

Conciliation Board Report in Brief

In the matter of the dispute between Smith & Stone Limited and Local 14161 District 50, United Mine Workers of America.

THE INCENTIVE PLAN:

Present Plan (hourly)	Guaranteed Incentive Base	Aver. % Earned	Base Rate	Total Ear'd Incom.
	Light Operations (women)	\$1.29	48%	35c
Heavy Operations (Men)	1.50	62%	74c	1.97

Union Proposal in theory	Guar. Base	Aver. % Earned	Guar. Rate	Total Ear'd Incom.
	Light Operations	1.50	15%	1.72
Heavy Operations	1.80	15%	2.07	

Company claimed operator under union proposal would have earnings projected as follows:

Light Operations	Guar. Base	Aver. % Earned	Base Rate	Total Ear'd Incom.
		1.50	46%	1.50
Heavy Operations	1.80	62%	1.50	2.91

WAGES:
 Union Proposal: Slight increase of 3% on all wages and base rates of the employees in the bargaining unit.
 Company Offer: A 2 1/2% increase on all wages and base rates of all members of the bargaining unit.

HOURES OF WORK:
 Union Proposal: A five day week with eight hours each per day for continuous shift workers. Employees required to work sixth consecutive day shall be paid overtime rates.
 Present System: Varying hours week, eight hours per day Monday through Friday basis, except for operations affected on continuous shifts. Continuous shifts arranged so as not to exceed, during a period of eight weeks, an average of 42 hours per week.

VACATIONS:
 Present system: 3 mo. 3 yrs. 1 week 3%; 12 mo. period immediately preceding May 31. 13 yrs. 3 weeks 4%; 15 yrs. over 4 weeks 6%.
 Union demand: 6 mo. - 1 yr. 1 week 2%; 1 yr. - 10 yrs. 2 weeks 4%; 10 yrs. - 20 yrs. 3 weeks 6%; 20 yrs. - over 4 weeks 8%.

DURATION OF CONTRACT:
 Union Proposal — Two years if financial demands met.
 Company Proposal — Three years.

Conciliation Board Conclusions

THE INCENTIVE PLAN
 The present incentive system is fair and equitable.
 WAGES
 Company offer in line with settlements arrived at generally in the area and in the industry.
 HOUR OF WORK
 No reasonable alternative to the present system of scheduling continuous shifts in effect in this company. Overtime provisions for off-shift work appear to be reasonably adequate and in line with those paid in competitive industry.
 VACATIONS
 On basis of survey the present vacation plan in line with majority of other companies in Ontario.
 DURATION OF CONTRACT
 A one year contract between company and union would not suffice to justify the commitments the company is willing to make over a longer period.
 RECOMMENDATIONS:
 (Accepted by the company and rejected by the union as unsatisfactory.)
 Renewal of collective agreement which expired November 11th, 1963, for a three year period with following amendments:
 (a) A general wage increase to all members of the bargaining unit of two and one-half per cent, effective date of signing for one year thereafter, and further general wage increases of two and one-half per cent, effective the beginning of the second year of the contract and third year of the contract respectively.
 (b) That the company implement its proposals for classification adjustments.
 (c) That the company take steps as soon as possible after the signing of the new collective agreement to review its system of job evaluation, to correct any inequities that exist, and to make certain that the system in its application is fair and equitable to the employees.

Stewardship Meaning Explained to U. C. W.

The general meeting of St. John's U.C.W., held in the church hall, April 15th was opened in prayer by the president Mrs. L. King.
 The devotional period, taken by Unit A, opened with the singing of the hymn, "A Charge to Keep, Have I", followed by the responsive reading of a poem, a pledge for all to be stewards. The scripture reading included passages from I Corinthians 12, verses 4 - 11, and Ephesians 4, verses 11 - 8, after which the offering was received.
 An enlightening address was given by Mrs. McKoen, the chairman of Stewardship and Recruiting, in which she explained the meaning of stewardship and the importance of giving glad contributions of our time, abilities and possessions to the church. They may be given in the following ways: prayer, testimony, teaching, leadership, clerical assistance, worship, visiting, helping, serving and transportation. Concluding this portion, the hymn "My Life and Let It Be" was sung.
 The business portion of the meeting began with the minutes of the previous meeting, read by the secretary, Mrs. J.R. MacArthur.
 Mrs. S. Curran was nominated the new membership convener, filling the vacancy in the executive left by Mrs. C. Davidson.
 The announcements included the U.C.W. Presidential Election meeting to be held at

100 Students Make Model Styles for Fashion Show

The girls of Grade 8 to 12 taking Home Economics presented their annual Fashion Show on Tuesday, April 14th.

Approximately 100 participated and the evening was divided into two parts with the girls of Grade 8 doing the preliminary for the Grade 9 and 10 girls and Pauline Row, also of Grade 12, taking over for the senior grades. Under the direction of Peggy Country were: Sharon King, Anne Van Heekel, Gail Sliggo, Petra Boudreau, Heather Barber, Cathy Wilkinson, Jo Anne Sutherland, Janette Dampier, Louise Brisson, Cassie Wood and Don Cantley.
 Mr. M. A. Pridemore and Duany Wagstaff were in charge of the lighting. The girls of 8th created and designed a backdrop of a "wild nature market," bringing from a tree on the stage.
 Mrs. Jerry Smith, wore a professional model herself, trained the girls and gave them many pointers.
 Fabrics ranged from school skirts, blouses and beach coats to evening gowns and window shades. There were all kinds of Home Economics classes and the supervisors and directors of Mrs. Ann Loney and Mrs. Gayle Hunt.
 Grade 9 and 10 girls taking part were: Barbara Penland, Pal Armstrong, Linda Howell, Linda King, Irene Ker, Diane Turkington, Irene McLean, Dorothy Calder, Marjorie Burt, Betty Halsey, Cheryl Seiffert, Linda Foster, Pal York and Janice Wilde, Shirley Ellis, Lillian Burr, Pal Alton, Yolanda Winger, Linda Bailey, Susan Smith, Cathy Layton.

At the conclusion Mrs. Loney and Mrs. Smith were called to the stage and presented with a bouquet of flowers in appreciation of their work.
 BALLINAFAD
 Year of Achievement is Reported for Institute
 Ballinafad W.I. met in the Community Centre on Wednesday, April 1st at 1 o'clock for the annual hot luck luncheon under the direction of Mrs. Frank Smith and Mrs. Jesse McKenry.
 Following a delicious meal 15 ladies met for the annual meeting of the branch. The meeting opened with the usual Opening Ode and Mary Stewart Collier, the reading of the minutes and the roll call. This was followed by the reading of some interesting news for the coming year. All unfinished business was completed by the president Mrs. Leo Jamieson.
 The treasurer Mrs. Tom Gibson gave a very gratifying financial report for the year. All other conveners reported on their work for the year which showed what a busy year it had been.
 The nominating committee composed by Mrs. A. McKenry brought the following report which was accepted by Mrs. L. Marshall:
 Officers for 1964-65:
 President, Mrs. Leo Jamieson; 1st vice president, Mrs. Robert McKenry; 2nd vice president, Mrs. Frank Smith; secretary, Mrs. Norma Sinclair; treasurer, Mrs. A. S. McKenry; assistant, Mrs. W. McLean; District director, Mrs. E. McKenry; Branch directors, Mrs. Marshall, Mrs. D. Byrnes, Mrs. K. Hamilton; pianist, Mrs. E. McKenry; Welfare, Mrs. Mabel

Year of Achievement is Reported for Institute

Conveners of standing committees — 1. Agriculture, Mrs. Wm. Kirkwood; Canadian Industries, Mrs. E. McKenry; 2. Citizenship, Mrs. A. McKenry; Education, Mrs. F. Smith; 3. Home Economics, Mrs. Don Brown; Health, Mrs. N. Sinclair; 4. Historical Research, Mrs. Kay Swindlehurst; Current Events, Mrs. W. McLean; 5. Public Relations, Mrs. Jesse McKenry.
 The election of officers and installation was conducted by Mrs. Jesse McKenry, then the president returned to her duties and conducted remaining business.
 After hearing the reports of the various committees we concluded that we had a very profitable and useful year. For our children and young people we had sponsored a Halloween party for the community children in the hall, we had assisted some other institutes with the providing and serving the Graduates banquet at Limehouse School, two 4th Clubs had been held during the year, a donation was given to the local Miss Festival, and we pay the keep of a foster child — a girl in Tunisia to whom we have also sent birthday and Christmas gifts.
 For the sick, aged and shut-ins we have sent cards, flowers, fruit and gifts during the year.

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For information on disposal of combustible materials above.

YOUR FIRE DEPARTMENT

Sprowl Follows McDowell As Halton County Sheriff

Robert H. (Mac) Sprowl of R.R. 4, Acton, has been appointed deputy sheriff for Halton County. He succeeds Clebert McDowell of Hornby who retired on March 31st.
 Prominent in county Junior Farmer activities, a member of Esqueaux School Area Board and winner of a Nuffield Scholarship, Mr. Sprowl is well known throughout the county.
 Approval of the Lieutenant-Governor to the recommendation of the Attorney-General and cabinet was received late last week for the appointment.

we visited our Halton Museum as a group. A number went on the bus trip to Stoney Creek when the 150th anniversary was celebrated and visited the historic places where the Institute had its beginnings. Some were privileged to be at the reception for the president of ACWV, Mrs. Van Bockoff of Holland when she spoke to 5,000 Institute Members in Guelph. Two members attended the county J.F.R. rally and dinner in Oakville, where a donation was made to that cause.
 We were represented at the three local fairs, Acton, Georgetown and Milton with displays of work and served pie, hot dogs and hamburgers at one fair from our booth. We also catered from our booth for three days to the Sten Thresher's Reunion at Milton. As well as this we had one successful coffee, dance and penny sale at Valentine's time and we also had an enjoyable family party at Christmas.
 These along with our usual 13 meetings in the year and conventions and other interests of the Women's Institute has kept us very active during the past year.
 The sympathy of the Community is extended to the brothers and family of Mr. Harry Smith who passed away suddenly at his home recently.
 The Group Committee of the Scouts held their regular meeting at the home of Mr. A. Kier last week. As well as the usual business, plans were made for a bottle collection in the community on Saturday, April 18th. This is a good way to start spring housecleaning.
 Rev. Hill of Hornby was in charge of the services on the Ballinafad charge Sunday, April 12th when he conducted communion. Mr. Fleming was at Ashgrove, Hornby and Bethel.



MAC SPROWL

Catling to Streetsville Second Principal Leaves

The Georgetown public school board has received the second resignation by a principal in two weeks.
 Harrison Public School principal Harry Knapper handed in his resignation last Wednesday morning.
 Since then the Business Administrator has received the resignation of Park Public School principal Harold Catling.
 Mr. Catling told The Herald yesterday he is leaving Georgetown to become principal of a thirteen room junior public school at Streetsville. His new school, the Ray Underhill Junior Public School, includes grades from Kindergarten to six. He will start there in September.
 Mr. Catling was assistant principal at Wrigglesworth Public School for three years before becoming principal at the new Park School in 1959.
 Mr. Knapper is in his fourth year as principal of Harrison public school and will become an elementary school inspector with the Department of Education in August.

Funeral Director Post-Grad Course
 Jim Jones, funeral director at the McClure Funeral Home, 34 Edith St., attended a post-graduate course conducted by the Ontario Board of Administration last week. The course was held Wednesday and Thursday nights in Toronto.
 The course is offered every five years. This is the second time Mr. Jones has attended.

... wait 'til you see the SPECIALS
 AT THE OPENING of JACKSON'S
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