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R. Uglow & Co.



MANY reasonable people who would not labor beyond their strength in any other manner continue to test to over-capacity their eyes. After their eyesight begins to fail they continue to strain it. Here you will find complete scientific examination, correct prescription and vision restoration at such a moderate figure that you must not longer continue the dangerous delay.

J. Stewart

The House of Better Glasses Opposite the Post Office Phone 699. KINGSTON.

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The Gruen Watch is making an enviable reputation for itself by its accuracy and precision—not to mention the beautiful designs in cases—whether it be a Lady's Wristlet or a Gentleman's thin model, solid gold or gold filled.

LADIES' WRIST WATCHES \$20 to \$500
GENTLEMAN'S THIN MODEL WATCHES \$35 to \$300

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100 PRINCESS STREET

TO RENT
Two well heated, unfurnished rooms, first floor, Telephone Building. Apply: MR. KIRKPATRICK On premises

INCREASE IS PERMANENT

In the Wages of the Oneida Community Limited Employees.

Pierrepoint B. Noyes, president of the Oneida Community, Limited, recently made an announcement to the employees of this organization, whose Canadian headquarters are at Niagara Falls, to the effect that the "high cost of living envelope" which has been given these employees since January, 1917, would from now on become a permanent part of their wages. Apart from the fact that this will involve an added expenditure of \$2,500,000 in 1920, it embraces other features which are of wide interest to employees, employers and economists.

In 1916 it became quite evident that something would have to be done to help the 3,500 employees of Oneida Community Limited, to meet the high cost of living. The directors of this organization had figured that on the average, every rise of 20 points in Bradstreet's "Index number of 100 commodities" represents an increase of the average cost of living, for their employees of 1 per cent. In January, 1917, the "high cost of living envelope" was adopted. This provided Oneida Community employees with an addition of 16 per cent. to their wages. It steadily rose until at one time in 1920 each employee was receiving in addition to his 1917 wages, another envelope containing the equivalent of 50 per cent. of those wages.

At about the same time Oneida Community added a "service wage" running in some instances as high as 12 per cent. and governed by the length of time a worker had been with the company.

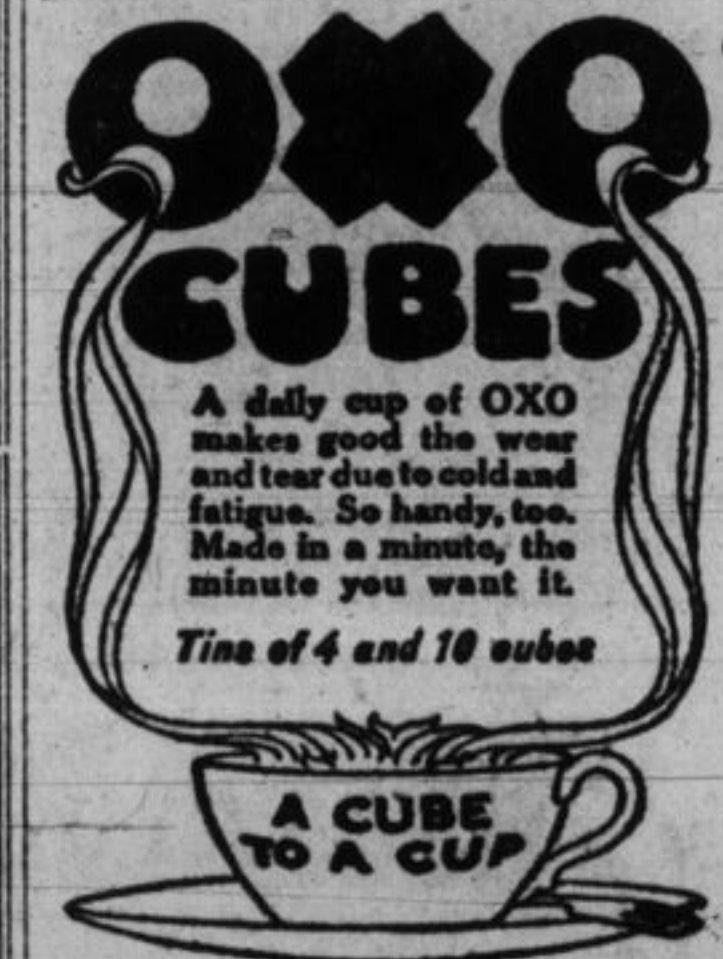
In making his announcement Mr. Noyes said: "Today we have reached another time of great uncertainty. Commodities are dropping in price and there is much agitation (largely behind the scenes) looking to a corresponding drop in wages. The O.C.L. has been prosperous. There is every evidence that its prosperity is founded on a very solid basis and is likely to continue. Much of that prosperity has been due to the employees. The managers of the O.C.L. have believed that the amount of wages paid has less to do with the cost of production than the service given. We have believed that our ambition to make the entire organization from manager and president down to the humblest worker in the shops a partnership which would divide in a fair way all prosperity which resulted among all those who helped create that prosperity, would in spite of apparent wages higher than competitors were paying, bring about a low cost of production enabling the company to compete with any manufacturer in the world, and thus insuring continued prosperity and continued high wages.

"Between the workers and the management, we have done the impossible during the last two years. You will have turned out \$18,000,000 worth of goods in a plant whose maximum capacity was figured at not over \$5,000,000. The spirit that has done this can carry a higher wage than exists anywhere else in the world for the same service and still make goods lower than competitors who pay much less wages.

"I went through an English plant some years ago and the manager told me the wages he paid. There was not a man there that was getting one half as much as our employees for the same work and yet the cost of the same goods in our factory was less than in this English factory. This is only an illustration.

"After much discussion and a thorough examination of past figures and future prospects, it has been decided that now is the time to put wages on such a permanent basis that the workers need not worry about the future.

"Beginning November 1 all wages, salaries and piece work prices will be advanced 50 per cent., taking the place of the sliding scale of H.C.L., which then will be abandoned. It



A CUBE TO A CUP

TWICE TOLD TALES

News of Kingston

TEN YEARS AGO.

Dr. J. A. MacDonald, editor of the Toronto Globe, is seriously ill from blood-poisoning.

Ex-Ald. A. Clements is again seriously ill at his home in King street.

Councilman J. G. G. G. held a reception when their townships were levied to help pay for the toll road to be taken over by the county.

Next year's mayor will be one of these men: Cooper, Graham, McCann, Rigney, McKay, Toye. Which one?

Dr. and Mrs. Ernest McCallum will sail on the steamer Corsican for Liverpool next week. They will spend the winter in London.

Court Stanley C.O.F. held a smoker and euchre party last night. The local Council of Women desires the re-establishment of the curfew, and will go after it with Miss Machar as a leader in the movement.

Warden Jerome Thomson was called from a meeting of the county council to his home, where several farm buildings had suffered by fire.

other words, it is the plan to "freeze" wages, as we have called it in discussion at the highest point. This now becomes a permanent wage and not subject to the steady drop brought about by the Bradstreet figure.

"The H.C.L. for October, as everyone knows, is 45 1/2 per cent. Bradstreet's index number, as used during the first three years, indicates 37 1/2 per cent. Many of you know that the Bradstreet index number was dropping so fast during the summer that it was decided to use an average of six months, so that it would not decrease before the actual cost of living decreased. If, however, the present average system were continued, the percentage of H.C.L. would get down into the thirties before the end of the year, and the best opinion indicates that it might get below 30 during 1921.

"Our confidence in this move we are making today is founded on our knowledge of you and what you will do. The country is about to go through a very difficult readjustment. Prices of everything are sure to fall. There is an honest belief in many quarters that wages must fall with these prices. I personally believe that the increased prosperity and happiness which has been acquired by the laboring class during this period of great activity will remain with them. I certainly intend that it shall remain with our employees and more than there is a chance."

This increase in wages will affect approximately 350 employees in the Canadian organization.

SIR HUGH JOHN

His Mind is Stored With History of Country.

Wanderer in Winnipeg Tribune. Sir Hugh John (son of Rt. Hon. Sir John A. Macdonald) occupies a prominent position in the material bench in this city. His whole career has revealed an outstanding trait in his character, namely, that with him "public office is a public trust." He makes a practice, without vain boasting or parading, of the land of his forefathers is unsurpassed; his personal acquaintance is nation-wide and international and there is about him that quality of lovable personality which, fortunately for his country and himself, has been used for the betterment of Canada.

His mind is stored with the history of his country, even down to the minutest detail; his knowledge of the land of his forefathers is unsurpassed; his personal acquaintance is nation-wide and international and there is about him that quality of lovable personality which, fortunately for his country and himself, has been used for the betterment of Canada.

He is indeed the people's "Hugh John," and he wears lightly, yet with dignity, the knighthood honor which came to him unsought. As an offset to any ultra-Toryism in his earlier days, I am reminded that a plank in Hugh John's dominion political platform was "free farm implements." That was radical enough.

REVIVAL SERVICES.

A Real Lively Interest is Taken in Them.

The special revival meetings are still being continued in the Pentecostal Tabernacle on Queen street. A real lively interest is being taken in these services by the people of Kingston. The youthful evangelist in charge of these meetings, Walter McAlister, is an Ontario boy, who has been brought up in Western Canada. He is emphasizing on the imminent pre-millennial second coming of Jesus Christ, and the necessary preparation of the church for this event; declaring that the great world-problems facing humanity will never be fully solved until the Prince of Peace comes back to the earth to set up His Kingdom.

One pleasing feature of the meetings, is the hearty welcome which seems to be extended to those of every denomination or belief, who have the inclination to attend, and numbers are taking advantage of this opportunity.

Medical Conference Next Week.

A medical conference opens in Kingston on Wednesday next. Special papers will be read by specialists on several diseases, followed by general discussion, and a clinic will be held on tuberculosis. The conference will conclude with a banquet at the Frontenac club Wednesday night.

Small Market on Thursday.

On account of the heavy snow which fell on Wednesday, there were few farmers on the market on Thursday morning. Some people who came to the city stated that the roads were so slippery that it was very dangerous to drive either an automobile or a horse.

Shovel Your Sidewalk.

People who neglect to shovel their sidewalks after a snow storm are liable to be summoned to police court and fined. The police are going to watch the walks very closely this winter.

SHOE BARGAINS

SPECIAL BARGAINS IN MEN'S SHOES—SPECIAL BARGAINS IN LADIES' SHOES—REAL BARGAINS IN GIRLS', BOYS' AND CHILDREN'S SHOES.

Abernethy's Shoe Store

CUT THIS OUT

OLD ENGLISH RECIPE FOR CATARRH, CATARRHAL DEAFNESS AND HEAD NOISES

If you know of some one who is troubled with Catarrhal Deafness, head-noises or ordinary catarrh, cut out this formula and hand it to them and you may have been the means of saving some poor sufferer perhaps from total deafness. In England scientists for a long time past have recognized that catarrh is a constitutional disease and necessarily requires constitutional treatment.

Sprays, inhalers and nose douches are liable to irritate the delicate air passages and force the disease into the middle ear, which frequently means total deafness, or else the disease may be driven down the air passages towards the lungs which is equally as dangerous. The following formula which is used extensively in the damp English climate is a constitutional treatment and should prove especially efficacious to sufferers here who live under more favorable climate conditions.

Secure from your druggist 1 ounce of Parmit (Double strength). Take this home and add to it 1/4 pint of hot water and a little granulated sugar; stir until dissolved. Take one tablespoonful four times a day. This will often bring quick relief from distressing head noises. Clogged nostrils should open, breathing become easy and hearing improve as the inflammation in the eustachian tubes is reduced. Parmit used in this way acts directly upon the blood and mucous surfaces of the system and has a tonic action that helps to obtain the desired results. The preparation is easy to make, costs little and is pleasant to take. Every person who has catarrh or head noises or is hard of hearing should give this treatment a trial.—Adv.

Consult our Samples of Xmas Greeting Cards

Ask representative to call or Phone 292 BRITISH WHIG Job Dept.

SCOTT'S GARAGE

Repairs, Washing and Storage. One 1915 McLaughlin Touring car for sale cheap for a quick sale.

235 BAGOT STREET Phone 1934v.

MINIMUM WAGE BOARD.

Prof. MacMillan, of Victoria College, is Chairman.

Toronto, Nov. 18.—Hon. W. R. Rollo, minister of labor, announces that Prof. J. W. MacMillan, D.D., Victoria College, will be the chairman of the Minimum Wage Board of Ontario. He was chairman of the Manitoba Minimum Wage Board when it was first formed.

Other members of the board are: R. A. Stapell, of the McElroy Manufacturing Company; Mrs. H. W. Parsons, secretary of the National Council of Women, representing the employers, and H. G. Foster, secretary of the Hamilton Trades and Labor Council, and Miss Margaret Stevens, of the Toronto Garment Workers, representing the laboring interests.

Depends on Canadian Harvest.

London, Nov. 18.—The Food Ministry here is looking to the abundant harvests of Canada, Australia and India to enable it in the early spring to wipe out the bread subsidy and substantially reduce prices.

ECZEMA

You are not experimenting when you use Dr. Eczema Ointment. It relieves at once and gradually. It is guaranteed to cure. Dr. Eczema Ointment free if you mention this paper and send 2c. stamp for postage. See Dr. Eczema Ointment at Edmondson, Baker & Co. Limited, Toronto.



The High Rent Problem

AND THE IMPORTANCE OF MAKING SMALLER HOMES ATTRACTIVE AS WELL AS COMFORTABLE

Everywhere people are confronted by the necessity of either renting a room or two or moving into smaller apartments. We emphasize the advantage of DAVENPORTS and DAY BEDS as the logical selection for overcoming space limitation.

JAMES REID

Phone 147 for Service. The Leading Undertaker.

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Charm Tea Cards

AND BECOME REGULAR USERS OF

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ONCE USED ALWAYS USED

COMMUNITY PLATE



"Patrician" & "Adam"

A GIFT THAT WILL LAST

What more delightful and durable gift can be imagined than this beautiful silver plate in above patterns. It is treasured by the most fastidious hostesses in the most exclusive homes.

We carry a complete line of these goods. Crown Derby China just to hand. Some very nice shapes.

Robertson's, Limited

Our Reason For 20% Discount Sale

It has never been our policy to run a Discount Sale at this time of the year, but our reason for doing so this season is that Dry Goods, Clothing, Boots and Shoes and Furniture merchants are offering large discounts, thereby diverting ready Cash from the Jewelry trade.

In order to get our share, we purpose giving a discount of Twenty Per Cent. on all our stock of Diamonds, Jewelry, Silverware, Cut Glass, Clocks, Watches, China, Ivory, Electric Lamps, Leather Goods, etc., in fact everything in the entire store with the exception of goods in our Music and Optical Departments.

Our Xmas. stock is complete in every department, so that you have the unprecedented opportunity of saving 20 cents on every dollar you spend with us.

Sale begins Friday Morning, 9 o'clock, and closes Saturday night, December 4th.

ALL DISCOUNT SALES FOR CASH ONLY

R. J. RODGER

JEWELER
132 PRINCESS STREET

Special Values In Footwear

Men's Brown and Black Calf Boots—in recede and broad toes; excellent quality and value\$5.75

Women's Highcut Black or Brown Shoes, with Louis or Military heels \$4.95

Several odd lines in Children's Shoes at greatly reduced prices.

Allan M. Reid,

SHOE STORE

The final forecast of the Indian wheat crop places the acreage at 29,375,000 and the yield at 10,032,000 tons, which is 2,590,000 tons more than last year's crop.

The charters of seventy-three prominent Winnipeg brokerage firms are suspended on account of failure to pay the special tax of a hundred dollars.