricted. Yet, while always conscious of the importance of women's endeavour it was deemed advisable to make a separation in the field of investigation and reserve for the present a hasty survey of the activity of woman in relation to her agricultural employer.

Briefly then, it may be stated that in the strict sense of the word the domestic servant is the counterpart of the agricultural employee. In this way, it might be argued, that what has concern for the one will have a reciprocal bearing upon the other. That there is some truth in this statement, is beyond doubt. Yet, in so far as the sphere of activity is actually diverse and that practically no interchange of occupation is likely to result, the kinship is evidently sufficiently distant to warrant a complete separation of the two classes of employees.

However, lest failure to discuss the situation should be attributed to its unimportance, some of the essential details which have a direct bearing upon the status of the domestic servant employed by the agricultural employer will be at least attempted.

The key note to domestic service is unquestionably that

of drudgery. The life of the farm domestic is no exception to this rule. Indeed it is accentuated to such a degree that the agricultural employers find it extremely difficult to secure competent servants.

Saskatchewan as a province predominates in men. The significance of this with respect to women workers is of considerable importance. Relatively at least there is a constant demand for female assistance, which is consequently of two kinds; urban demand and rural demand.

There has been and there still is an ever increasing allurements in the bright lights of the city to the servant girl. Nor can one altogether censure the maid of all work for her preference to the city. It is only a matter of contemplation to make a resume of the various household conveniences such as electricity, and its direct relation to lighting, heating, ironing and washing. Each of which lightens the drudgery to an appreciable extent and the drab half-tones of monotony oftentimes merge into actual contentment. The city life further enables the daily purchasing of commodities which considerably lightens the work, a good instance of which is Bread and Cakes. Likewise the attractions of the movies, skating and dances are in themselves determining features and an added inducement to lure the domestic within the confines of the city walls.

The hours of labour are in themselves sufficient reason for any domestic to avoid employment upon a farm. The usual hours of farm employment being from five A.M. until ten P.M., a matter of seventeen hours of almost continuous work. The diversity

of duties contributes not a little to the unwillingness to undertake employment in rural surroundings.

In the light of such comparative conditions it is no wonder that girls prefer service in urban centres, and thus agricultural employers find the greatest difficulty in obtaining help of any kind.

The natural consequence of such a situation is the resultant advance of wages of agricultural female assistance. Only by more liberal remuneration can employers induce domestics into employment. According to the Dominion Bureau of Statistics, the average wage given to women helpers throughout summer of 1925 was \$22 per month as compared to \$40 per month for the male employee. In 1924 the average summer wage was \$23 per month, which shows a decrease of one dollar per month. In both years the board was placed at \$10 per month as against \$23 per month for 1925 and \$22 per month in 1924 for male employees.

Wages are perforce a determining factor in respect to employment. If demand for domestics results in higher wages as is to be expected, there should ultimately be a visible supply available, due to immigration.

Feeling the needs of agricultural employers' wives for competent assistance, A movement has been begun during the past few years of bringing to Saskatchewan thoroughly reliable and competent girls and women to undertake domestic service. The movement has met with considerable success and already the situation has been relieved to an appreciable degree.

As all efforts and undertakings often have a reflex, so this movement can be expected to furnish but temporary relief. Many of the domestics being attractive young women, well within the marriageable age, find that it is to their advantage to avoid the necessity of earning a precarious livelihood, by marrying some eligible bachelor of the district. One special instance can be recalled, where two sisters were so fortunate as to have the nuptial knot tied a fortnight after their arrival on Canadian soil.

It might be inferred from this that what is actually being achieved by the Canadian council of women is in reality the formation of a matrimonial agency, and the consequent finding of husbands for the surplus of British womanhood.

In view of the prevailing scarcity of women in the west this immigration policy can be commended, though it conversely discriminates against the young women of Canadian birth. That the western agriculturist falls an easy prey to the rosy cheeks and seductive charms of the Caledonian lassie forebodes of the ultimate prophecy, "That waste places will be glad."

DISTRIBUTION OF HARVEST HELP.

Specific reference has been made to the disturbing effect upon permanent agricultural employees by transient harvesters. It has been pointed out previously, that the general inefficiency and exorbitant wages demanded furnished the long term labourers with sufficient grounds for complaint, nor is there any supposition in this regard. The resident employees have every right to feel discrimination and any acrimony on their part is well founded.

However, irrespective of this, there is yet another disturbing element as potent and even farther reaching in its effect.

The perennial inundation of harvesters, while virtually being conveyed in bond to the seat of harvest activities, often, due to some delay in transit are forced on occasions to spend several hours in some small town to provision. This condition is solely attributable to the transportation Companies. In the interval of time, a village may be subject to the desires of upward to a thousand boisterous harvesters. who virtually terrorize the merchants and at the slightest provocation take possession of what articles desired. In August 1925 a main line C.P.R. Town was subject to such pillage for five hours, during which period the confectionary stores were looted and the plunder taken to the train. In this particular instance remonstrance was futile and many merchants lost hundreds of dollars worth of stock. Total destruction of store property has been reported on various

occasions and while restoration and indemnity rests with the transportation Company yet full settlement is seldom effected.

The only method of dealing with depredations of this kind, is for the Railway officials to make full and adequate provision for a disciplinary force to accompany each harvest train.

Serious as disorders of this nature are, transportation Companies are remiss in yet another way. The deficiency in this respect lies in the ultimate destination of the harvesters themselves.

The general practice has been to distribute the entire number of harvesters at the larger provincial centres and let them voluntarily drift to where the demand is greatest.

As a result of this, the cities of Regina, Moose Jaw and Saskatoon are greatly congested and the villages and smaller towns still suffer the evil effects of a labour shortage.

It would appear that the tendency of each separate harvester is to travel to the full extent of his ticket and that in some way the Railway officials must counteract this passage through districts where there is available employment, if they are to make any pretense at solving the labour problem in the province.

- - - - -

NOTE - The simplest and most effective way of ensuring suitable distribution could best be brought about by transportation companies working in conjunction with the provincial authorities under the direction of the Minister of Labour. In

this way local conditions could be minutely studied and provision made for detailed distribution at the smaller centres.

AGREEMENT FORM.

Address.....

Date.....

I, employer of the town, village,
municipality of, province of
do hereby engage for a period of
..... } month at a monthly wage of
 } months
..... per month, payment to be made
at the expiration of this period viz..... 192....

Note. (If the employee is engaged for a period of months
it implies that he is bound by law to complete this term of em-
ployment and is not permitted the privilege of giving a month's
notice and leaving at the end of that month. If he does this
without his employer's consent he forfeits all his wages due him
and has no further claim upon his employer)

EMPLOYER'S STATEMENT.

Proviso: (a) I,, employer undertake to
advance one } third of the wages ordinarily due my employee at
 } fourth
any time, in order to facilitate his necessary purchases.

(b) I further agree to provide suitable and sufficient
food; healthy and satisfactory sleeping quarters and generally
promote the comfort and wellbeing of my employee.

(c) In addition to regular farm duties I expect my em-
ployee to perform the following tasks:

- (1)
- (2)
- (3)
- (4)

(5)

(6)

(d) I further stipulate the hours of regular work to be fromA.M. toP.M.

I) will provide means of transportation to the
) will not
nearest town in such hours of leisure as my employee may have.

Signed:

LABOURER'S STATEMENT.

Proviso: (a) I, employee, promise to obey willingly the just demands of my employer. Also to care for all machinery and treat all animals humanely.

(b) I further agree to perform the chores specially mentioned in the employer's proviso (c), in addition to my regular work.

(c) That the following holidays be accorded me (specify carefully)

(1)

(2)

(3)

(4)

(5)

(6)

(d) (1) That being an experienced labourer I agree to pay for all breakages due to carelessness)yes
)no

(2) That being an inexperienced labourer I will

not be responsible for any breakages. (yes
(no

Signed:

Joint endorsation:

We,employer and
..... employee hereby mutually agree to the
stipulations as laid down in each statement and consider our
obligations to each other as binding.

Employer.....

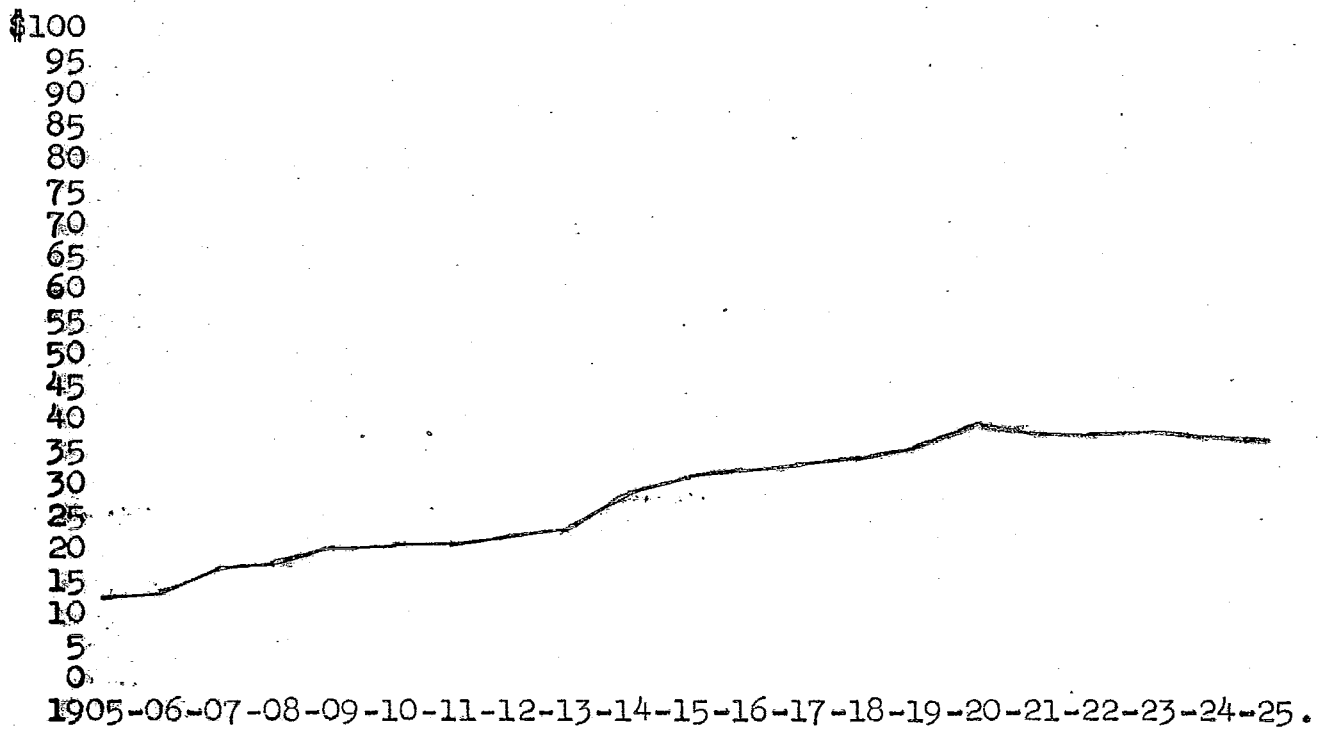
Employee.....

Justice of the Peace..... Date.....

AVERAGE SUMMER WAGES
FOR YEARS 1905 - 1925.

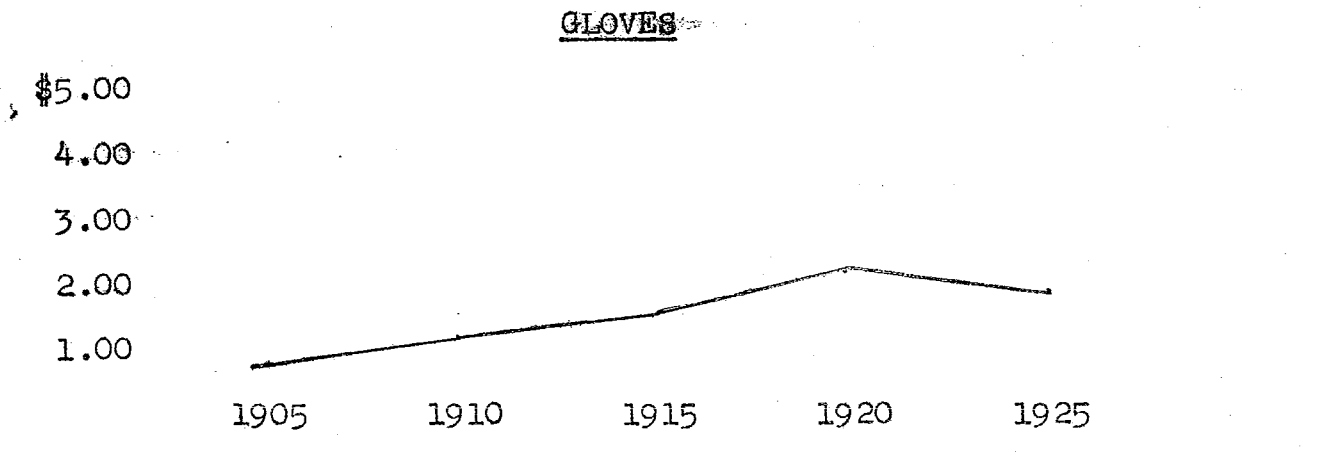
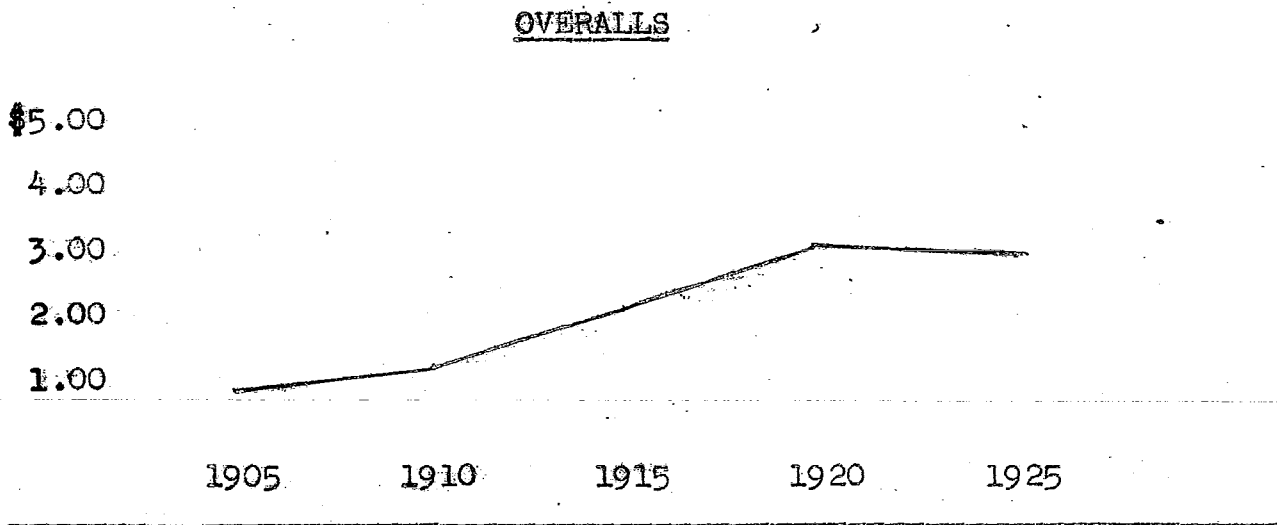
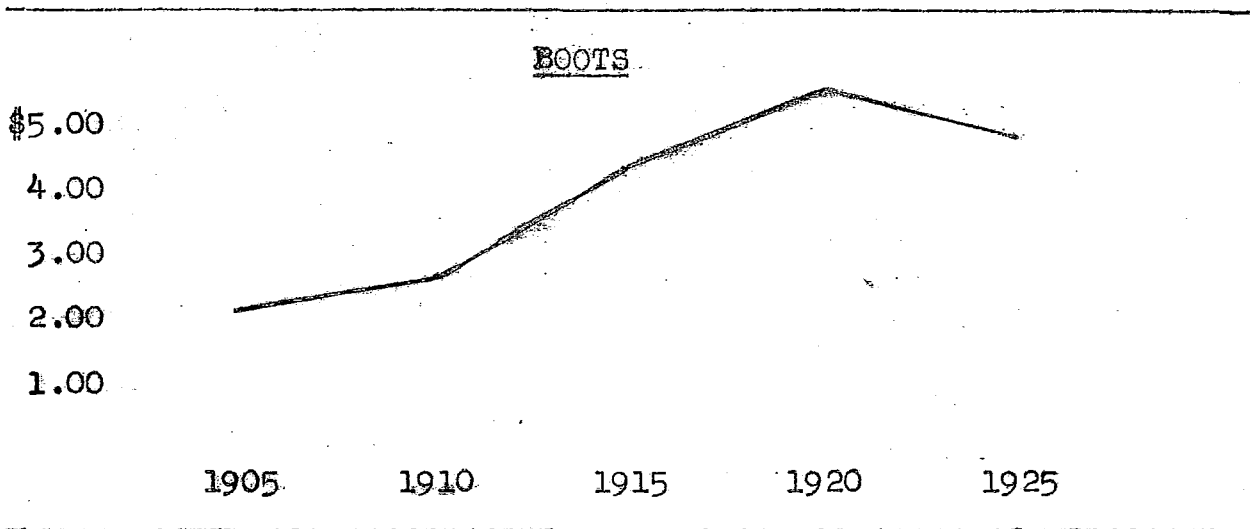


AVERAGE WINTER WAGES
FOR YEARS 1905 - 1925.



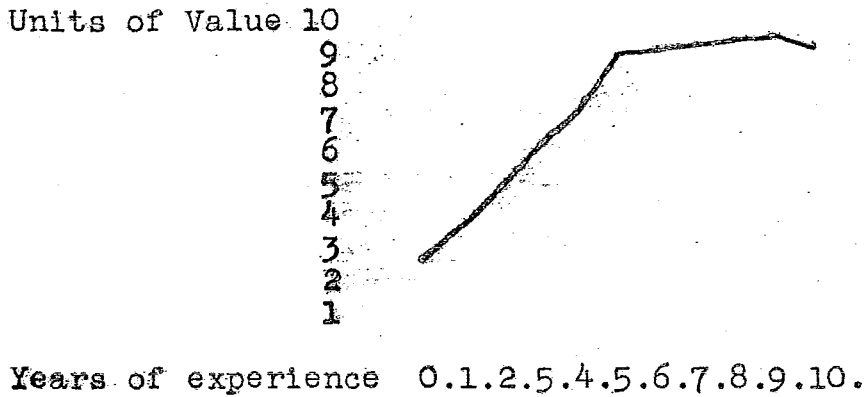
RETAIL PRICE OF STAPLE COMMODITIES EXTENDING OVER THE PERIOD.

1905 - 1925

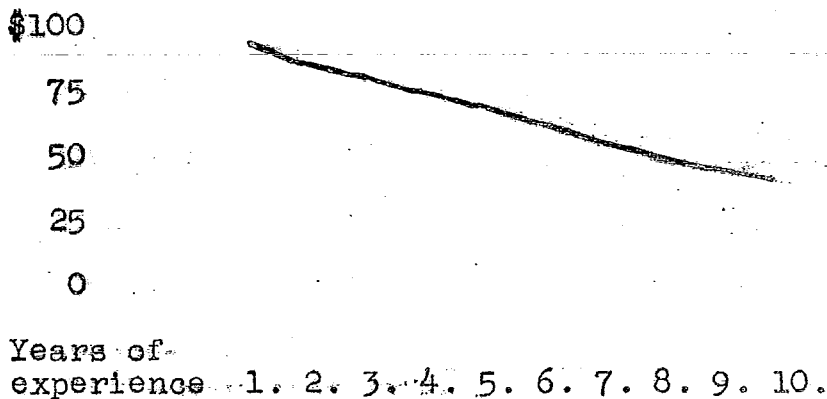


NOTE - In each case the same quality of goods has been considered.

CHART PURPORTING TO SHOW THE
RELATIVE VALUE TO THE EMPLOYER OF EXPERIENCED AND
INEXPERIENCED LABOUR.



CURVE SHOWING BREAKAGES OF LABOURERS ,
BASED UPON YEARS OF EXPERIENCE .
(PERIOD EXTENDING OVER TWELVE MONTHS)



It has been deemed advisable to incorporate the Masters and Servants Act with its various Amendments within the body of the appendix, in order that, if so desired, a direct reference may be made.

An Act respecting Masters and Servants.

His Majesty, by and with the advice and consent of the Legislative Assembly of Saskatchewan, enacts as follows:

1. This Act may be cited as The Masters and Servants Act. 1918-19, c. 61, s. 1. Short title

2. Every hiring or contract of personal service shall be subject to the provisions of this Act. If such contract is for a period of more than one year it shall be in writing and be signed by the contracting parties, otherwise it shall be void and of no effect. 1918-19, c.61, s.2. Contracts
of
hiring

3. Any person engaged, bound or hired, whether as clerk, journeyman, apprentice, servant, labourer, or otherwise howsoever, who is guilty of: Misconduct
of servant.

- (a) drunkenness;
- (b) absenting himself by day or night without leave from his proper service or employment;
- (c) refusing or neglecting to perform his just duties or to obey the lawful commands of his master; or

(d) dissipating his employer's property or effects; shall be guilty of a violation of his contract and upon summary conviction forfeit and pay a sum not exceeding \$30 with costs, and in default of payment forthwith shall be liable to imprisonment for a period not exceeding one month unless such fine and costs together with the costs of commitment and conveying such convicted person to the place of imprisonment is sooner paid. 1918-19, c. 61, s. 3.

4. - (1) Any master or employer who:

Misconduct
of Master

(a) neglects after demand to pay wages due to; or

(b) ill uses; or

(c) improperly dismisses;

a servant or employee, shall be guilty of a violation of his contract and upon the oath of any such servant or employee a justice of the peace having the necessary jurisdiction as provided by section 6 may summon the master or employer to appear before him at a reasonable time to be stated in the summons.

(2) At the time and place appointed the justice shall examine into the matter of the complaint, whether the master or employer appears or not, and, upon due proof of the personal service of the summons and the cause of complaint, may discharge such servant or employee and direct payment to him of any wages found to be due not exceeding the sum of \$100 together with costs, and in default of payment forthwith may issue his warrant for the distress and sale of the goods and chattels of such master or employer.

(3) Should the justice determine that the employee or servant has been improperly dismissed, he may, in addition to directing the payment of any wages found to be due, not exceeding the sum of \$100 exclusive of costs, direct the employer or master to pay to such employee or servant such further amount as to him seems reasonable but not exceeding in any event four weeks' wages at the rate at which he was being paid by his employer or master when improperly dismissed as aforesaid, together with costs, and in default of payment forthwith may issue his warrant for the distress and sale of the goods and chattels of such master or employer. 1918 - 19, c. 61, s. 4.

5. Proceedings may be taken under this Act within three months after the engagement or employment has ceased or been determined, or within three months after the last instalment of wages under the agreement of hiring has become due whichever date may be the later.

Limit of
time for
taking
proceed-
ings.

6. Such proceedings shall be taken before a justice of the peace residing within the municipality in which the master or employer resides; or, if the master or employer resides in a rural municipality or local improvement district, before a justice residing either in such municipality or district or in a city, town or village situated within the outer boundaries thereof, provided in either case there is a justice so residing. Where there is no

Juris-
diction
of jus-
tice

justice so residing they may be taken before any justice of the peace in the judicial district within which the master or employer resides. 1918 - 19, c. 61, s. 6.

7. The provisions of this Act shall be held to apply to contracts and agreements made out of Saskatchewan in respect of service or labour performed in Saskatchewan.

Foreign
contracts

8. Nothing in this Act shall in anywise curtail, abridge or defeat any civil or other remedy for the recovery of wages by a servant or employee from his master or employer, or for the recovery of damages by a master or employer from his servant or employee, except in so far as any complaint under this Act has been determined by the order of a justice. 1918-19, c. 61, s.8.

Civil
rights
pre-
served

9. The term "master" or "employer" whenever used in this Act shall include a corporation as well as an individual or partnership. 1918-19, c. 61, s. 9.

"Master"
"employer"

An Act to amend The Masters and Servants Act.

(Assented to March 22, 1923.)

His Majesty, by and with the advice and consent of the Legislative Assembly of Saskatchewan, enacts as follows:

1. - (1) Section 3 of The Masters and Servants Act is amended by adding thereto the following clause (e) :

Rev.Stat.
c.205.

"(e) abandoning his employment by leaving his employer's service before the expiry of the term of hiring without the consent of his employer and without lawful excuse."

(2) The said section 3 is further amended by adding thereto the following subsection:

"(2) Any justice of the peace before whom proceedings are taken under this section may inquire into the damages which a master or employer has sustained, or may sustain, by reason of the violation of contract complained of, and may award as compensation for such damages a sum not exceeding \$100, and any compensation so awarded may be set off against any sum directed to be paid by the master or employer to the servant or employee for wages."

An Act to amend The Masters and Servants Act.

(Assented to March 25, 1924.)

His Majesty, by and with the advice and consent of the Legislative Assembly of Saskatchewan, enacts as follows:

1. Section 6, of The Masters and Servants Act is repealed and the following substituted therefor:

Rev.Stat;
c.205, s.6,
amended

"6. Such proceedings may be taken:

Juris-
diction of
justic3

"(a) before a justice of the peace residing within the municipality in which the master or employer resides; or

"(b) if the master or employer resides in a rural municipality or local improvement district,

before a justice of the peace residing either in such municipality or district or in a city, town or village situated within the outer boundaries thereof; or

"(c) if the master or employer resides in a rural municipality or local improvement district and there is no justice of the peace residing as required by clause (b); then before a justice residing in a municipality adjoining such rural municipality or district:

"Provided that notwithstanding anything hereinbefore in this section contained such proceedings may in any case be taken before the justice of the peace whose place of residence is nearest the residence of the master or employer."