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THRILLING, BREATH-TAKING
ALL-TALKING WESTERN!
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Sheepmen and cowmen fighting bitterly for the rights to the land in the Panhandle district of Texas—a thrilling Western that has a romantic interest as well!

ALSO—**"VANISHING LEGION"**
AND COMEDY
"TWISTED TAILS"

MEN AND WOMEN WORTH MORE THAN MACHINES
Modern Industrial Leader Defines Changing Attitude of Industry Toward Workers.

A New Industrial Era
Montreal—"It begins to dawn on industrialists that man power is something to be conserved with care equal to that given a delicate piece of machinery," said Mr. D. C. Patterson, President of the Imperial Tobacco Company, in an interview here today.

Mr. Patterson foresees a new industrial era and the return of prosperity to Canada on a scale commensurate with her resources and the changed outlook in world affairs. In the re-organization that is coming, employment must be stabilized. "Goodwill and low labour turnover," continued Mr. Patterson, "and the elimination of the square peg in the round hole are of value in attaining the primary object of an industry—production; a healthy happy staff is one of the greatest assets a company can have."

The welfare department of the Imperial Tobacco Company deals with 3,000 employees in the province of Quebec alone. Its activities embrace medical and nursing attendance, dental service, sick insurance and life insurance, as well as general supervision of working conditions.

Modern Welfare Work
"The history of such work in our country is typical of that of many other large industries in this country," said Mr. Patterson. "The start was made during the war with the establishment of a nursing service."

"In 1927 a physician was employed on a part-time basis in our Montreal plant and in 1929 at Granby. In 1928 a group insurance policy covering the lives of all employees of the company of one year's standing was underwritten by the Sun Life Assurance Company of Canada, and finally in 1930 a start was made on the payment of benefits during absence on account of sickness."

"Let us look for a moment," continued Mr. Patterson, "at the experience of a person seeking employment at the factory in Montreal or Granby. The individual is first interviewed by one of the executive heads of the company and if intelligence and experience are considered satisfactory, is assigned to some department. A few days later a pre-employment medical examination. At this examination the factory medical department takes its first record of the new employee. Height and weight are recorded as a basis for future observation, vision is checked, and a note is made of minor conditions requiring correction, such as bad teeth. During the past two years allowance has had to be made for the results of long periods of unemployment preceding the finding of the new job. Underweight and lack of dental attention all point to lean months just passed, but for these an applicant is not rejected. The physician and nurses point out where improvement is indicated—an improvement which is soon made possible by steady wages. A few candidates, of course, are unemployable; the occasional one turns up with active tuberculosis, heart dis-

ease, gout or some other major ailment, and such are advised that it is not well to seek work in their present condition. Company Maintains Cafeteria receiving uniforms, caps and smocks) and starts in to learn the new task. At the noon hour, if lunch has been brought, a large room is provided equipped with clean tables where the mid-day meal can be eaten. A cafeteria table nearby supplies tea, coffee or milk free of charge and with hot soup and rolls for five cents. By this small expenditure a cold lunch can be transformed into a warm dinner.

"During the first two years following the inauguration of a medical service, the employees who had been here prior to the establishment of pre-employment examinations were given periodical examinations similar to those outlined above, so that a complete case history card for every employee is now present in the hospital files.

Factory Hospital Service
"As the weeks go by the employees find us; for the various services put at their disposal. Although accidents are rare (only two hundred days a year are lost from this cause by seventeen hundred workers) the occasional scratch or cut is immediately treated at the factory hospital. As a result, infections are practically unknown and permanent disability a very rare occurrence. Employees are free to consult the factory medical service for any ailment from which they suffer—colds, headaches, indigestion and even for the diagnosis and advice concerning the treatment of more serious conditions which may develop. After a period of employment those workers whose records show that they are suffering from defects are called to the factory hospital to see if any progress has been made toward the correction of these defects. If the underweight girl or man has not gained, he or she is offered milk supplied by the company at mid-morning and mid-afternoon. Those who cannot manage to have dental defects attended to are offered the opportunity of going to the night Industrial Dental Clinic, a co-operative dental service maintained by several industries in Montreal. Here their expenses for simple dental work are paid for by the company and collected by small deductions from their wages over long periods. Those suffering from gastric ulcer or whose nutrition is temporarily affected by tooth extraction or other mouth conditions, are also put on the milk list.

"When an employee has been absent three days from work the nurse visits the worker's home, brings any back pay due, tries to determine the cause of the absence and see that, in case of sickness, competent medical supervision has been provided.

Protected by Insurance
"People who have been employed by the company for a year or longer become eligible for two important privileges—a non-contributory benefit system which gives to the employee a part of his wages when he is absent on account of sickness, the membership in a group insurance policy against death and permanent disability, the premiums for which are paid in part by the employee and in part by the company. Membership in the latter is, of course, optional with the worker.

"In addition, during the past year with the co-operation of the Canadian Tuberculosis Association and the Provincial Bureau of Health, five hundred of our staff were given a complete physical examination, including an X-ray of the chest to determine the incidence of early and healed tuberculosis not discoverable by other means. Each autumn those who want it are offered free inoculation against the common cold, and each year a great number take advantage of this offer.

"Physical working conditions of light and air leave nothing to be desired and an adequate equipment

LAST TIME TONIGHT
PRINCE EDWARD
Wallace **BEEBY**
"SKIPPY AGAIN IN A MARVELOUS TALKING DRAMA"
Jackie **COOPER** "CHAMP"
FIRST TIME IN CANADA—ALSO NEWS & CHASE COMEDY

THEIR FIRST FULL FEATURE LENGTH COMEDY
PRINCE EDWARD
TOMORROW
WORLD'S FUNNIEST MEN IN THEIR FUNNIEST PICTURE

ITAN **LAUREL**
OLIVER **LIARDY**
"Gang on Us"
Their jail-break is a riot! You'll laugh a thousand laughs!

ALSO—OUR GANG COMEDY
"FLY MY KITE"
MICKY MOUSE CARTOON "BLUE RHYTHM"
Musical Act "Story Book Parade" and Screen Souvenirs
5—BIG SHORT TALKIES

Saint John Will Safeguard Traffic
(Canadian Press)
SAINT JOHN, N. B., Dec. 1—Recommendations that all streets ending on wharves be designated as "stop" streets, both ways, and that the edge on all public wharves be raised to 18 inches, to safeguard moving vehicles, were made by the coroner's jury empaneled to inquire into the deaths of James Henry Mullin, 19, of 40 Brooks Street, and Charles Bernard McCarthy, 10, of 65 Sheriff Street drowned Saturday afternoon when the truck in which they were driving went over the edge of a wharf into the harbor here.

Two Vessels Crash In Dense Fog
(Canadian Press)
NORFOLK, Va., Dec. 1—Hidden from each other by a dense fog, the four-masted schooner Ida S. Dow, and the U. S. Freighter Herman Frash collided 75 miles off Carriacou, N. C., early yesterday. Both vessels were considerably damaged but no lives were lost and nobody was injured.

U. S. Exports And Imports Drop
WASHINGTON, D. C., Dec. 1—(By Ken Clark, Canadian Press Staff Writer)—The value of exports from the United States during the fiscal year ending June 30, 1931, dropped 34 per cent. Imports fell off 37 per cent in value. Total exports were \$3,084,000,000, imports \$2,432,000,000. Exports were 29 per cent below the five year average 1922-1926.

These figures were given out today in the annual report of the Secretary of Commerce.

The report pointed out that if adjustments were made for price changes exports for the year against those of the previous year showed a drop of only 22 per cent.

The value of exports to Canada fell approximately 85 per cent. Exports to Canada and Newfoundland in 1931 totalled \$530,000,000 as against \$830,000,000 in 1930 and \$999,000,000 in 1929. Imports varied in much less degree. The figures for the same three years were \$334,000,000, \$487,000,000 and \$516,000,000.

The report noted reduced purchases of news print, wood pulp, lumber and copper from Canada during the year.

In his general report, Secretary of Commerce Robert P. Lamont remarked stocks of manufactured goods had dwindled at the end of the fiscal year so that the situation was like that of 1928 giving reason to expect increased business. However, surpluses in raw materials were generally undiminished.

Tom Mix Is Steadily Improving
HOLLYWOOD, Calif., Dec. 1—Physicians said that Tom Mix, motion picture and circus star, is definitely on the road to recovery after lying near death for a week as a result of an attack of peritonitis. The infection began after an operation for appendicitis Nov. 23.

Sharp Pains In His Heart Nerves In Bad Condition
Mr. F. J. Chase, Thomson Station, N.S., writes:—I have used Milburn's Heart and Nerve Pills with wonderful results. My heart would beat so fast I would have to sit down when at work chopping in the woods. I had sharp pains in my heart when I would lie down at night. My nerves were also in a very bad condition, but after using two boxes of Milburn's Heart and Nerve Pills I feel just fine, and an fourteen pounds heavier than I have been for years.

Price 50c a box

CENTRAL GUARDIAN
HIGHEST MARKET prices paid for Silver Fox Furs. Sam Isaacs at Samuel Kennedy's, Kent St., Charlottetown. 1054 9-11-30-cod 1 wk

BARGAINS IN XMAS GIFTS, useful articles, children's garments, etc., at St. Peter's Cathedral Sale, tomorrow, Thursday, December 3rd. 10596-12-2-11.

SILVER FOX FUR wanted, Sam Isaacs, at Samuel Kennedy's, Kent St., Charlottetown. 10549-11-30-cod 1 wk

A GIFT FOR CHRISTMAS and all the year round is a subscription to The Charlottetown Guardian. Sent it to friends at home or abroad. They will appreciate it.

BRING YOUR silver fox furs to Sam Isaacs at Samuel Kennedy's, Kent St., Charlottetown. 10549-11-30-cod 1 wk

SOURIS FIRE—Mr. Wilfred Doucette, Souris, suffered a bad loss from fire on Wednesday last when his house caught from a defect in the chimney and on account of such a high wind it got uncontrollable before help arrived, also a small building which was connected with the house used for a dairy, and his potatoes and turnips. The out, buildings were saved by neighbors and others, also the furniture. Much sympathy is felt for Mr. Doucette as his loss is a big one especially at this time of the year.

NEW GLASGOW PERSONALS—The many friends of Mrs. Andrew McLeod, Burlington will be glad to learn that her condition which has been considered serious is showing signs of improvement this past few days, her friends wish her a complete and speedy recovery.—Mrs. R. E. Bagnall who has been spending a few days in Charlottetown has returned to her home in New Glasgow.—Mr. Alder Dickieson, New Glasgow was a visitor to the Capital Saturday.—N.

CANOE COVE
Mr. Neil MacCannell has returned to his old home in Canoe Cove.

The many friends of Mrs. Neil MacCannell are saddened to hear that she is laid aside with heart trouble. We all hope for a speedy recovery.

Our enterprising Radio Agent of Canoe Cove, Mr. Colin Campbell is still making sales in spite of depression. He has recently installed one in the home of Mr. Harry MacNevin, New Argyle.

Mr. and Mrs. John A. MacDougall, Bas Garret, and Miss Sadie MacBachern, paid a flying visit last Saturday to Emmore River, returning Sunday they were the guests of Mr. John Murray.

There is a clock in this settlement which is causing unusual interest. It is a clock recently received by Mr. Douglas MacDougall, first it is a beautiful piece of furniture and is only handled by one jewelry store on the Island, the most interesting part of this clock is the beautiful tone when striking and is almost talkable, and one listening to this clock positively claims it says Rem-em-ber Me, For-get Me-Not, and it is expressed by many as a most suitable gift for any aged couple.

The people of Canoe Cove have completed an up to date horse shed at the Hall. Much credit is due to active parties in this shed.

Depression has not by any means changed the activities of Mr. John Gillis of New Argyle, John claims to have threshed at over one hundred barns this Fall, he has also shipped 1000 bushels of potatoes and has celled over 2000. John claims times are what you make them.

Mr. Daniel Darrach lost a valuable horse lately.

Value Of Canada's Stone Production
OTTAWA, Ont., Dec. 1 (By the Canadian Press)—Production of stone from Canadian quarries in 1930 totalled 9,994,506 tons valued at \$13,034,209, according to a report of the Dominion Bureau of Statistics. Imports of stone in 1930 were valued at \$1,946,486, a decrease of 17.7 per cent from 1929, while exports were valued at \$277,258 an increase of 16.9 per cent over 1929.

Total production value by provinces was Nova Scotia, \$320,316, New Brunswick \$284,869, Quebec \$5,752,736, Ontario \$4,850,528, Manitoba, \$1,068,479, Alberta, \$21,736, and British Columbia \$718,405.

Hon. Vincent Massey Back From Orient

TORONTO, Ont., Dec. 1—(By The Canadian Press)—Hon. Vincent Massey, former Canadian Minister to the United States who recently returned from China where he was chief Canadian delegate to the fourth biennial conference of the Institute of Pacific Relations yesterday told the Canadian press he thought the trade of the Dominion with the Orient would increase as the people of the Dominion grasped more thoroughly the broader aspects of their relations with the people of the Orient.

"I don't think our foreign trade will ever flourish to the fullest extent while we look upon a foreign people simply as a market," Mr. Massey said. "As it happens the business men of China and Japan of the First rank are generally men of very wide interests. They are intensely interested in things other than trade, and the better we are able to meet them in their diversified activities the better I think our trade relations with them will become."

"Although we are, of course, interested in trade, if we think of trade alone in relation to the outside world, I don't think our trade will grow as rapidly as if we took a broader view. It is largely a matter of making your prospective customer like you and feel respect for you. One buys more readily from an individual one likes. And the same is true of nations.

"Our trade will grow, I think, when we do two things—gain a first hand knowledge of the field and learn to understand through personal contact the taste, requirements and prejudices of the people concerned; and when we combine, in the Orient especially, our trading with the development of an atmosphere of friendliness between us and the Eastern peoples."

Mr. Massey emphasized that the Institute of Pacific Relations is a fact finding body of delegates who hold no official position in their respective countries and who deny themselves the luxury of passing resolutions in order that their discussions may be as free and frank as possible. The delegates are not tied down by any attitudes of their governments but may work to bring about an understanding between the various points of view represented.

Mr. Massey thought a remarkable illustration of the success of the institute in bringing about this understanding was the presence in Shanghai, where the conference was held, of 20 Japanese delegates, talking over their problems with the Chinese when their two nations were engaged in a grave controversy which had already reached a state of armed conflict.

He spoke briefly of the acceptance by the union of Socialist Soviet republics of the institute's invitation to join the next conference. It was impossible, he said, to overlook the importance of the Soviet as a nation bordering on the Pacific, whatever one might think about the theory and practice of its system of Government.

KENTFORD L. WAITE
There passed peacefully away at Kensington early Wednesday morning, Nov. 25, Kentford L. Waite, at the age of 67 years. He was formerly a resident of Wilmet Valley. About 11 years ago he went to reside in Kensington, where he made many friends, and in his death Kensington has lost one of its most highly esteemed and respected citizens.

Although he suffered a stroke, about four years ago, he was never heard to complain and his death was unexpected, as he was so well of late. He was an exceptionally kind and loving husband and father. His whole life was centered on the interests of his children, and he will be sorely missed.

The funeral was held Saturday Nov. 28, and was conducted at the house by Rev. Mr. Loring, and Rev. Mr. Ashdown of Kensington, and was conducted at the grave by Rev. Mr. Crowe. Mr. W. H. Slackford of Summerside sang very beautifully "Face to Face."

The pallbearers were Mr. John Picketts, Mr. Edward Casey, Dr. I. W. Jardine, Mr. Preston Kennedy, Mr. James Bernard, and Mr. Earle Kennedy.

He leaves to mourn, and cherish his memory a grief-stricken widow five daughters, and two sons, namely—Mrs. William Doyle, Mrs. All-n MacLeod, Mrs. E. Bernard, all of Boston, Mass., Mrs. Charles Kennedy of Kensington, Miss Halle and Messrs Keith and Miller at home. Also three sisters, Jeanette, Mrs. John Patriquin, only one week ago

LONDON'S HOSPITAL FUND GIVEN BOOST BY SPARTON HEAD

A million-dollar Hospital is to be the Christmas gift of its citizens and outside friends to the city of London, Ontario. On December 7th there will be officially opened a campaign to raise funds for a new general hospital costing \$1,000,000 to build and equip. This campaign ends at midnight on December 24th and there is every reason for believing that the civic stocking will contain the full amount when Londoners open their eyes on Christmas morning.

Actually over \$725,000 is already pledged and the remaining quarter of a million will be the objective of an intensive campaign among the citizens. This was the happy announcement made at a unique function held in the Hotel London on November 23rd—a dinner tendered by Mr. A. E. Silverwood, chairman of the London Hospital Trust, and attended by over 500 leading citizens who will be active workers in the campaign. The Hon. W. H. Price, Attorney-General, and the Hon. Dr. J. M. Robb, provincial Minister of Health, officially represented the Ontario Government and praised the spirit of the people of London in undertaking such a worthy enterprise.

Behind the fact that the banquet had as guest of honor, Captain William Sparks, president of the Sparskilling Corporation, of Jackson, Michigan, parent Company of Sparton Radio of Canada, Limited, lies an interesting bit of international goodwill history of the most practical kind.

Recently a distinguished group of Londoners paid a goodwill visit to Jackson, Michigan. On that occasion Capt. Sparks started off London's new hospital fund with a donation of \$5,000, which sum, by reason of the exchange rate prevailing, became \$5,500.

As a sequel, announcement was made at the London dinner that not only would Sparton Radio of Canada, Limited, donate \$2,500 as a company contribution, but would undertake to install a complete radio system throughout the new Hospital when it is built, plus a complete electrical refrigeration system as a further service to the citizens of London. It was later learned that this double installation will amount in value to \$25,000, so that, in all, the "Sparton" contributions total \$33,000.

In the course of the evening Capt. Sparks was presented by Mr. George Hayman with a golden key and was made a freeman of the City of London.

In introducing the guest of honor, Mr. Richard G. Ivey, chairman of the goodwill tour of London business men to Jackson, Mich., pointed out that Capt. Sparks had migrated from England to the United States as a boy of nine years. "As a young man, Capt. Sparks 'littered the soil,'" said Mr. Ivey. "He later became a salesman, and since that time his steady progress up the business ladder has brought him to the head of the Sparskilling Corporation of Jackson, Mich. This man goes places and does things. Two years ago, he came to London, and within a few hours decided that this city was to be the home of the Canadian Sparton Radio Company. There are 200 people employed in the London plant, and there is every indication that within a short time the plant will witness an era of expansion."

In the course of his optimistic address, in reply to the honor conferred upon him, Capt. Sparks predicted a change for the better soon in world-wide conditions, remarked that his company's own business in the East is far beyond that of last year and added: "The London plant of our radio product is not standing still. We will enlarge it in the very near future, and likely manufacture a new Sparton refrigeration unit."

British Freighter Hauled Off In Fog
(Canadian Press)
FERNANDINA, Fla., Dec. 1—Working in fog so thick that a whistle blast code was necessary to direct manoeuvres, private tugs and the coast guard cutter Yamacraw pulled the British freighter, Humber Arm, from shoals of Nassau Sound, yesterday.

Bound from Cornerbrook, Newfoundland to Jacksonville with a cargo of 5,500 tons of newsprint paper, the ship went aground Friday. The Yamacraw and two tugs from Savannah and two from Jacksonville hastened to her aid soon after her plight became known.

Fog settled down over the craft but the rescue work went on, even though each boat was cut off from sight of the others. Captain Frank W. Spencer, of Savannah, director of the rescue operations, said at no time was he able to see any other boat, but they communicated with each other by whistle blasts.

At one time the combined strength of the tugs and the coast guard cutter moved the Humber Arm 200 feet toward deep water but the hawsers broke and the work had to be started all over again.

Three hundred tons of paper and a great quantity of fuel oil were thrown from the freighter in order to lighten her.

Waltham, Mass. Irene, Mrs. Walter McPhail, New Bedford, Mass., Laura, Mrs. Peter Agnew, Cambridge, Mass., to all of whom much sympathy is extended.

His brother J. Maynard Waite of New York city, predeceased him

For Quick Relief from **COUGHS & COLDS** TAKE **BUCKLEY'S MIXTURE**
The very first sip of this potent, pungent, penetrative mixture gets results.
ACTS LIKE A FLASH—A SINGLE SIP PROVES IT!
M-12

Three Open Coffins Puzzle The Police
MONTREAL, Que., Dec. 1—(By The Canadian Press)—Police last night were puzzled as to the significance of the discovery of three empty coffins, of adult size, found in a field between Cadillac Street and Montreal east cemetery.

The coffins gave the appearance of having been used and broken open. Yet no reports were to hand that any graves had been disturbed and officials were reticent in pronouncing any theory until further investigation was made.

Attendants at the nearby cemetery know nothing of any disturbance there. No open graves could be found nor any signs that any had been dug up. Special police were assigned to the district tonight.

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Beautiful Birch and Oak—loading today. All thicknesses and grades. 30,000 ft. to choose from.
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PACIFIC COAST OF CANADA
and sunny CALIFORNIA
Summer breezes call you to this land of the outdoors. Golf again; swim; sail; motor. Holiday in genial Vancouver or Victoria or trek south to the orange groves of sunny California. Canadian National takes you in perfect travel luxury. Plan now to break the winter on the coast of pleasant weather.

Full details from W. K. Rogers, City Ticket Agent, 21, P. R. Ritchie, Ticket Agent, Station, P. W. Clarkin, Dist. Pass. Agent

CANADIAN NATIONAL

for **PIMPLES**
Add an equal amount of cream, or sweet oil, to Minard's, and apply the mixture once daily. Simple treatment which will clear up your skin!
MINARD'S "KING OF PAIN" LINIMENT

MILBURN'S HEART NERVE PILLS
Price 50c a box